

MINUTES
of meeting of the Personnel and Remuneration Committee
of the Board of Directors of IDGC of Centre, PJSC
(in the form of absent voting)

«26» October 2020

Moscow

No. 14/20

Form of the meeting: absent voting.**Total number of members of the Personnel and Remuneration Committee:** 3 persons.**Participants of the voting:** A.A. Bashinjaghyan, A.V. Golovtsov, L.A. Romanovskaya.**Members who did not provide questionnaires:** none.**The quorum is present****Date of the minutes:** 26.10.2020.**AGENDA:**

1. On preliminary consideration of the organizational structure of the Executive Office of IDGC of Centre, PJSC.

Item 1. On preliminary consideration of the organizational structure of the Executive Office of IDGC of Centre, PJSC.**Decision:**

To recommend that the Board of Directors of the Company take the following decision:

«1. To approve the organizational structure of the Executive Office of IDGC of Centre, PJSC in accordance with the Appendix to this decision of the Board of Directors of IDGC of Centre, PJSC and put it into force taking into account the terms stipulated by the legislation of the Russian Federation with the change and termination of labour contracts with employees.

2. From the date of entry into force of the organizational structure of the Executive Office of IDGC of Centre, PJSC to consider the organizational structure of the Executive office of IDGC of Centre, PJSC, approved by the decision of the Board of Directors of IDGC of Centre, PJSC on 29.05.2019 (Minutes # 20/19), to have lost force».

Voting results:

Astghik Artashesovna Bashinjaghyan	- «FOR»
Alexander Viktorovich Golovtsov	- «ABSTAINED»
Larisa Anatolievna Romanovskaya	- «FOR»

Total:

«FOR»	- «2»
«AGAINST»	- «0»
«ABSTAINED»	- «1»

Decision is taken.

Appendix: The dissenting opinion from the member of the Personnel and Remuneration Committee of the Board of Directors of the Company, A.V. Golovtsov, on the agenda item of the Personnel and Remuneration Committee of the Board of Directors of the Company (Appendix # 1).

**Chairperson of the Personnel and
Remuneration Committee****L.A. Romanovskaya****Secretary of the Personnel and
Remuneration Committee****S.V. Lapinskaya**