

# System of Remuneration Payable to Members of Company Management Bodies

## REMUNERATION AND COMPENSATION PAYABLE TO MEMBERS OF THE BOARD OF DIRECTORS

Remuneration and compensation for members of the Board of Directors shall be paid pursuant to the Regulation on payment of remuneration and compensations to members of the Board of Directors of PJSC IDGC of Siberia, in accordance with which:

- Remuneration shall be paid by Company in money
- Remuneration to the Chairman and members of Company Board of Directors, classified as persons in respect of which the federal law provides for a limitation or a prohibition for obtaining any payments from commercial organizations, shall not be accrued and paid
- Remuneration to members of Company Board of Directors shall be paid following the results of work for the period from election of a candidate to members of Company Board of Directors and until the election of new composition of Company Board of Directors
- Members of Company Board of Directors shall obtain payment in lump sum in Russian rub.
- Amount of remuneration for each member's participation in Company Board of Directors shall be calculated taking into account total number of meetings of Company Board of Directors that took place during the last corporate year and number of meetings attended by the member of Company Board of Directors
- Amount of remuneration of members of Company Board of Directors depends on results of Company activity and individual work of members of the Board of Directors
- Remuneration to members of Company Board of Directors shall be paid following the results of work for the period from election of a candidate to members of Company Board of Directors and until the election of new composition of Company Board of Directors.

Amount of remuneration for each member's participation in Company Board of Directors shall be calculated taking into account total number of meetings of Company Board of Directors that took place during the last corporate year and number of meetings attended by the member of Company Board of Directors. Remuneration shall be paid within 60 days after the annual General Shareholders Meeting of the Company.

Basic part of remuneration (Rbase) is defined depending on Company profit for the financial year calculated according to RAS and amounts to:

Revenue	Rbase
more than RUB 200 bln	RUB 1,000,000
more than RUB 30 bln	RUB 900,000
more than RUB 10 bln	RUB 800,000
more than RUB 1 bln	RUB 700,000
more than RUB 600 mln	RUB 600,000
less than RUB 600 mln	RUB 500,000

Moreover, the following benefits are provided for in addition to remuneration: 30% of the amount of remuneration – to the Chairman of Company Board of Directors; 20% of the amount of remuneration – to the Chairman of the Specialized Committee within Company Board of Directors; 10% of the amount of remuneration – for membership in the Specialized Committee within Company Board of Directors.

Remuneration is not paid if a member of Company Board of Directors did not participate in more than 50% of meetings held (from the moment of its election till the moment of termination of its authorities).

Members of the Board of Directors get additional remuneration from net profit in case of increase in the amount of market capitalization of the Company during a period of work of the Board of Directors, amounting to 0.0175% of the increase in Company market value calculated for the period from election as a member of Company Board of Directors and until the election of new composition of Company Board of Directors.

Total amount of additional remuneration payable to members of Company Board of Directors may not exceed 5% of the net profit for the financial year calculated according to RAS.

A member of the Board of Directors shall be compensated for expenses related to participation in a meeting of the Board of Directors based on the norms of reimbursement of travel expenses existing in the Company as of the meeting date within three business days upon submission of documents confirming such expenses.

A member of the Board of Directors may refuse from remuneration provided for in the Regulation partially or in full by filing the relevant application in the name of the sole executive body (Director General) of the Company.

#### Information on remuneration and compensations paid to members of Company Board of Directors in 2018 (thsd RUB)

Name of the Indicator	Amount, thsd RUB
Remuneration for participation in work of the management body	13,137
Salary	2,935
Premiums	1,404
Commission charges	–
Other types of remuneration	10
<b>Total remuneration</b>	<b>17,486</b>
<b>Compensations</b>	<b>590</b>

**Information on remuneration and compensations accrued for members of Company Board of Directors in 2018 (thsd RUB)**

No	Full name	Remuneration for participation in the Board of Directors	Additional remuneration for increase in market value of the Company	Compensation for expenses related to participation in the Board of Directors
1	Aleksandr Nikolaevich Fadeev	900.0	402.8	131
2	Samuil Moiseevich Zilberman	761.5	402.8	-
3	Vitalii Pavlovich Bobrov	744.2	402.8	-
4	Yurii Nikolaevich Pankstyanov	761.5	402.8	-
5	Yurii Vladimirovich Goncharov	692.3	402.8	101
6	Mikhail Aleksandrovich Bychko	900.0	402.8	160
7	Mikhail Varfolomeevich Kuznetsov	692.3	402.8	-
8	Kirill Andreevich Trubitsyn	900.0	402.8	99
9	Ekaterina Andreevna Kosogova	761.5	402.8	99
10	Vladimir Valeryevich Rashevsky	692.3	402.8	-
11	Veniamin Shmulovich Pinkhasik	900.0	402.8	-

In 2018 no loans (credits) were issued to members of the Board of Directors. No training of members of the Board of Directors was performed in 2018 at the Company expenses.

## REMUNERATION PAYABLE TO MEMBERS OF COMMITTEES WITHIN THE BOARD OF DIRECTORS

By resolution of the Board of Directors of PJSC IDGC of Siberia<sup>1</sup> the following regulations were approved:

- Restated Regulation on payment of remuneration and compensations to members of the Reliability Committee of the Board of Directors
- Restated Regulation on payment of remuneration and compensations to members of the Committee on Strategy, Development, Investments and Reforming of the Board of Directors
- Restated Regulation on payment of remuneration and compensations to members of the Audit Committee of the Board of Directors
- Restated Regulation on payment of remuneration and compensations to members of the Personnel and Remuneration Committee of the Board of Directors
- Restated Regulation on payment of remuneration and compensations to members of the Committee on Technological Connection to Electric Grids of the Board of Directors

1. 11.09.2009 (Minutes No. 740/09)