



ROSSETI
KUBAN

Kuban Public Joint-Stock Company of
Power Industry and Electrification
(Kubanenergo PJSC)

**Minutes No. 360/2019 of the session of the Board of Directors
of the Public Joint-Stock Company
of Power Industry and Electrification of Kuban (Kubanenergo PJSC)**

Date of arrangement: September 20, 2019
Form of arrangement: In absentia (through questioning)
Place of tally of votes:: Krasnodar, Stavropolskaya St. 2A, bld. 1, office
105 (address for forwarding correspondence to
Corporate Secretary of Kubanenergo PJSC)
Minutes generation date: September 23, 2019

Number of members of the Board of Directors: 11 persons.

Those having provided questionnaires: Gavrilov A.I. (Chairman of the Board of Directors), Varvarin A.V., Kiryukhin S.V., Larionov D.V., Medvedev M.V., Osipova E.N., Rozhkov V.V., Sergeeva O.A., Khokholkova K.V., Shagina I.A., Yavorskiy V.K.

Those having failed to provide questionnaires:

In accordance with the requirement of Clause 7.3 of the “Regulations on the Board of Directors of Kuban Public Joint-Stock Company of Power Industry and Electrification” (approved by decision of the annual General Meeting of Shareholders of Kubanenergo PJSC, Minutes No. 42 dated 20.06.2019), the quorum required for arrangement of a session of the Board of Directors is at least half the number of elected members of the Board of Directors of the Company.

The quorum is present.

Agenda of the session of the Board of Directors:

1. On coordination of candidacies for individual offices within the Company Executive Staff determined by the Board of Directors of the Company;
2. On approval of the report on fulfillment of the key performance indicators (KPI) of Kubanenergo PJSC in Q4 2018.
3. On making changes in the Provisions on financial incentives to the General Manager of the Company.

Issue 1: On coordination of candidacies for individual offices within the Company Executive Staff determined by the Board of Directors of the Company;

The following decision is proposed to be taken:

To concur the candidacy of Belenko Roman Alekseevich for the position of Deputy General Manager of Kubanenergo PJSC.

Voting outcome:

Gavrilov A.I.	-	“FOR”	Sergeeva O.A.	-	“FOR”
Varvarin A.V.	-	“FOR”	Rozhkov V.V.	-	“FOR”
Kiryukhin S.V.	-	“FOR”	Shagina I.A.	-	“FOR”
Larionov D.V.	-	“FOR”	Khokholkova K.V.	-	“FOR”
Medvedev M.V.	-	“FOR”	Yavorskiy V.K.	-	“FOR”
Osipova E.N.	-	“FOR”			

Thus, on the first issue the decision proposed by members of the Board of Directors taking part in the meeting **was taken unanimously.**

Issue 2: On approval of the report on fulfillment of the key performance indicators (KPI) of the Company in Q4 2018.

The following decision is proposed to be taken:

To approve the Report on the implementation of key performance indicators (KPIs) of the General Manager of the Company for the Q4 of 2018 in accordance with Appendix No. 1 to this decision of the Board of Directors of the Company.

Voting outcome:

Gavrilov A.I.	-	“FOR”	Sergeeva O.A.	-	“FOR”
Varvarin A.V.	-	“FOR”	Rozhkov V.V.	-	“FOR”
Kiryukhin S.V.	-	“FOR”	Shagina I.A.	-	“FOR”
Larionov D.V.	-	“FOR”	Khokholkova K.V.	-	“FOR”
Medvedev M.V.	-	“FOR”	Yavorskiy V.K.	-	“FOR”
Osipova E.N.	-	“FOR”			

Thus, on the second issue the decision proposed by members of the Board of Directors taking part in the meeting **was taken unanimously**.

Issue 3: On making changes in the Provisions on financial incentives to the General Manager of the Company.

The following decision is proposed to be taken:

1. To amend the Provisions on financial incentives for the General Manager of the Company in accordance with Appendix No. 2 to this decision of the Board of Directors of the Company.

2. To define the effective date of the changes introduced in the Provisions, which are specified in the para. 1 of this Decision of the Board of Directors of the Companies: since 01.01.2019

Voting outcome:

Gavrilov A.I.	-	“FOR”	Sergeeva O.A.	-	“FOR”
Varvarin A.V.	-	“FOR”	Rozhkov V.V.	-	“FOR”
Kiryukhin S.V.	-	“FOR”	Shagina I.A.	-	“FOR”
Larionov D.V.	-	“FOR”	Khokholkova K.V.	-	“FOR”
Medvedev M.V.	-	“FOR”	Yavorskiy V.K.	-	“FOR”
Osipova E.N.	-	“FOR”			

Thus, on the third issue the decision proposed by members of the Board of Directors taking part in the meeting **was taken unanimously**.

Chairman of the Board of Directors

A.I. Gavrilov

Corporate Secretary

O.V. Russu