

APPROVED

by the Annual General Shareholders' Meeting of  
Public Joint-Stock Company Enel Russia  
on 18.06.2019 (Minutes № 1/19 dd. 18.06.2019)

**REGULATION**  
**on payment of remuneration and compensations**  
**to members of Board of Directors and Board of**  
**Directors' Committees**  
**of Public Joint-Stock Company Enel Russia**

Moscow  
2019

1. The present Regulation has been developed in accordance with the Federal Law “On Joint-Stock Companies”, recommendations of the Russian Corporate Governance Code and sets the size and procedure for the payment of remunerations and compensations to members of the Board of Directors of PJSC Enel Russia (hereinafter referred to as the ‘Company’).
2. The present Regulation shall not apply to those members of the Board of Directors of the Company who are the sole executive body of the Company or a member of the collegiate executive body of the Company.

Remunerations and compensations shall not be accrued and paid to the Chairperson, the Senior independent director, members of the Board of Directors and members of the Board of Directors’ Committees (hereinafter – Committees) if they are individuals prohibited from, or limited in receiving payments from commercial organizations by federal legislation.

3. The payment of remuneration and compensations is made by transferring funds to the bank account specified by the Board of Directors member.

4. Remuneration payment.

- 4.1. Fixed remuneration.

- 4.1.1. Members of the Board of Directors, including Deputy Chairperson of the Board of Directors, shall be paid a fixed fee of 4 460 000 (four million four hundred sixty thousand) roubles a year before taxes. Remuneration to each member of the Board of Directors shall be paid in equal monthly installments during the year since his election and until the termination of his powers. The amount of remuneration for the month equals  $1 / 12$  (one twelfths) of the size of the annual fixed remuneration.
- 4.1.2. The Chairperson of the Board of Directors and the Senior independent director shall be paid a fixed fee of 6 320 000 (six million three hundred twenty thousand) roubles a year before taxes. Remuneration shall be paid in equal monthly installments during the year since his/her election and until the termination of his/her powers. The amount of remuneration for the month equals  $1 / 12$  (one twelfths) of the size of the annual fixed remuneration.
- 4.1.3. Members of the Committees shall be paid for each Committee an additional fixed fee of 570 000 (five hundred seventy thousands) roubles a year before taxes. Remuneration to each member of the Committee shall be paid in equal monthly installments during the year since his election and until the termination of his powers. The amount of remuneration for the month equals  $1 / 12$  (one twelfths) of the size of the annual fixed remuneration.
- 4.1.4. The Chairperson of the Committees shall be paid for each Committee an additional fixed fee of 860 000 (eight hundred sixty thousands) roubles a year before taxes. Remuneration to each Chairperson of the Committee shall be paid in equal monthly installments during the year since his/her election and until the termination of his powers. The amount of remuneration for the month equals  $1 / 12$  (one twelfths) of the size of the annual fixed remuneration.
- 4.1.5. In case the date of election to the Board of Directors/ Committee or the date of termination of powers of the Board of Directors’/ Committee’s member falls in the middle of the month, then a fixed remuneration for that month is paid in proportion to the number of calendar days during which the Board of Directors’/ Committee’s member has performed his functions.

- 4.1.6. Fixed remuneration for the month shall not be paid if the member of the Board of Directors/Committee has not participated in more than 70% of Board of Directors/Committee's meetings held within a month (considering the date of election and until the date of termination of his office).
- 4.1.7. Fixed remuneration is payable within 15 (fifteen) calendar days after the end of the reporting month.
- 4.2. In case of Board of Directors'/the Committees' members who simultaneously occupy the paid positions in the Company, the Company shall not pay compensation in accordance with paragraphs 4.1 of these Regulations for the execution of their duties as members of the Board of Directors or members of the Committees. In this case, they shall be reimbursed all expenses incurred by them in discharging their duties in accordance with Article 5 hereof.
- 4.3. A member of the Company's Board of Directors/Committee can refuse to receive remuneration stipulated by the present Regulation, fully or in part, by sending a corresponding notice to the Chairperson of the Board of Directors of the Company with a copy of the Corporate Secretary. In case of the corresponding written notice of a member of the Board of Directors of the Company, the payment of all types of remuneration shall be made only with the written consent of such Board member.
- Remuneration as specified in paragraph 4.1, should be calculated and paid starting from the month following the month in which written consent from a member of the Board of Directors has been received within the terms specified in subparagraph 4.1.7.
- 4.4. Members of the Board of Directors who were at the time of their election to the Board of Directors the individuals prohibited from, or limited in receiving payments from commercial organizations by federal legislation, in the event of a change of their status within a year are eligible to receive remuneration in accordance with this Regulation on the basis of their written declaration addressed to the Chairperson of the Board of Directors of the Company with a copy of the Corporate Secretary.
- Fixed remuneration as specified in paragraph 4.1, should be calculated and paid, starting from the month following the month in which a written statement was received within the time specified in subparagraph 4.1.7.
- 4.5. Members of the Board of Directors have the right to enter into a share purchase agreement with the Company with the suspended performance of obligations to transfer and pay for the shares within the framework of the Option Program ratified by the Board of Directors of the Company. The maximum value of the contract for the Chairperson of the Board of Directors and the Senior independent director of the Company is 0.15%, for a member of the Board of Directors is 0.10% of the total amount of outstanding ordinary shares of the Company.
- 4.6. Information about the participation of Board members in the Option Program, and the individual value of option agreements shall be disclosed in the materials to the Annual General Shareholders' Meetings of the Company.

## 5. Compensations payment.

- 5.1. Board of Directors'/Committees' members are entitled to reimbursement of the expenses (including VAT), if any, incurred in connection with attendance at Board of Directors'/Committees' meetings or otherwise in connection with the execution of their duties as members of the Board of Directors/Committees. Such expenses shall be reimbursed at the request of a member of the Board of Directors/Committee supported by the documents confirming the amount of such expenses. The limits for expenses reimbursement are specified in paragraph 5.2 hereof.
- 5.2. The following compensations are paid to the Board of Directors'/Committees' members:
- 5.2.1. Per diem allowances in order set for the sole executive body of the Company, or the sole executive body of the managing organization of the Company;
- 5.2.2. Compensation of expenses related to travelling to the destination point and back to the place of work or residence (including insurance fees for mandatory personal insurance of passengers, payment of services related to the issue of travel documents etc.), in the amount of actual expenses confirmed by travel documents, but not higher than travel costs (fares):
- by train – in a business-class carriage (SV, S grades);
  - by sea or river – in accordance with the tariffs set by the carrier but not higher than the price of a deluxe suite with a complete service package;
  - airfare on the business-class rate;
  - by car – in public transport or taxi services (excluding car rental);
  - Compensation of expenses related to residential lease (except when a member of the Board of Directors is provided with free residence) – in the amount of actual expenses confirmed by the corresponding documents but not more than 25 875 (Twenty five thousand eight hundred and seventy five) roubles per day.
- 5.2.3. The payment of compensations shall be made by the company within fourteen calendar days after the provision of documents confirming expenses borne. A request to reimburse expenses supported by documents confirming such expenses shall be submitted by a Board member to the Company within 1 (One) month after date of expenses incurred.