

GENERAL DIRECTOR



The General Director is responsible for the Company's current operations, except for the issues that are the responsibility of the General Meeting of Shareholders, the Board of Directors, and the Management Board of the Company.

The General Director reports both to the General Meeting of Shareholders (Annual Report on the financial and economic performance) and to the Board of Directors of the Company (regular reports to the Company's Board of Directors on KPI achievement by the Company, implementation of programmes and policies approved by the Company, and other issues related to the Company's current operations).

REMUNERATION TO THE GENERAL DIRECTOR

The amount of the remuneration paid to the General Director is defined by the employment contract and the Regulation on Remuneration to the General Director of IDGC of Centre approved by the Company's Board of Directors in 2011, with amendments dated December 18, 2014.

The General Director receives a salary, bonuses for achieving KPI, as well as remuneration for participation in the Management Board and the Board of Directors of the Company.

Bonuses are paid to the General Director based on the report on achieving the KPI approved by the Board of Directors in the following cases:

- based on the achievement of the Company's financial, technological and investment KPI for the quarter and for the year;
- based on the achievement of strategic priorities specified by the Board of Directors of the Company for the year.

Oleg Isaev is the General Director of IDGC of Centre.

In 1992 he graduated from the USSR Military Institute as a lawyer.

2004 – the Russian Public Administration Academy under the President of the Russian Federation.

2011–2012 – professional retraining programme in Power Industry Business Management.

Doctor of Law. Author of over 35 publications in the field of law.

Over the past 5 years he held administrative positions in power industry companies.

Since December 2012 he has been the General Director and the Chairman of the Management Board of IDGC of Centre. At present he is the member of the Management Board of the Moscow Chamber of Commerce and Industry.

Oleg Isaev has state and industry awards. In 2015, by Decree of the President of the Russian Federation, he was awarded the second-class medal of the Order of Merit for the Motherland for his labour achievements, active public activity and many years of diligent work. He was awarded with a commemorative medal and certificate for significant contribution to the preparation and conducting of the XXII Olympic Winter Games and XI Paralympic Winter Games of 2014 in Sochi.

By decision of the Board of Directors, single bonuses may be paid to the General Director for performance of tasks of special significance.

Remuneration to the General Director for participation in the Board of Directors is disclosed in "Remuneration of the Board Members" section of this Report. In 2015, the General Director received remuneration for achieving KPI for 2014 and additional bonus for 2014 strategic priority tasks. These data and information on other remuneration is shown in "Remuneration to the members of the Management Board".