

CORPORATE SECRETARY

To embed key elements and provisions of the Corporate Governance Code into the corporate governance system of OAO IDGC of Urals a position of the Corporate Secretary was introduced to our payroll schedule in 2016. The status of the corporate secretary, candidate specification, appointment and removal of the corporate secretary, reporting line, order of interaction with the governing bodies and units of the Company and other relevant activities are defined in the Regulations on the Corporate Secretary of OAO IDGC of Urals⁶⁴. The Corporate Secretary of the Board of Directors is appointed and removed by the General Director on the basis of a Board of Directors resolution, adopted as stated in the Charter and Regulations on the Corporate Secretary of OAO IDGC of Urals. The Corporate Secretary functionally reports to the Board of Directors. Administrative reporting line of the Corporate Secretary shall be established by the organizational structure of the Company. The General Director and/or Chair of the Board of Directors nominate a Corporate Secretary candidate. If the Chair of the Board of Directors is not elected, all members of the Board of Directors enjoy the right to nominate a Corporate Secretary candidate.

The Regulations stipulate the following functions of the Corporate Secretary:

- Facilitation of Company's cooperation with regulators, trading institutions, registrar, other professional participants of the securities market;
- Involvement into arrangement and conduct of Company's general meetings of stockholders;
- Involvement into promotion of the Company's information disclosure policy and oversight of custody of Company's corporate documents;
- Involvement into improvement of Company's corporate governance system and practices;
- Administration of day-to-day performance of the Board of Directors;
- Facilitation of Company's relationships with stockholders, prevention of corporate conflicts, implementation of procedures enforcing rights and interests of stockholders, set forth by the Russian laws and Company's bylaws, oversight of the progress.

The Corporate Secretary of OAO IDGC of Urals is Sergey Anatolyevich Gusak

Background information: Born in 1977. Educational background: Urals State Law Academy (graduate degree). Head of Corporate Governance and Stockholder Relations Department at OAO IDGC of Urals since 2008. Share in the charter capital of the Company and its SACs / common stock owned: none. Family ties with members of executive and/or oversight bodies: none. Managerial positions for the past 5 years: member of the Executive Board of NChOU DPO Educational Center of IDGC of Urals.

EXECUTIVE BODIES

Collegiate executive body (CEB) or Executive Board operates under the charter and bylaw, adopted by the General Meeting (Regulations on the Executive Board). The Regulations stipulate the terms and procedure for the convention and conduct of meetings as well as mechanics of decision taking. The Executive Board manages current operations of the Company and reports to the Board of Directors and General Meeting. The Board is a group of competent specialists with outstanding expertise in relevant spheres, able to fulfill their duties in a due manner to manage the Company. The Company's General Director is the Chair of the Executive Board in line with the Federal Joint-Stock Companies' Law and the Company's Charter^{65,66}.

The purview of the General Director covers all issues of the day-to-day operations of the Company, minus issues referred to the competence of the General Meeting of Stockholders, Board of Directors and Executive Board.

General Director

From 18 November 2020 to 08 June 2022 Vladimir Anatolyevich Bolotin was the General Director of the Company.

From 09 June 2022 the Company is headed by Aleksandr Mikhailovich Pyatigor.



Pyatigor Aleksandr Mikhailovich

General Director, Chair of the Executive Board (since 09.06.2022)

Interest in the charter capital/Common stock owned (as of 31.12.2022): none. Security transaction statements filed with the Company in 2022: none. Loans/borrowings from the Company: none.

Short biography:

Born in 1980. Graduated from Kazakh Agro Technical University named after S. Seifullin (specialty: Electricity supply and Motorization of Agriculture), FGBOU VPO National Research University MEI (Management).

Working experience:

2012-2018 – PAO MOESK's Perspective Network Development Director, Deputy General Director for Connection and Sales

2018 - 2020 – PAO Rosseti's Deputy General Director for Sales

2020 – 2022 – PAO Rosseti Lenenergo's Deputy General Director for Sales and Connection

2022 – present day – OAO IDGC of Urals' General Director.

Managerial positions for the past 5 years:

AO EESK's Chair of the Board of Directors, PAO Rosseti's Deputy General Director for Sales, PAO Rosseti Lenenergo's Deputy General Director for Development and Connection, PAO MOESK's Deputy General Director for Connection and Sales.

Executive Board

The charter envisages that the membership of the Executive Board is approved by the Board of Directors. During 2022 the composition of the Executive Board underwent the following changes due to talent decisions:

· Resolution of the Board of Directors⁶⁷ terminated the authorities of D.V. Vyalkov and V.M. Shcherbakova and elected K.E. Deryagin to serve on the Board.

As of 31.12.2022, the Executive Board consisted of 4 members*:



Pyatigor Aleksandr Mikhailovich

General Director, Chair of the Executive Board (since 09.06.2022)

Interest in the charter capital/Common stock owned (as of 31.12.2022): none. Security transaction statements filed with the Company in 2022: none. Loans/borrowings from the Company: none.

Short biography:

Born in 1980. Graduated from Kazakh Agro Technical University named after S. Seifullin (specialty: Electricity supply and Motorization of Agriculture), FGBOU VPO National Research University MEI (Management).

Managerial positions for the past 5 years:

AO EESK's Chair of the Board of Directors, PAO Rosseti's Deputy General Director for Sales, PAO Rosseti Lenenergo's Deputy General Director for Development and Connection, PAO MOESK's Deputy General Director for Connection and Sales.



Ryabushev Vladimir Aleksandrovich

Deputy Chair of the Executive Board
First Deputy General Director – Chief Operating Officer

Executive Board member since 2021

Interest in the charter capital/Common stock owned (as of 31.12.2022): none. Security transaction statements filed with the Company in 2022: none. Loans/borrowings from the Company: none.

Short biography:

Born in 1977. Graduated from Rudnensky Industrial Institute (Energy supply and electrification of industries), SUSU (Project Management retraining, Management master's thesis).

Managerial positions for the past 5 years:

Chair of the Executive Board of NChOU DPO Educational Center of IDGC of Urals, AO EESK's Deputy Chair of the Board of Directors.

* The directors consented the disclosure of personal data in the report in a manner, consistent with laws of the Russian Federation.



Deryagin Kirill Evgenyevich

Deputy General Director for Legal Affairs and Corporate Governance
Executive Board member
Executive Board member since 2022

Interest in the charter capital/Common stock owned (as of 31.12.2022): none. Security transaction statements filed with the Company in 2022: none. Loans/borrowings from the Company: none.

Short biography:

Born in 1979. Graduated from Rostov State University.

Managerial positions for the past 5 years: none



Krivyakov Aleksandr Mikhailovich

Chief Advisor to General Director
Executive Board member
Executive Board member since 2015

Interest in the charter capital/Common stock owned (as of 31.12.2022): none. Security transaction statements filed with the Company in 2022: none. Loans/borrowings from the Company: none.

Short biography:

Born in 1952. Graduated from Urals Polytechnic Institute named after S.M. Kirov (Power Stations).

Managerial positions for the past 5 years:

Member of the Executive Board of NChOU DPO Educational Center of IDGC of Urals.

Directors who left the Executive Board during 2022

Vyalkov Dmitry Vladimirovich Executive Board member (tenure ended 29.11.22)	Short biography: Born in 1981. Graduated from Urals State Forest Engineering University (Enterprise Economics and Management), Urals Federal University named after B.N. Yeltsyn (Management). Managerial positions for the past 5 years: Member of the Board of Directors of AO EESK.
Shcherbakova Valentina Mikhailovna Deputy General Director for Economics and Finance, Executive Board member (tenure ended 29.11.22)	Short biography: Born in 1966. Graduated from Novosibirsk State University (Mathematical economist). Managerial positions for the past 5 years: Deputy Chair of the Boards of Directors of AO EESK, AO Yekaterinburgenergosbyt.

The Executive Board examines items during its meetings in a scheduled manner, factoring in resolutions of the General Meeting of Stockholders and Board of Directors as well as items proposed by the General Director and Executive Board members. The Board focused on specification of current plans and decisions to secure target achievement. The Executive Board also worked strenuously on materials and items to be approved by the Board of Directors, going deep into the issues to ensure high quality of the decisions.

Year	Executive Board meetings conducted			Agenda items examined
	Total	In-absentia	In-presentia	
2022	39	37	2	287
2021	24	24	0	164
2020	25	20	5	167

Topics	2020	2021	2022
Internal control and audit, risk management	7	14	12
Items related to operations by affiliates	2	5	52
Control and reporting	81	88	96
Transactions	67	33	16
Other aspects	6	6	72
Strategy	4	18	39

Executive Board's 2022 progress report:

During the reported period the Executive Board conducted
39 meetings
37 in-absentia meetings
2 in-presentia meetings
Agenda items examined: 287

The most important agenda items reviewed by the Executive Board during the reported period are

- Internal control and audit, risk management
- Adoption of the risk register and risk map for 2022
 - Adoption of the risk appetite
 - Approval of the Internal Audit Department action plan for 2023
- Strategy
- Approval of the roadmap on development of additional (non-tariff) services
 - Approval of the updated Digital Transformation of OAO IDGC of Urals Until 2030 Program
 - Approval of the business plan for 2023, incl. investment program and forecasts for 2024-2027

Control and reporting

- Examination of Executive Board progress reports
- Examination of business plan completion reports
- Examination of covering investment program