

# EXECUTIVE BODIES

The management of the current activities of Kubanenergo PJSC is carried out by the sole executive body – the General Director and the collegial administrative body – the Management Board. The General Director and the Management Board are accountable to the General Meeting of Shareholders and the Board of Directors of the Company. By the Articles of Association of the Company, the General Director is elected by the Board of Directors, and he/she appears to be the Chairman of the Management Board. The Board of Directors also elects the members of the Management Board by the proposal of the General Director of the Company in a number, determined by the decision of the Board of Directors. Each member of the Board, including the Chairman of the Board, has the experience, knowledge, and qualifications necessary for the proper performance of the assigned duties. The General Director and members of the Board act in good faith in the interests of the Company and all of the Company shareholders. The Board members disclose to the Company all the information about their commercial activities unrelated to the interests of the Company, to prevent conflicts of interest and related possible negative consequences for the Company.

## GENERAL DIRECTOR

Following the Charter of Kubanenergo PJSC, the competence of the General Director of the Company includes all issues related to the management of the Company's current activities, except on matters falling within the jurisdiction of the General Meeting of Shareholders, the Board of Directors and the Management Board of the Company.

**The General Director of the Company without a power of attorney acts on behalf of the Company, including:**

- ensures the fulfillment of the Company's action plans necessary to solve its tasks
- organizes accounting and reporting in the Company;
- manages the property of the Company, makes transactions on behalf of the Company, issues powers of attorney;
- issues local regulatory acts and other internal documents of the Company on the issues of its competence, gives instructions obligatory for all employees of the Company;

- approves the Regulations for branches and representative offices of the Company;
- under the organizational structure of the executive office of the Company, approves the staffing chart and official salaries of the Company employees;
- exercises the rights and obligations of the employer concerning the Company's employees, as provided for by the labor legislation of the Russian Federation;
- performs the functions of the Chairman of the Company's Management Board;
- distributes duties between Deputy General Directors.

Since March 19, 2013, the functions of the Company's sole executive body have been performed by Alexander Ilyich Gavrillov<sup>1</sup>.

1. See the detailed information about A.I. Gavrillov in the current composition of the Board of Directors and the Management Board of the Company.