

**Information on the main changes proposed to the  
Regulation on payment of remuneration and compensations to members of the Board of Directors and  
Board of Directors' Committees of Public Joint-Stock Company «EL5-Energo»  
(hereinafter referred to as the «Regulation»)**

<i>Current version of the Regulation</i>	<i>New version of the Regulation</i>	<i>Comments</i>
<i>The text of the document indicates the former name of the Company (PJSC Enel Russia).</i>	<i>It is proposed to indicate the current name of the Company according to the text of the document (PJSC «EL5-Energo»).</i>	<i>On December 06, 2022, the Charter of the Company was registered with a new name (PJSC «EL5-Energo»).</i>
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.	<del>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.</del>	It is proposed to exclude these paragraphs from the Regulation, since (i) the Option Program is currently not relevant and is not implemented within the Company, (ii) in accordance with point 4.2.2. of the Corporate Governance Code "... the participation of members of the board of directors in option programs is not recommended."
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.	<del>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.</del>	
Not included	6. Professional liability insurance. 6.1. The Company shall insure the property liability of members of the Board of Directors arising from lawsuits or claims brought against Board members by third parties or shareholders of the Company in connection with business decisions or other actions taken by Board members during the term of office of a member of the Board of Directors of the Company (if	In accordance with the provisions of the Corporate Governance Code, it is recommended to carry out professional liability insurance for members of the board of directors.

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	<p>the professional liability of Board members is not insured under other existing insurance contracts).</p> <p>6.2. Property liability insurance contracts for members of the Board of Directors of the Company concluded by the Company shall be subject to prior consideration by the Board of Directors of the Company.</p>	
<p>Not included</p>	<p>7. Education and professional development.</p> <p>7.1. In order to maintain the required professional level of members of the Board of Directors/Committees, the Company has the right to form and conduct professional development courses, trainings and various education programs (hereinafter – Education) for members of the Board of Directors/Committees, or to reimburse expenses incurred by members of the Board of Directors/Committees in connection with self-payment for Education during the period of exercising the powers of a member of the Board of Directors/Committees of the Company. Such expenses shall be reimbursed at the request of a member of the Board of Directors/Committee with documents confirming the amount of expenses attached.</p> <p>7.2. The total cost of the Company's expenses specified in paragraph 7.1. hereof shall not exceed half of the Fixed remuneration calculated on the basis of the amount set forth by these Regulations for a particular member of the Board of Directors/Committees</p>	<p>According to the Action Plan to improve the efficiency of the Company Board of Directors work, approved by the Board of Directors in 2022 after evaluation of the activities of the Board of Directors, one of the measures to improve the work of the Board of Directors was the organization of additional training programs for members of the Board of Directors, which would help them better understand the key issues of the core business of the company and other issues discussed at meetings of the Board of Directors.</p>

In this table, excluded norms are indicated in strikethrough type.