

The Director General is elected to the position by the Board of Directors of the Company and is the sole executive body of the Company and the Chairman of the Management Board of the Company.

The rights and obligations of the Director General are determined by the legislation of the Russian Federation, the Charter of the Company and the employment contract between the Company and the Director General.

In accordance with paragraph 23.2 of Art. 23 of the Charter of the Company, the competence of the Director General includes issues related to the management of the current activities of the Company, with the exception of issues falling within the competence of the General Meeting of Shareholders, the Board of Directors and the Management Board of the Company.

The Director General, in exercising his rights and performing his duties, acts in the interests of the Company in good faith and reasonably.



Boris Borisovich Ebzeev Director General
of IDGC of South, PJSC, Chairman of the Management
Board of IDGC of South, PJSC from June 17, 2014,

member of the Board of Directors of IDGC of South, PJSC from March 27, 2015

The results of management decisions on the main activities of the Company, taken by the General Director of the Company in 2018, are reflected in the relevant sections of this Annual Report.

Director General Remuneration

The issues of remuneration and material incentives for the General Director of the Company are governed by the Regulations on Material Incentives for the General Director of IDGC of South, PJSC which is an integral part of the employment contract with the General Director of the Company.

The provision on material incentives for the Director General of IDGC of the South, PJSC establishes:

the procedure for determining, approving and changing the salary of the Director General;

the procedure for establishing the allowance to the official salary for work with information constituting a state secret;

types of bonuses:

bonuses for performing KPIs (quarterly, annual, additional and special),

one-time bonuses (for the performance of particularly important tasks (works));

procedure for making decisions aimed at the implementation of the approved Regulations.

Awarding of the Company's Director General in 2018 was carried out based on the results of KPI implementation determined by the Company's Board of Directors.