

Memo on Item No. 3
“Payment of the remuneration to the members of the Sustainable Development Committee of the Board of Directors of Unipro PJSC for 2021”

The most recent Policy on Remuneration of the Members of the Board of Directors of Unipro PJSC (the “Policy”) provides for payment of additional remuneration to the Board of Directors members for participation in the Audit Committee of the Board of Directors of Unipro PJSC and Appointment and Remuneration Committee of the Board of Directors of Unipro PJSC. In accordance with Clause 6.3. of the Policy, if some other committees under the Board of Directors of the Company are established, this Policy shall be revised, and the amount and the procedure for payment of remuneration shall be determined under the advice of the Board of Directors of the Company.

At the meeting held on 22 September 2021 (Minutes No. 305 dated 23 September 2021), the Board of Directors of Unipro PJSC pre-reviewed the draft of restated Policy on Remuneration of the Members of the Board of Directors of Unipro PJSC, and resolved to submit the restated Policy on Remuneration of the Members of the Board of Directors of Unipro PJSC for approval of the General Meeting of Shareholders of the Company. The item “Approval of the updated version of Unipro PJSC Policy on Remuneration of Members of the Board of Directors” is the second item on the agenda of the extraordinary General Meeting of Shareholders to be held on 06 December 2021.

Whereas the Sustainable Development Committee of the Board of Directors of the Company formed in September 2021 (the “Committee”) has already held a number of meetings in 2021, should the extraordinary General Meeting of Shareholders approves the restated Policy on 06 December 2021, the extraordinary General Meeting of the Company Shareholders is advised to pay the remuneration to the members of Sustainable Development Committee of the Board of Directors of the Company for 2021 in accordance with the updated version of the Policy.