

APPROVED

by the General Meeting of shareholders
of Sistema PJSFC

on 29 June 2019

Minutes No.1-19, dated 3 July 2019

POLICY
ON REMUNERATION AND COMPENSATIONS FOR MEMBERS OF THE
BOARD OF DIRECTORS OF SISTEMA PJSFC

CONTENTS

1. General provisions.....	2
1.1. Purpose of the document.....	2
1.2. Definitions of abbreviations and terms	2
1.3. General principles	3
2. Components of remuneration payable to the members of the Board of Directors of the Corporation.....	3
3. Basic remuneration.....	3
4. Remuneration for additional duties	4
5. Supplementary remuneration	4
5.1. Terms of payment of supplementary remuneration of members of the Corporation's Board of Directors	4
5.2. Method of payment of supplementary remuneration of members of the Corporation's Board of Directors	4
6. Additional forms of remuneration and compensations	6
6.1. Benefits	6
6.2. Professional liability insurance	6
6.3. Compensation for expenses and costs.....	6
7. Procedure for accrual and payment of remuneration to members of the Board of Directors	7
8. Closing provisions.....	8

1. GENERAL PROVISIONS

1.1. Purpose of the document

This Policy on Remuneration and Compensations for Members of the Board of Directors of Sistema PJSFC (hereinafter referred to as "the Policy") establishes the principles, grounds, conditions, and procedure for payment to members of the Board of Directors of Sistema PJSFC (hereinafter referred to as "the Corporation") of remuneration for performance of the duties of the members of the Corporation's Board of Directors envisaged by the laws of the Russian Federation and the internal documents of the Corporation and compensations for expenses incurred in relation to performance of such duties.

1.2. Definitions of abbreviations and terms

Schedule 1. List of abbreviations

Abbreviation	Definition
S/A	Subsidiaries and Affiliates
RF	Russian Federation

Schedule 2. List of terms

Term	Definition
Remuneration	Cash, securities, other property, and services provided to members of the Board of Directors as remuneration for participation in the work of the Board of Directors.
Director / member of the Board of Directors	Person elected to be a member of the Corporation's Board of Directors in accordance with the procedure prescribed by law and the Corporation's internal regulations.
Executive Director	Member of the Board of Directors being the Corporation's Chief Executive Officer, member of its collective governance body, or head of its subdivision.
Board Committee	Committee formed in compliance with the Corporation's internal regulations for preliminary preparation and review of matters reported to the Board of Directors for consideration.
Compensations	Amounts payable to members of the Board of Directors as compensation for their expenses or to third parties for paying the expenses of the members of the Board of Directors incurred by them in relation to their participation in the Board of Directors.
Corporation	Sistema Public Joint Stock Financial Corporation.
Corporate Year	Period between annual General Meetings of the Corporation's shareholders.
Independent Director	Board member meeting the applicable criteria of independence set forth by the applicable laws, regulations and internal documents of the Corporation.
Non-executive Director	Board member not being an executive director or an independent director.
Ordinary Share	Ordinary registered share of Sistema PJSFC with a nominal value of RUB 0.09 each (state registration number of the issue 1-05-01669-A, state registration date 01 November 2007).
Reporting Year	12 calendar months beginning on 01 January and ending on 31 December during which the General Meeting of Shareholders was held.
Claim	Lawsuit; claim; civil, administrative, or criminal proceedings; or regulatory or other official investigation that can be initiated or brought against a member of the Board of Directors in relation to his/her act or omission during discharge of his/her functions and duties as a member of the Corporation's Board of Directors and/or a member of a governance body of any of the Corporation's

Term	Definition
	S/As and/or a holder of any other position in the Corporation and/or its S/As (including that of a CEO) combined with the capacity of a member of the Corporation's Board of Directors and/or a member of a governance body of a S/A.
VWAP of One Ordinary Share of the Corporation	The average price (in RUB) of one Ordinary Share of the Corporation weighted by the trading volumes on the Moscow Exchange over 60 (sixty) trading days preceding the reporting date.
Authorised Company	A legal entity contracted by the Corporation for the purpose of implementing any procedures provided for by this Policy.
Federal Law on Joint-Stock Companies	Federal Law dd 26 December 1995 No.208-FZ <i>On Joint-Stock Companies</i> as amended.

1.3. General principles

1.3.1. This Policy was developed in compliance with the Federal Law on Joint-Stock Companies and establishes the amount and procedure for the payment of remuneration and compensations to members of the Corporation's Board of Directors.

1.3.2. This Policy is subject to approval by the General Meeting of Shareholders and provides grounds for the accrual and payment of remuneration and compensations to members of the Corporation's Board of Directors.

1.3.3. Unless otherwise stipulated by the Russian laws, when making payments to members of the Corporation's Board of Directors, the Corporation shall function as a tax agent as provided for by the Russian laws, and shall, inter alia, withhold the individual income tax from the amounts payable to the members of the Board of Directors hereunder.

1.3.4. Should authority of a member of the Board of Directors terminate before the annual general meeting of the Corporation's shareholders, or should a member of the Board of Directors be elected after the annual General Meeting of the Corporation's shareholders, the remuneration envisaged as per sections 2.1. and 2.2. hereof shall be paid to such member of the Board of Directors in proportion to the number of days during which the member of the Corporation's Board of Directors was performing his/her duties relative to the total number of days between annual General Meetings of the Corporation's shareholders.

2. COMPONENTS OF REMUNERATION PAYABLE TO THE MEMBERS OF THE BOARD OF DIRECTORS OF THE CORPORATION

Remuneration payable to members of the Corporation's Board of Directors comprises the following components:

- 2.1. basic remuneration;
- 2.2. remuneration for additional duties;
- 2.3. supplementary remuneration.

3. BASIC REMUNERATION

3.1. Members of the Board of Directors shall receive the following amounts as remuneration for their work:

3.1.1. each member of the Board of Directors who is not a tax resident of the RF shall receive RUB 17,800,000.00 per Corporate Year;

3.1.2. each member of the Board of Directors who is a tax resident of the RF shall receive RUB 13,700,000.00 per Corporate Year.

3.2. Basic remuneration shall be paid to members of the Corporation's Board of Directors in cash on a quarterly basis in equal instalments.

4. REMUNERATION FOR ADDITIONAL DUTIES

4.1. The member of the Board of Directors acting as the Chairman of the Board shall receive an additional RUB 350,000.00 per quarter.

4.2. Each member of the Board of Directors acting as a Deputy Chairman of the Board shall receive an additional RUB 140,000.00 per quarter.

4.3. Each Independent or Non-executive Director acting as the Chairman of a Board Committee shall receive an additional RUB 70,000 per quarter.

4.4. Remuneration for additional duties shall be paid to members of the Board of Directors in cash on a quarterly basis as provided for by this Policy and the internal documents of the Corporation.

5. SUPPLEMENTARY REMUNERATION

5.1. Terms of payment of supplementary remuneration of members of the Corporation's Board of Directors

5.1.1. Supplementary remuneration shall be paid to members of the Board of Directors who have been performing their duties throughout a full Corporate Year.

5.1.2. Supplementary remuneration shall be paid to members of the Board of Directors provided that all of the following conditions are met:

- a) The VWAP of One Ordinary Share of the Corporation on 01 January of the year following the Reporting Year, during which the annual General Meeting of shareholders of the Corporation was held at which the corresponding member of the Board of Directors of the Corporation was elected to the Board of Directors of the Corporation, is higher than the VWAP of One Ordinary Share of the Corporation on 01 January of the relevant Reporting Year; and
- b) The VWAP of One Ordinary Share of the Corporation on 01 January of the year following the Reporting Year, during which the annual General Meeting of shareholders of the Corporation was held at which the corresponding member of the Board of Directors of the Corporation was elected to the Board of Directors of the Corporation, is higher than the Entry Price.

5.2. Method of payment of supplementary remuneration of members of the Corporation's Board of Directors

5.2.1. Supplementary remuneration of members of the Corporation's Board of Directors shall be paid on a one-off basis after the annual General Meeting of the Corporation's shareholders held in the year following the Reporting Year in the form of:

- (a) Ordinary Shares of the Corporation in the amount and according to the procedures determined in compliance with cl. 5.2.2., 5.2.3. and 5.2.4. hereof, or
- (b) cash in the amount set forth in cl. 5.2.2.(b) below on the condition that the each member of the Board of Directors shall simultaneously purchase Ordinary Shares of the Corporation in the

amount and according to the procedures determined in compliance with cl. 5.2.2., 5.2.3. and 5.2.4. hereof.

5.2.2. The number of Ordinary Shares to be provided to a member of the Board of Directors as supplementary remuneration shall be determined based on:

- (a) the VWAP of One Ordinary Share in the month preceding the date of the annual General Meeting of shareholders and
- (b) the set amount of the supplementary remuneration, which is equivalent to:
 - 0.1% of the amount of growth of the Corporation's market capitalisation in the Reporting Year, but not more than RUB 13,700,000 for residents of the RF for tax purposes and
 - 0.125% of the amount of growth of the Corporation's market capitalisation in the Reporting Year, but not more than RUB 17,800,000 for non-residents of the RF for tax purposes,

and shall be calculated as per the following formula:

$$\frac{(P_{FIN} - P_{INI}) \times Q \times R}{P_{AGM}}$$

where

P_{FIN} is the VWAP of One Ordinary Share of the Corporation on 01 January of the year following the Reporting Year;

P_{INI} is the greater of (i) the VWAP of One Ordinary Share of the Corporation on 01 January of the Reporting Year and (ii) the Entry Price;

Q is the total number of Ordinary Shares of the Corporation;

R is the applicable percentage of the amount of growth of the Corporation's market capitalisation indicated in cl. 5.2.2;

P_{AGM} is the VWAP of One Ordinary Share of the Corporation as of the date of the annual General Meeting of shareholders of the Corporation.

5.2.3. The number of Ordinary Shares of the Corporation to be transferred to a member of the Board of Directors of the Corporation as supplementary remuneration for participation in the work of the Board of Directors of the Corporation shall be adjusted by the amount of applicable taxes in accordance with cl. 1.3.3 hereof.

5.2.4. For the purposes of payment of supplementary remuneration in the form of Ordinary shares the relevant member of the Board of Directors may sign an agreement with the Corporation or an Authorised Company for the acquisition of Ordinary Shares of the Corporation in the amount which shall be determined as per cl. 5.2.2. hereof. The Corporation may pay the supplementary remuneration by paying for Ordinary Shares under requests in writing by members of the Board of Directors for the purpose of performing the agreements between them and an Authorised Company or another person or entity.

5.2.5. Fractional shares received as per cl. 5.2.2. hereof shall be transferred to members of the Corporation's Board of Directors in cash.

6. ADDITIONAL FORMS OF REMUNERATION AND COMPENSATIONS

6.1. Benefits

6.1.1. The Corporation shall provide non-executive and independent directors who are not heads of the Corporation's subsidiaries benefits similar to those provided to the Corporation's senior executives in compliance with the Corporation's internal regulations.

6.2. Professional liability insurance

6.2.1. The Corporation executes and maintains agreements for insurance against liability risks for members of the Board of Directors to cover any damages or losses with respect to their acts of commission or omission in the course of performing their functions and obligations as members of the Board of Directors, including those caused to holders of securities of Sistema PJSFC or its S/As, their counterparties, or other persons who may be entitled to indemnity against any damages or losses.

6.2.2. Agreements for insurance against liability risks to be signed with Board members shall be subject to preliminary review by the Board of Directors.

6.3. Compensation for expenses and costs

6.3.1. Members of the Board of Directors shall receive compensation for their expenses incurred in relation to their functions performed. Such expenses shall include but not be limited to travel expenses and costs of accommodation and transport services incurred on account of such Board members participating in any meetings as required by the Corporation or as decided by such Board members with the Corporation's consent and in the Corporation's interest. Compensation for such expenses shall be paid based on the actual reasonable amounts spent or shall be made an advance against within reasonable constraints.

6.3.2. Meetings mentioned in cl.6.3.1. include but are not limited to General Meetings of shareholders, meetings of the Board of Directors, and meetings of Board Committees.

6.3.3. The principles and procedure for determining reasonable monetary compensation and payment thereof shall be prescribed by the Corporation's internal regulations approved by the Board of Directors.

6.3.4. The Corporation shall additionally pay to Board members monetary compensations for participation in meetings of the Board of Directors and the Corporation's Board Committees:

6.3.4.1. For each meeting of the Board of Directors:

6.3.4.1.1. to each executive director: RUB 55,000;

6.3.4.1.2. to each non-executive director: RUB 110,000;

6.3.4.1.3. to each independent director: RUB 220,000.

6.3.4.2. Each member of the Board of Directors also being a member of a Board Committee shall receive RUB 30,000 as a monetary compensation for each meeting of the Board Committee.

6.3.5. Should a meeting of the Corporation's Board of Directors be conducted by letter ballot, or should a member of the Board of Directors fail to participate in the meeting in person, providing his/her written opinion on matters reviewed at the meeting of the Board of Directors instead, such member shall receive monetary compensation equalling 50% of the amounts specified in cl.6.3.4.1. hereof.

6.3.6. The compensations envisaged in cl. 6.3.4. and 6.3.5. hereof shall be paid to members of the Board of Directors in cash on a quarterly basis as provided hereby and by the internal documents of the Corporation.

6.3.7. The Corporation shall compensate each Board member for, or make an advance within reasonable constraints against, his/her litigation costs and other expenses and losses related to lawsuits; claims; civil law, administrative, or criminal proceedings; or regulatory or any other official investigations (hereinafter referred to as "Claims") that may be initiated or brought against Board members in respect of their acts or omissions during discharge of their functions and obligations as members of the Corporation's Board of Directors and/or members of governance bodies of any of the Corporation's S/As and/or any capacity in the Corporation and/or S/As (including that of a CEO) performed simultaneously with that of the Corporation's Board member and/or member of a governance body of a S/A, including possible fines, taxes, and other expenses associated with the settlement of claims or enforcement of judgments that any of the Board members may have to incur as a result of the Claim(s) filed against him/her. The total compensation that may be paid to Board members under individual agreements shall not exceed 2 (two) percent of the book value of the Company's assets as of the last reporting date preceding the date of signature of such agreements.

6.3.8. The compensation shall be paid subject to availability of documented proof of litigation costs and other expenses or losses of the Board member that he/she has suffered or is sure to suffer, including those in case of obligations of Board members to pay fees to legal counsels, experts, witnesses, translators and other participants of the proceedings in relation to defence against a Claim and/or in the event a Board member is recognised liable for the requirements related to the Claim by virtue of a writ of execution (or another instrument having the force identical to that of a writ of execution in any jurisdiction) for the enforcement of a court decision regarding the Claim.

6.3.9. No compensation shall be paid if an act or omission of the Board of Directors serving as grounds for the Claim is determined by the competent court to be in instance of gross negligence or wilful breach of official duties and/or recognised as actions intended for wrongful attainment of personal benefit or premeditated infliction of damage to the Company or another S/A.

6.3.10. Compensations provided for by cl. 6.3.7. hereof shall be paid by the Corporation's accounting department within reasonable time after the date of receipt of a written request from a member of the Corporation's Board of Directors enclosing a report and documented proof of legal and other costs that the Board member has incurred or is sure to incur. Compensations for satisfaction of demands of persons or organisations having filed a Claim against a member of the Corporation's Board of Directors shall be paid within reasonable time after the date of provision by the relevant Board member of a writ of execution (or another instrument having the force identical to that of a writ of execution in any jurisdiction) issued by a court or a competent authority for the enforcement of a court decision regarding the Claim filed against the Board member.

7. PROCEDURE FOR ACCRUAL AND PAYMENT OF REMUNERATION TO MEMBERS OF THE BOARD OF DIRECTORS

7.1. For the purposes of payment of remuneration and compensations to members of the Corporation's Board of Directors in compliance with sections 3 and 4 and cl. 6.3.4. and 6.3.5. hereof, the Corporation's Corporate Secretary shall prepare a statement containing a calculation of amounts of remuneration and compensations payable to Board members and provide this statement to the

Chairman of the Board of Directors or Deputy Chairman of the Board of Directors within 10 (ten) business days after the end of each quarter for signature and further submission to the Corporation's President or Vice President for Finance and Investment.

7.2. The Corporation's President or Vice President for Finance and Investment shall organise the payment of remuneration to members of the Corporation's Board of Directors based on the statement containing a calculation of remuneration and compensations payable to members of the Corporation's Board of Directors within 15 (fifteen) business days after the end of each quarter.

7.3. For the purposes of determining whether there are grounds for payment of supplementary remuneration to members of the Corporation's Board of Directors the Board Committee whose responsibilities include the review of matters pertaining to remuneration of the Corporation's senior executives shall organise the calculation of the VWAP of One Ordinary Share of the Corporation as of 01 January of the Reporting Year and 01 January of the year following the Reporting Year and shall propose that the Corporation's Board of Directors include it in the annual report of Corporation or another form for approval by the General Meeting of shareholders.

7.4. VWAP of One Ordinary Share is a generally accepted indicator and is calculated based on standard business practices and the Corporation's internal regulations.

7.5. The Corporation's Corporate Secretary shall prepare a statement containing a calculation of supplementary remuneration payable to members of the Corporation's Board of Directors in the form of Ordinary Shares of the Corporation and shall provide it to the Chairman of the Board of Directors or Deputy Chairman of the Board of Directors within 10 (ten) business days of the date of the minutes of the General Meeting of the Corporation's shareholders approving the VWAP of One Ordinary Share of the Corporation as of 01 January of the Reporting Year and 01 January of the year following the Reporting Year as part of the annual report of in another manner, for signature and further submission to the Corporation's President or Vice President for Finance and Investment.

7.6. The Corporation's President shall organise the payment of supplementary remuneration to members of the Corporation's Board of Directors in the form of Ordinary Shares of the Corporation based on the statement containing a calculation of supplementary remuneration payable to members of the Corporation's Board of Directors within 15 (fifteen) business days of the date of the minutes of the General Meeting of the Corporation's shareholders approving the VWAP of One Ordinary Share of the Corporation as of 01 January of the Reporting Year and 01 January of the year following the Reporting Year as part of the annual report of in another manner.

8. CLOSING PROVISIONS

8.1. This Policy may be amended, supplemented, or cancelled by resolution of the General Meeting of the Corporation's shareholders only.

8.2. If law, regulating authorities, or internal regulations of the Corporation require approvals or consents to be provided by public authorities, regulators, or the Corporation's governance bodies as conditions for payment of remuneration and compensations to members of the Corporation's Board of Directors in accordance with this Policy, the Corporation's obligations with respect to payment of remuneration to Board members in accordance with this Policy shall only arise once all the necessary approvals and/or consents are provided.

8.3. This Policy is prepared based on and in compliance with Russian law effective as of the date of approval hereof. Should any applicable provisions of Russian law change, this Policy shall be aligned with the law as amended.

8.4. In case of any conflict between this Policy and applicable law, including conflicts resulting from legislation amendments not reflected herein, the Russian law shall prevail, with all provisions hereof being in no conflict with the current Russian law remaining in full legal force.