

Table for comparison

of amendments made to the Regulations on Remunerations and Compensations payable to members of the Board of Directors of MTS PJSC (hereinafter, the "Regulations") with the current version of the Regulations (version No. 4)

The new version of the Regulations stipulates the procedure for fulfilling the Company's obligations to pay remuneration and reimburse expenses to members of the Company's Board of Directors if the existing restrictions on transactions (operations) involving cash in foreign currency and/or shares of Russian issuers, including shares, rights to which are certified by securities of foreign issuers, are maintained, as well as if new restrictions are imposed.

clause no.	Version of Regulation No. 4	Version of Regulation No. 5	Commentary
6.10	There is no such clause.	<p>6.10 In case of imposing in accordance with the legislation of the Russian Federation, including the regulatory legal acts of state authorities and the regulations of the Bank of Russia, or the applicable laws of a foreign state or applicable international acts of (i) restrictions on transactions (dealings) in securities that are necessary for the transfer of Shares or ADRs to a Director who is not an employee, and/or (ii) restrictions on the exercise by a Director who is not an employee of the right to dispose of Shares or ADRs and/ or other rights conferred by the Shares or ADRs, such Director may submit to the Company an application for the replacement of remuneration in the form of the provision of Shares or ADRs for remuneration in cash. The amount of the said remuneration in cash for a non-employee Director is USD 100,000 (or the equivalent of the said amount in another currency, calculated in accordance with the procedure specified in clause 7.1 of these Regulations) and is paid in the manner specified in clause 7 of these Regulations.</p> <p>In case of early termination of office of a Non-Employee Director before the end of the Corporate Year (whatever the reason for such early termination), the remuneration in cash specified in this clause 6.10 of the Regulations shall not be provided to such Director.</p>	<p>Clause 6.10 of the new version of the Regulations provides for the replacement of remuneration in the form of providing the Director with Shares or ADRs at the request of the Director for remuneration in cash in the event that restrictions on operations (transactions) with securities are introduced in accordance with the legislation of the Russian Federation or the applicable legislation of a foreign state or international acts.</p> <p>The amount of the specified remuneration is USD 100,000 or the equivalent of the indicated amount in another currency (in accordance with the current version of the Regulations, the ruble equivalent of USD 100,000 is the base amount for calculating the number of Shares or ADRs provided to the Director as remuneration (clauses 6.2, 6.6.1 provisions).</p>

7.1	<p>7.1 The basic remuneration and the remuneration for the performance of additional duties payable to the Directors who are citizens of the Russian Federation shall be paid in rubles at the exchange rate of the Central Bank of Russia in effect at the date of the relevant payment. The basic remuneration and the remuneration for the performance of additional duties payable to the Directors who are not citizens of the Russian Federation shall be paid in U.S. dollars.</p>	<p>7.1 For directors who are citizens of the Russian Federation, the payment of basic remuneration and remuneration for the performance of additional duties, as well as remuneration in cash, specified in clause 6.10 of these Regulations, is carried out in Russian rubles at the exchange rate of the Bank of Russia effective on the date of the corresponding payment. For directors who are not citizens of the Russian Federation, the payment of basic remuneration and remuneration for the performance of additional duties, as well as remuneration in cash, specified in clause 6.10 of this Regulation, is carried out in US dollars or other currency in the cases specified in this clause 7.1 of the Regulation below.</p> <p>In case of introduction in accordance with the legislation of the Russian Federation, including the regulatory legal acts of state authorities and the regulations of the Bank of Russia, or the applicable laws of a foreign state or applicable international acts (i) restrictions on US dollar transactions necessary to pay a non-Russian Director the US Dollar remuneration, and/or (ii) restrictions on the performance by such Director of transactions with US dollars as part of the disposal of the received Remuneration, as well as in cases of refusal of financial organizations of the Russian Federation or financial institutions of a foreign state to carry out transactions with US dollars on the order of the Company and/or such Director, such The Director has the right to submit to the Company an application for the fulfillment by the Company of the obligation to pay the basic remuneration, remuneration for the performance of additional duties, as well as remuneration in cash, specified in clause 6.10 of these Regulations:</p> <ul style="list-style-type: none"> • in Russian rubles at the exchange rate of the Bank of Russia effective on the date of the respective payment, or • in another foreign currency, at the exchange rate of such foreign currency against the dollar, established by the central bank of the foreign state issuing the specified foreign currency (another organization 	<p>Clause 7.1 of the Regulations establishes the procedure for paying remuneration to the Directors in cash. In the new version of the Regulations, the list of remuneration contained in clause 7.1 is supplemented by the remuneration in cash, provided for in clause 6.10 of the new version of the Regulations.</p> <p>Also, in accordance with clause 7.1 of the new version of the Regulations, in the event of imposing in accordance with the legislation of the Russian Federation or the applicable legislation of a foreign state or applicable international acts of (i) restrictions on transactions with US dollars, the performance of which is necessary for the payment of the Remuneration in US dollars to such Director, and/or transactions with US dollars made by such Director, as well as in cases where financial organizations refuse to perform such transactions, such Director is entitled to submit to the Company a statement on the fulfillment by the Company of obligations to pay the Remuneration in Russian rubles or other currency (provided that the Company has the actual ability to fulfill the obligation in the specified other currency).</p>
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7.4	There is no such clause.	<p>7.4 The remuneration in cash specified in clause 6.10 hereof shall be paid by the Company within 45 calendar days after the end of the relevant Corporate Year.</p>	<p>Clause 7.4 of the new version of the Regulations establishes a time limit for the payment of remuneration in cash, provided for in clause 6.10 of the new version of the Regulations.</p>
8.4	<p>8.4 Compensations to the Directors who are not citizens of the Russian Federation shall be paid in U.S. dollars.</p>	<p>8.4 For directors who are not citizens of the Russian Federation, Compensation is paid in US dollars or other currency in the cases specified in this clause 8.4 of the Regulation below.</p> <p>In case of imposing in accordance with the legislation of the Russian Federation, including the regulatory legal acts of state authorities and the regulations of the Bank of Russia, or the applicable laws of a foreign state or applicable international acts (i) restrictions on US dollar transactions that are necessary to pay a non-Russian Director Compensation in US dollars, and/or (ii) restrictions on the performance by such Director of transactions with US dollars as part of the disposal the received Compensation, as well as in cases of refusal of financial organizations of the Russian Federation or financial institutions of a foreign state to carry out transactions with US dollars on the order of the Company and/or such Director, such Director has the right to submit to the Company an application on the fulfillment by the Company of the obligation to pay Compensation:</p>	<p>In accordance with clause 8.4 of the new version of the Regulations in the event that, in accordance with the legislation of the Russian Federation or the applicable laws of a foreign state or applicable international acts (i) restrictions are imposed on transactions with US dollars, the performance of which is necessary for the payment of Compensation in US dollars to such Director, and /or transactions with US dollars performed by such Director, as well as in cases where financial organizations refuse to perform such transactions, such Director is entitled to submit to the Company an application for the fulfillment by the Company of obligations to pay Compensation in Russian rubles or other currency (provided that the Company has the actual possibility of fulfilling the obligation in the specified other currency).</p>

		<ul style="list-style-type: none"> • in Russian rubles at the exchange rate of the Bank of Russia effective on the date of the respective payment, or • in another foreign currency, at the exchange rate of such foreign currency against the dollar, established by the central bank of the foreign state issuing the specified foreign currency (another organization authorized to establish and publish the official rate of the specified foreign currency) on the date of the corresponding payment, provided that in respect of specified foreign currency, there are no restrictions established by the legislation of the Russian Federation, including regulatory legal acts of state authorities and regulatory acts of the Bank of Russia, or by the applicable legislation of a foreign state or applicable international acts, on the performance of operations necessary to pay such Compensation to such Director, and the Company has the actual ability to perform liabilities in the specified foreign currency. 	
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The new version of the Regulations also contains other technical corrections not separately noted in the table of comparisons (corrections regarding capital and uppercase characters, moving the definition to the "Terms and Definitions" section, etc.).