

## Appendix No. 4 Information on remuneration and compensations paid to members of Board of Directors and Company Corporate Secretary

### INFORMATION ON REMUNERATION AND COMPENSATIONS PAID TO MEMBERS OF BOARD OF DIRECTORS FOR 2017 (THSD RUB.)

No.	Full name	Basic remuneration, acquired	Addition remuneration for acting as a chairman in Board of Directors and membership in committees with Board of Directors, accrued	Compensation of expenses connected with participation in Board of Directors
1	Vitaly Pavlovich Bobrov	692	22	98
2	Mikhail Aleksandrovich Bychko	692	69	194
3	Denis Lvovich Guryanov	692	139	98
4	Ekaterina Andreevna Kosogova	692	70	1,0
5	Michail Varfolomeevich Kuznetsov	692	0	0
6	Veniamin Shmuilovich Pinkhasik	692	208	156
7	Egor Viacheslavovich Prokhorov		Consent for disclosure of information was not obtained	
8	Ladimir Valerievich Rashevsky	692	0	0
9	Kirill Andreevich Trubitsyn	692	208	4
10	Aleksandr Nikolaevich Fadeev	692	208	331

### INFORMATION ON REMUNERATION AND COMPENSATIONS PAID TO MEMBERS OF BOARD OF DIRECTORS FOR 2016 (THSD RUB.)

No.	Full name	Basic remuneration, acquired	Remuneration for membership in committees with Board of Directors, accrued	Compensation of expenses connected with participation in Board of Directors, rub.
1	Aleksandr Nikolaevich Fadeev	900.0	–	93.9
2	Vitaly Pavlovich Bobrov	671.9	–	–
3	Mikhail Aleksandrovich Bychko	761.5	–	–
4	Denis Lvovich Guryanov	900.0	20.7	–
5	Ekaterina Andreevna Kosogova	900.0	34.5	82.9
6	Veniamin Shmuilovich Pinkhasik	–	–	85.5
7	Kirill Andreevich Trubitsyn	900.0	34.5	84.5
8	Yury Vladimirovich Sheibak	692.3	–	149.9
9	Mikhail Varfolomeevich Kuznetsov	692.3	–	–
10	Vladimir Valerievich Rashevsky	692.3	–	–