

SPECIAL COMMITTEE FOR COMPLIANCE UNDER THE BOARD OF DIRECTORS

The main objective of the Special Committee is overall supervision in the sphere of compliance, review of issues and preparation of recommendations for the Board of Directors on compliance issues.

Number and identities of members

The composition of the Committee was approved at the meeting of the Board of Directors on June 24, 2020.

Meetings

In the reporting year, four meetings of the Committee were held in-person.

Members of the Committee in 2020

Committee Member	From June 27, 2019	From April 9, 2020	From June 24, 2020
T. Holtrop, Chairman , Independent Director	●	●	●
Regina von Flemming , Independent Director	●	●	●
V.V. Rozanov , Independent Director	●	●	●
A.I. Zassoursky , Non-Executive Director	●	●	●
A. Antoniou , Independent Director	●	●	
Sh. Kheradpir , Independent Director	○	○	●
A.V. Barsegyan , Member of the Management Board — Vice President for Corporate and Legal Issues of MTS PJSC	○	●	●
L.E. Lukiyanova , Vice President for Business Ethics and Compliance of MTS PJSC	○	●	●
Y.S. Romashkina	●	○	○

● person was/is a committee member
○ person was/is not a committee member

Participation of the Committee members in meetings in 2020

Committee Member	April 8	July 21	September 24	December 21
T. Holtrop, Chairman, Independent Director	●	●	●	●
Regina von Flemming, Independent Director	●	●	●	●
V.V. Rozanov, Independent Director	●	—	—	—
A.I. Zassoursky, Non-Executive Director	●	●	●	○
A. Antoniou, Independent Director	●	—	—	—
Sh. Kheradpir, Independent Director	—	●	●	●
A.V. Barsegyan, Member of the Management Board — Vice President for Corporate and Legal Issues of MTS PJSC	—	●	●	●
L.E. Lukiyanova, Vice President for Business Ethics and Compliance of MTS PJSC	—	●	●	●

● — committee member participated in the meeting
○ — committee member did not participate in the meeting
— person was not a committee member at the time of the meeting

Issues and recommendations reviewed

In 2020, the Special Committee reviewed reports on the results of working visits and events held in the Company's branches as part of the project to strengthen the corporate compliance program, reviewed a report and recommendations for strengthening the compliance program, a progress report on the audit of technology lease agreements, and other issues.

The Committee provided the following recommendations to the Company's Board of Directors

None.

Work results in 2020

In the reporting year, the Committee reviewed issues related to compliance supervision measures implemented by the Company.

Events after the reporting date

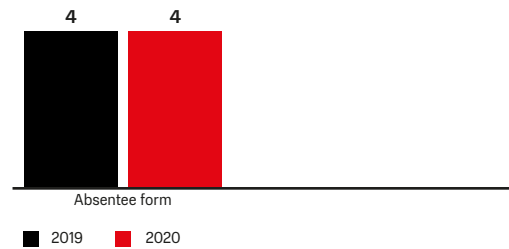
By passing the resolution of the Board of Directors of MTS PJSC on March 18, 2021, the following decisions were made.

The Corporate Governance Committee under the Board of Directors of MTS PJSC was transformed into the Committee for Corporate Governance, Environmental and Social Responsibility under the Board of Directors of MTS PJSC.

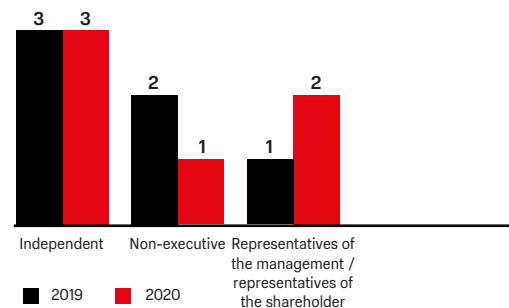
Members of the Committee:

- > Regina von Flemming — Committee Chairperson;
- > Valentin Borisovich Yumashev;
- > Konstantin Lvovich Ernst;
- > Artem Ivanovich Zassoursky;
- > Alexey Vizskopbovich Barsegyan;
- > Polina Veniaminovna Ugryumova;
- > Elena Ivanovna Kokhanovskaya.

Meetings of the Special Committee



Composition of the Special Committee in 2019–2020.



REMUNERATION PAID TO MEMBERS OF THE BOARD OF DIRECTORS

The procedure and terms of remuneration payment to members of the Board of Directors of MTS PJSC are defined in accordance with the Regulations on remunerations and compensations paid to members of the Board of Directors of MTS PJSC¹.

The remuneration system applicable to the members of the Board of Directors provides for approach of financial interests of directors with long-term financial interests of shareholders.

Detailed information is disclosed in clause 4.2.1. Report on the fulfilment of the principles and recommendations of the Corporate Governance Code.

Remuneration paid to members of the Board of Directors in 2020

Indicator Name	Total, RUB
Remuneration for participation in operations of the management body	166,121,304.55
Cost compensations	577,424.10
TOTAL	166,698,728.65

¹ <https://moskva.mts.ru/about/investoram-i-akcioneram/korporativnoe-upravlenie/dokumenti-pao-mts/polozhenie-ovoznagrazhdenii-chlenov-soveta-direktorov-paomts/>