
APPROVED
by Resolution
of the General Shareholders' Meeting
of PJSC "SIBUR Holding"
dated September 17, 2018
(Minutes No. 59)

REGULATIONS

on the Board of Directors
of Public Joint-Stock Company «SIBUR Holding»

(Version № 18)

city of Tobolsk
2018

These Regulations have been developed in accordance with the applicable Russian Federation law, the Charter of the Public Joint-Stock Company “SIBUR Holding” (hereinafter referred to as the **Company**) and other internal documents of the Company, and determines the procedure for election and the term of office of the Board of Directors, its competence, as well as regulations of its work.

Article 1. General

1.1. The Board of Directors is a collegial management body of the Company, which provides for general management of the Company's activities and makes decisions on all matters, with the exception of matters within the terms of reference of the General Shareholders' Meeting, the Management Board and the Individual Executive Body.

1.2. In its activities, the Board of Directors is governed by the applicable Russian Federation law, the Charter of the Company, these Regulations and other internal documents of the Company related to solution of issues within the terms of its reference.

Article 2. Election of the Board of Directors

2.1. Members of the Board of Directors are elected by the General Shareholders' Meeting by cumulative voting for the period until the next annual General Shareholders' Meeting.

With cumulative voting, the number of votes belonging to each shareholder is multiplied by the number of persons to be elected to the Board of Directors; a shareholder is entitled to cast the votes thus obtained in full for one candidate or to distribute them between two or more candidates. The candidates that received the largest number of votes are considered to be elected to the Board of Directors.

If the annual General Shareholders' Meeting was not held within the established deadlines, powers of the Board of Directors shall be terminated, with the exception of the powers to prepare, convene and hold the annual General Shareholders' Meeting.

2.2. The numerical composition of the Board of Directors is determined as per resolution of the General Shareholders' Meeting, but shall not be less than 7 (seven) people. The resolution on this matter is termless. By the resolution of the General Shareholders' Meeting, the powers of only the entire Board of Directors may be terminated early.

In the event that the number of members of the Board of Directors becomes less than the number required to ensure a quorum at its meetings, the Board of Directors is obliged to pass a resolution to hold an extraordinary General Shareholders' Meeting to elect a new Board of Directors. The remaining members of the Board of Directors are entitled to pass resolutions only on matters related to the preparation and holding of such extraordinary General Shareholders' Meeting.

2.3. Only an individual can be a member of the Board of Directors. A member of the Board of Directors may not be the Company's shareholder.

Persons elected to the Board of Directors may be re-elected an unlimited number of times.

Members of the Management Board cannot make more than one-fourth of the Board of Directors. A member of the Management Board shall not be the Chairman of the Board of Directors.

2.4. Members of the Board of Directors are obliged to disclose information about holding of the Company's securities, as well as about sale and (or) purchase of the Company's securities in accordance with the Company's internal documents approved by the Board of Directors regulating the procedure for using the information about the Company's activities and securities.

2.5. Shareholders (shareholder) that in the aggregate hold (holds) at least 2 (two) percent of the Company's voting shares, are (is) entitled to nominate candidates to the Board of Directors, whose number shall not exceed its quantitative composition determined subject to the resolution of the General Shareholders' Meeting. Proposals regarding nomination of

candidates shall be made in writing with an indication of the name of the shareholders (shareholder) that introduced them, the number and category (type) of shares owned by them (him/her), and shall be signed by the shareholders (shareholder).

The proposal shall be signed by the shareholder or his/her authorized representative. In the event that the proposal is signed by the shareholder's authorized representative, a power of attorney shall be attached in a mandatory manner.

The following information on each candidate shall be attached to the proposals for nomination of candidates to the Board of Directors:

- name of the body, for the election to which the candidate is nominated;
- surname, name, patronymic;
- year, month, date and place of birth;
- for citizens of the Russian Federation - data of an identity document (series and (or) number of the document, date and place of its issue, issuing authority, registration address);
- for non-residents - data of an identity document;
- education with the indication of the educational institution, the year of graduation from it and the received specialty;
- places of work and positions that the candidate occupied during the last 5 (five) years, as well as positions that the candidate held in the management bodies of other legal entities over the last 5 (five) years;
- mailing address, contact phone number, e-mail address;

2.6. The said proposals and information shall be sent to the Board of Directors within fifty (50) days after the end of the reporting year in writing in one of the following ways:

- by mail to the address (location) of the Individual Executive Body (to the address (location) of the permanent executive body of the management organization);
- by way of hand delivery to the person performing functions of the Individual Executive Body, to the Chairman of the Board of Directors or the Secretary of the Board of Directors.

If the specified proposal is sent using the postal service, the date of such proposal shall be the date indicated on the imprint of the calendar stamp confirming the date of the mail sending, and if the said proposal was hand delivered to the person - the date of delivery.

Proposals on nomination of candidates to the Board of Directors sent by the shareholders in accordance with the established procedure may be amended or withdrawn in full before the Board of Directors approves the ballots for voting at the General Shareholders' Meeting.

Article 3. Competence of the Board of Directors

3.1. Competence of the Board of Directors is determined by the Charter of the Company.

3.2. Issues that come within the terms of reference of the Board of Directors cannot be passed on to the decision of the Company's executive bodies.

3.3. The Board of Directors, as advised by the Chairman of the Management Board, is entitled to review other issues that are not attributed to its competence (except for the issues that are attributed to the competence of the General Shareholders' Meeting), the resolutions on which may have a significant impact on the Company's activities.

Article 4. Board of Directors Committees

4.1. In order to solve certain tasks facing the Company, the Board of Directors has the right to create committees, including an audit committee, a committee on human resources and remuneration, and other committees.

4.2. The Committee of the Board of Directors shall act on the basis of the committee regulations approved by the Board of Directors.

4.3. The personnel of the committee of the Board of Directors shall be formed by the Board of Directors.

4.4. The Committee of the Board of Directors shall be convened for meetings as necessary and in accordance with the committee regulations approved by the Board of Directors.

4.5. Committees of the Board of Directors may hold joint meetings.

Article 5. Chairman of the Board of Directors and Deputy Chairman of the Board of Directors

5.1. The Chairman of the Board of Directors is elected by the members of the Board of Directors from among them by a majority vote of the total number of members of the Board of Directors.

The Individual Executive Body, members of the Management Board of the Company shall not simultaneously be the Chairman of the Board of Directors.

5.2. The Chairman of the Board of Directors shall arrange for its activities, convene meetings of the Board of Directors, approve the meetings agenda and chair the meetings of the Board of Directors, arrange for minutes taking at the meetings, and chair the General Shareholders' Meeting.

5.3. In the absence of the Chairman of the Board of Directors, his functions shall be performed by the Deputy Chairman of the Board of Directors.

5.4. The Deputy Chairman of the Board of Directors is elected by the members of the Board of Directors from among them by a majority vote of the total number of members of the Board of Directors, and for the same period, for which the Chairman of the Board of Directors was elected.

Article 6. Secretary of the Board of Directors

6.1. The Secretary of the Board of Directors is appointed by the Board of Directors at the first meeting of the Board of Directors following the annual General Shareholders' Meeting. The powers of the Secretary of the Board of Directors shall be valid until the powers of the Board of Directors of this convocation are terminated.

6.2. The Secretary of the Board of Directors provides for arrangement for and conduct of meetings of the Board of Directors, collection and systematization of materials for meetings, timely sending to the members of the Board of Directors of meeting notices, meeting agendas, materials on the agenda items, meeting minutes taking and preparation of draft resolutions of the Board of Directors, as well as interacts with the Company's employees on issues of the preparation of meetings.

6.3. The Secretary of the Board of Directors is accountable in his/her activities to the Board of Directors. The Chairman of the Board of Directors accomplishes direct management of its activities.

Article 7. Meetings of the Board of Directors

7.1. Resolutions of the Board of Directors can be passed at the meetings held both in the form of joint attendance and in the form of absentee voting (by poll). Meetings of the Board of Directors shall be held in accordance with the work plan for the year approved at the meeting of the Board of Directors, and as necessary.

If during the meeting of the Board of Directors in the form of absentee voting no less than 2 (two) members of the Board of Directors send to the Chairman of the Board of Directors with a copy to the Secretary of the Board of Directors a written opinion regarding the need to review one or several issues included in the agenda of such meeting, at the meeting held in the form of joint attendance, the Chairman of the Board of Directors shall pass a resolution regarding holding of a meeting in the form of joint attendance and inclusion of such issue in the meeting agenda. The said written opinion shall be sent within 1 (one) business day from the date of sending to the members of the Board of Directors of datasheets for absentee voting.

7.2. Meetings of the Board of Directors are convened by the Chairman of the Board of Directors on his own initiative, as well as upon a written request of a member of the Board of Directors, the Audit Commission, the Auditor of the Company, the head of the Company's structural unit or the Management Organization of the Company responsible for the arrangement for and conduct of internal audit of the Company, the Individual Executive Body, the Management Board.

A written request shall contain:

- an indication of the meeting initiator;
- wording of the agenda items;
- form of the meeting;
- reasons for inclusion in the agenda of the indicated issues;
- address, to which a response to the request shall be sent.

The request shall be signed by the meeting initiator.

In the absence of the Chairman of the Board of Directors, a meeting of the Board of Directors may be convened by the Deputy Chairman of the Board of Directors upon a prior written approval by the Chairman of the Board of Directors, and in the absence of the Deputy Chairman of the Board of Directors - by any member of the Board of Directors also upon a prior written approval by the Chairman of the Board of Directors. In this case, members of the Board of Directors present at the meeting shall elect from among their members the chairperson of the meeting of the Board of Directors, who, within the framework of this meeting, shall fulfill all duties assigned to the Chairman of the Board of Directors, and shall enjoy all rights.

A member of the Board of Directors performing the functions of the Chairman at the meeting of the Board of Directors, shall not have a decisive vote at meetings of the Board of Directors.

7.3. The quorum for holding a meeting of the Board of Directors shall be at least half of the number of the elected members of the Board of Directors. When determining the presence of a quorum and the results of voting at the meeting of the Board of Directors, a written opinion of the member of the Board of Directors absent at the meeting of the Board of Directors shall be taken into account.

A written opinion submitted by a member of the Board of Directors shall unequivocally determine the position of the member of the Board of Directors on the issue and indicate "for" or "against" the member of the Board of Directors on the proposed draft resolution, or "abstained" from passing a resolution.

A written opinion containing amendments and provisos on the proposed draft resolution shall not be taken into account when determining the quorum and the voting results.

A written opinion of the member of the Board of Directors shall be received by the

Secretary of the Board of Directors before the beginning of the meeting of the Board of Directors reviewing issues, on which the written opinion was provided.

A member of the Board of Directors shall also be considered present at the meeting if he/she participates in the meeting by telephone or via video conferencing, or can promptly express his/her opinion and vote on the discussed issues during the meeting using other telecommunication means.

7.4. A member of the Board of Directors that did not participate in voting or that voted against the resolution passed by the Board of Directors in violation of the procedure established by the applicable Russian Federation law, the Charter of the Company and its other internal documents, shall be entitled to challenge the said resolution in court if this resolution violated his/her rights and legitimate interests.

Article 8. Regulations for Convening and Holding Meetings of the Board of Directors

8.1. The agenda of the meeting of the Board of Directors is generated by the Secretary of the Board of Directors and approved by the Chairman of the Board of Directors. The right to make proposals on the agenda of the meeting of the Board of Directors of the Company belongs to the Chairman of the Board of Directors, members of the Board of Directors, Chairman of the Management Board, members of the Management Board, the Individual Executive Body, the Chairman of the Audit Commission, and the auditor of the Company. In the absence of the Chairman of the Board of Directors, the meeting agenda shall be approved by the Deputy Chairman of the Board of Directors upon coordination with the Chairman of the Board of Directors.

8.2. A notice of the meeting of the Board of Directors in the form of joint attendance shall be sent to each member of the Board of Directors by e-mail at least 5 (five) business days before the date of the meeting.

8.3. The text of the notice (in the e-mail message) about a meeting of the Board of Directors in the form of joint presence shall contain information about the date, place and time of the meeting. The meeting agenda shall be attached to the notice.

8.4. If the meeting is held in the form of absentee voting, a notice shall be sent via e-mail at least 3 (three) business days before the date of submission of the completed datasheets.

8.5. A notice of the meeting of the Board of Directors in the form of absentee voting shall contain information about the date and place of submission of completed datasheets, as well as a list of issues put to a vote.

A datasheet with an indication of the date of submission of completed datasheets shall be attached to the notice.

8.6. The completed datasheets signed personally by members of the Board of Directors shall be submitted to the Secretary of the Board of Directors. The datasheets submitted to the Secretary of the Board of Directors shall unequivocally determine the position of the member of the Board of Directors on the issue and shall indicate whether the member of the Board of Directors votes “for” or “against” the proposed draft resolution, or “abstained” from passing the resolution. Datasheets containing amendments and provisos on the proposed draft resolution shall not be taken into account when determining the quorum and the voting results.

Members of the Board of Directors, the completed and signed datasheets of which were received by the Board of Directors before the date indicated in the datasheet as the deadline for the completed datasheets submission, shall be considered to have taken part in the meeting of the Board of Directors in the form of absentee voting.

8.7. Materials on the agenda of the meeting of the Board of Directors shall be provided to members of the Board of Directors at least 5 (five) business days before the date of the meeting, and if the meeting is held in the form of absentee voting – at least 3 (three) business days before the date of completed datasheets submission.

8.8. Issues requiring an urgent resolution by the Board of Directors may be put on the agenda of the meeting of the Board of Directors before the date of the meeting, but after the agenda closure, only upon approval by the Chairman of the Board of Directors. Materials on such issues shall be sent to members of the Board of Directors as they become available.

8.9. Materials on the agenda items shall include an explanatory note containing a draft resolution of the Board of Directors and explanations on the issue, as well as other documents in accordance with the provisions of the Company's internal documents.

8.10. The Board of Directors may take a decision to announce a break in the meeting of the Board of Directors. A break in the meeting of the Board of Directors may be announced for a period not exceeding 5 (five) business days.

In the event of a break, the Chairman of the Board of Directors shall inform the members of the Board of Directors of the date, time and place of the meeting resumption. Materials shall not be re-sent to the members of the Board of Directors.

8.11. The Secretary of the Board of Directors shall take minutes of meetings of the Board of Directors. The minutes of the meeting of the Board of Directors shall be generated by the Secretary of the Board of Directors at least within 3 (three) business days after the meeting or before the deadline for acceptance of the completed datasheets.

8.12. The meeting minutes shall indicate:

the place and time of the meeting holding in the event of holding the meeting in the form of joint attendance, or the date and place of the minutes taking in the event of holding the meeting in the form of absentee voting;

a list of members of the Board of Directors present at the meeting and members of the Board of Directors that provided written opinions by the deadline, as well as a list of members of the Board of Directors that the datasheets were sent to and that submitted the signed datasheets by the deadline;

wording of the issues put to vote;

results of voting on each issue;

resolutions passed on each issue.

Minutes of the meeting of the Board of Directors held in the form of joint attendance shall have the following attachments: the meeting agenda and written opinions on the agenda items received from members of the Board of Directors absent at the meeting.

A notice of holding a meeting of the Board of Directors in the form of absentee voting shall be attached to the minutes of the meeting of the Board of Directors held in the form of absentee voting.

8.13. The minutes of the meeting of the Board of Directors shall be signed by the meeting Chairman and the Secretary of the Board of Directors. Minutes of the meeting in the form of absentee voting (by poll) shall be signed by the Chairman of the Board of Directors and the Secretary of the Board of Directors.

8.14. Minutes of the meeting of the Board of Directors shall be sent to the members of the Board of Directors within 3 (three) business days from the date of the Minutes signing by the meeting Chairman or the Chairman of the Board of Directors.

8.15. Resolutions passed by the Board of Directors shall be communicated to the executives within 3 (three) business days from the date of signing of the respective minutes of the meeting of the Board of Directors.

8.16. If necessary, extracts from the minutes of the meeting of the Board of Directors shall be signed by the Secretary of the Board of Directors and sent to interested parties upon their request made electronically, within at least 2 (two) business days from the date of such request receipt.

Article 9. Resolution by the Board of Directors

9.1. When resolving issues at the meeting of the Board of Directors, each member of the Board of Directors shall have one vote. Transfer of the right to vote by a member of the Board of Directors to another person, including another member of the Board of Directors, is not allowed.

Written opinions of members of the Board of Directors that were absent from the meeting of the Board of Directors in the form of joint attendance shall be taken into account when determining the quorum and voting results.

9.2. Resolutions at the meeting of the Board of Directors shall be passed by a majority of votes of members of the Board of Directors participating in the meeting, unless the applicable Russian Federation law or the Charter of the Company establishes a different procedure for resolutions passing.

9.3. In the event of a tie, the vote of the Chairman of the Board of Directors shall be decisive for resolutions passed by the Board of Directors.

Article 10. Responsibilities of Members of the Board of Directors

10.1. In exercising of their rights and fulfillment of their duties, members of the Board of Directors shall act in the interests of the Company, exercise their rights and fulfill duties in relation to the Company in good faith and reasonably.

10.2. Members of the Board of Directors shall be liable to the Company for losses caused to the Company through their wrongful acts or omissions (inaction), unless other grounds and extent of liability are established by the applicable Russian Federation law.

At the same time, members of the Board of Directors that voted against the resolution that caused losses to the Company, or, acting in good faith did not participate in voting, shall not be held liable.

10.3. When determining the grounds and extent of liability of members of the Board of Directors, the regular terms and conditions of doing business and other circumstances relevant to the case shall be taken into account.

Article 11. Organizational, Technical and Financial Support of the Board of Directors

11.1. For preparation and holding of meetings of the Board of Directors, the Individual Executive Body (management organization) shall provide premises, technical facilities (including vehicles, communication facilities, office equipment), required materials and information.

11.2. The costs associated with the preparation for and holding of meetings of the Board of Directors, as well as participation in them of members of the Board of Directors, shall be covered by the Company.

11.3. By decision of the General Shareholders' Meeting, members of the Board of Directors in the period of their duties performance may be paid remuneration and (or) reimbursed for expenses related to the performance of duties by them as members of the Board of Directors. The amount of such remuneration and compensation shall be established subject to the resolution of the General Shareholders' Meeting. The procedure for determination of remuneration to members of the Board of Directors is provided in Attachment 1 to these Regulations.

Article 12. Applicability of the Regulations on the Board of Directors

12.1. These Regulations shall be approved by the General Shareholders' Meeting. Amendments, addenda to it, adoption of the Regulations in the new version shall be the responsibility of the General Shareholders' Meeting.

12.2. These Regulations, as well as all amendments, addenda to it, shall enter into force upon their approval by the General Shareholders' Meeting.

12.3. In the event of controversies between these Regulations provisions, the applicable Russian Federation law and the Company's Charter, provisions of the applicable Russian Federation law and the Company's Charter shall prevail.

ATTACHMENT 1
to the Regulations on the Board of Directors
of PJSC «SIBUR Holding»
approved subject to the Resolution
of the General Shareholders' Meeting
dated September 17, 2018
(Minutes № 59)

REGULATIONS

on Remuneration Payable to Members of the Board of Directors
of PJSC «SIBUR Holding» for Performance of their Duties
and Reimbursement of Expenses Related to their Performance of
Functions of Members of the Board of Directors
of PJSC «SIBUR Holding»

city of Tobolsk
2018

Article 1. General

1.1. These Regulations have been developed in accordance with the Federal Law «On Joint-Stock Companies», other applicable regulatory acts, the Charter of Public Joint-Stock Company «SIBUR Holding» (hereinafter referred to as the “**Company**”), and establish the amount and the procedure for payment of remuneration and compensation to members of the Board of Directors of the Company.

1.2. These Regulations were approved by the General Shareholders’ Meeting of the Company in accordance with the provisions of Clause 2 of Article 64 of the Federal Law “On Joint-Stock Companies”, and are used as the basis for accrual and payment of remuneration and compensation to members of the Board of Directors of the Company.

1.3. The source of remuneration and compensation payments is the Company's profit unless there are changes to the applicable law or explanations from authorized state administration bodies containing an unequivocally interpreted indication to other sources.

1.4. The Company shall independently determine, withhold and pay income taxes and other taxes related to payment of remuneration and compensation to members of the Board of Directors in accordance with the laws of the state, the tax resident of which is the corresponding member of the Board of Directors.

1.5. These Regulations shall not apply to the member of the Board of Directors that is the Individual Executive Body of the Company (the Individual Executive Body of the management organization of the Company), as well as members of the Board of Directors that are members of the Company's Management Board.

1.6. The period of calculation and payment of remuneration and compensation to members of the Board of Directors is established from the date when a resolution to elect members of the Board of Directors is passed by the annual General Shareholders’ Meeting till the date of the next annual General Shareholders’ Meeting, at which the new Board of Directors will be elected (hereinafter the Accounting Period).

1.7. Remunerations and compensations shall be paid in cash in the currency of the Russian Federation. Remunerations shall be paid within 1 (one) month from the date of the annual General Shareholders’ Meeting of the Company, which approved the results of the Company's financial and economic performance in the reporting year, and the resolution to distribute the Company's profits.

Article 2. Forms of Remuneration Payable to Members of the Board of Directors

2.1. Remuneration to members of the Board of Directors of the Company consists of the following types of remuneration:

- Permanent remuneration part;
- Remuneration for participation in meetings of committees of the Board of Directors;
- Remuneration for the chair in the Board of Directors.

2.2. Members of the Board of Directors may participate in the Program on Motivation of the Company's Managers or the Management Organization of the Company based on the obtaining of rights to purchase shares and/or other equity securities of the Company. The number of the Company's shares assigned to members of the Board of Directors shall be determined by the resolution of the Personnel and Remuneration Committee of the Board of Directors in accordance with the Regulations on the Personnel and Remuneration Committee of the Board of Directors.

Article 3. Permanent Part of Remuneration Payable to Members of the Board of Directors

3.1. The permanent part of remuneration is payable to a member of the Board of Directors for performance of his/her duties and amounts to 8,000,000 (eight million) rubles for the Accounting Period.

3.2. In case of early termination of powers of a member of the Board of Directors and election of members of the Board of Directors at an extraordinary general shareholders' meeting of the Company, the permanent part of remuneration shall be payable in the amount proportional to the actual term of office of the member of the Board of Directors, and shall be determined as the product of the value of the permanent part of remuneration specified in clause 3.1. of the Regulations and the value that is equal to the ratio of the actual term of office to the Accounting Period duration taken as being equal to 365 (366) days in accordance with the following formula:

$$S = V / 365 (366) * M, \text{ where}$$

S is the permanent part of remuneration payable to a member of the Board of Directors in the event of an early termination of powers;

V is the base amount of the permanent part of the remuneration of one member of the Board of Directors payable for the full reporting year, determined in accordance with clause 3.1 of these Regulations;

365 (366) is the number of calendar days in the reporting year;

M is the number of calendar days falling on the period, during which the person acted as a member of the Board of Directors in the reporting year.

Article 4. Remuneration for Participation in Meetings of Committees of the Board of Directors

4.1. Members of the Board of Directors shall be paid additional remuneration for the performance of duties related to work in committees of the Board of Directors.

4.2. For work in the committees of the Board of Directors members of such committees shall be paid an additional remuneration in the amount of 2,000,000 (two million) rubles for participation in each meeting of the committee over the respective Accounting Period. If a member of the Board of Directors is a member of several committees, the amount of additional remuneration shall be calculated separately for participation in each committee.

Remuneration for participation in meetings of the committees of the Board of Directors is payable:

- for participation in a meeting of the committee of the Board of Directors held in the form of joint attendance - for participation in a meeting of the committee of the Board of Directors held in absentia.

4.3. The amount of the additional remuneration is payable in proportion to the number of meetings of the relevant committee held in the Accounting Period, in which the member of the committee participated, in accordance with the following formula:

$$S = V \text{ доп.} / M * N, \text{ where}$$

S is the amount of additional remuneration of a member of the Board of Directors that is a member of the committee, for participation in meetings of one committee over the Accounting Period;

V доп. is the amount of additional remuneration of a member of the Board of Directors that is a member of the committee, for participation in all meetings of one committee over the Accounting Period;

M is the total number of the committee meetings held in the Accounting Period;

N is the number of the committee meetings, in which a member of the Board of Directors that is the committee member participated.

Article 5. Remuneration for Chairing the Board of Directors

5.1. In addition to the permanent part of remuneration, the Chairman of the Board of Directors shall be paid remuneration for performance of functions of the Chairman of the Board of Directors in the amount of 50% (Fifty percent) of the permanent part of the remuneration of a member of the Board of Directors established in clause 3.1. of the Regulations.

5.2. Additional payment for the chair in the Board of Directors is calculated in proportion to the actual term of office.

Article 6. Compensations Payable to Members of the Board of Directors

6.1. Members of the Board of Directors shall be reimbursed for expenses of travel to the venue of the meeting of the Board of Directors or the meeting of the Committee of the Board of Directors, and accommodation expenses.

6.2. Compensation of expenses of a round trip to the venue of the meeting of the Board of Directors is paid as follows:

- when travelling by air transport – the cost of a business class ticket;
- when travelling by railway transport – the cost of travel in the luxury passenger car unit of fast premium service trains;
- when travelling by road vehicles (except for taxi and car rental) – the cost of the fare in the relevant locality.

Reimbursement of costs for booking and accommodation in a de luxe suite in a hotel – according to the actual costs.

6.4. Compensations shall be paid within 1 (one) month after the end of the reporting quarter, during which a member of the Board of Directors was on a trip in connection with performance of his/her duties as a member of the Board of Directors.

Article 7. Final Provisions

7.1. These Regulations shall enter into force upon approval by the General Shareholders' Meeting.

7.2. Proposals regarding amendments and addenda to these Regulations shall be made in the manner prescribed by the Company's Charter for making proposals to the agenda of the annual or extraordinary General Shareholders' Meeting of the Company.

7.3. If certain provisions of these Regulations conflict with the Russian Federation law and/or the Company's Charter, they lose their force, and the relevant provisions of the Russian Federation law and/or the Company's Charter shall apply. Invalidity of certain provisions of these Regulations shall not entail invalidity of other provisions and the Regulations as a whole.
