

TABLE.

as to comparison of current and new versions of the Regulation on the Executive Board of PJSC "Aeroflot"

Current version of the Regulations	Proposed version.	Justification
<p>Paragraph 3.5 Article 3 of the Regulations</p> <p>3.5. The rights and duties of the Executive Board members are specified in the employment contract concluded by the Company with each member of the Executive Board. Contracts with members of the Executive Board shall be signed on behalf of the Company by the Company's General Director. The contract may be terminated early by resolution of the Board of Directors as provided in the Company's Articles of Association, Regulations on the Board of Directors and in the contract.</p>	<p>Paragraph 3.5 Article 3 of the Regulations</p> <p>3.5. The rights and obligations of the members of the Executive Board are specified by these Regulations. The powers of a member of the Executive Board may be terminated early by a resolution of the Company's Board of Directors, as provided for by the Company's Articles of Association and the Regulations on the Company's Board of Directors.</p>	<p>The wording has been brought in line with the established practice of PJSC "Aeroflot".</p>
<p>Paragraph 3.14 Article 3 of the Regulations</p> <p>Minutes of the Executive Board meetings shall be submitted to the members of the Board of Directors, the Audit Commission, the Executive Board and the Auditor of the Company upon request.</p>	<p>Paragraph 3.14 Article 3 of the Regulations</p> <p>3.14 The minutes of any meeting of the Executive Board of the Company shall be made available to the members of the Board of Directors of the Company, the Audit Commission of the Company, the Executive Board of the Company, the official responsible for the organization and implementation of internal audit (head of the structural unit responsible for the organization and implementation of internal audit), and the Company Auditor upon their request.</p>	<p>The wording has been brought in line with par. 2, Part 2, Article 70 of Federal Law No. 208-FZ dated December, 26 1995 "On Joint-Stock Companies" (as amended by Federal Law No. 209-FZ dated July 19, 2018).</p>
<p>Paragraph 4.10, Article 4 of the</p>	<p>Paragraph 4.10, Article 4 of the</p>	<p>The wording has been brought in line with</p>

<p>Regulations</p> <p>4.10. Conditions of employment and remuneration payable to the Executive Board members, including fringe benefits and social guarantees, shall be determined in accordance with their respective positions, the laws and regulations of the Russian Federation and internal documents of the Company regulating employee compensation, the type and amount of fringe benefits and social guarantees for the Company's employees and by the Company's staff schedule and fixed in the employment contract concluded by the members of the Executive Board with the Company. The amount of remuneration and compensations to the members of the Executive Board shall be determined by the Company's Board of Directors.</p>	<p>Regulations</p> <p>4.10. Conditions and remuneration of the Executive Board members, including benefits and social guarantees, shall be established in accordance with their position, regulatory and legal acts of the Russian Federation and the Company's internal documents governing the remuneration conditions, the procedure for establishing and the amount of benefits and social guarantees for the Company's employees, as well as staff list and shall be recorded in the employment contract with the Company concluded with the corresponding employee. The amount of remuneration and compensation to the Executive Board members shall be established by the Board of Directors of the Company.</p>	<p>the established practice of PJSC "Aeroflot".</p>
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