

Table of comparison of the current revision of Regulations on Remuneration and Compensation Payable to Members of the Board of Directors of Detsky Mir PJSC with the Draft Regulations on Remuneration and Compensation Payable to Members of the Board of Directors of Detsky Mir PJSC in the new revision.

No.	Revision of the current Regulations	Draft Regulations	Comments on changes
1.	<p>1.6. Remuneration for performing the duties of members of the Company's Board of Directors shall be paid by the Company to members of the Board of Directors:</p> <ul style="list-style-type: none"> • who meet the criteria determining independence established by the listing rules of Moscow Exchange PJSC; • Chairman of the Company's Board of Directors, if he/she is an employee of the shareholder who owns over 5% of the Company's voting shares, did not receive during the past year from a shareholder owning over 5% of the Company's voting shares remuneration (in any form) exceeding half of the basic remuneration indicated in clause 3.2 of these Regulations 	<p>1.6. Remuneration for the performance of the duties of members of the Company's Board of Directors shall be paid by the Company to all members of the Board of Directors, with the exception of executive directors (members of the Company's executive bodies).</p>	<p><i>In order to raise interest and motivation, broaden the list of the categories of Board of Directors members who are entitled to remuneration.</i></p>
2.		<p>2.1. The total amount of remuneration payable to the Board of Directors Chairman in the forms specified in clause 2.1. of these Regulations shall not exceed 120,000 (one hundred twenty thousand) USD per year.</p>	<p><i>Due to the introduction of additional remuneration for the Board of Directors Chairman, it is proposed that the upper limit of the total remuneration be limited.</i></p>
3.		<p>4.2. For performing the duties of the Chairman of the Company's Board of Directors, a member of the Board of Directors is paid extra remuneration in the amount of 60,000 (sixty thousand) USD per corporate year.</p>	<p><i>It is proposed that a competitive remuneration level be set for the Board of Directors Chairman: total remuneration (basic + additional) will be 120,000 (one hundred twenty thousand) USD per year.</i></p>
4.	<p>5.1. Each member of the Company's Board of Directors may be compensated for the following expenses related to their participation in a meeting of the Board of Directors:</p> <ul style="list-style-type: none"> • actually incurred and documented targeted travel expenses to the destination and back (business class flight, without VIP service, taxi costs); • lodging expenses in an amount equivalent to up to 700 (seven hundred) USD per day, expenses for communication services in an amount equivalent to up to 600 (six hundred) USD per month. 	<p>5.1. Each member of the Company's Board of Directors may be compensated for the following expenses related to their participation in a meeting of the Board of Directors:</p> <p>5.1.1. actually incurred and documented target expenses for travel to the destination and back (economy class flight, without VIP service, taxi costs, business class flight for the Chairman of the Board of Directors, in case of a flight over 9 hours);</p> <p>5.1.2. housing leasing expenses, in the amount:</p>	<p><i>In sub-clause 5.1.1. the flight category was changed to economy class instead of business class.</i></p> <p><i>In sub-clause 5.1.2. the amount of compensation to lease housing was reduced from 600 (six hundred) USD to 300 (three hundred) USD.</i></p> <p><i>In addition, the sub-clause regarding compensation for additional expenses in the amount of 2,000 USD was eliminated.</i></p>

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	<ul style="list-style-type: none"> other expenses in an amount equivalent to up to 2,000 USD per month; 	<ul style="list-style-type: none"> up to 300 (three hundred) USD per day for the Russian Federation, countries in the Commonwealth of Independent States (CIS), Asia, Europe, Africa and South America. up to 500 (five hundred) USD per day for North American countries. 	
5.	5.5. The Company may set limits for some expenses specified in sub-clauses 1 and 2 of clause 5.1. of these Regulations.		<i>Technical correction, the clause was eliminated since the limits were set in clause 5.1.</i>