



## **Information on remuneration components for**

### **General Counsel**

**Vladlena Yavorskaya**

**Amsterdam, 7 June 2013**

Vladlena Yavorskaya is nominated as General Counsel and statutory director 'C' by the Supervisory Board. Her appointment as proposed to the Extraordinary General Meeting of Shareholders is for a period of four years (ending on the day of the Annual General Meeting in 2017).

Mrs. Yavorskaya shall be entitled to an annual base salary of RUR 12,000,000.

Mrs. Yavorskaya shall participate in the Company's cash-based incentive plan. The variable remuneration under the incentive plan is based on both the overall performance of the Company (financial indicators) and individual performance, including non-financial indicators and personal key objectives, set by the Supervisory Board.

Mrs. Yavorskaya's reward package includes a severance arrangement of six months base salary. She shall be entitled to other remuneration components in accordance with the Company's policy on fringe benefits.