



**INFORMATION
ON THE CANDIDATES**

**included in the voting list
for the election of members
of the Board of Directors
of MTS PJSC at the Annual
General Meeting
of Shareholders
of MTS PJSC**

JUNE 22, 2022



Paul Berriman

Born in: 1957

Education:

1975 – Spennymoor High School, County Durham, United Kingdom
1979 – The University of Salford – Bachelor of Science Electro Acoustics
1985 – The University of Hong Kong – MBA

Professional experience:

2003-2021 – Group Chief Technology Officer, PCCW

Independent Non-Executive Director Spark New Zealand, independent Non-Executive Director, chairman of the technical committee Rain Network Holdings Pty South Africa (Private Limited Company), director Contactica Limited, advisor IX Acquisitions Corp, Member of the IT Management subcommittee Hong Kong Management Association.

The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.

Compliance with the independence criteria: complies.

Citizenship: United Kingdom of Great Britain and Northern Ireland. Candidate is elected to MTS PJSC Board of Directors for the first time.

The candidate is nominated by MTS PJSC Board of Directors.



Felix Evtushenkov

Chairman of MTS PJSC Board of Directors

Chairman of Strategy Committee MTS PJSC Board of Directors

Born in 1978 in Moscow


Education:

2000 – Institute of International Law and Economics A.S. Griboedov with a degree in Law

Professional experience:

- 2021-present – SISTEMA PJSFC, senior managing partner
- 2008-2021 – SISTEMA PJSFC, Director, previously Vice President, Head of the Business Unit Consumer Assets, First Vice President, Head of the Business Unit Base Assets, First Vice President - Head of the Investment Portfolio
- 2000-2008 – SISTEMA-GALS OJSC, from Deputy General Director to General Director and President
- 1999-2000 – SISTEMA-INVEST CJSC, Assistant to the President, SISTEMA OJSFC, Executive Director of the Department of Industry

Member of the Board of Directors of Sistema PJSFC, Non-Executive

	<p>Director, Chairman of the Board of Trustees of the Sistema Charitable Foundation, member of the Board of Directors of Redline Capital Partners S.A., member of the Board of Directors of JSC «Electrozavod», Chairman of the «Sambo to School» Foundation</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: not complies.</p> <p>Citizenship: Russian Federation. Member of MTS PJSC Board of Directors since June 27, 2019.</p> <p>The candidate is nominated by Sistema PJSFC (owns 620 552 329 ordinary shares of MTS PJSC, which is 31.05% of the voting shares of MTS PJSC).</p>
	<p>Artyom Zassoursky Member of ESG Committee, Member of Strategy Committee, Member of Special Committee on compliance matters of MTS PJSC Board of Directors</p> <p>Born in 1979 in Moscow.</p> <p>Education: 2001 – Moscow State University M.V. Lomonosov (MSU) (Degree in Foreign Social and Economic Geography and Translation) 2005 – Postgraduate studies at the Journalism Department of MSU</p> <p>Professional experience:</p> <ul style="list-style-type: none"> ▪ 2020-present – PJSFC SISTEMA, Vice President for Strategy and Development ▪ 2016-2020 – PJSFC SISTEMA, Vice President for Strategy ▪ 2013-2016 – STREAM LLC, General Director, before that, Vice President of SMM OJSC ▪ 2012-2013 – OJSC “SMM”, Vice President for Development ▪ 2007-2011 – DRAGONARA LLC, General Director, previously Executive Director of Game Territory LLC ▪ 2002-2003 – Crossmedia Solutions LLC, Head of Development Department <p>Member of the Board of Directors of Medsi Group of Companies JSC, Aeromaks LLC, Binnopharm Group LLC, SMI LLC.</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: not complies.</p> <p>Citizenship: Russian Federation. Member of the Board of Directors of MTS PJSC since June 29, 2017.</p>

	<p>The candidate is nominated by Sistema PJSFC (owns 620 552 329 ordinary shares of MTS PJSC, which is 31.05% of the voting shares of MTS PJSC).</p>
	<p>Yury Misnik Member of Strategy Committee, Member of Special Committee on the development of cloud and infrastructure assets of MTS PJSC Board of Directors</p> <p>Born in 1977</p> <p>Education: 1999 – Peter the Great St. Petersburg Polytechnic University, Applied mathematics</p> <p>Professional experience:</p> <ul style="list-style-type: none"> ▪ 2021-present – Magnit JSC, Director of Digital Technologies, Director of Digital Technologies (Director of Digital Technologies and Technologies) ▪ 2019-present – First Abu Dhabi Bank, Abu Dhabi, UAE Group CTO ▪ 2017-2019 – National Australia Bank, Sidney, Australia, General Executive Director, CIO ▪ 2015-2017 – HSBC, London, Great Britain, Global Director for IT and Digitalization ▪ 2013-2015 – Amazon Web Services, London, Great Britain, Head of the Technology Department, Amazon Web Services UK Director/ Member of the Board of Directors ▪ 2003-2013 – Microsoft Corporation, Sidney, Australia / London, Great Britain /Singapore, Singapore <p>Member of the Technology Advisory Board International Data Corporation, Chairman of the Information Technology Committee UAE Banks Federation, executive technology advisor KKR & Co Inc., member of the Council CIO Amazon Web Services.</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: complies.</p> <p>Citizenship: Russian Federation Candidate is elected to MTS PJSC Board of Directors for the first time.</p> <p>The candidate is nominated at the suggestion of MTS PJSC Board of Directors.</p>



Vyacheslav Nikolaev
MTS PJSC President, Management Board Chairman

Born in 1970 in Moscow

Education:

1992 – Moscow State University M.V. Lomonosov (MSU) (Faculty of Computational Mathematics and Cybernetics)

Professional experience:

- 2021-present – President of MTS PJSC
- 2020-2021 – MTS PJSC, First Vice President for Customer Experience, Marketing and Ecosystem Development – Member of the Management Board.
- 2019-2020 – MTS PJSC, First Vice President for Customer Experience and Marketing - Member of the Management Board.
- 2017-2019 – MTS PJSC, Member of the Management Board – Vice President for Marketing.
- 2011-2017 – MTS PJSC, Director of Mass Market Marketing.
- 2008-2011 – MTS PJSC, Deputy Director of the Russia Business Unit for Regional Development and Operational Support.
- 2006-2008 – MTS PJSC, Director of the Regional Management Department.
- 2004-2006 – PJSC MTS, Head of the Planning and Analysis Department of the Sales and Subscriber Service Unit.
- 2002-2004 – Trust Investment Bank, Vice President of the Stock Market Research Department.
- 2000-2003 – Renaissance Capital investment bank, telecommunications analyst.
- 1999-2000 – J'son and Partners (telecommunications consulting), consultant.
- 1994-1999 – international consulting company European Public Policy Advisers, senior consultant.

Member of the Board of Directors of RTC JSC, MTS Bank PJSC, MTS Media LLC, MTS A I LLC.

Member of Strategy and Risk Management Committee, Remuneration and Nomination Committee MTS Bank PJSC.

The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.

Compliance with the independence criteria: not complies.

Citizenship: Russian Federation.

Member of the Board of Directors of MTS PJSC since June 23, 2021.

The candidate is nominated at the suggestion of MTS PJSC Board of Directors.



Valery Pankratov

Born in 1963

Education:

1986 – Moscow Engineering Physics Institute (MEPHI);
2004 – The University of Edinburgh, Haute Ecole Charlemagne University, MBA

Professional experience:

- 2020-2021 – C3 AI Russia, Vice President Sales
- 2011-2020 – SAS Russia and CIS, Country Manager

Currently, he does not hold positions in the governing bodies of other legal entities.

The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.

Compliance with the independence criteria: not complies.

Citizenship: Russian Federation.

Candidate is elected to MTS PJSC Board of Directors for the first time.

The candidate is nominated by Sistema Telecom Assets LLC (owns 220 467 234 ordinary shares of MTS PJSC, which is 11.03% of the voting shares of MTS PJSC).



Regina Dagmar Benedicta von Flemming

Independent Director of MTS PJSC Board of Directors

Deputy Chairperson of MTS PJSC Board of Directors

Chairperson of Remuneration and Nomination Committee, Chairperson of ESG Committee, Member of Audit Committee, Member of Strategy Committee, Member of Special Committee of Independent Directors for the project of MTS's staff co-location in Moscow in the united office space, Member of Special Committee on compliance matters of MTS PJSC Board of Directors

Born in 1965 in Lubeck


Education:

1992 – The Free University of Berlin with a specialty in Political Science, and the Institute for Political Studies (Paris)

1993 – A fellow of INSEAD Business School (Paris); A refresher course at the German Development and Trade Institute (Germany)

Professional experience:

- 2018-present – Senior Advisor to the General Director of ACCENTURE LLC
- 2020-2020 – Weinstube LLC, Marketing Director
- 2005-2015 – CEO of Axel Springer Russia Publishing House.
- 2003-2009 – founder and owner of the consulting company Flemming & Partner GmbH Berlin

	<ul style="list-style-type: none"> ▪ 2000-2003 – Vice President of the American-Russian Investment Fund “Delta Capital” ▪ 1999-2000 – CEO of Ehrmann AG ▪ 1996-1999 – CEO of Krone Russia <p>Member of the Board of Directors of Raspadskaya PJSC.</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: complies (the status of "independent director" is determined by the decision of MTS PJSC Board of Directors on the basis of a written reasoning of independence, despite the existence of a formal criterion of affiliation with the issuer).</p> <p>Citizenship: Germany.</p> <p>Member of MTS PJSC Board of Directors since June 25, 2015.</p> <p>The candidate is nominated at the suggestion of MTS PJSC Board of Directors.</p>
	<p>Mikhail Khanov Member of Strategy Committee of MTS PJSC Board of Directors</p> <p>Born in 1968</p> <p>Education: 1991 – The Moscow Institute of Physics and Technology 2002 – MBA from IBS (International Business School) Institute of Business Studies The Russian Presidential Academy of National Economy and Public Administration (RANEPA) (strategic management)</p> <p>Professional experience:</p> <ul style="list-style-type: none"> ▪ 2016-present – Investment company «Algo Capital», Managing Director ▪ 2015-2016 – Investment company «IT Invest», Vice Chairman of the Board 2011-2015 – «KB Ilinskogo», co-founder and Executive Director <p>Chairman of the Board of Directors Investment company «Algo Capital».</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: complies.</p> <p>Citizenship: Russian Federation Candidate is elected to MTS PJSC Board of Directors for the first time. The candidate is nominated at the suggestion of MTS PJSC Board of Directors.</p>



Shaygan Kheradpir

**Independent Director of MTS PJSC Board of Directors
Deputy Chairman of Remuneration and Nomination Committee,
Member of Audit Committee, Member of Special Committee on
compliance matters of MTS PJSC Board of Directors**

Born in 1960 in the city of London

Education:

1987 – Cornell University (USA) (a bachelor's / master's degree and a doctorate in electrical engineering)

Professional experience:

- 2018-present – Shaygan Technology Partners, CEO
- 2015-2018 – CORIANT Inc., Chairman and CEO
- 2014-2014 – JUNIPER NETWORKS, CEO
- 2011-2014 – BARCLAYS BANK, COO
- 2000-2010 – VERIZON, Executive Vice President & Chief Information Officer

Chairman of the Board of Directors of Live Earth, Source Code, Member of the Board of Directors of MTN Group, Pivotal Commware, Aura Network Systems, Untether AI, Red River.

The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.

Compliance with the independence criteria: complies.

Citizenship: USA.

Member of MTS PJSC Board of Directors since June 24, 2020.

The candidate is nominated at the suggestion of MTS PJSC Board of Director.



Thomas Holtrop

**Independent Director of MTS PJSC Board of Directors
Chairman of Audit Committee, Financial Expert,
Chairman of Special Committee of independent directors for the
project of MTS's staff co-location in Moscow in the united office
space, Chairman of Special Committee on compliance matters,
Member of the Remuneration and Nomination Committee of MTS
PJSC Board of Directors**


Born in 1954 in Dortmund


Education:


Studied psychology in University of Freiburg and business administration with the specialty in economics and production organization in the German Academy of Civil Employees

Professional experience:

- 2005-2006 – THOMAS COOK AG, CEO

	<ul style="list-style-type: none"> ▪ 2001-2004 – T-ONLINE INTL AG, President ▪ 2002-2004 Deutsche Telekom AG, Member of the Broadband Services Development Council ▪ 1989-1995 – American Express Intl Inc., Vice President (New York, Frankfurt) <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: complies (the status of "independent director" is determined by the decision of MTS PJSC Board of Directors on the basis of a written reasoning of independence, despite the existence of a formal criterion of affiliation with the issuer).</p> <p>Citizenship: Germany. Member of MTS PJSC Board of Directors since February 14, 2013.</p> <p>The candidate is nominated at the suggestion of MTS PJSC Board of Directors.</p>
	<p>Nadia Shouraboura Independent Director of MTS PJSC Board of Directors Chairperson of Special Committee on the development of cloud and infrastructure assets, Deputy Chairperson of Audit Committee, Financial Expert, Member of Strategy Committee, Member of the Special Committee of MTS PJSC Board of Directors</p> <p>Born in 1970 in Moscow</p> <p>Education: 1990 – Moscow State University M.V. Lomonosov (MSU) (Department of Mathematics and Cybernetics) 1991 – Master's program at the University of Tel Aviv (Israel) 1994 – Princeton University (USA) (Doctorate (PhD) in mathematics)</p> <p>Professional experience:</p> <ul style="list-style-type: none"> ▪ 2012-2018 – HOINTER (USA), Founder and CEO ▪ 2004-2012 – AMAZON (USA), Vice President of Technology (Global Supply Chain / Fulfillment Platform) ▪ 2002-2004 – EXELON CORPORATION (USA), Head of Energy Trading Systems Development ▪ 1994-2001 – DIAMOND MANAGEMENT & TECHNOLOGY (USA), Senior Principal ▪ 1989-1991 – ROBCAD (Israel), robotics engineer <p>Member of the Board of Directors of FERGUSON PLC, TOSCA, Blue Yonder, Ocado PLC, Formlabs.</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p>

	<p>Compliance with the independence criteria: complies.</p> <p>Citizenship: USA. Member of MTS PJSC Board of Directors since June 24, 2020.</p> <p>The candidate is nominated at the suggestion of the Board of Directors of MTS PJSC.</p>
	<p>Valentin Yumashev Independent Director of MTS PJSC Board of Directors Deputy Chairman of ESG Committee, Member of Special Committee of Independent Directors for the project of MTS’s staff co-location in Moscow in the united office space, Member of Remuneration and Nomination Committee of MTS PJSC Board of Directors</p> <p>Born in 1957 in Perm</p> <p>Education: 1984 – the Moscow State University M.V. Lomonosov (MSU) (Faculty of Journalism)</p> <p>Professional experience:</p> <ul style="list-style-type: none"> ▪ 2020-present – VTB, Advisor to the President – Chairman of the Management Board ▪ 2009-present – Foundation “Presidential Center B. N. Yeltsin”, member of the board and adviser ▪ 2006-present – LLC “MILLHOUSE”, Advisor to the Office of the Director General ▪ 1997-1998 – Head of the Presidential Administration ▪ 1987-1995 – “OGONEK” magazine, general director, previously a member of the editorial board, department editor to the deputy chief editor ▪ 1979-1987 – Newspaper “Komsomolskaya Pravda”, editor of the youth section of the newspaper, before this intern, senior correspondent ▪ 1978-1979 – Newspaper “Moskovsky Komsomolets”, correspondent <p>Actual State Counselor of the Russian Federation I Class (1997). Twice marked by gratitude of the President of the Russian Federation (1996, 1997).</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: complies (the status of "independent director" is determined by the decision of MTS PJSC Board of Directors on the basis of a written reasoning of independence, despite the existence of a formal criterion of affiliation with the material counterparty).</p> <p>Citizenship: Russian Federation.</p>

	<p>Member of MTS PJSC Board of Directors since June 27, 2019.</p> <p>The candidate is nominated at the suggestion of the Board of Directors of MTS PJSC.</p>
	<p>Tagir Yapparov</p> <p>Born in 1963</p> <p>Education: 1986 – Moscow State University M.V. Lomonosov (MSU) (Faculty of Physics) 1989 – Moscow State University M.V. Lomonosov (MSU) (Faculty of Computational Mathematics and Cybernetics, postgraduate studies)</p> <p>Professional experience: 1990-present – I.T.Co., president and founder</p> <p>Currently, he does not hold positions in the management bodies of other legal entities.</p> <p>The results of assessing the compliance of the candidate's professional qualifications, experience and skills with the current and expected needs of the company: complies.</p> <p>Compliance with the independence criteria: complies.</p> <p>Citizenship: Russian Federation. Candidate is elected to MTS PJSC Board of Directors for the first time.</p> <p>The candidate is nominated by Sistema Telecom Assets LLC (owns 220 467 234 ordinary shares of MTS PJSC, which is 11.03% of the voting shares of MTS PJSC).</p>

The status «Independent Director» is determined by the resolution of the Board of Directors of MTS PJSC according to the recommendation of the Remuneration and Nomination Committee of MTS PJSC Board of Directors based on criteria defined in the Regulation on the Board of Directors of MTS PJSC and in the Corporate Governance Code¹.

When considering this issue, shareholders shall take into consideration that members of MTS PJSC Board of Directors are elected by cumulative voting. In cumulative voting, each MTS PJSC voting share accounts for the number of votes equal to the total number of MTS PJSC Board of Directors members.

The number of members of MTS PJSC Board of Directors: 9 (Nine) established by the Annual General Meeting of Shareholders on June 27, 2008.

The shareholder may cast all votes relating to shares held by him/her for a single candidate, or distribute the votes among various candidates to MTS PJSC Board of Directors.

Consents of the candidates to the Board of Directors of MTS PJSC are present.

Candidates who received the largest number of votes shall be deemed elected to MTS PJSC Board of Directors.

¹ The Corporate Governance Code recommended by the Bank of Russia (Letter No. 0652/2463 dated 10 April 2014).