

Comparison Table of changes to be introduced into the Regulations on the Board of Directors of Mobile TeleSystems Public Joint Stock Company (hereinafter “Regulations”) with current edition of the Regulations (2022)

Item No.	Current edition of the Regulations	New edition of the Regulations	Commentary
2.6.9. (12)	<p>2.6.9. The Company shall be provided by the candidates nominated for the Board of Directors with the following information and documents (in the forms essentially set by Annexes No. 3, 3.1, 3.2 and 6 hereto):</p> <p><...></p> <p>(12) the Non-Disclosure Agreement signed by the candidate in the form provided for in Annex No. 3.2 hereto;</p>	<p>2.6.9. The Company shall be provided by the candidates nominated for the Board of Directors with the following information and documents (in the forms essentially set by Annexes No. 3, 3.1, 3.2 and 6 hereto):</p> <p><...></p> <p>(12) the Non-Disclosure Agreement signed by the candidate in the form provided for in Annex No. 3.2 hereto (not applicable to the candidates being members of the Company’s Board of Directors);</p>	<p>The obligation of existing MTS BoD members to sign Non-Disclosure Agreement when being nominated to MTS Board of Directors has been excluded</p>

Changes in the content of the Annexes to the Regulations

Annex No. 3. Consent

Item No.	Current edition of the Consent	New edition of the Consent	Commentary												
	<p>I hereby provide the following information about myself:</p> <ol style="list-style-type: none"> 1. Details of the candidate's identity document: 2. Date of birth: 3. Education: 	<p>I hereby provide the following information about myself:</p> <ol style="list-style-type: none"> 1. Details of the candidate's identity document: 2. Date of birth: 3. Education: 4. Information on the strongest competencies (please, highlight (circle)): <table border="1" data-bbox="804 908 1498 1267"> <tr> <td align="center">Strategy</td> <td align="center">Audit</td> <td align="center">Finance</td> <td align="center">Digital/ Tech</td> </tr> <tr> <td align="center">Retail</td> <td align="center">Law</td> <td align="center">Consulting</td> <td align="center">Telco</td> </tr> <tr> <td align="center">Media/ TV</td> <td align="center">Compliance</td> <td align="center">Cloud</td> <td align="center">Other:</td> </tr> </table>	Strategy	Audit	Finance	Digital/ Tech	Retail	Law	Consulting	Telco	Media/ TV	Compliance	Cloud	Other:	<p>To improve the quality of studying the materials on candidates to be elected to the Board of Directors that are under consideration at the Remuneration and Nomination Committee (RNC) and the Board of Directors, it is recommended to require the candidate to present additional information on the key competencies.</p>
Strategy	Audit	Finance	Digital/ Tech												
Retail	Law	Consulting	Telco												
Media/ TV	Compliance	Cloud	Other:												

Annex No. 3.2 A Standard Form of the Non-Disclosure Agreement signed with a candidate for membership of the Board of Directors of MTS PJSC (hereinafter “NDA”)

Item No.	Current edition of the NDA	New edition of the NDA	Commentary
5.1.	5.1. This Agreement and obligations of the Parties hereunder shall become effective from the date of signing by both Parties and shall be valid during 3 years following signing hereof, and in case the Receiving Party is elected as a member of the MTS Board of Directors – during 3 years following termination of its being a member of the MTS Board of Directors. No unilateral repudiation of this Agreement shall be allowed.	5.1. This Agreement and obligations of the Parties hereunder shall become effective from the date of signing by both Parties and shall be valid during 3 years following signing hereof, and in case the Receiving Party is elected as a member of the MTS Board of Directors – during 3 years following termination of its being a member of the MTS Board of Directors. For the purposes of this Agreement, the reelection of the Receiving Party as a member of the new MTS Board of Directors shall not mean termination of its being a member of the MTS Board of Directors. No unilateral repudiation of this Agreement shall be allowed.	According to the applicable legislation, a member of the Board of Directors shall be elected for the period up to the following annual General Meeting of Shareholders. This means that their powers / membership shall be formally terminated each year at the time of holding AGMS (even if he / she is reelected for a new term). Such formal termination of powers shall also terminate the NDA that is signed with the nominees to the Board of Directors.

Also, a number of technical edits have been made to the Standard Form of the Declaration of an Independent director (Annex 6 to the Regulations on the Board of Directors of MTS PJSC), primarily aimed at bringing it into compliance with the Listing Rules of the Moscow Exchange.