

## **Principles of remuneration for Members of Gazprom Board of Directors**

The Company's Board of Directors approved the Regulation on the Remuneration Procedure for Members of the Gazprom Board of Directors (Decision No. 2523 dated April 15, 2015, as amended by Decision No. 3635 dated August 20, 2021).

In accordance with the Regulation, remuneration payable to each Member of the Board of Directors consists of the basic, additional and bonus parts.

Basic remuneration is paid for the performance of the duties of a Member of the Company's Board of Directors. Its amount is calculated based on the average number of issues reviewed annually, as well as qualifications and scope of responsibility of Directors conditioned by the scale of the Company's activities.

Additional remuneration is paid for additional responsibilities taken on by a Member of the Board of Directors when functioning as Chairman of the Board of Directors, Deputy Chairman of the Board of Directors, or serving on the Board of Directors' committees.

Bonus remuneration is variable depending on the Company's year-end results for the completed fiscal year, taking into account the degree of achievement of the corporate-wide KPIs as of the end of the fiscal year.

The Regulation also stipulates that the Board of Directors may advise the General Shareholders Meeting not to pay remuneration to the Members of the Board of Directors or to pay less than the amount calculated under this Regulation in case of any unforeseen circumstances that occurred during the membership period, having a significant impact on the performance of the Members of the Board of Directors and/or on the operating results of the Company.

In the event the matter of unilateral refusal to pay interest on bonds without a maturity date issued by a subsidiary company of Gazprom is submitted for consideration by the Board of Directors, the Board of Directors shall, simultaneously with rendering the decision on such refusal, consider reducing in full the remunerations payable to Members of the Board of Directors in the year when such refusal is stipulated.