

**PUBLIC JOINT-STOCK COMPANY  
SBERBANK OF RUSSIA**

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APPROVED by  
Supervisory Board  
of PUBLIC JOINT-STOCK COMPANY  
Sberbank of Russia  
Minutes dated July 13, 2021 No. 21

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**CHANGES № 1  
OF THE REMUNERATION POLICY FOR EMPLOYEES  
OF PUBLIC JOINT-STOCK COMPANY  
SBERBANK OF RUSSIA**

Moscow  
2021

### **Details of internal regulations**

<b>Name, number of internal regulations</b>	Changes № 1 of the Remuneration Policy for Employees of Public Joint-Stock Company Sberbank of Russia dated 18 November 2015 №4054
<b>Unit that developed internal regulation</b>	Administration for staff incentives and corporate benefits of the Human Resources Department

**CHANGES № 1**  
**OF THE REMUNERATION POLICY FOR EMPLOYEES OF PUBLIC JOINT-STOCK COMPANY SBERBANK OF RUSSIA**

To introduce the following amendments to the Remuneration Policy for Employees of Public Joint-Stock Company Sberbank of Russia No 4054 dated 18 November 2015:

**1. As clause 1.5 was added to the new version, the subsequent clauses were renumbered accordingly:**

‘This Policy takes into account the ESG factors (Environment, Social, Governance):

- Respecting human rights: fair and equal attitude to all employees, inclusivity, and no discrimination;
- Providing healthcare and promoting healthy life style: benefits that contribute to the health and well-being of employees;
- Offering professional and personal growth opportunities: employee performance assessment;
- Information openness and transparency: ensuring free access to regulatory documents on the remuneration system for the Bank’s employees, providing timely and high-quality feedback, and making calculations available;
- Ensuring decent working conditions: competitive salary and compensation package;
- Compliance with the Russian and applicable international law.’

**2. A clause 2.2. should be amended as follows:**

‘The Bank seeks to implement a fair and transparent remuneration system, which shall:

- remunerate and reward employees for the work in accordance with their skills, efforts and time spent;
- offer to the employees competitive remuneration at the level comparable to remuneration paid by leading financial sector companies;
- motivate each employee to achieve high performance and improve their work productiveness;
- be clearly understandable by the Bank's employees;
- comply with best international practices and approaches, as well as Russian law requirements;
- **respect and protect the rights of the Bank’s employees, do not allow any kind of discrimination, provide equal opportunities for and fair attitude to all employees of the Bank;**
- ensure that the amount of remuneration of the Bank's employees is in line with the scope and nature of their operations, performance results, level and combination of risks assumed.’

**3.**

**1) The word «five» in the first paragraph of clause 4.1. should be changed to the word «six».**

**2) A sub-clause 6. was added to clause 4.1.:**

**‘The principle of equal opportunities.**

Ensures the respect for and protection of the rights of the Bank’s employees, inclusivity and equal opportunities, including gender equality for all employees of the Bank.’

**4. A new term was added to a list of terms and definitions:**

**ESG (Environmental, Social, Governance)** - consideration of environmental, social and governance factors along with financial factors in the investment decision-making process.