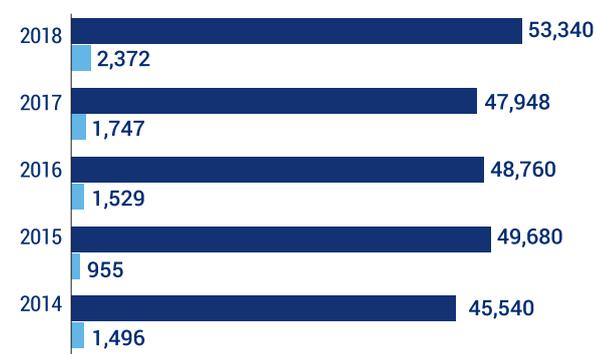


Remuneration paid to members of the Supervisory Council for 2013–2017

		Remuneration (in RUB)				
		2013	2014	2015	2016	2017 ¹
Base	For work on the Supervisory Council (each)	4,600,000	4,600,000	4,600,000	4,600,000	4,600,000
Bonuses	For chairmanship of the Supervisory Council	1,380,000	1,380,000	1,380,000	1,380,000	1,380,000
	For chairmanship of a Supervisory Council committee (each)	920,000	920,000	920,000	920,000	920,000
	For membership in a Supervisory Council committee (each)	460,000	460,000	460,000	460,000	460,000

Supervisory Council members who are not state employees are compensated for expenses they incur while carrying out their duties, namely: accommodation, food, travel expenses (including VIP lounge services), other duties and fees for air and rail transport.

Total remuneration for the members of the Supervisory Council, RUB thousand



- The amount of remuneration paid to SC members
- Reimbursement for expenses related to the performance of official duties by members of the Supervisory Council

Remuneration for Members of the Management Board

The Supervisory Council is responsible for determining the amount of the remuneration and compensation paid to members of the Management Board. Salaries, including compensation and incentive payments, are fixed in the employment contracts of the Management Board members.

Total remuneration (salary, bonuses) for members of the Management Board, RUB thousand

Period	Amount of remuneration
2018	1,615,834
2017	1,399,794
2016	361,805
2015	399,031
2014	1,597,668

In accordance with the policy of awarding bonuses to key Group executives, the Management Board of VTB Bank receives 60% of the annual bonus in cash, and 40% is deferred for a period of three years. The deferred amount is paid in three equal instalments one, two and three years after the grant date, subject to the achievement of certain non-vesting conditions. Half of the deferred amount is paid in cash, and the other part is paid through a cash-settled, share-based payment plan. The share-based payment expense for 2018 was RUB 0.4 billion (compared to RUB 0.3 billion in 2017). As of 31 December 2018, the liability arising from cash-settled, share-based payment transactions amounted to RUB 0.6 billion.

1. The decision on the payment of remuneration to members of the Supervisory Council based on 2017 results was taken at VTB Bank's AGM on 23 May 2018.