

## Appendix to ballot No. 4

1. To pay out remuneration to members of the Board of Directors for fulfilling obligations of members of the Board of Directors proceeding from the actual period of their work, amounts provided below:

- V. I. Grayfer – 125 000 c.u.
- V. Y. Alekperov – 125 000 c.u.
- M. P. Berezhnoy – 125 000 c.u.
- O. E. Kutafin – 125 000 c.u.
- R. U. Maganov – 125 000 c.u.
- R. Matzke – 125 000 c.u.
- S. A. Mikhailov - – 125 000 c.u.
- N. A. Tsvetkov – 125 000 c.u.
- I. V. Sherkunov – 125 000 c.u.
- K. Meyers – 52 083 c.u.
- A. N. Shokhin – 52 083 c.u.

To pay out remuneration to A. A. Braverman and M. Mobius, members of the Board of Directors, elected at OAO «LUKOIL»'s annual General shareholders meeting on June 24, 2004 for fulfilling obligations of members of the Board of Directors proceeding from the actual period of their work in the amount of 72 917 c.u. to each member.

2. In accordance with the decision of OAO «LUKOIL» annual General shareholders meeting held on June 24, 2004 (Minutes No.1) to pay out additional compensation to the following persons for fulfilling obligations of members of the Board of Directors:

- V. I. Grayfer for being Chairman of the Board of Directors, 30 000 c.u.;
- R. Matzke, for being Chairman of Strategy and Investment Committee, 15 000 c.u.;
- O. E. Kutafin, for being Chairman of Audit Committee, 15 000 c.u..

3. To pay out additional compensation to M. Mobius and to A. N. Shokhin for being members of the Board of Directors and acting as Chairman of HR and Remuneration Committee proceeding from the actual period of their work.

- 8 750 c.u. to M. Mobius;
- 6 250 c.u. to A. N. Shokhin.

4. To pay out additional compensation in addition to the remuneration for fulfilling obligations of members of the Board of Directors for personal presence at the meeting of the Committee of the Board of Directors and for personal presence at the meeting of the Board of Directors or the Committee of the Board of Directors which resulted in making a transcontinental flight. The amount of such compensation was established by the decision of OAO «LUKOIL» annual General shareholders meeting which was held on June 24, 2004 (Minutes No.1). To define the exact amount of remuneration subject to payment before June 28, 2005, when OAO «LUKOIL» annual General shareholders meeting takes place in accordance with actual participation of members of the Board of Directors at the meetings.

5. To pay out remuneration to members of OAO «LUKOIL»'s Audit Commission in the amount defined by the decision of OAO «LUKOIL» annual General shareholders meeting which took place on June 24, 2004. (Minutes No.1), 71 500 c.u.

6. To compensate costs to members of the Board of Directors connected with performing their functions. Types of such compensation was defined by the decision of OAO «LUKOIL» annual General shareholders meeting on June 24, 2004 (Minutes No. 1) in the amount of actual and documented costs.