

COMPENSATION REPORT REPT0010
YANDEX INC - 2316

CHECK DATES 01/01/2012 TO 12/31/2012-3
PERIOD BEGIN 01/01/2012 PERIOD END 12/31/2012

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| EMPLOYEE NAME EMP ID S S NO. RATE | HOURS | GROSS EARNINGS | FEDERAL EIC | OASDI MEDICARE | STATE SDI | LOCAL OTHER | TAXES DEDUCTS | NET PAY CHECK NO |
|--------------------------------------|--------|-------------------|----------------|-------------------|--------------------|----------------|------------------|---------------------|
| BARSKI, ANYA | 0.00 | 133347.32 | 39710.65 | 4624.20 | 13876.10 | 0.00 | 61100.33 | 0.00 |
| EMPLOYEE TOTALS 1 | | | 0.00 | 1933.53 | 955.85 | 0.00 | 72246.99 | |
| E B BONUS | | 45650.00 | | | D C1 CHECKING1 | | 72246.99 | |
| E SA SALARY | | 29193.00 | | | | | | |
| E ST NQ STOCK OPTION | | 58504.32 | | | | | | |
| BORKOVSKA, ORYSYA | 219.90 | 2638.80 | 150.71 | 110.82 | 0.00 | 0.00 | 326.17 | 2312.63 |
| EMPLOYEE TOTALS 31 | | | 0.00 | 38.26 | 26.38 | 0.00 | 0.00 | |
| E 1 REGULAR | 43.20 | 518.40 | | | | | | |
| E SA SALARY | 176.70 | 2120.40 | | | | | | |
| BORKOVSKY, ARKADY | 0.00 | 553859.39 | 147742.96 | 4624.20 | 53125.91 | 0.00 | 214806.15 | 0.00 |
| EMPLOYEE TOTALS 2 | | 576359.39 | 0.00 | 8357.23 | 955.85 | 0.00 | 339053.24 | |
| E K1 401(K) | | -17000.00 | | | D C1 CHECKING1 | | 339093.24 | |
| E KC 401KEECU | | -5500.00 | | | D R1 REIMBURSEMENT | | -40.00 | |
| E SA SALARY | | 210000.00 | | | | | | |
| E ST NQ STOCK OPTION | | 366359.39 | | | | | | |
| BRUNK, CLIFFORD A | 0.00 | 1501657.32 | 383843.45 | 4624.20 | 150995.48 | 0.00 | 562439.53 | 0.00 |
| EMPLOYEE TOTALS 3 | | 1518657.32 | 0.00 | 22020.55 | 955.85 | 0.00 | 939217.79 | |
| E V VACATION | | 27460.44 | | | D C1 CHECKING1 | | 944634.52 | |
| E K1 401(K) | | -17000.00 | | | D R1 REIMBURSEMENT | | -5416.73 | |
| E SA SALARY | | 245000.07 | | | | | | |
| E ST NQ STOCK OPTION | | 1246196.81 | | | | | | |
| CAREY, PRESTON L | 0.00 | 180000.00 | 29526.96 | 4624.20 | 8798.99 | 0.00 | 45560.15 | 0.00 |
| EMPLOYEE TOTALS 4 | | | 0.00 | 2610.00 | 0.00 | 0.00 | 134439.85 | |
| E SA SALARY | | 180000.00 | | | D C1 CHECKING1 | | 212689.46 | |
| | | | | | D R1 REIMBURSEMENT | | -78249.61 | |
| CHERNYAK, MICHAEL | 0.00 | 118543.36 | 29635.84 | 4624.20 | 11833.19 | 0.00 | 48767.96 | 1782.34 |
| EMPLOYEE TOTALS 5 | | | 0.00 | 1718.88 | 955.85 | 0.00 | 67993.06 | |
| E B BONUS | | 18366.00 | | | D C1 CHECKING1 | | 67993.06 | |
| E SA SALARY | | 23677.00 | | | | | | |
| E ST NQ STOCK OPTION | | 76500.36 | | | | | | |
| DOWDY III, JOHN | 0.00 | 1946282.67 | 646414.96 | 4624.20 | 0.00 | 0.00 | 679260.27 | 1254462.24 |
| EMPLOYEE TOTALS 34 | | | 0.00 | 28221.11 | 0.00 | 0.00 | 12560.16 | |
| E B BONUS | | 9520.00 | | | D C1 CHECKING1 | | 16007.00 | |
| E SA SALARY | | 80666.67 | | | D R1 REIMBURSEMENT | | -3446.84 | |
| E ST NQ STOCK OPTION | | 1856096.00 | | | | | | |

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| ELIASBERG, VITALY | 0.00 | 52018.00 | 13004.50 | 2898.76 | 5146.71 | 0.00 | 22740.91 | 0.00 |
| EMPLOYEE TOTALS 6 | | 69018.00 | 0.00 | 1000.76 | 690.18 | 0.00 | 29277.09 | |
| E B BONUS | | 49430.00 | | | D C1 CHECKING1 | | 29277.09 | |
| E K1 401(K) | | -17000.00 | | | | | | |
| E SA SALARY | | 19588.00 | | | | | | |
| FOOKSMAN, VALERA | 0.00 | 46058.00 | 11514.50 | 1934.44 | 4443.40 | 0.00 | 19020.76 | 0.00 |
| EMPLOYEE TOTALS 7 | | | 0.00 | 667.84 | 460.58 | 0.00 | 27037.24 | |
| E B BONUS | | 34041.00 | | | D C1 CHECKING1 | | 27037.24 | |
| E SA SALARY | | 12017.00 | | | | | | |
| GRINEV, MAXIM | 0.00 | 207599.84 | 51932.97 | 4624.20 | 15202.47 | 0.00 | 75725.72 | 0.00 |
| EMPLOYEE TOTALS 29 | | 207599.84 | 0.00 | 3010.23 | 955.85 | 0.00 | 131874.12 | |
| E B BONUS | | 47600.00 | | | D C1 CHECKING1 | | 100674.12 | |
| E SA SALARY | | 159999.84 | | | D C2 CHECKING2 | | 28600.00 | |
| | | | | | D S1 SAVING1 | | 2600.00 | |
| GRINEVA, MARIA | 0.00 | 167599.92 | 32357.93 | 4624.20 | 10975.32 | 0.00 | 51343.47 | 0.00 |
| EMPLOYEE TOTALS 28 | | 167599.92 | 0.00 | 2430.17 | 955.85 | 0.00 | 116256.45 | |
| E B BONUS | | 27600.00 | | | D C1 CHECKING1 | | 57407.62 | |
| E SA SALARY | | 139999.92 | | | D R1 REIMBURSEMENT | | -1151.17 | |
| | | | | | D S1 SAVING1 | | 60000.00 | |
| GUHA, ANGSHUMAN | 0.00 | 490919.29 | 110522.49 | 4624.20 | 44092.97 | 0.00 | 167560.38 | 0.00 |
| EMPLOYEE TOTALS 8 | | 512119.25 | 0.00 | 7364.87 | 955.85 | 0.00 | 323358.91 | |
| E B BONUS | | 6116.72 | | | D C1 CHECKING1 | | 323358.91 | |
| E K1 401(K) | | -17000.00 | | | | | | |
| E MP MEDFSA125 (CA) | | -4199.96 | | | | | | |
| E SA SALARY | | 198379.92 | | | | | | |
| E ST NQ STOCK OPTION | | 307622.61 | | | | | | |
| GUO, YI | 0.00 | 180238.67 | 13897.21 | 4624.20 | 6754.27 | 0.00 | 29091.49 | 0.00 |
| EMPLOYEE TOTALS 9 | | 197358.67 | 0.00 | 2859.96 | 955.85 | 0.00 | 151147.18 | |
| E B BONUS | | 3200.00 | | | D C1 CHECKING1 | | 151183.37 | |
| E K1 401(K) | | -17000.00 | | | D R1 REIMBURSEMENT | | -36.19 | |
| E MP MEDFSA125 (CA) | | -120.00 | | | | | | |
| E SA SALARY | | 159999.84 | | | | | | |
| E ST NQ STOCK OPTION | | 34158.83 | | | | | | |
| HEINRICH, LARISSA | 0.00 | 10437.00 | 620.00 | 438.35 | 400.87 | 0.00 | 1714.93 | 8722.07 |
| EMPLOYEE TOTALS 10 | | | 0.00 | 151.34 | 104.37 | 0.00 | 0.00 | |
| E SA SALARY | | 10437.00 | | | | | | |

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| JOHNSON, TRISHA | 347.50 | 243250.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| EMPLOYEE TOTALS 30 | | | 0.00 | 0.00 | 0.00 | 0.00 | 243250.00 | |
| E 1 REGULAR | 27.10 | 18970.00 | | | D C1 CHECKING1 | | 275258.43 | |
| E SA SALARY | 320.40 | 224280.00 | | | D R1 REIMBURSEMENT | | -32008.43 | |
| | | | | | | | | |
| KLETSKOV, PAVEL | 0.00 | 414969.12 | 95747.34 | 4624.20 | 36659.48 | 0.00 | 144003.90 | 0.00 |
| EMPLOYEE TOTALS 11 | | 419969.12 | 0.00 | 6017.03 | 955.85 | 0.00 | 270965.22 | |
| E B BONUS | | 41653.35 | | | D C1 CHECKING1 | | 259039.41 | |
| E CP DEPFSA125 (CA) | | -5000.00 | | | D R1 REIMBURSEMENT | | -1574.19 | |
| E SA SALARY | | 156200.16 | | | D S1 SAVING1 | | 13500.00 | |
| E ST NQ STOCK OPTION | | 222115.61 | | | | | | |
| | | | | | | | | |
| KRAKOVICH, NATALYA | 0.00 | 39242.00 | 11776.55 | 1648.16 | 3719.97 | 0.00 | 18106.11 | 0.00 |
| EMPLOYEE TOTALS 12 | | | 0.00 | 569.01 | 392.42 | 0.00 | 21135.89 | |
| E B BONUS | | 25395.00 | | | D C1 CHECKING1 | | 21135.89 | |
| E SA SALARY | | 13847.00 | | | | | | |
| | | | | | | | | |
| KUDELIN, VLADISLAV | 0.00 | 263924.83 | 53166.13 | 4624.20 | 20717.13 | 0.00 | 83616.46 | 0.00 |
| EMPLOYEE TOTALS 13 | | 291424.81 | 0.00 | 4153.15 | 955.85 | 0.00 | 180308.37 | |
| E K1 401(K) | | -17000.00 | | | D C1 CHECKING1 | | 180308.37 | |
| E KC 401KEECU | | -5500.00 | | | | | | |
| E MP MEDFSA125 (CA) | | -4999.98 | | | | | | |
| E SA SALARY | | 150000.00 | | | | | | |
| E ST NQ STOCK OPTION | | 141424.81 | | | | | | |
| | | | | | | | | |
| LIBERATI, DEBORAH | 0.00 | 49743.74 | 129.69 | 2089.24 | 89.81 | 0.00 | 3527.49 | 35807.75 |
| EMPLOYEE TOTALS 32 | | 52493.74 | 0.00 | 721.29 | 497.46 | 0.00 | 10408.50 | |
| E MP MEDFSA125 (CA) | | -2750.00 | | | D C1 CHECKING1 | | 10408.50 | |
| E SA SALARY | | 52493.74 | | | | | | |
| | | | | | | | | |
| MELTZER, ALBERT | 0.00 | 222673.93 | 40467.63 | 4624.20 | 16189.45 | 0.00 | 65712.36 | 0.00 |
| EMPLOYEE TOTALS 15 | | 240873.85 | 0.00 | 3475.23 | 955.85 | 0.00 | 156961.57 | |
| E B BONUS | | 11375.00 | | | D C1 CHECKING1 | | 1250.00 | |
| E K1 401(K) | | -17000.00 | | | D C2 CHECKING2 | | 83590.94 | |
| E MP MEDFSA125 (CA) | | -1199.92 | | | D R1 REIMBURSEMENT | | -2879.37 | |
| E SA SALARY | | 182000.16 | | | D S1 SAVING1 | | 75000.00 | |
| E ST NQ STOCK OPTION | | 47498.69 | | | | | | |
| | | | | | | | | |
| OREL, MIKHAIL | 0.00 | 29129.00 | 9029.25 | 1223.42 | 2842.00 | 0.00 | 13808.33 | 0.00 |
| EMPLOYEE TOTALS 17 | | | 0.00 | 422.37 | 291.29 | 0.00 | 15320.67 | |
| E B BONUS | | 10667.00 | | | D C1 CHECKING1 | | 15320.67 | |
| E SA SALARY | | 18462.00 | | | | | | |

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| PARPAROV, ROMAN | 0.00 | 105200.02 | 20942.08 | 0.00 | 7548.47 | 0.00 | 29446.40 | 0.00 |
| EMPLOYEE TOTALS 18 | | 110700.00 | 0.00 | 0.00 | 955.85 | 0.00 | 75753.62 | |
| E B BONUS | | 2700.00 | | | D C1 CHECKING1 | | 84032.04 | |
| E CP DEPFSA125 (CA) | | -5000.00 | | | D R1 REIMBURSEMENT | | -8278.42 | |
| E MP MEDFSA125 (CA) | | -499.98 | | | | | | |
| E SA SALARY | | 108000.00 | | | | | | |
| PAVLOV, DMITRY Y | 360.80 | 920252.46 | 291033.53 | 4624.20 | 95727.98 | 0.00 | 405931.70 | 28916.54 |
| EMPLOYEE TOTALS 19 | | 942286.62 | 0.00 | 13590.14 | 955.85 | 0.00 | 485404.22 | |
| E B BONUS | | 34825.00 | | | D C1 CHECKING1 | | 2000.00 | |
| E V VACATION | 304.80 | 30772.00 | | | D C2 CHECKING2 | | 1200.00 | |
| E CP DEPFSA125 (CA) | | -4377.47 | | | D R1 REIMBURSEMENT | | -545.00 | |
| E K1 401(K) | | -17000.00 | | | D S1 SAVING1 | | 482749.22 | |
| E MP MEDFSA125 (CA) | | -656.69 | | | | | | |
| E SA SALARY | 56.00 | 180653.65 | | | | | | |
| E ST NQ STOCK OPTION | | 696035.97 | | | | | | |
| RAVALIA, JAYANT | 0.00 | 107925.00 | 16894.82 | 4532.85 | 0.00 | 0.00 | 22992.60 | 34498.82 |
| EMPLOYEE TOTALS 33 | | | 0.00 | 1564.93 | 0.00 | 0.00 | 50433.58 | |
| E B BONUS | | 13000.00 | | | D C1 CHECKING1 | | 95746.63 | |
| E SA SALARY | | 68000.00 | | | D R1 REIMBURSEMENT | | -45313.05 | |
| E ST NQ STOCK OPTION | | 26925.00 | | | | | | |
| RYASHCHENTSEV, DMITRY | 0.00 | 37916.34 | 10434.86 | 1592.49 | 3336.61 | 0.00 | 16292.92 | 0.00 |
| EMPLOYEE TOTALS 20 | | | 0.00 | 549.79 | 379.17 | 0.00 | 21623.42 | |
| E B BONUS | | 27083.00 | | | D C1 CHECKING1 | | 21623.42 | |
| E SA SALARY | | 10833.34 | | | | | | |
| SEETHARAMAN, APARNA | 0.00 | 207494.01 | 36103.98 | 4624.20 | 13213.41 | 0.00 | 58014.89 | 46394.55 |
| EMPLOYEE TOTALS 21 | | 214994.01 | 0.00 | 3117.45 | 955.85 | 0.00 | 103084.57 | |
| E B BONUS | | 12916.68 | | | D C1 CHECKING1 | | 36000.00 | |
| E K1 401(K) | | -7500.00 | | | D C2 CHECKING2 | | 70399.46 | |
| E SA SALARY | | 155000.16 | | | D R1 REIMBURSEMENT | | -3314.89 | |
| E ST NQ STOCK OPTION | | 47077.17 | | | | | | |
| SENDERZON, BORIS | 124.00 | 258759.50 | 69986.16 | 4624.20 | 23162.50 | 0.00 | 102727.26 | 7513.05 |
| EMPLOYEE TOTALS 22 | | 279017.21 | 0.00 | 3998.55 | 955.85 | 0.00 | 148519.19 | |
| E B BONUS | | 17587.16 | | | D C1 CHECKING1 | | 35540.64 | |
| E V VACATION | 100.00 | 9223.70 | | | D S1 SAVING1 | | 111928.55 | |
| E CP DEPFSA125 (CA) | | -3132.41 | | | D S2 SAVING2 | | 1050.00 | |
| E K1 401(K) | | -17000.00 | | | | | | |
| E MP MEDFSA125 (CA) | | -125.30 | | | | | | |
| E SA SALARY | 24.00 | 114131.93 | | | | | | |

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|--------------------------------------|---------|-------------------|----------------|-------------------|--------------------|----------------|------------------|---------------------|
| E ST NQ STOCK OPTION | | 138074.42 | | | | | | |
| <hr/> | | | | | | | | |
| SOROKINA, DARIA | 0.00 | 50968.35 | 15018.32 | 2140.67 | 4092.17 | 0.00 | 22499.88 | 0.00 |
| EMPLOYEE TOTALS 24 | | | 0.00 | 739.04 | 509.68 | 0.00 | 28468.47 | |
| E B BONUS | | 28800.00 | | | D C1 CHECKING1 | | 28468.47 | |
| E SA SALARY | | 20000.00 | | | | | | |
| E ST NQ STOCK OPTION | | 2168.35 | | | | | | |
| <hr/> | | | | | | | | |
| WHITEHEAD, BRADLEY J | 0.00 | 391550.07 | 95271.25 | 4624.20 | 36970.61 | 0.00 | 143745.88 | 0.00 |
| EMPLOYEE TOTALS 25 | | 408550.07 | 0.00 | 5923.97 | 955.85 | 0.00 | 247804.19 | |
| E B BONUS | | 22500.00 | | | D C1 CHECKING1 | | 247804.19 | |
| E K1 401(K) | | -17000.00 | | | | | | |
| E SA SALARY | | 180000.00 | | | | | | |
| E ST NQ STOCK OPTION | | 206050.07 | | | | | | |
| <hr/> | | | | | | | | |
| ZELENKO, ERA | 63.20 | 40004.78 | 4408.64 | 1680.20 | 1485.57 | 0.00 | 8554.52 | 0.00 |
| EMPLOYEE TOTALS 26 | | 42088.08 | 0.00 | 580.07 | 400.04 | 0.00 | 31450.26 | |
| E V VACATION | 63.20 | 3214.54 | | | D C1 CHECKING1 | | 32050.26 | |
| E CP DEPFSA125 (CA) | | -2083.30 | | | D R1 REIMBURSEMENT | | -600.00 | |
| E SA SALARY | | 38873.54 | | | | | | |
| <hr/> | | | | | | | | |
| * YANDEX INC | 1115.40 | 8974202.73 | 2281285.36 | 98900.80 | 591400.84 | 0.00 | 3118438.92 | 1420409.99 |
| 2316 | | 9196847.74 | 0.00 | 127806.75 | 19045.17 | 0.00 | 4435353.82 | |
| E 1 REGULAR | 70.30 | 19488.40 | | | D C1 CHECKING1 | | 3687589.54 | |
| E B BONUS | | 490025.91 | | | D C2 CHECKING2 | | 183790.40 | |
| E V VACATION | 468.00 | 70670.68 | | | D R1 REIMBURSEMENT | | -182853.89 | |
| E CP DEPFSA125 (CA) | | -19593.18 | | | D S1 SAVING1 | | 745777.77 | |
| E K1 401(K) | | -177500.00 | | | D S2 SAVING2 | | 1050.00 | |
| E KC 401KEECU | | -11000.00 | | | | | | |
| E MP MEDFSA125 (CA) | | -14551.83 | | | | | | |
| E SA SALARY | 577.10 | 3143854.34 | | | | | | |
| E ST NQ STOCK OPTION | | 5472808.41 | | | | | | |