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Approved by a resolution
of the EGM of PJSC Uralkali
(Minutes 75 dated 29 August 2022)

**THE CHARTER
OF PUBLIC JOINT STOCK COMPANY
URALKALI
(new version)**

Berezniki, Perm Region, Russia
2022

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The Charter of Public Joint Stock Company Uralkali (hereinafter, the “Charter”) is the constituent document of Public Joint Stock Company Uralkali (hereinafter the “Company”).

The requirements of the Charter are mandatory for all governance and control bodies of the Company, as well as for the shareholders of the Company.

The first edition of the Charter was approved by the Property Management Committee of the Perm Region on 6 October 1992 and was registered by the Berezniki City Administration of the Perm Region on 14 October 1992.

The current edition of the Charter was developed in compliance with the Civil Code of the Russian Federation (Part I) dated 30 November 1994 No 51-FZ, the Federal Law “On joint stock companies” dated 26 December 1995 No 208-FZ (hereinafter, the Federal Law “On joint stock companies”) and other regulations of the Russian Federation.

This Charter comes into effect for third parties upon its registration in line with a procedure established under the legislation of the Russian Federation.

Any amendments to this Charter require a resolution by the Company’s general shareholder meeting or the Board of Directors in compliance with the procedure specified under the Federal Law “On joint stock companies” and in this document. All such amendments to this Charter come into effect for third parties upon their state registration.

Provisions of this Charter are applicable only if they are not in conflict with the current laws. If, due to changes in the legislation, certain articles of this Charter come into conflict with the provisions of the legislation, they become invalid and shall not be applicable until the Charter is amended accordingly.

Should the provisions of the Charter contradict the provisions of any internal documents of the Company, the provisions of the Charter shall prevail as far as third parties and the shareholders of the Company are concerned.

1. LEGAL STATUS OF THE COMPANY

General provisions

1.1. The Company was founded by the Property Management Committee of the Perm Region as a result of the reorganisation of the state-owned enterprise Uralkali Production Association and is the legal successor of the latter.

The Company is the legal successor of Open Joint Stock Company Avtotransportnoye Predpriyatiye, Open Joint Stock Company Silvinit, Closed Joint Stock Company SP Kama, Closed Joint Stock Company Investment Company Silvinit-Resource, Open Joint Stock Company Kama Mining Company and Joint Stock Company Uralkali-Tekhnologiya, which were reorganised in the form of their merger with the Company.

1.2. The Company is listed in the Unified State Register of Legal Entities under the main state registration number 1025901702188.

1.3. The Company is a legal entity and owns assets which are booked on the Company’s independent balance sheet. The Company can acquire assets on its own behalf, exercise civil rights, bear civil obligations and be a plaintiff and a defendant in a court of law.

1.4. The Company is a corporate commercial organisation. The Company has a public status.

1.5. The Company was created for an unlimited period of time.

1.6. The Company has the right to open bank accounts in the Russian Federation and abroad in compliance with the applicable procedures.

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1.7. The Company has round seals.

The list of the round seals of the Company, their description and the procedure of their usage are specified by an internal document of the Company approved by the Chief Executive Officer.

1.8. The Company has stamps and letterheads bearing the Company's name as well as its own trademark registered in compliance with the procedures set forth under the legislation. The Company has the right to have its own logo and other means of visual identification.

1.9. The "golden share" rule allowing the Russian Federation, its constituencies or municipalities to participate in the management of the Company does not apply.

Trademark name, location and address of the Company

1.10. Trademark name of the Company:

Full:

In Russian: Публичное акционерное общество "Уралкалий"

In English: Public Joint Stock Company Uralkali

Short:

In Russian: ПАО "Уралкалий"

In English: PJSC Uralkali

1.11. Location of the Company: Berezniki, Perm Region, Russian Federation.

Address of the Company: 63, Pyatiletki Street, Berezniki, Perm Region, 618426, Russian Federation.

Mission and objectives of the Company

1.12. The main objective of the Company is to make a profit.

1.13. The Company has the right to undertake all kinds of activities which are not explicitly prohibited by the law, including:

- 1) production and sale of potash fertilisers and other fundamental chemical products;
- 2) mining of potassium and magnesium salts, their treatment, processing and sales;
- 3) surveying, exploration and mining of diamonds, gold and platinum; mining of other mineral resources;
- 4) making of products made of associated materials and other production waste;
- 5) geological exploration;
- 6) surveying;
- 7) topographic and geodetic activities;
- 8) disposal of production waste in underground mine workings;
- 9) transportation, including national and international transportation;
- 10) loading/unloading, transportation and forwarding works and services;
- 11) freight operations utilising river, sea, motor, air and other types of transport;
- 12) production of construction materials, structures and products;
- 13) installation, construction and repair work;

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- 14) engineering surveys;
 - 15) planning and design work;
 - 16) standardisation, unification of measurements, certification of products and services;
 - 17) production/generation of electrical and heat power;
 - 18) provision of telecommunication services;
 - 19) lease-out of property;
 - 20) foreign trade activities;
 - 21) commercial intermediary services;
 - 22) investment activities;
 - 23) organisation of warehousing and storage;
 - 24) procurement;
 - 25) retail trade;
 - 26) public catering;
 - 27) processing of agricultural products;
 - 28) medical services;
 - 29) healthcare and wellness services;
 - 30) housing and utility services;
 - 31) educational services;
 - 32) organisation of exhibitions, fairs, auctions and bidding procedures in the Russian Federation and abroad;
 - 33) cultural and public awareness activities;
 - 34) publishing, editorial and printing activities; publishing of newspapers and artwork, publishing of advertising and information materials and other printed products.
- 1.14. The Company has civil rights and obligations to perform all types of business activities which are not prohibited by federal laws.
- 1.15. The Company has the right to undertake the activities specified under the relevant federal laws only if the Company possesses the relevant permits (licenses).
- 1.16. The Company ensures that the information constituting state secrets (classified information), is protected within the framework of its objectives and areas of competence. Protection of state secrets (classified information) is a core activity of the Company. The Chief Executive Officer is responsible for arranging the protection of information constituting state secrets (classified information).

Organisational structure of the Company

- 1.17. The organisational structure of the Company is determined under the Regulations on the Organisational Structure of the Company.

Branches and representative offices of the Company

- 1.18. The Company may establish branches and open representative offices in the Russian Federation in compliance with the requirements of the Federal Law “On joint stock companies” and other

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federal laws.

The Company can establish branches and open representative offices outside of the Russian Federation in compliance with the legislation of the relevant foreign state unless otherwise stipulated under the applicable international agreements of the Russian Federation.

- 1.19. The branches and representative offices of the Company are not independent legal entities, and they act on the basis of the relevant regulations on the branch/representative office approved by the Board of Directors. The Company vests its branches and representative office with property which is booked both on the balance sheets of the branches/representative offices and the balance sheet of the Company.

Directors of branches and representative offices are appointed by the Chief Executive Officer and act on the basis of a power of attorney issued by the Chief Executive Officer.

- 1.20. The branches and representative offices of the Company act on behalf of the Company. All responsibility and liability for the actions of the branches and representative offices of the Company is borne by the Company.
- 1.21. The information about the Company's branches and representative offices is provided in the Unified State Register of Legal Entities.

Shareholder register of the Company

- 1.22. The Company ensures proper administration and storage of its shareholder register in compliance with national regulations.
- 1.23. The shareholder register is in the custody of the registrar.

Liability of the Company

- 1.24. The Company is liable for its obligations with all of its assets and property.
- 1.25. The Company is not liable for the obligations of its shareholders.
- 1.26. The shareholders of the Company are not liable for the obligations of the Company and carry the risk of losses connected to the activities of the Company only within the value of the shares belonging to them.
- 1.27. The state and its bodies are not liable for the obligations of the Company; the Company is not liable for the obligations of the state or its bodies.

2. CHARTER CAPITAL OF THE COMPANY

Size of the charter capital of the Company. Outstanding and authorised shares of the Company. Types of shares offered by the Company

- 2.1. The charter capital of the Company amounts to 642,292,999.5 roubles.
- 2.2. The charter capital of the Company is comprised of 1,268,585,999 ordinary shares of the Company with the face value of 0.5 roubles each and 30,000,000 preferred shares of the Company with the face value of 0.5 roubles each purchased by shareholders (hereinafter, the outstanding shares).
- 2.3. All shares of the Company are registered and issued in non-documentary/uncertificated form.
- 2.4. The Company has the right to additionally place 1,729,752,095 ordinary shares with the face value of 0.5 roubles each (hereinafter, the authorised ordinary shares). In addition to the outstanding shares of the Company, the Company has the right to offer 120,000,000 preferred shares with the face value of 0.5 roubles each (hereinafter, the authorised preferred shares)

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- 2.5. The authorised ordinary shares of the Company vest the shareholders with the same rights as the outstanding ordinary shares under this Charter. The authorised preferred shares of the Company vest the shareholders with the same rights as the outstanding preferred shares under this Charter.
- 2.6. The procedure and the terms of the placement of ordinary shares by the Company are specified in a relevant decision of the Board of Directors to issue ordinary registered uncertificated shares of the Company. The procedure and the terms of the placement of authorised preferred shares are specified in a relevant decision of the Board of Directors to issue preferred registered uncertificated shares of the Company.

Increase in the charter capital of the Company

- 2.7. The charter capital of the Company may be increased by increasing the face value of the shares or by offering additional shares.
- 2.8. The decision to increase the charter capital of the Company by increasing the face value of the shares must be taken by the general shareholder meeting of the Company.
- 2.9. The decision to increase the charter capital of the Company by offering additional shares within the limits of the number of the authorised shares, must be taken by the Board of Directors (with the exception of cases when, under the Federal Law “On joint stock companies”, this decision is to be made only by the general shareholder meeting). A unanimous vote of all members of the Board of Directors is required for this decision; the votes of terminated members of the Board of Directors are not counted.

Should the Board of Directors be unable to reach a unanimous decision on the matter, the matter may be submitted to the general shareholder meeting of the Company for consideration.

Reduction of the charter capital of the Company

- 2.10. The charter capital of the Company may be reduced by reducing the face value of the shares of the Company or by reducing the total number of shares, including by acquiring a portion of the shares by the Company in cases specified under the Federal Law “On joint stock companies”.
- 2.11. The charter capital of the Company may be reduced by purchasing and cancelling a portion of the shares of the Company in compliance with the relevant decision of the general shareholder meeting of the Company.
- 2.12. The charter capital of the Company is reduced in compliance with the procedure set forth under the federal legislation of the Russian Federation.
- 2.13. The Company has no right to reduce its charter capital if, as a result of such reduction, the charter capital of the Company becomes less than the minimum size of charter capital required by the Federal Law “On joint stock companies” as of the date of the application for registration of the relevant amendments to the Charter; in cases when in compliance with the Federal Law “On joint stock companies” the Company must reduce its charter capital – as of the date of state registration of the Company.
- 2.14. The Company must reduce its charter capital in cases specified under the Federal Law “On joint stock companies”.

3. RIGHTS AND OBLIGATIONS OF THE SHAREHOLDERS OF THE COMPANY. PROVISION OF INFORMATION TO THE SHAREHOLDERS BY THE COMPANY

- 3.1. In compliance with the Federal Law “On joint stock companies” and this Charter, shareholders owning ordinary shares of the Company have the following rights:
 - 3.1.1. Participate in the management of the Company, including as follows:

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- Participate in the general shareholder meeting of the Company with the right to vote on all matters reserved for it;
- Make proposals to supplement the agenda of the general shareholder meeting of the Company with certain items;
- Make proposals to nominate candidates for election/appointment to various bodies of the Company;

The requirements to the form and content of proposals for the agenda of the general shareholder meeting of the Company and the proposals to nominate candidates for election to the Board of Directors and the Revision Commission of the Company, the procedure of review of such proposals and passing of resolutions with regard to such proposals by the Board of Directors are determined by the Federal Law “On joint stock companies” and the Regulations on the General Shareholder Meeting of the Company, which are approved by the general shareholder meeting of the Company.

The shareholders (shareholder) who own a total of at least 2 (two) percent of the voting shares of the Company have the right to propose that items be put on the agenda of the annual general shareholder meeting and to nominate candidates for election to the Board of Directors and the Revision Commission of the company, and the number of the nominated candidates cannot exceed the number of the members of the relevant body. The indicated proposals must be received by the Company not later than 2 (two) months from the end-date of the reporting year in accordance with applicable laws.

- Submit requests to convene an extraordinary general shareholder meeting of the Company;

The requirements to the content and the form of a request to convene an extraordinary general shareholder meeting of the Company and the procedure of its review by the Board of Directors are established under the Federal Law “On joint stock companies” and the Regulations on the General Shareholder Meeting of the Company, which is approved by the general shareholder meeting of the Company.

- 3.1.2. Receive information about activities of the Company and peruse its accounting reports and other documentation in compliance with the Federal Law “On joint stock companies” and this Charter;
- 3.1.3. Participate in the distribution of profits;
- 3.1.4. Receive dividends;
- 3.1.5. Receive part of the property (or its cash value) of the Company which remains after completion of the settlements of Company with its creditors in case of liquidation of the Company.

The shareholders of the Company have other rights specified under the Civil Code of the Russian Federation, the Federal Law “On joint stock companies” and this Charter.

- 3.2. Each ordinary share vests its owner with the same rights.
- 3.3. Shareholders owning preferred shares of the Company have the following rights in compliance with the Federal Law “On joint stock companies”:
 - 3.3.1. Receive a fixed annual dividend in the amount determined by the general shareholder meeting of the Company within the size of the dividend recommended by the Board of Directors, but, in any case, not less than 0.1 roubles per preferred share of the Company. In this case, if the size of the dividends paid by the Company on each ordinary share in a specific year exceeds the amount payable as dividends on each preferred share, the

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amount of the dividend paid on the latter must be increased to match the size of the dividend paid on ordinary shares. Dividends are paid to holders of preferred shares annually in compliance with the terms prescribed by Item 6.5 of the Charter and, additionally, on the date of the payment of dividends on ordinary shares, in cases when in compliance with this item the size of the dividend on preferred shares must be increased to match the dividend paid on ordinary shares. The Company has no right to pay dividends on ordinary shares prior to paying dividends on preferred shares.

3.3.2. Participate in the general shareholder meeting of the Company with the right to vote:

- a) when deciding matters related to the reorganisation or liquidation of the Company;
- b) when deciding matters related to the making of amendments to the Charter which limit the rights of shareholders owning preferred shares and when deciding matters of making amendments to the Charter excluding the indication that the Company is a public company simultaneously with a decision to apply to the Bank of Russia with an application to release the Company from the obligation to disclose information as prescribed by the laws of the Russian Federation on securities and the decision to file and application to delist shares and equity securities which may be converted into shares;
- c) when deciding the matter of applying to the Bank of Russia with an application to release the Company from the obligation to disclose information as prescribed by the laws of the Russian Federation on securities;
- d) when deciding the matter of filing an application to list or delist preferred shares;
- e) when deciding all matters within the terms of reference of the general shareholder meeting of the Company starting from the general meeting following the annual general shareholder meeting where, regardless of the reasons, no decision to pay dividends or a decision to pay partial dividends on preferred shares was made. The right of the shareholders owning preferred shares to participate in the general shareholder meeting ceases from the moment when the first payment of dividends on the indicated shares is made in full.

3.3.3. Exercise other rights granted under Russian laws.

3.4. The preferred shares of the Company of the same category (type) vest their owners with the same amount of rights.

3.5. Voting shares of the Company are fully paid-up ordinary shares and preferred shares in cases indicated by the Federal Law "On joint stock companies", with the exception of the shares controlled by the Company.

3.6. Shareholders must:

- Comply with the requirements of this Charter and other internal documents of the Company indicated under this Charter;
- Pay for the shares upon their placement in compliance with the terms, forms and procedures established under the legislation, this Charter and the permission to place/issue shares;
- Not disclose confidential information about the Company.

The shareholders of the Company have other obligations specified under the Civil Code of the Russian Federation, the Federal Law "On joint stock companies" and other regulations of the Russian Federation, the regulations and acts established by the federal executive authority for the securities market, under this Charter and the resolutions of the general shareholder meeting of the Company which pertain to its terms of reference.

3.7. The shareholders who have not paid in full for their shares upon placement of these shares are jointly and severally liable for the obligations of the Company within the unpaid portion of the

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shares belonging to them.

- 3.8. The Company shall store the documents specified by the Federal Law “On joint stock companies”, the Charter, internal documents of the Company, resolutions of the general shareholder meeting of the Company, resolutions of the Board of Directors and other governance bodies of the Company, and the documents specified by laws and regulations of the Russian Federation.

The Company shall provide shareholders with access to the documents indicated in Article 91 of the Federal Law “On joint stock companies” upon the shareholders’ request in compliance with the terms and procedure prescribed by the law.

The Company shall be entitled to invoice shareholders for advance payment for the provision of copies of documents and, if this is requested, to invoice shareholders for postal expenses related to mailing the required documents to the address indicated by the shareholder.

The fee charged by the Company for the production of the indicated copies of documents cannot exceed the cost of production of these copies. The cost of copying shall be published on the website of the Company.

The period of performance of the obligation to provide documents containing confidential information shall be measured from the moment when the Company and the shareholder requesting access to documents sign a non-disclosure agreement (confidentiality agreement). The terms of the non-disclosure agreement (confidentiality agreement) shall be published by the Company on its website on the Internet.

4. OFFERING OF SHARES, BONDS AND OTHER ISSUE-GRADE SECURITIES BY THE COMPANY; ACQUISITION OF OUTSTANDING SHARES BY THE COMPANY

- 4.1. The Company has the right to offer additional shares, bonds and other equity securities by subscription or conversion. In cases when the charter capital of the Company is increased at the cost of the property of the Company, the Company must place additional shares by distributing them amongst its shareholders.
- 4.2. If the Company places shares and securities which may be converted into shares by subscription, the Company has the right to conduct private subscription/offering or public subscription/offering.
- 4.3. The Company has the right to acquire its outstanding shares in compliance with the relevant resolution of the general shareholder meeting to reduce the charter capital of the Company by purchasing outstanding shares of the Company in order to reduce their total number. If the Company needs to acquire its shares for other reasons, the Company has the right to acquire these shares based on a decision of the Board of Directors.
- 4.4. The Company may pay for the indicated shares with cash, securities, property rights which have a cash value, and with other assets.
- 4.5. The Company has no right to pass a decision to acquire its outstanding shares in certain cases specified under the Federal Law “On joint stock companies”.

5. RESERVE FUND OF THE COMPANY

- 5.1. The reserve fund of the Company is formed from the net profits of the Company.
- 5.2. The reserve fund of the Company is formed in the amount of 15 (fifteen) percent of its charter capital.

The reserve fund of the Company is formed by the Company making mandatory annual

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payments into the fund until the moment when it reaches the size indicated hereunder. The amount of the indicated annual payments may not be less than 5 (five) percent of the net profit of the Company until the moment when it reaches the size indicated hereunder.

The reserve fund of the Company is intended for covering the losses of the Company, redemption of bonds and buyback of the shares of the Company in the event that other funds are unavailable.

The reserve fund may not be used for any other purpose.

5.3. The reserve fund of the Company is managed by the Board of Directors.

6. DIVIDENDS OF THE COMPANY

6.1. Dividends are part of the net profit of the Company distributed amongst the shareholders of the Company proportionately to the number, category and type of shares belonging to them.

6.2. The Company has the right to announce (declare) that dividends on the Company's outstanding shares will be paid based on the results of the first quarter, six months and nine months of the reporting year and/or based on the results of the entire reporting year.

The decision to pay (declare) dividends for the results of the first quarter, six months and nine months of the reporting year, the amount and the procedure of payment may be adopted within a three-month period of the end of the relevant period. The decision to pay dividends based on the results of the reporting year is passed upon approval of the Company's profit distribution for the reporting year.

6.3. The decision to pay (declare) dividends belongs to the general shareholder meeting of the Company. The indicated decision must determine the amount of dividends on the shares of each category (type), the form of dividend payment, the procedure of dividend payment in non-cash forms and the date on which the persons entitled to dividends are determined.

The decision concerning the date of identification of persons entitled to dividends is adopted in compliance with the relevant proposal of the Board of Directors.

The size of the dividend may not exceed the amount recommended by the Board of Directors.

6.4. The Company cannot adopt the decision (declare) to pay dividends or to pay dividends in certain cases specified under the Federal Law "On joint stock companies".

6.5. The procedure of calculation and payment of dividends on the shares of the Company is specified by the Regulations on the Dividend Policy of the Company approved by the Board of Directors.

7. STRUCTURE OF GOVERNANCE AND CONTROL BODIES OF THE COMPANY; LIABILITY OF THE BOARD OF DIRECTORS, THE MANAGEMENT BOARD AND THE CHIEF EXECUTIVE OFFICER

7.1. The Company is managed by its governance bodies.

7.2. The Company has the following governance bodies:

- The general shareholder meeting;
- The Board of Directors;
- The Management Board (the collective executive body);
- The Chief Executive Officer (the sole executive body).

7.3. The Revision Commission of the Company is the body that oversees financial and economic activities of the Company. The Company may establish other bodies to control financial and

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economic activities in compliance with this Charter and other internal regulations of the Company.

- 7.4. Members of the Board of Directors, members of the Management Board, and the Chief Executive Officer must act in the best interest of the Company, exercise their rights and perform their obligations reasonably and in good faith.
- 7.5. Members of the Board of Directors, members of the Management Board, and the Chief Executive Officer are liable to the Company for any losses suffered by the Company due to their wrongful acts (non-action) in compliance with the applicable laws.

The members of the Board of Directors and the members of the Management Board who vote against the decisions that result in losses for the Company or do not participate in voting on such matters are not held liable.

- 7.6. The Company or a shareholder of the Company, who owns at least 1 (one) percent of ordinary shares of the Company, may in accordance with applicable laws file a legal claim against any member of the Board of Directors, member of the Management Board and/or the Chief Executive Officer for compensation of losses suffered by the Company in cases provided by paragraph 2 of Article 71 of the Federal Law “On joint stock companies”.

8. GENERAL SHAREHOLDER MEETING

General provisions

- 8.1. The general shareholder meeting of the Company is the highest governance body of the Company.

General shareholder meetings may be held at the location of the Company or in the city of Moscow. The venue of the general shareholder meetings shall be determined by the Board of Directors when deciding on matters related to the holding of the general shareholder meeting.

- 8.2. The Company must hold the general shareholder meeting annually not earlier than 2 (two) months and not later than 6 (six) months after the end of the reporting year in accordance with applicable laws.
- 8.3. The shareholder meetings held in addition to the annual general meeting are called “extraordinary”.
- 8.4. Resolutions of the general shareholder meeting of the Company may be passed as follows (i.e. forms of the general shareholder meetings of the Company):
- In praesentia (joint presence of the shareholders in order to discuss the agenda items and pass resolutions on the items put to vote);
 - In absentia, by poll (without joint presence of the shareholders).

Matters reserved for the general shareholder meeting

- 8.5. The following matters are reserved for the general shareholder meeting of the Company:
- 1) Approval of amendments to the Charter or approval of new versions of the Charter with the exception of the cases specified under the Federal Law “On joint stock companies”;
 - 2) Reorganisation of the Company;
 - 3) Liquidation of the Company, appointment of the liquidation commission and approval of the intermediate and final liquidation balance sheets of the Company;

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- 4) Determination of the size of the Board of Directors, election of its members and early termination of their powers;
 - 5) Determination of the number, face value, price, category (type) of the authorised shares and the rights represented by these shares;
 - 6) Increasing the charter capital of the Company by increasing the face value of the shares or by placing additional shares in cases specified under the federal legislation and this Charter;
 - 7) Reduction of the charter capital of the Company by reducing the face value of the shares of the Company or by acquiring/repurchasing outstanding shares by the Company in order to reduce their total number and by cancelling the acquired or repurchased shares by the Company;
 - 8) Election of members of the Revision Commission and early termination of their powers;
 - 9) Appointment of the audit organisation (organisations) of the Company;
 - 10) Distribution of profits including payment (declaration) of dividends, with the exception of the payment (declaration) of dividends based on the results of the first quarter, six months and nine months of the reporting year, and the losses of the Company based on the results of the reporting year;
 - 10.1) Payment (declaration) of dividends based on the results of the first quarter, six months and nine months of the reporting year;
 - 11) Approval of the procedure of the general shareholder meeting;
 - 12) Share split and consolidation;
 - 13) Decisions to give consent to the transactions or to subsequently approve the transactions specified in Article 83 of the Federal Law “On Joint Stock Companies”;
 - 14) Decisions to give consent to the transactions or to subsequently approve the transactions specified in Article 79 of the Federal Law “On joint stock companies”;
 - 15) Acquisition of the Company’s outstanding shares by the Company in compliance with the Federal Law “On joint stock companies”;
 - 16) Decision to participate in financial and industrial groups and association and other associations of commercial organisations;
 - 17) Approval of the following internal documents regulating the bodies of the Company: Regulations on the General Shareholder Meeting, Regulations on the Board of Directors, Regulations on the Management Board, Regulations on the Revision Commission, Regulations on Remuneration and Compensation of Members of the Board of Directors; approval of amendments to the internal documents of the Company;
 - 18) Decisions to apply for the delisting of the shares of the Company and (or) other issuable securities of the Company which may be converted into Company shares;
 - 19) Resolution of other matters specified under the Federal Law “On joint stock companies”.
- 8.6. The general shareholder meeting of the Company does not have the right to review and resolve any matters which do not pertain to its terms of reference in compliance with the Federal Law “On joint stock companies”.

Adoption of resolutions by general shareholder meetings. Informing the shareholders of the Company of the resolutions of general shareholder meetings

- 8.7. Resolutions of the general shareholder meeting of the Company on items put to vote are passed

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by the majority vote of shareholders owning voting shares of the Company, unless otherwise indicated by the Federal Law “On joint stock companies” or this Charter.

- 8.8. Resolutions on the matters indicated under paragraphs 1-3, 6, 11-16 and 18 of Item 8.5 of this Charter are passed by the general shareholder meeting of the Company in compliance with the relevant proposal of the Board of Directors only.
- 8.9. Resolutions on the matters indicated under paragraphs 1-3, 5, 14, 15, 18 of Item 8.5 of this Charter are passed by the general shareholder meeting by a three-fourths majority vote of the shareholders owning voting shares of the Company, who participated in the general shareholder meeting.
- 8.10. The general shareholder meeting of the Company does not have the right to pass resolutions on matters that are not on the agenda of the meeting or to change the agenda of the general shareholder meeting of the Company.
- 8.11. The resolutions adopted by the general shareholder meeting of the Company and the results of voting may be announced at the general shareholder meeting which voted for the indicated matters and must be made known to the persons listed on the list of persons entitled to participate in the general shareholder meeting in the form of a report on the results of voting in compliance with the procedure of notification of shareholders of the results of general shareholder meetings not later than four business days after the date of completion of the general shareholder meeting or the final date for the receipt of voting ballots in cases when general shareholder meetings are organised in absentia.

If on the date of identification of persons entitled to participate in the general shareholder meeting a nominal holder is registered in the shareholder register of the company, the information contained in the report on the results of voting must be provided to the nominal holder of shares in compliance with the requirements of the legislation of the Russian Federation on securities with respect to the provision of information and materials to persons exercising their rights to securities.

Information about the general shareholder meetings

- 8.12. Announcements of convocation of the general meetings of shareholders of the Company must be made not later than 30 (thirty) days prior to the date of the meeting unless a longer period is specified under the laws of the Russian Federation.

If the proposed agenda of the extraordinary general shareholder meeting of the Company contains the issue of election of the Board of Directors or reorganisation of the Company in the form of merger, demerger or division, an announcement of convocation of the meeting must be made not later than 50 (fifty) days prior to the date of the meeting.

- 8.13. A shareholder notice of a general shareholder meeting is delivered to the eligible participants of the general shareholder meeting registered in the shareholder register of the Company by one of the following means, which the Board of Directors determines in its preparation for the general shareholder meeting:
 - 1) sent by registered mail or hand-delivered against written acknowledgement;
 - 2) e-mailed in electronic format to the e-mail address of the corresponding person specified in the shareholder register of the Company;
 - 3) published on the Company’s website at www.uralkali.com.

If the person registered in the shareholder register of the Company is a nominal holder of shares, a notices of the general shareholder meeting as well as the information (materials) which must be

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provided to the persons entitled eligible participants of the general meeting in preparation for the general meeting must be sent to nominal holders of shares in electronic form (as electronic documents).

- 8.14. The list of information (materials) which must be provided to the shareholders in preparation for the general shareholder meeting of the Company and the procedure according to which the shareholders can peruse this information, are determined by the Board of Directors in compliance with the Federal Law “On joint stock companies”, other regulations of the Russian Federation and the Regulations on the General Shareholder meeting of the Company.
- 8.15. The indicated information (materials) must be provided to the shareholders in preparation for the general shareholder meeting of the Company within 20 (twenty) days, and in cases when the issue of reorganisation is put on the agenda – within 30 (thirty) days prior to the date of the general shareholder meeting of the Company – the information (materials) must be made available to the persons who are entitled to participate in the general shareholder meeting at the address of the executive body of the Company and other locations the addresses of which are included in the announcement of convocation of the general shareholder meeting of the Company. The indicated information (materials) may be fully or partially published on the website of the Company at www.uralkali.com, if this is prescribed by the decision of the Board of Directors in preparation for the general shareholder meeting.

The indicated information (materials) must be made available to persons participating in the general shareholder meeting during the meeting.

Upon the request of a person entitled to participate in the general shareholder meeting the Company shall provide him/her with copies of the indicated documents for a fee.

The fee charged by the Company for the production of the indicated copies may not exceed the cost of their production. The Company shall invoice the shareholder for the indicated expenses within 2 (two) business days from the date of receipt of the relevant request.

Preparation and organisation of general shareholder meetings

- 8.16. While preparing for the general shareholder meeting of the Company, the Board of Directors :

Determines:

- The form of the general shareholder meeting of the Company;
- The date, place and time of the general shareholder meeting of the Company, the time of the beginning of registration of the persons taking part in the general shareholder meeting of the Company (with the exception of cases when the general shareholder meeting is held in absentia);
- The period for sending voting ballots to shareholders;
- The postal address (postal addresses) to which completed ballots must be sent;
- The deadline for admitting completed voting ballots;
- The date of identification of persons entitled to participate in the general shareholder meeting;
- The agenda of the general shareholder meeting of the Company;
- The list of information (materials) which must be provided to the shareholders in preparation for the general shareholder meeting of the Company and the procedure for its provision to the shareholders;

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- The procedure of notification of the shareholders of the general meeting of the shareholders;
- The form and text of voting ballots (in cases of voting by ballot) and the wording of the resolutions of the general shareholder meeting which must be sent in electronic form (as electronic documents) to nominal holders of shares registered in the shareholder register of the Company;
- Draft resolutions for voting at the general shareholder meeting (matching the wording of the resolutions of the general shareholder meeting which must be sent in electronic form to nominal holders of shares registered in the shareholder register of the Company);
- Method and procedure of submission of shareholders' proposals to nominate candidates for election to the Board of Directors and the Revision Commission and the final date of receipt of the shareholders' proposals to nominate candidates for election to the Board of Directors and the Revision Commission in cases when the agenda of the general shareholder meeting contains the relevant matters;
- Method and procedure of submission of proposals for the agenda of the general shareholder meeting and the final date of receipt of shareholder's proposals to add items to the agenda of the general meeting;
- Other information (data) at the discretion of the Board of Directors or information subject to determination in compliance with current laws and/or the Charter.

Approves and appoints:

- The personal composition of the organising committee of the general shareholder meeting;
- The chairperson of the organising committee of the general shareholder meeting and his/her deputy (deputies);
- The presiding chairperson (chairperson) and secretary of the general shareholder meeting;
- The speakers on agenda items;
- The wording of the notice of the general shareholder meeting;
- Instructions for the procedure of voting at the general shareholder meeting;
- Information about the candidates nominated for election to the bodies of the Company and candidates for appointment as auditors of the Company presented to the general shareholder meeting of the Company;
- Other information (data) at the discretion of the Board of Directors.

Recommends for approval/appointment by the general shareholder meeting of the Company:

- The procedure of the general shareholder meeting of the Company for its subsequent approval by the general shareholder meeting;
- Amendments to the Charter, new versions of the Charter;
- Amendments to internal documents of the Company approved by the general shareholder meeting as well as the new versions of these internal documents;
- Distribution of profits;
- Size and procedure of dividend payment;
- Audit organisation (organisations) of the Company;

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- Other draft resolutions in compliance with the Federal Law “On joint stock companies” and this Charter.

The agenda of the annual general shareholder meeting of the Company must include the issue of election of the Board of Directors, the Revision Commission of the Company, approval of the auditor of the Company and other matters indicated under Sub-Item 10 of Item 8.5 of this Charter.

- 8.17. The procedure of the general shareholder meeting of the Company is proposed by the Board of Directors and is approved by the general shareholder meeting of the Company at the beginning of each meeting in compliance with the procedure indicated under Item 8.7 of this Charter.
- 8.18. Voting ballots are used to vote at general shareholder meetings. In compliance with the legislation of the Russian Federation on securities, the will of the persons entitled to participate in the general shareholder meeting but not registered in the shareholder register of the company can be communicated to the registrar of the company by the persons keeping records of such shareholders’ rights to shares, and such communications will be considered and counted in the same manner as if they were voting ballots.

Voting ballots are sent to shareholders by registered mail and/or by e-mail to the e-mail address of the person indicated in the shareholder register of the Company (if the Board adopts such a decision in preparation for the general shareholder meeting) not later than 20 (twenty) days prior to the date of the general shareholder meeting.

Voting ballots must be sent by registered mail or hand-delivered to each person registered in the shareholder register of the Company and entitled to participate in the general shareholder meeting. In cases of hand delivery, recipients must sign for the receipt of the voting ballot.

In cases of voting by persons entitled to participate in the general meeting but not registered in the shareholder register of the Company, who communicate their will with respect to the matters put on the agenda of the general meeting to persons keeping records of such shareholders’ rights to shares, the wording of the resolutions of the general shareholder meeting must be sent in electronic form (as electronic documents) to nominal holders of shares registered in the shareholder register of the Company.

- 8.19. Only one voting option will be counted while counting the votes. Voting ballots which are filled out incorrectly with regard to this rule will be considered invalid and the votes contained in them will not be counted.

In cases when voting ballots contain several voting items, the fact that the above rule is not observed with regard to one or several voting items does not result in the invalidation of the entire voting ballot.

- 8.20. Based on the results of voting, the tabulation commission prepares a voting result report, which is signed by the members of the tabulation commission. The voting result report is prepared not later than 3 (three) business days after the closing of the general shareholder meeting or the deadline for the receipt of voting ballots if the general shareholder meeting is held in absentia.

After the voting result report for the general shareholder meeting of the Company was prepared and signed, the voting ballots are placed under seal by the tabulation commission and are transferred to the archive of the Company for storage.

- 8.21. The voting result report must be attached to the minutes of the meeting of the general shareholder meeting of the Company.
- 8.22. Minutes of the general shareholder meeting must be prepared not later than 3 (three) business

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days after the closing of the general shareholder meeting in two copies. Both copies must be signed by the presiding chairperson and the secretary of the general shareholder meeting of the Company.

8.23. The tabulation commission verifies the authority of the persons participating in the general shareholder meeting and registers them; the tabulation commission determines whether the general shareholder meeting has quorum and answers the questions of the shareholders (their representatives) concerning their rights to vote on items put on the agenda; explains the procedure of voting on the matters put on the agenda; ensures that the established procedure of voting and the rights of the shareholders are observed and respected; counts the votes and prepares the results of voting; prepares a poll deed on the results of voting and transfers filled out voting ballots to the archive of the Company.

8.24. The functions of the tabulation commission of the Company are performed by the registrar of the Company.

The person/entity maintaining the shareholder register of the Company and performing the functions of the tabulation commission shall verify the adoption of a resolution by the general shareholder meeting and the shareholders who were present when the resolution was adopted.

8.25. Other matters concerning the procedure of preparation and organisation of the general shareholder meeting of the Company are covered by the Federal Law “On joint stock companies” and the Regulations on the General Shareholder Meeting of the Company.

9. THE BOARD OF DIRECTORS

General provisions

9.1. The Board of Directors is responsible for the general oversight of the Company with the exception of items reserved for the general shareholder meeting of the Company in compliance with the Federal Law “On joint stock companies”.

9.2. The Board of Directors is elected by the general shareholder meeting of the Company.

The members of the Board of Directors receive remuneration for their service and are reimbursed for their expenses incurred in connection with their duties as members of the Board of Directors. The terms and conditions, the amount and the procedure of payment of such remuneration and reimbursement of expenses are specified under the Regulations on Remuneration and Compensation of Members of the Board of Directors approved by the general shareholder meeting of the Company.

Matters reserved for the Board of Directors

9.3. The following matters pertain to the terms of reference of the Board of Directors :

- 1) Approval of the strategy and principles of development of the Company, approval of strategic plans and objectives of the Company, strategic key performance indicators, objectives of the Company for the relevant calendar year, assessment of their effectiveness, review of corresponding implementation reports;
- 2) Determination of priority areas of business of the Company;
- 3) Approval / amendment of the annual consolidated budget of the Company and a budget execution report;
- 4) Utilisation of the reserve fund of the Company;
- 5) Convocation of annual and extraordinary meetings of the shareholders of the Company with the exception of the cases listed under Item 8 of Article 55 of the Federal Law “On joint stock

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companies”;

- 6) Setting the agendas of general shareholder meetings;
- 7) Establishment of record dates (dates of compilation of the lists of persons entitled to participate in the general meeting) for the general shareholder meeting and other matters concerning preparation for general shareholder meeting which pertain to the terms of reference of the Board of Directors in compliance with the provisions of Chapter VII of the Federal Law “On joint stock companies” and this Charter;
- 8) Approval of the annual report of the Company, annual accounting (financial) statements of the Company, including the statements prepared in compliance with Russian Accounting Standards and the statements (information) prepared in compliance with International Financial Reporting Standards;
- 9) Recommendations for the general shareholder meeting of the Company regarding the amount of remuneration and compensation of the members of the Revision Commission of the Company;
- 10) Recommendations for general shareholder meeting of the Company regarding the procedure of profit and loss distribution based on the results of the reporting year; recommendation for the general shareholder meeting of the Company regarding distribution of profits as dividends based on the results of the first quarter, six months and nine months of the reporting year.
- 11) Recommendations for the general shareholder meeting of the Company regarding the size of dividends on the shares of the Company and the procedure of their payment;
- 12) Election of the Chairperson of the Board of Directors and his/her deputy (deputies);
- 13) Approval of the sustainability report of the Company;
- 14) Determination of the size and personal composition of the Management Board;
- 15) Appointment of the Chief Executive Officer and early termination of his/her appointment. Approval of the terms and conditions and amendments to the contract with the Chief Executive Officer, approval of the terms of termination of the contract with the Chief Executive Officer; designation of a person authorised to sign the contract and/or other documents pertaining to amendment or termination of the contract with the Chief Executive Officer on behalf of the Company;
- 16) Determination of the goals and priority areas for the Chief Executive Officer and oversight of the Chief Executive Officer’s performance; exercising other powers of the employer in relations with the Chief Executive Officer. The rights and obligations of the employer in relation to the Chief Executive Officer are exercised by the Chairperson of the Board of Directors or by a person so authorised by the Board of Directors
- 17) Approval of appointments of heads of functional and production subdivisions who report directly to the Chief Executive Officer;
- 18) Increasing the charter capital of the Company through increasing the face value of the shares or through placement of additional shares. The number of additional shares may not exceed the number of authorised shares in compliance with the provisions of Item 2.9 of this Charter;
- 19) Placement of bonds and other issue-grade securities by the Company except shares;
- 20) Decision to issue securities, approval of the securities prospectus, report on the results of the issuance of securities and approval of amendments thereto;
- 21) Acquisition of outstanding shares of the Company and other securities in cases specified

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under the Federal Law “On joint stock companies”;

- 22) Approval of the report on the results of acquisition of the shares acquired in compliance with Item 1, Article 72 of the Federal Law “On joint stock companies”;
- 23) Decision to transfer outstanding shares of the Company owned by the Company;
- 24) Establishment and liquidation of branches; establishment and liquidation of representative offices of the Company; approval of regulations on branches and representative offices and amendments thereto;
- 25) Decisions to give consent to or to subsequently approve major transactions when required by Chapter X of the Federal Law “On joint stock companies”;
- 26) Decisions to give consent to or to subsequently approve related party transactions when required by Chapter XI of the Federal Law “On joint stock companies”;
- 27) Permitting the Chief Executive Officer and members of the Management Board to serve on the governance and control bodies of other organisations and to enter into other forms of gainful employment while working in the Company;
- 28) Establishment of Board Committees and organisation of their work including:
 - a) Establishment and abolishment of Board Committees;
 - b) Approval of regulations on Board Committees, formalisation of their activities;
 - c) Determination of the size and personal composition of Board Committees;
 - d) Election of Committee Chairpersons;
 - e) Early termination of the Committee members;
 - f) Review of recommendations prepared by Board Committees;
 - g) Approval of the work plans of Board Committees as part of the general annual work plan of the Board of Directors;
 - h) Review of the reports of the Board Committees;
 - i) Assessment of the performance of Board Committees as part of the overall assessment of the performance of the Board of Directors;
- 29) Amendments to the Charter due the fact that the charter capital of the Company has been increased as a result of decisions to increase the charter capital of the Company by placing additional shares;
- 30) Determination of the price (cash value) of property and services or the procedure of its determination and the price of offering and or redemption (buyback) of equity securities in cases specified by the Federal Law “On joint stock companies”;
- 31) Determination of the amount of remuneration paid to the audit organisation (organisations);
- 32) Approval of the registrar of the Company and the terms for entering into, amending and terminating the agreement with the registrar;
- 33) Approval of internal documents of the Company: Regulations on the Dividend Policy of the Company; Regulations on the Information Policy, Code of Corporate Governance of the Company, Regulations on the Corporate Secretary of the Company, Internal Audit Policy and other internal documents which define the policy of the Company and its business activity and which must be approved by the Board of Directors in compliance with the current legislation and/or this Charter;

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- 34) Approval of the general risk management and internal control policy, identification of the key risks for the Company and establishment of a risk management system in the Company;
- 35) Approval of the general internal audit policy including the approval of the work plan of the relevant functional subdivision in charge of internal audit, establishment of the indicated subdivision within the annual consolidated budget of the Company and review of significant limitations of the authority of the indicated subdivision which may have an adverse impact on the process of internal audit. Appointment of the head of the functional subdivision that performs the internal audit function, termination of the appointment of the indicated officer;
- 36) Appointment and termination of the corporate secretary and the terms for entering into, amending and terminating the agreement with the corporate secretary, approval of the key performance indicators of the corporate secretary, approval of the actual performance of the corporate secretary for the relevant period; appointment of the Secretary of the Board of Directors and the terms for entering into, amending and terminating the agreement with the Secretary of the Board of Directors (if applicable).
- 37) Application for listing of the shares of the Company and (or) other issue-grade securities convertible into shares.
- 38) Approval of the organisational structure of the Company as regards establishment and abolishment of the production divisions of the Company (mine administrations); adoption of decisions regarding establishment and abolishment of functional divisions of the Company if their heads report directly to the Chief Executive Officer;
- 39) Approval of the long-term investment model of the Company, review of the annual report concerning compliance with the approved model;
- 40) Approval of investment projects of the Company whereby the budget equals or exceeds the rouble equivalent of USD 80 mln or where the annual budget exceeds the rouble equivalent of USD 16 mln;
- 41) Review of quarterly and annual reports of the Chief Executive Officers of the Company concerning the performance of the Company;
- 42) Approval of the key performance indicators of the Chief Executive Officer, approval of the results per the performance scorecard of the Chief Executive Officer for the relevant period;
- 43) Approval of the key performance indicators of certain key officers of the Company, approval of their actual performance for the relevant period;
- 44) Approval / amendment of the long-term incentive programme for senior executives of the Company;
- 45) Approval of the annual work plan of the Board of Directors and approval of the annual performance reports of the Board of Directors;
- 46) Decisions concerning the participation of the Company in commercial organisations provided that in the result of such decisions the participation share of the Company in the charter (contributed) capital of a commercial organisation will be 20% (twenty percent) and more of the voting shares or stakes (contributions);
- 47) Decisions to increase the Company's share in the charter (contributed) capital of a commercial organisation by acquiring voting shares and stakes (contributions) in the charter (contributed) capital of commercial organisations if in the result of such increase the participation share of the Company in the charter (contributed) capital of such organisations will be 20% (twenty percent) and more of the voting share or stakes (contributions);

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- 48) Decisions to reduce the share of the Company in the charter (contributed) capital of commercial organisations provided that prior to such decision the share of the Company in the charter (contributed) capital of the relevant commercial organisation was 20% (twenty percent) and more of the voting shares or stakes (contributions);
 - 49) Decisions to terminate the participation of the Company in the charter (contributed) capital of commercial organisations provided that prior to such decision the share of the Company in the charter (contributed) capital of the relevant commercial organisation was 20% (twenty percent) and more of the voting shares or stakes (contributions);
 - 50) Review of programmes to acquire ordinary shares and global depositary receipts representing shares of the Company;
 - 51) Other matters specified under the Federal Law “On joint stock companies” and this Charter.
- 9.4. The Board of Directors will be entitled to review any matter that does not pertain exclusively to the terms of reference of the General Shareholder meeting as well as any issue that pertains to the competence of the executive bodies of the Company (including, inter alia, per the request of the Chief Executive Officer or the Management Board) and to adopt a decision reflecting the position of the Board of Directors on this matter and serving as a recommendation.

Matters reserved for the Board of Directors cannot be handed over to executive bodies of the Company.

Election of the Board of Directors

- 9.5. Members of the Board of Directors are elected by the general shareholder meeting of the Company for a period until the next annual general shareholder meeting of the Company.
- 9.6. The Board of Directors is comprised of 7 (seven) members.
- 9.7. The number of members of the Management Board serving on the Board of Directors may not exceed one quarter of the total number of the members of the Board of Directors.

Individuals elected to the Board of Directors may be re-elected to the Board an unlimited number of times.
- 9.8. Members of the Board of Directors are elected by cumulative voting. The number of votes belonging to each shareholder is multiplied by the number of individuals to be elected to the Board of Directors; the shareholders have the right to give all their votes in support of one candidate or distribute their votes among several candidates. The candidates who received the most votes are elected to the Board of Directors.
- 9.9. The general shareholder meeting may not dismiss one or several members of the Board of Directors but can only terminate the entire Board of Directors.

Requirements to members of the Board of Directors

- 9.10. Members of the Board of Directors may or may not be shareholders of the Company. Only individuals (not entities) can be members of the Board of Directors.
- 9.11. No person disqualified under the current legislation may be elected to the Board of Director of the Company.

Chairperson of the Board of Directors

- 9.12. The chairperson and deputy chairperson(s) of the Board of Directors shall be elected by and from among members of the Board of Directors by a majority vote of the total number of the members of the Board of Directors, and the votes of terminated members of the Board of Directors shall not

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be counted. The Chairperson shall have no more than two deputies.

The Chief Executive Officer of the Company cannot simultaneously be the Chairperson of the Board of Directors.

- 9.13. The Board of Directors may at any time re-elect its Chairperson and Deputy Chairpersons by a majority vote of the total number of the members of the Board of Directors, and the votes of terminated members of the Board of Directors shall not be counted.
- 9.14. The Chairperson of the Board of Directors organises the work of the Board of Directors, convenes and chairs the meetings of the Board of Directors, organises the keeping of minutes of Board meetings and exercises other authority in compliance with the Regulations on the Board of Directors.
- 9.15. If the Chairperson of the Board of Directors is unable to attend a meeting in praesentia, the functions of the presiding chairperson at a meeting of the Board of Directors shall be performed by a Deputy Chairperson of the Board of Directors as per the relevant decision of the Board of Directors adopted by a majority of the members of the Board of Directors present at the meeting; if both the Chairperson and Deputy Chairperson(s) of the Board of Directors are absent, the functions of the Chairperson of the Board of Directors shall be performed by any member of the Board of Directors as per the relevant decision of the Board adopted by a majority of the members of the Board of Directors present at the meeting.

The procedure of election of a chairperson to preside over a meeting of the Board of Directors in the absence of the Chairperson of the Board of Directors is specified in the Regulations on the Board of Directors.

Meetings of the Board of Directors

- 9.16. Meetings of the Board of Directors are convened by the Chairperson of the Board of Directors or by any of his/her deputies (in the absence of the Chairperson of the Board of Directors for a valid reason) at his/her discretion or upon request of another member of the Board of Director, the Revision Commission, an officer responsible for internal audit officer (head of the internal audit function) or the audit organisation of the Company, the Management Board or the Chief Executive Officer.

After the Board of Directors has been elected by an annual or extraordinary general shareholder meeting, the first meeting of the newly elected Board of Directors is called by the Chief Executive Officer not later than 5 (five) business days of the date of compilation of the results of voting and execution of the minutes of the general shareholder meeting or (in cases when the passed resolutions and results of voting were announced at the general shareholder meeting) of the date of the announcement of the indicated resolutions and voting results. If the Chief Executive Officer does not convene the first meeting of the Board of Directors within the indicated time periods, the meeting may be called by any member of the Board of Directors. The first meeting of the Board of Directors is convened, among other things, in order to elect a Chairperson of the Board of Directors and to resolve any other matters reserved for the Board of Directors.

- 9.17. A notice of meeting of the Board of Directors is sent to all members of the Board of Directors not later than 3 (three) business days before the date of the meeting of the Board of Directors unless earlier notification is required by the legislation of the Russian Federation. In exceptional cases, the notice may be sent one business day before the date of the meeting of the Board of Directors.
- 9.18. A meeting of the Board of Directors shall be duly constituted if it is attended by at least half of the elected members of the Board of Directors.

Written opinions of the members of the Board of Directors who are absent at the meeting are

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considered while determining the presence of a quorum and the results of voting on the items put to vote.

9.19. All decisions of the Board of Directors are passed by the majority vote of the members of the Board of Directors who are taking part in the meeting and/or have supplied the Board of Directors with their written opinions, unless otherwise provided by the Federal Law “On joint stock companies” and this Charter.

9.20. Decisions of the Board of Directors may be passed in absentia (by polling).

Voting ballots are used for absentee voting.

The meetings held by absentee voting are considered legally qualified (have quorum), if by the voting deadline at least half of the elected members of the Board of Directors have supplied the Secretary of the Board of Directors with their completed and signed voting ballots before the start of the meeting of the Board of Directors.

The decisions of the meetings of the Board of Directors in absentia are considered adopted if the majority of the members of the Board of Directors who have sent their ballots to the Board of Directors voted in favour of this decision, unless otherwise provided by the Federal Law “On joint stock companies” and this Charter.

9.21. For the purpose of voting at the meetings of the Board of Directors, each member of the Board of Directors has one vote.

The right to vote may not be transferred to any other party (including to another member of the Board of Directors) by any member of the Board of Directors.

Should there be a tie in votes, the casting vote belongs to the Chairperson of the Board of Directors.

9.22. The procedure of convocation and organisation of the meetings of the Board of Directors and the procedure of passing resolutions by absentee voting is specified under the Regulations on the Board of Directors approved by the general shareholder meeting of the Company.

10. EXECUTIVE BODIES OF THE COMPANY

General provisions

10.1. The Management Board and the Chief Executive Officer oversee the Company’s day-to-day operations.

Executive bodies of the Company are subordinate to and report to the Board of Directors and the general shareholder meeting of the Company.

10.2. The Chief Executive Officer is also the Chairperson of the Management Board.

10.3. The rights and obligations of the members of the Management Board and of the Chief Executive Officer with regard to the oversight of day-to-day operations of the Company are specified under the Federal Law “On joint stock companies” and other regulations of the Russian Federation.

An employment contract with the Chief Executive Officer is signed on behalf of the Company by the Chairperson of the Board of Directors or a person authorised by the Board of Directors.

Terms and conditions of the employment contract with the Chief Executive Officer are determined by the Board of Directors or a person authorised by the Board of Directors to negotiate and sign the employment contract.

10.4. The Chief Executive Officer and the members of the Management Board can hold posts in other organisations during the term of their appointment in the Company with permission of the Board

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of Directors.

- 10.5. At any time, the Board of Directors may terminate the appointment of the Chief Executive Officer and members of the Management Board pre term.
- 10.6. The Management Board and the Chief Executive Officer have no right to pass decisions on any matters which pertain to the terms of reference of the Board of Directors.

The Management Board and the Chief Executive Officer ensure that the resolutions of the general shareholder meeting of the Company and the Board of Directors are duly implemented.

Management Board

- 10.7. The Management Board is formed by the Board of Directors, which determines the size and the personal composition of the Management Board.

Members of the Management Board are appointed for the same period as the Board of Directors that has appointed them. The Board of Directors must receive a written consent to be appointed to the Management Board from each of the members of the Management Board.

The Board of Directors is entitled to change the size and the personal composition of the Management Board at any time.

- 10.8. Members of the Management Board may or may not be shareholders of the Company. Only individuals (not entities) may be members of the Management Board.

No person disqualified under the current legislation may be a member of the Management Board.

- 10.9. The following matters are reserved for the Management Board:

- 1) Determination of short-term objectives of the Company;
- 2) Preliminary approval of the budget of the Company and its submission to the Board of Directors for review;
- 3) Approval of the terms and conditions of the collective agreement on behalf of the Company;
- 4) Oversight of the budget performance in the Company;
- 5) Appointment of the secretary of the Management Board; determination of the amount and procedure of his/her remuneration;
- 6) Decisions to participate/increase the participation share of the Company in commercial organisations if as a result of such decision the share of the Company in the charter (contributed) capital of the relevant commercial organisation is less than 20% (twenty percent) of the voting shares or stakes (contributions);
- 7) Decisions to reduce the share of the Company in the charter (contributed) capital of commercial organisations and to terminate the participation of the Company in the charter (contributed) capital of commercial organisations if prior to such decision the share of the Company in the charter (contributed) capital of the relevant commercial organisation was less than 20% (twenty percent) of the voting shares or stakes (contributions);
- 8) Nomination of Company representatives as candidates for election/appointment to the governance and control bodies of organisations in which the Company is a shareholder (member);
- 9) Nomination of Company representatives as candidates for election/appointment to the governance and control bodies of non-commercial organisations in which the Company is a

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member;

10) Resolution of other matters put to the Management Board by the Chief Executive Officer;

10.10. The Management Board passes resolutions at its meetings.

Meetings of the Management Board are minuted.

Meetings of the Management Board are called by the Chairperson of the Management Board at his/her own discretion or at the request of any member of the Board of Directors and/or any member of the Management Board.

10.11. Meetings of the Management Board are legally qualified (have quorum) if a half (or more) of the members of the Management Board are present at the meeting.

10.12. Decisions are passed by the majority vote of the members of the Management Board participating in the meeting.

10.13. The Chairperson of the Management Board may decide to hold a meeting in the form of joint presence of the Management Board (in praesentia) or in the form of absentee voting (by ballot).

10.14. For the purpose of voting at the meetings of the Management Board, each member of the Board has one vote.

The right to vote may not be transferred to any other party (including to another member of the Management Board) by any member of the Management Board.

Should there be a tie in votes, the Chairperson of the Management Board has a casting vote.

10.15. The procedure of convocation of the meetings of the Management Board and the procedure of adoption of decisions by the Management Board are specified under this Charter and the Regulations on the Management Board approved by the general shareholder meeting of the Company.

Chief Executive Officer

10.16. The Chief Executive Officer is appointed by the Board of Directors for a period of time specified in his/her employment contract, but not more than for 5 (five) years.

10.17. The Chief Executive Officer must have a university degree.

No person disqualified under the current legislation may be appointed as the Chief Executive Officer.

10.18. The Chief Executive Officer acts on behalf of the Company without a power of attorney and represents the interests of the Company in all organisations and in all relationships with individuals in the Russian Federation and abroad.

10.19. The Chief Executive Officer:

- 1) Enters into transactions on behalf of the Company taking into account requirements of the Federal Law "On joint stock companies" and the Charter;
- 2) Oversees the day-to-day management of the Company with the exception of the matters reserved for the general shareholder meeting, the Board of Directors or the Management Board;
- 3) Opens bank account in credit institutions in Russian roubles and foreign currencies; opens bank accounts and other accounts of the Company in compliance with the restrictions imposed by the laws of the Russian Federation;

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- 4) Approves the organisational structure of the Company where it concerns establishment and abolishment of the divisions not indicated in Sub-Item 37 of Item 9.3 of this Charter;
 - 5) Approves the organisational charts;
 - 6) Issues orders and gives instructions which are mandatory for all employees of the Company;
 - 7) Executes the collective bargaining agreement with the employees of the Company on behalf of the Company in compliance with the terms and conditions approved by the Management Board;
 - 8) Executes employment agreements/contracts with the employees of the Company, uses incentives in the relationships with employees and takes disciplinary action against them;
 - 9) Appoints branch managers and heads of representative offices;
 - 10) Issues powers of attorney;
 - 11) Approves internal documents of the Company with the exception of the documents reserved by this Charter and the Federal Law “On joint stock companies” for the general meeting of the shareholders, the Board of Directors or the Management Board;
 - 12) Resolves other matters not reserved by this Charter and the Federal Law “On joint stock companies” for the general meeting of the shareholders, the Board of Directors or the Management Board;
 - 13) Is responsible for ensuring and creating conditions in the Company for protecting information constituting state secrets.
- 10.20. The Chief Executive Officer adopts decisions on matters reserved for him/her at his/her sole discretion.

The resolutions of the general shareholder meeting of the Company, the Board of Directors and the Management Board passed within their areas of competence are binding on the Chief Executive Officer.

11. CONTROL OVER FINANCIAL AND ECONOMIC ACTIVITIES

REVISION COMMISSION OF THE COMPANY

General provisions

- 11.1. The Revision Commission of the Company oversees the financial and economic activities of the Company.
- 11.2. The Revision Commission is comprised of 5 (five) members and is elected by the general shareholder meeting of the Company for a period until the next annual general shareholder meeting of the Company.

In cases when the number of members of the Revision Commission is less than three people, the Board of Directors is obliged to call for an extraordinary general shareholder meeting of the Company in order to elect the Revision Commission. The remaining members of the Revision Commission continue their service until the new Revision Commission has been elected.
- 11.3. The shares belonging to the members of the Board of Directors, the Chief Executive Officer and the members of the Management Board may not participate in the election of the Revision Commission.
- 11.4. Authorities of individual members of the Revision Commission or of the entire Revision Commission may be terminated in compliance with the procedure and on the grounds specified

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under the Regulations on the Revision Commission of the Company.

Areas of competence of the Revision Commission

11.5. The following matters pertain to the terms of reference of the Revision Commission:

- 1) Verification of information contained in the annual reports of the Company, annual and periodic accounting statements, reports for state authorities responsible for statistics and other state authorities;
- 2) Audit of the use of profits of the Company in compliance with the resolutions of the general shareholder meeting on profit distribution;
- 3) Audit of calculations and verification of the timely payment of dividends on the shares of the Company as well as of the calculation and payment of interest on bonds;
- 4) Audit of timeliness and accuracy of settlements under agreements and obligations of the Company;
- 5) Analysis of the causes and consequences of budget deviations in the Company.

11.6. The Revision Commission analyses (revises) the financial and economic activities of the Company based on the results of the year and based on the decision of the Revision Commission at any time, or based on the decision of the general shareholder meeting, the Board of Directors and/or at the request/demand of shareholders of the Company who own more than 10 (ten) percent of the voting shares of the Company.

11.7. Upon request of the Revision Commission, individuals holding posts in the governance bodies of the Company as well as other officers and employees of the Company must provide the Revision Commission with documents concerning the financial and economic activities of the Company.

The indicated documents must be provided to the Revision Commission within 5 (five) business days from the date of receipt of the indicated written request.

11.8. The Revision Commission has the right to call an extraordinary general shareholder meeting of the Company in compliance with the provisions of Article 55 of the Federal Law "On joint stock companies".

The Revision Commission has the right to call a meeting of the Board of Directors.

11.9. During the period of their service, members of the Revision Commission of the Company are paid remuneration and are reimbursed for their expenses incurred in connection with their service on the Revision Commission. The amount and the procedure of payment of the indicated remuneration is specified under the Regulations on the Revision Commission of the Company approved by the general shareholder meeting of the Company.

11.10. The activities of the Revision Commission are regulated by the Regulations on the Revision Commission, which are approved by the general shareholder meeting of the Company.

Requirements to members of the Revision Commission of the Company

11.11. Members of the Revision Committee may or may not be shareholders of the Company. Members of the Revision Commission may not serve on the Board of Directors, the Management Board or as the Chief Executive Officer. Only individuals (not entities) can be members of the Revision Commission of the Company.

11.12. As a rule, members of the Revision Commission must have a degree in economics or law and/or at least two years of experience in control and revision bodies.

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Procedure of adoption of decisions by the Revision Commission

11.13. The Revision Commission adopts decisions at its meetings.

Minutes of meetings of the Revision Commission must be kept.

Meetings of the Revision Commission are convened by its Chairperson.

Any member of the Revision Commission has the right to call a meeting of the Revision Commission in case he/she discovers irregularities which require immediate action by the Revision Commission.

11.14. Meetings of the Revision Commission are legally qualified (have quorum) if at least 3 (three) members of the Revision Commission are present at the meeting.

In cases when the number of the members of the Revision Commission is less than three (3) people, and until the date of election of a new Revision Commission by the general shareholder meeting of the Company, the meetings of the Revision Commission have quorum and are legally qualified if all remaining members of the Revision Commission are present at the meeting.

11.15. Meetings of the Revision Commission may be held in praesentia or in the form of absentee voting. Voting ballots are used for absentee voting.

11.16. Members of the Revision Commission elect a Chairperson of the Revision Commission from amongst themselves. The Chairperson of the Revision Commission is elected by the majority vote of the members of the Revision Commission present at the meeting.

The Revision Commission may re-elect its Chairperson at any time by the majority vote of the members of the Revision Commission present at the meeting.

11.17. The Chairperson of the Revision Commission calls and holds the meetings of the Commission, organises the current work of the Revision Commission, represents the Revision Commission at the general shareholder meeting of the Company and the meetings of the Board of Directors, signs documents on behalf of the Revision Commission, including its reports and conclusions, organises minuting of meetings of the Revision Commission, ensures that the reports and conclusions of the Revision Commission reach its intended recipients.

11.18. Each member of the Revision Commission has one vote. The decisions/resolutions of the Revision Commission are adopted by a simple majority vote of the members of the Committee present at the meeting.

If there is a tie in votes, the Chairperson of the Revision Commission has the casting vote.

If any member of the Revision Commission does not agree with the decision of the Commission, they have the right to have their opinion put on record in the minutes of the meeting of the Revision Commission and inform the general shareholder meeting of the Company and/or the Board of Directors of their disagreement.

AUDIT ORGANISATION OF THE COMPANY

11.19. The audit organisation of the Company audits the financial and economic activities of the Company in compliance with the regulations of the Russian Federation and in accordance with the terms and conditions specified under the relevant agreement between the Company and its auditor.

11.20. The audit organisation of the Company is approved by the general shareholder meeting of the Company. The amount of the audit organisation's remuneration is determined by the Board of Directors. The Company is entitled to engage one or two audit organisations to conduct separate audits of the accounting and financial statements.

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- 11.21. Based on the results of the audit of the financial and economic activities of the Company in the relevant reporting period, the audit organisation of the Company prepares a report, which is to be presented to the Board of Directors during the process of approval of the annual report of the Company for the relevant reporting period.

INTERNAL AUDIT DIRECTORATE

- 11.22. In order to assess the reliability and effectiveness of risk management and internal control in the Company, a functional subdivision was created to perform the internal audit function – the Internal Audit Directorate.
- 11.23. The Board of Directors approves the internal documents of the Company regulating the policy of the Company on organisation and performance of internal audit. The officer in charge of organisation and performance of internal audit – Head for Internal Audit – is appointed and terminated by the Board of Directors.

12. ACCOUNTING AND REPORTING OF THE COMPANY

- 12.1. The reporting year in the Company starts on 01 January and ends on 31 December of the calendar year.
- 12.2. The Company must maintain records and submit accounting (financial) statements in compliance with the requirements of the Federal Law “On joint stock companies”, the Federal Law “On accounting” the Federal Law “On consolidated financial statements” and other regulations of the Russian Federation.
- 12.3. In compliance with the Federal Law “On joint stock companies”, this Charter and other regulations of the Russian Federation, the Chief Executive Officer is responsible for organisation, status and reliability of the accounting (financial) records and statements of the Company to the relevant authorities, and timely provision of information about the Company to its shareholders, creditors and the mass media.
- 12.4. Reliability and accuracy of information contained in the annual report of the Company and the annual accounting (financial) statements of the Company must be verified by the Revision Commission.
- 12.5. The annual accounting (financial) of the Company must be provided to the Board of Directors together with a report of the Revision Commission and of an audit organisation, which does not have any ownership interest in the Company or its shareholders.
- 12.6. The annual report of the Company is subject to approval by the Board of Directors at least 30 (thirty) days before the date of the general shareholder meeting in accordance with applicable legislation.

13. REORGANISATION AND LIQUIDATION OF THE COMPANY

- 13.1. The Company may be reorganised in cases and in compliance with the form and procedure specified the Civil Code of the Russian Federation, the Federal Law “On joint stock companies” and other federal laws.
- 13.2. The Company is considered reorganised, except in cases of merger, from the moment of state registration of the newly created legal entities.
- If the Company is reorganised in the form of merger with other companies, the Company is considered reorganised from the moment when a record of termination of all activities of the transferring companies is made in the unified state register of legal entities.
- 13.3. The Company may be liquidated:

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- voluntarily, in compliance with the Civil Code of the Russian Federation, the Federal Law “On joint stock companies” and the requirements of this Charter;
- by a court ruling in cases specified under the Civil Code of the Russian Federation.

The liquidation of the Company leads to termination of the Company without the succession transfer of its rights and obligations to any third parties.

- 13.4. The liquidation of the Company is considered complete and the Company is considered to have been liquidated when a corresponding record is made in the Unified State Register of Legal Entities by the responsible state authority.
- 13.5. In cases when the functions or the form of ownership of the Company is changed, or the Company is liquidated (dissolved), or the Company ceases to work with classified information (state secrets), the Company must implement appropriate measures to ensure that the indicated information and the carriers of such information are protected.