

INFORMATION POLICY

FESCO's information policy is mainly aimed at protecting the shareholder and investor right to access information about the Group's performance that may influence their investment and management decisions, as well as protecting the information about the Company, the disclosure of which could result in damage to the interests of the Company, its shareholders and other stakeholders.

Disclosures are a key form of engagement with all of the Company's stakeholders.

When making disclosures, the Company is guided by applicable laws, recommendations of the Corporate Governance Code and its by-laws.

The Company applies the Regulations on Information Disclosure¹, which outlines the key principles for disclosing information:

- regular, consistent, and timely manner of disclosure;
- accessibility of the disclosed information;
- reliable and complete information;
- maintaining the right balance between the Company's openness and business interests.

In the reporting year, the Company sought to provide information about its performance in a timely manner and to the extent necessary and sufficient for stakeholders to make informed decisions on participation in, or engagement with, the Group's companies. In the reporting year, the Company made disclosures in accordance with the applicable anti-crisis disclosure relaxations.

¹ Approved by the Board of Directors on 14 October 2016, Minutes No. 34 dated 17 October 2016.

CORPORATE SECRETARY

Corporate Secretary is governed by the Company's Regulations on the Corporate Secretary¹.

The Office of the Corporate Secretary performs its functions under the Corporate Secretary's supervision.

The Corporate Secretary is responsible for ensuring that the Company's governing bodies and officers comply with the Russian laws and the by-laws setting out the procedure for protecting the rights of shareholders; preparing and holding General Shareholders Meetings and meetings of the Board of Directors, its committees and the Executive Board, disclosing information about FESCO as required by the laws on the securities market, and dealing with insider information. One of the Corporate Secretary's key tasks is to maintain a strong corporate culture and improve corporate governance practices at the Company and at the Group.

The Corporate Secretary serves as Secretary of the Board of Directors and is functionally subordinate to it, and administratively

to the President of the Company.

The approval of nominees for the position of the Corporate Secretary, their remuneration and the Regulations on the Corporate Secretary falls within the scope of the Board of Directors, which ensures independent and efficient performance of the Corporate Secretary's functions.

To ensure compliance with the Corporate Governance Code and oversee the Company's corporate governance system, the Board of Directors reviews the Corporate Secretary's reports for the reporting year².

In the reporting year, the Corporate Secretary focused on maintaining sustainable corporate governance procedures in the period of changes, balancing the interests of the Company and its shareholders, and improving control over the progress against the governing bodies' decisions.

Since April 2016, the position of FESCO's Corporate Secretary and Secretary of the Board of Directors has been occupied by lawyer **Anzhela Korzhevskaya**, who holds a Master of Laws degree.

¹ Approved by resolution of the Board of Directors on 6 February 2019, Minutes No. 1/19 dated 7 February 2019.

² Corporate Secretary's Report for 2022 was approved at the meeting of the Company's Board of Directors on 7 February 2023. The Board of Directors gave a positive assessment of the 2022 performance of the Corporate Secretary and the Office of the Corporate Secretary.