

Appendix No.2 to Minutes No.19
of the meeting of

- personal qualities (good communication skills, responsibility, an impeccable reputation, organizational and analytical skills, independence of judgment, ability to stand up for his/her opinion);

- no record of conviction or disqualification under effective Russian legislation.

Recommendations on the candidate for the position of the Corporate Secretary shall be prepared by the Human Resources and Compensation Committee of the Board of Directors of the Company.

2.2. A person affiliated with the Company or associated with a person controlling the Company and/or executive bodies thereof cannot be appointed to the position of the Corporate Secretary.

2.3. A candidate for the position of the Corporate Secretary shall provide the Company with all information necessary to establish whether the attributes indicated in Clause 2.2 of these Regulations exist or not. In case of any changes to this information, the Corporate Secretary shall immediately inform the Chairman of the Board of Directors to this effect.

2.4. The Corporate Secretary shall be appointed to and dismissed from his/her position by the President of the Company on the basis of decision (consent) taken by the Board of Directors.

2.5. While performing his/her functions, the Corporate Secretary shall report to the Board of Directors of the Company.

2.6. In support of the Corporate Secretary's activities, the Office of the Corporate Secretary shall be formed, with its structure and staff numbers approved by the order of the Company.

3. Functions of the Corporate Secretary

3.1.

3.1.5. Providing for shorthand or audio recording of meetings of the Board of Directors and subsequent safekeeping of such materials;

3.1.6.

4. Rights and duties

the Chairman of the Board of Directors about all facts and circumstances impeding compliance with the procedures, where such compliance forms part of the functions of the Corporate Secretary (actions or omission to act by the Company's officers or the registrar, and other facts and