

Corporate secretary

The Corporate Secretary ensures effective interaction among shareholders, the Board and Company management, helps prevent corporate conflicts, coordinates shareholder rights and interests protection, prepares and conducts General Shareholders Meetings, supports Board and committee operations, handles Company information disclosure per legislation, and addresses other matters.

The Corporate Secretary operates in accordance with applicable Russian laws, FESCO's Articles of Association, Regulations on the Corporate Secretary¹, other FESCO internal documents, and resolutions of the General Shareholders Meeting and Board of Directors.

Functionally reporting to the Board while administratively reporting to the President, the Corporate Secretary serves as secretary at General Shareholders Meetings, Board meetings, and committee sessions.

Corporate Secretary's tasks:

- ✦ maintaining and enhancing effective corporate governance practices across the Company and FESCO Group;
- ✦ providing organisational and informational support for the General Shareholders Meeting, Board of Directors, and Board committees;
- ✦ coordinating interaction among Board members, shareholders and the executive body to ensure Board effectiveness;
- ✦ ensuring governing bodies and employees comply with Russian laws and FESCO's Articles of Association and internal documents, thereby securing shareholder rights and legitimate interests;
- ✦ disclosing information about FESCO as required by the laws on the securities market and managing insider information.

The Office of the Corporate Secretary performs its functions under the Corporate Secretary's supervision and comprises the Corporate Actions Unit and the Monitoring and Instructions Control Unit.

In the reporting year, the Corporate Secretary focused on achieving FESCO Group's business goals, securing consistent and efficient work of the governing bodies against the background of restrictive measures, maintaining sustainable corporate governance procedures, and improving control over the progress against the governing bodies' decisions.

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

Executive bodies

In accordance with FESCO's revised Articles of Association, the Company's executive management structure consists of:

- ✦ President, CEO, and General Manager acting as the sole executive bodies;
- ✦ Executive Board acting as the collegial executive body.

President, CEO and General Manager

The President, CEO, and General Manager are permanent sole executive bodies that manage the Company's day-to-day operations and resolve issues that do not fall within the remit of the General Shareholders Meeting, the Board of Directors, and the Executive Board, acting to achieve strategic goals set by the Board of Directors, ensure business profitability, and protect rights and legitimate interests of shareholders.

The President, CEO, and General Manager act independently of each other within their respective scopes of authority as provided for by FESCO's Articles of Association and Regulations on the Sole Executive Bodies².

- ✦ The President is responsible for addressing issues related to the Company's day-to-day operations. The President's activities aim to ensure profitability and competitiveness of the Company, its economic and financial sustainability, respect for shareholder rights and social protection of the Company's employees.

On 23 September 2024, Peter Ivanov was elected as the Company's new President.

- ✦ The CEO's responsibilities encompass developing beneficial partnerships with commercial and non-commercial organisations throughout Russia and internationally, particularly regarding strategic business objectives, corporate social responsibility programmes, and cultural initiatives.
Currently, no CEO has been appointed.
- ✦ The General Manager's scope of authority includes the Company's operations related to the use and protection of information constituting a state secret, activities related to the use of such information, as well as decision-making on personal data processing when using information constituting a state secret.
Yury Plotnikov continues to serve as the General Manager.

² Approved by the Annual General Shareholders Meeting on 27 June 2024 (Minutes No. 62 dated 28 June 2024).