

Rules for transactions with the Company's securities effected by the insider

1. The limitations (bans) for transactions with securities and other financial instruments of the Company (hereinafter referred to as the Insider financial instruments) stipulated by this Regulation are established by labour and/or civil legal agreements concluded by the Company and Company's insiders. These are applied towards any transactions executed by certain categories of persons, the insiders, with insider financial instruments regardless of whether these persons possess insider information and other non-public data on these insider financial instruments, and on the issuer of securities.

The rules stipulated by this section do not apply in case of purchasing shares when implementing the Company's option program approved by the Company's Board of Directors. These rules may be applicable to other or future option programs of the Company provided that the conditions of such programs do not include special rules for protecting from illegal usage of the insider information.

2. Category 1 insiders are prohibited to perform any transactions with the Insider financial instruments of the Company during the effect of limitations.

Category 1 insiders shall:

- a) first when electing/appointing to a position related to Category 1 insiders during 30 working days from the date of election/appointment, inform the Company in writing of the fact and number of owned Insider financial instruments of the Company;
- b) timely inform the Company and competent authorities responsible for regulation of security circulation in cases stipulated by the applicable legislation with personal responsibility;
- c) within 30 days from the end date of the reporting quarter, submit a written confirmation of the number of the Company's Insider financial instruments owned as of the end of the reporting quarter, and executed transactions with the Company's Insider financial instruments for the reporting quarter (directly or through other persons acting by order);
- d) comply with the requirements and limitations stipulated by this paragraph within six months after the person stopped to be regarded as Category 1 insiders;

3. Category 2 insiders are prohibited to perform any transactions with the Insider financial instruments of the Company during the effect of limitations.

Category 2 insiders shall timely inform the Company and competent authorities responsible for regulation of security circulation in cases stipulated by the applicable legislation with personal responsibility;

4. Category 3 insiders are prohibited to perform any transactions with the Insider financial instruments of the Company during the effect of limitations.

Category 3 insiders shall timely inform the Company and competent authorities responsible for regulation of security circulation in cases stipulated by the applicable legislation with personal responsibility.

5. Category 4 insiders shall comply with the limitations and bans stipulated by the applicable legislation, including the liability of timely notice to the Company and competent authorities responsible for regulation of security circulation in cases stipulated by the applicable legislation.

6. Confirmations stipulated in para c) of Clause 2 of this Regulation are submitted by the insider through applying a filled-in and signed corresponding form (as per Appendices ## 6, 7 to this Regulation) to the address of the Company.

Notices and confirmations may be submitted in scanned copies via e-mail with further supply of the original papers. The details of the authorized person are given in the special section of the Company's corporate website.

Bans of the Company to execute transactions may come into effect sent via e-mail, or fax with further supply of the original signed ban.

7. In case the transactions with the Insider financial instruments for the benefit of the insider are made by the third party, the appropriate insider should ensure the compliance when executing these transactions with the relevant limitations and bans contained in this Regulation except for cases where under the agreement with the third party to execute transactions with securities the insider is unable to influence the decision-making as to the certain transaction with securities by this third party.

8. Effect of ban as to the Insider financial instruments of the Company starts:

- one month before the date of disclosing the Company's quarterly and semiannual accounting reports in RAS and financial reports of the Company in IFRS;
- two months before publication of annual accounting reports of the Company in RAS and financial reports of the Company in IFRS,

And correspondingly ends after the second stock exchange day has finished after the above events.

9. During the whole period (including that beyond the effect of limitations) the following general limitations (bans) for transactions with the Insider financial instruments made by the Company's employees, the insiders, work:

- trade of the Insider financial instruments is completely prohibited using the insider information known to the employee of the Company. This limitation covers all the Company's employees both included and not included to the insiders list;

- purchase of the Insider financial instruments is permitted only for the purpose of long-term capital investment, and prohibited for other purposes, for example, for short-term transactions. This means that the Company's employees, the insiders, should possess (directly or through other persons acting by order) the purchased securities for a period of at least six months before sale;

- no REPO transactions, as well as credit sale and purchase of the Insider financial instruments are allowed;

- no option and other derivative transactions towards the Insider financial instruments are allowed.