

CONFLICT OF INTEREST RESOLUTION AND CORRUPTION PREVENTION

CONFLICT OF INTEREST RESOLUTION

The procedure for identifying and resolving conflicts of interest arising with the Company employees is set out in the Regulations on Conflict of Interest Resolution at JSC FPC approved by the Board of Directors.

The Company has in place a Commission for Resolving Conflicts of Interest. In 2021, the Commission identified

five potential conflicts of interest which were resolved by the Commission in due time.

As part of an effort to identify conflicts of interest, 43 potential conflicts of interest were proactively eliminated by employees before they were reviewed by the Commission.

PREVENTING AND COMBATING CORRUPTION

JSC FPC adopted the Anti-Corruption Policy, which reflects the Company's commitment to conducting open and fair business activities, following best practices in corporate governance and maintaining a good business reputation.

The unit responsible for the prevention of corruption offences is the Corporate Security Centre, a structural unit of JSC FPC, which has a Corporate Communications Control and Anti-Corruption Department.

JSC FPC also maintains an anti-corruption hotline.

The anti-corruption section of JSC FPC's official website, fpc.ru, is publicly available.

JSC FPC implements measures to prevent and combat corruption in line with its Anti-Corruption Plan for 2021–2024.

JSC FPC also consistently interacts with law enforcement bodies to identify breaches of anti-corruption laws.