

APPROVED by:

The AGSM of Interregional Distributive Grid of Urals,
OAO

Protocol #3 dd. June 17, 2011

AGSM Chairperson

_____ / P.V. Golubev

REGULATIONS
On the Management Board
At IDGC of Urals, OAO

(new version)

Ekaterinburg
2011

1. GENERAL PROVISIONS

1.1. The present Regulations shall be an internal document of Interregional Distributive Grid of Urals, OAO (hereinafter referred to as the Company), determining the procedure of MB formation, terms and procedure of MB session arrangement as well as decision-taking.

1.2. The Regulations have been developed pursuant to the Russian Civil Code, Federal Law on Joint-Stock Companies, other regulatory documents and the Charter.

1.3. The Management Board, being a collegiate executive body, shall function for the benefit of the Company, shall be guided by GSM and BoD resolutions and shall be in force according to the Russian legislation, Charter, other internal documents and the present Regulations.

1.4. The MB shall be responsible for practice implementation of aims, development strategies and policies, overall management within the competence, determined by the Charter, GSM and BoD resolutions.

The key MB objectives shall be:

- To ensure the observance of rights and legal interests of the shareholders;
- To elaborate proposals on the development strategy;
- To implement financial operations, elaborate decisions on current important operating issues as well as coordination between subdivisions;
- To increase efficiency of Internal Control and Risk Monitoring Systems;
- To ensure high level of asset profitability and maximum profit from operations.

2. MB FORMATION PROCEDURE

2.1. The election of MB members and pre-term termination of powers shall be performed according to a BoD resolution.

2.2. MB members candidates shall be submitted by the CEO for the BoD's review, the number equaling the MB membership determined by the Charter or BoD resolution, except for own candidacy.

If the BoD refuse the candidates proposed by the CEO, the BoD shall be entitled to elect candidates proposed by BoD members.

2.3. A candidate shall be considered elected to the MB if the majority of BoD members participating in the session voted for the candidate.

2.4. A labor contract shall be concluded with the elected MB members.

The contract on behalf of the Company shall be signed by the BoD Chairperson or person authorized by the BoD.

Conditions of the contract, including terms of office, shall be determined by the BoD or a person authorized by the BoD to execute employer's rights and discharge liabilities regarding the MB members.

2.5. The BoD shall be entitled at any time to terminate the powers of any MB members and to cancel the labor contract. This statement shall be obligatory condition of the contract concluded with a MB member.

2.6. Termination of powers exercised by a MB member shall not result in dismissal from the position occupied in the Company.

2.7. Dismissal of a person from the position occupied in the Company shall not result in the termination of his/her powers as a MB member and cancellation of the contact.

2.8. If the MB membership is less than the quantity required for session quorum set forth by the present Regulations and Charter, the CEO shall be obliged to propose new candidates for MB membership for the BoD's review.

2.9. A MB member may abdicate the powers by submitting an application to a BoD Chairperson according to the legislation.

3. RIGHTS, LIABILITIES AND RESPONSIBILITIES OF THE MB MEMBERS

3.1. THE MB MEMBERS

3.1.1. Rights and liabilities of the MB members shall be determined by the Russian legislation, the Charter and labor contract concluded between the Company and each of BoD members.

3.1.2. The MB members shall be entitled:

- 1) Acting as a part of the collegiate executive body to decide over the current operating issues;
- 2) To receive information on the Company in full, to get familiarized with the founding, regulating, accounting, reporting, contractual and other documents;
- 3) To submit information, to make statements, to introduce proposals to MB session agenda issues;
- 4) To introduce written proposals to MB working plan or session agenda;
- 5) To demand the convention of a MB session;
- 6) To express in writing disagreement with MB resolutions and to notify the BoD on it;
- 7) To execute other rights set forth by the Russian legislation, the Charter and labor contract concluded with each MB member.

3.1.3. The MB members shall be obliged:

- To participate in MB sessions;
- To execute resolutions and instructions of GSM, BoD and MB, to observe the requirements set forth by the Charter and internal documents;
- To act to the Company's benefit, to executive rights and discharge liabilities regarding the Company honestly and reasonably;
- On a quarterly basis, within 15 days since the beginning of the quarter, to notify the BoD, AC and auditor the following information:
 - a) on legal entities in which a MB member alone or alongside with the affiliated entity (entities) owns 20% and more of the voting shares (stocks);
 - b) on legal entities where a MB member occupies positions in management bodies;
 - b) on settling or probable transactions, known to a MB member, in which s/he can be an interested party.
- Within 15 days prior to the settlement, to notify the CEO and BoD on probable transactions in which a MB member can be an interested party;
- To keep commercial secrets.

3.1.3. Overlapping of positions by MB members in management bodies of other companies as well as other gainful employment in other companies shall be possible only with the BoD consent.

3.1.4. Employer's rights and liabilities on behalf of the Company in regard to MB members shall be executed by the BoD or a person authorized by the BoD.

3.1.5. MB members shall be responsible to the Company for losses incurred by the Company due to guilty activity (culpable failure) according to the current legislation.

Herewith, MB members who voted against the resolution resulted in losses or did not participate in the voting shall not be responsible.

3.2. THE MB CHAIRPERSON

3.2.1. The Management Board shall be managed by the MB Chairperson, the CEO of the Company.

3.2.2. The MB Chairperson shall:

- 1) Submit for the BoD's review proposals on the nomination of MB members;
- 2) Convene MB sessions:
 - Determine the date, place and time of a session,
 - Approve session agenda,
 - Determine the list of persons invited for participation in debates over certain agenda issues;
 - Determine the list of information (materials) submitted to MB members during the session arrangement,
 - Determine the form and text of a questionnaire (during in-absentia voting),
- 3) Preside during sessions;

- 4) Sign session protocols;
- 5) Arrange MB work and ensure the observation of the Russian legislation, Charter, present Regulations during the work;
- 6) Perform other functions stipulated by the present Regulations.

3.3. MB DEPUTY CHAIRPERSON

3.3.1. If the MB Chairperson is temporarily absent, his/her functions shall be performed by the MB Deputy Chairperson.

3.3.2. The MB Deputy Chairperson shall be elected on the first MB session from MB members and shall perform the functions till the end of terms of office as a MB member.

3.3.3. The MB shall be entitled to re-elect the Deputy Chairperson any time.

4. THE MB SECRETARY

4.1. The MB Secretary shall perform the functions regarding organizational and informational provision of the MB work.

4.2. The MB Secretary shall be appointed by the MB Chairperson from the Company's staff. The MB Chairperson shall be entitled to appoint a new MB Secretary any time.

The position of the MB Secretary shall be in the Company's personnel list.

4.3. The MB Secretary shall be obliged to:

- 1) Ensure preparation of materials for MB sessions;
- 2) Prepare a draft of the MB working plan within a month prior to the planned quarter;
- 3) Submit proposals, if required, to adjust the MB working plan;
- 4) Notify MB members on MB sessions by submitting notifications, agendas and materials;
- 5) Interact with the Corporate Secretary and Committees' Secretaries to coordinate the activities of the MB, BoD and BoD Committees;
- 6) Facilitate organizational and technical assistance of MB sessions;
- 7) Keep MB file register;
- 8) Control the execution of MB resolutions and inform the MB on the execution of adopted resolutions;
- 9) Prepare drafts of separate documents and MB resolutions on the instruction of the MB Chairperson (or his/her Deputy);
- 10) Keep records during MB sessions;
- 11) Notify MB members on voting results and information on adopted resolutions;
- 12) Notify performers on resolutions adopted by the MB by forwarding extracts from MB protocols signed by him/her.

The MB Secretary shall be obliged to perform other functions set forth hereof.

4.4. The MB Secretary shall be responsible for the quality of extract from MB protocols as well as performance of other responsibilities stipulated hereof.

5. ARRANGEMENT OF MB WORK

5.1. MB sessions shall be arranged according to the working plan as well as when the need arises but no less than once a month.

5.2. The MB working plan shall include:

- 1) Issues subject to review at MB session during the year (on a quarterly basis);
- 2) MB session schedule;
- 3) The list of persons (management bodies of the Company) responsible for the preparation of issues for MB sessions.

5.3. The MB working plan shall be prepared and submitted for MB review by the MB Chairperson.

The MB shall approve the working plan on a quarterly basis by the majority of votes belonging to MB members participating in the voting.

5.4. The MB working plan shall be arranged based upon resolutions adopted by GSM, BoD AC, auditor, proposals from the CEO, MB members, heads of departments and other subdivisions.

5.5. Upon the proposal from the MB Chairperson and members amendments and alterations may be introduced to the working plan. Such amendments and alterations shall be approved by the MB.

5.6. MB sessions shall be convened by the Chairperson or his/her Deputy in case s/he is absent:

- According to the working plan;
- On the initiative of MB Chairperson or one of MB members;
- Upon a resolution adopted by the BoD, AC, auditor.

5.7. MB session agenda shall be prepared based on the working plan as well as based on resolutions adopted by GSM, BoD, AC, auditor, proposals from the CEO and MB members.

5.8. MB competence shall be determined by the Charter.

5.9. To facilitate efficiency of the BoD and adoption of better and reasonable resolutions the MB shall preliminarily review, elaborate and submit to the BoD recommendations regarding the issues from the BoD competence:

- 1) Determination of the Company's priorities and strategy;
- 2) Submission for GSM review of the following issues:
 - increase of the Charter Capital by increasing nominal value of shares or by placing additional shares;
 - adoption of a resolution on the placement of share-convertible bonds and other share-convertible securities;
 - dividend payout (announcement) as of 1Q, 1H, 9M financial year;
- 3) Placement of bonds and other issue securities, except for the cases set forth by the Federal Law on Joint-Stock Companies and the Charter;
- 4) Approval of a Issue (Additional Issue) Resolution, Prospectus, report on Issue (Additional Issue) Results, reports on Buy-out Results, reports on Redemption Results, reports on Buy-out Claim Results;
- 5) Determination of price (money value) of property, placement and buy-out price in cases stipulated by the Federal Law on Joint-Stock Companies and the Charter;
- 6) Acquisition of the placed shares, bonds and other securities in cases stipulated by the Federal Law on Joint-Stock Companies;
- 7) Alienation (sale) of shares obtained by the Company after acquisition or buy-out as well as in other cases stipulated by the Federal Law on joint-Stock Companies;
- 8) Recommendations on the amount of dividends and pay-out procedure;
- 9) Approval of internal documents, determining the procedure for arrangement and usage of the Company's funds;
- 10) Decision-taking on the usage of the Company's funds; approval of special-purpose estimates and review of the results of special-purpose fund completion;
- 11) Approval of target (adjusted) KPIs and KPI completion reports;
- 12) Creation of branches and opening of representative offices, their liquidation;
- 13) Preliminary approval of transactions related to free transfer of property or proprietary interests to the Company or third parties; transactions related to the relief of property responsibility to the Company or third parties; transactions related to free services to third parties in cases (amounts) determined by separate BoD resolutions, and decision-taking on making transactions in cases when the amount (cases) are not stipulated;
- 14) Determination of the Company's credit policy in relation to loan issuance, conclusion of credit and loan contracts, pledge, operations with notes (issuance of promissory note and bill of exchange), transfer of property into pledge and decision-taking on the transactions in cases when the decision-taking procedure is not determined by the credit policy;
- 15) Preliminary approval of transactions that can lead to foreign-currency liabilities (or liabilities with amount linked to foreign currency), in cases and amounts determined by separate BoD resolutions as well as when the cases (amounts) are not determined by the BoD;
- 16) Decision-taking on participation in other companies (joining an existing company or creation of a new one, including approval of founding documents) as well as on acquisition, alienation and encumbrance of shares and stakes of companies in which the Company participates,

change of share in the charter capital of the corresponding organization and withdrawal from other companies;

17) Determination of the Company's (representative's) position, including instruction to participate or to refuse to participate in the voting on agenda issues, to vote for resolution drafts ("for", "against" or "abstain", on the following agenda issues of GSM arranged by subsidiaries and associates (SAC) (except for the cases when SAC GSM functions are performed by the BoD) and SAC BoD sessions (except for the issue on approval of agenda issue of SAC GSM when functions of SAC GSM are performed by the BoD):

- a) determination of SAC GSM agenda;
- b) SAC restructuring and liquidation;
- c) determination of the SAC BoD membership, nomination and election of its members and pre-term termination of powers;
- d) determination of the quantity, nominal value, category (type) of declared shares of the SAC and rights granted by the shares;
- e) Placement of SAC securities convertible into common shares;
- f) SAC share split/ consolidation;
- g) approval of large transactions settled by SAC;
- h) participation of SACs in other companies (joining an existing company or creation of a new one) as well as acquisition, alienation and encumbrance of shares and stakes in which SACs participate, change of the share in the charter capital of the corresponding company;
- i) settlement of transactions (including several associated transactions) related to alienation or possibility to alienate property being fixed assets, intangible assets, construction-in-progress objects used for production, transfer, dispatching, distribution of electric and heat power in cases (amounts) determined by the procedure for interaction between the Company and Company-owned organizations approved by the BoD;
- k) introduction alterations and amendments to SAC founding documents;
- l) determination of the procedure for SAC BoD and AC remuneration payout;

18) Determination of the Company's (representatives') position on the following agenda issues of SAC BoD (including instruction to vote or to refuse to vote on the agenda issues, to vote for resolution drafts "for", "against" or "abstain"):

a) determination of SAC representatives' position on agenda issues of SAC GSM and BoD related to settlement (approval) of transactions (including several associated transactions), related to alienation or possibility to alienate property being fixed assets, intangible assets, construction-in-progress objects used for production, transfer, dispatching, distribution of electric and heat power in cases (amounts) determined by the procedure of interaction between the Company and organizations in which the Company participates approved by the BoD;

b) determination of SAC representatives' positions on agenda issues of SAC GSM and BoD dealing with production, transfer, dispatching, distribution and sale of electric and heating energy, on restructuring, liquidation, increase of the charter capital of such companies by increasing nominal value or by placing additional shares or securities convertible to common shares;

19) Determination of the procedure for selection and approval of a candidate for an independent appraiser (appraisers) for value determination of shares, property and other assets of the Company in cases stipulated by the Federal Law On Joint-Stock Companies, Charter as well as several BoD resolutions;

20) Preliminary approval of collective contract, agreements concluded by the Company in terms of regulating social labor relations;

5.10. Issue belonging to the BoD competence and stipulated by item 5.9. hereof shall be preliminarily reviewed by the MB:

- If they are included into the BoD working plan;
- On the CEO initiative to convene a BoD session for reviewing the issues;
- If the Corporate Secretary submits notifications and materials for a regular BoD session to the MB.

5.11. When issue belonging to the BoD competence is preliminarily reviewed according to the BoD working plan or the CEO initiative, MB recommendations on the issue shall be submitted

to the Corporate Secretary within 11 (Eleven) working days prior to a BoB session which agenda contains the issue.

When issues belonging to the BoD competence are preliminarily reviewed according to notification and materials forwarded by the Corporate Secretary, a MB resolution (recommendations) shall be forwarded to the Corporate Secretary within 3 (Three) working days since the MB session that reviewed the issue but within 4 (Four) working days prior to a BoD session.

In cases when issues belonging to the BoD competence and disclosed in item 5.9. hereof are subject to review by the BoD, MB resolutions (recommendations) shall be forwarded to the corresponding Committee within 3 (Three) working days since the MB session that reviewed the issue but within 4 (Four) working days prior to a Committee session.

The MB Chairperson shall take all measures enabling timely MB session arrangement for decision-taking (preparation of recommendations) according to item 5.9. hereof and their timely submission to the BoD as well as in case stipulated by paragraph 3, item 5.11. hereof to the BoD Committees.

5.12. MB sessions shall be arranged in the form of compresence (in-praesentia) or absentee voting (in-absentia).

Field MB sessions shall be arranged upon the instructions of the MB Chairperson.

5.13. The MB shall be legitimate, if no less than half of the elected MB members take part in a session (in-absentia voting).

5.14. All MB resolutions shall be adopted by the majority of votes belonging to MB members present at the session (participating in in-absentia voting).

5.15. During decision-taking each MB member shall possess one vote. Transfer of a vote from one MB member to another one or other persons shall not be allowed.

If the number of votes is equal, the vote of the MB Chairperson shall be decisive.

5.16. If a MB member participating in the session disagree with the resolution adopted on the MB agenda issue, s/he shall be entitled to outline his/her position on the issue (issues) in writing. Such written opinion of a MB member shall be applied to MB session protocol.

6. THE PROCEDURE FOR MB CONVENTION AND ARRANGEMENT IN THE FORM OF COMPRESENCE

6.1. Notifications on the place, date, time and agenda shall be forwarded to MB members within 2 (Two) working days prior to the session.

6.2. The notification on the arrangement of MB session in the form of compresence shall contain:

- Full company name and its location;
- MB session agenda;
- Date, time and place of a session;
- List of information (materials) submitted to MB members during session arrangement.

6.3. Notification on MB session arrangement shall be prepared by the MB Secretary and shall be signed by the Chairperson, in cases stipulated hereof, notification shall be signed by MB Deputy Chairperson.

Alongside with the notification MB members shall receive all required materials (information) and resolution draft on agenda issues.

6.4. MB sessions shall review issues from the agenda.

On extraordinary occasions in-praesentia MB session shall review issues that are not in the session agenda, if there is quorum and all present MB members unanimously approve the issue.

6.5. MB sessions shall be headed by the Chairperson, if s/he is absent, MB sessions shall be headed by the Deputy Chairperson according to item 3.3.1. hereof.

6.6. The MB Secretary shall determine the quorum for holding a MB session and the MB Chairperson shall announce present members on the quorum and MB session agenda.

6.7. Review of agenda issues shall contain the following stages:

- 1) A report of a MB member (invited person) on agenda issue;
- 2) Discussion of agenda issue;

- 3) Proposals to the wording on agenda issue;
- 4) Voting on agenda issue;
- 5) Vote counting, tally of votes and announcement of preliminary voting results (without taking into account written opinions of MB members absent from the session).

During an in-praesentia MB session the MB Secretary shall obligatorily announce the information on the execution of previous MB resolutions.

6.8. If less than a half of MB members are present at the session, written opinions of absent MB members shall be taken into account during the determination of the voting results in a way stipulated hereof.

6.9. On a MB session day, following voting results, the MB Secretary shall prepare a questionnaire according to the form stipulated by Appendix 1 hereof that is signed by the MB Chairperson (if s/he is absent – by the MB Deputy Chairperson) that is submitted in original or by fax (with forwarding the original to the address in the questionnaire) to absent MB members.

6.10. When a MB member fills in the questionnaire, s/he shall leave only one voting variant uncrossed ("for", "against", "abstain") on each resolution draft on each agenda issue. A filled-in questionnaire shall be signed by a MB member, his name and initials indicated.

6.11. A filled-in and signed questionnaire shall be forwarded by a MB member within the next day following the session to the MB Secretary in original or by fax, original being sent to the indicated address.

6.12. A questionnaire, filled-in with violations set forth by item 6.10. hereof shall be acknowledged invalid (in case of violations of requirements regarding the filling of voting variants it shall be acknowledged as invalid only in relation to the corresponding issue) and shall not be taken into account during the counting.

A questionnaire received by the Company after the deadline shown in it shall not be taken into account during the counting and tally of votes.

6.13. Basing on the session voting results and questionnaires forwarded by MB the MB Secretary shall summarize the voting results on agenda issues and prepare a MB protocol in a way stipulated hereof.

7. THE PROCEDURE OF DECISION-TAKING DURING IN-ABSENTIA VOTING

7.1. MB resolution in terms of its competence shall be adopted by in-absentia voting (by questionnaires).

7.2. To adopt a resolution by in-absentia voting (by questionnaires) each MB member shall receive the notification on in-absentia voting on agenda issues, materials (information) and resolution drafts on agenda issues within 3 (Three) working days since the deadline for submission of questionnaires.

7.3. The notification on absentee voting shall contain:

- Full company name and its location;
- Agenda;
- Emphasis on the arrangement of in-absentia voting by filling-in a questionnaire;
- Deadline, including time, for the receipt of questionnaires;
- The list of information (materials) disseminated among MB members.

7.4. MB members shall be entitled to submit proposals and/or comments to the proposed MB resolution drafts within 2 (Two) working days prior to the deadline for the receipt of questionnaires indicated in the notification.

7.5. The MB Secretary shall prepare a questionnaire for absentee voting taking into account the proposals and/or comments to MB resolution drafts according to Appendix 2 hereof. If a MB member (MB members) changes the wording to resolution drafts on the issue (issues), the MB Secretary shall be obliged to include into the questionnaire all resolution drafts on the issue (issues) proposed by a MB member (MB members).

7.6. An in-absentia voting questionnaire shall be forwarded by the MB Secretary to MB members within 1 (One) working day prior to the deadline indicated in the notification on absentee voting in original or by fax.

7.7. A questionnaire shall contain:

- Full company name and its location;
- The wording of the agenda issues;
- Voting variants;
- Deadline, including time, for the receipt of questionnaires;
- Address адрес для направления заполненных опросных листов;

7.8. When a MB member fills in a questionnaire, s/he shall leave only one possible voting variant uncrossed ("for", "against", "abstain"). A filled-in questionnaire shall be signed by a MB member, name and initials indicated.

7.9. A questionnaire filled in with violation of the requirements set forth by item 7.8. hereof, shall be acknowledged invalid (in case of violations of requirements regarding the filling of voting variants it shall be acknowledged as invalid only in relation to the corresponding issue) and shall not participate in determination of the quorum required for in-absentia decision-taking and shall not be taken into account during vote counting.

7.10. A filled-in and signed questionnaire shall be submitted by a MB member to the MB Secretary by the deadline shown in the questionnaire or by fax with subsequent forwarding of the original to the address from the questionnaire.

MB members, whose questionnaires were received by the MB Secretary prior to the deadline for the receipt of the questionnaires shall be acknowledged as those who participated in an in-absentia session.

7.11. Quorum for decision-taking by absentee voting shall be determined on the basis of questionnaires filled-in and signed by MB members that were received by the deadline stipulated by the notification.

On the basis of received questionnaires the MB Secretary shall prepare a MB protocol in a way set forth hereof.

8. MB PROTOCOL

8.1. A MB protocol following the session (results of the absentee voting) shall be prepared and signed within 2 (Two) working days following the session by the Chairperson and Secretary who are responsible for the correctness of the protocol.

8.2. A MB protocol shall contain:

- Full company name;
- Session form (compresence or absentee voting);
- Place and date of a session (tally of votes);
- The list of MB members present at a session (participating in an absentee voting) as well as invited persons;
- Information on quorum;
- Agenda;
- Issues for voting and nominal voting results;
- General thesis of reports and presentations of participants (during session in the form of compresence);
- Adopted resolutions.

8.3. The Company shall be obliged to keep MB protocol at the residence of its executive body. The MB Chairperson shall be responsible for protocol safety.

MB protocols shall be accessible to any BoD member, AC member (auditor), auditor, CEO, shareholders (a shareholder) owning more than 25% of voting shares.

9. CONTROL OVER MB RESOLUTION EXECUTION

9.1. MB members shall be informed on resolutions adopted by the MB in writing by forwarding a copy of a MB protocol within 3 (Three) working days since the signing of the protocol.

9.2. Executors shall be informed on MB resolutions by extracts containing certain issues that are signed by the MB Secretary and certified by the Company's stamp.

9.3. The MB Secretary shall control the execution of MB resolutions.

10. FINAL PROVISIONS

10.1 The Regulations on the Management Board shall be approved by GSM.

10.2 Amendments and supplements to the present Regulations shall be introduced by the shareholders.

10.3 If, as a result of changes in Russian legislation and regulating documents, certain statements hereof commence to contradict, these statements shall cease to be in force. The MB shall be guided by the Russian legislation and regulating documents till changes are introduced to the Regulations.

THE MANAGEMENT BOARD
Interregional Distributive Grid Company of Urals, OAO

QUESTIONNAIRE
For voting on agenda issues of A MB session,
Arranged in the form of compresence "____" _____ 200__

Issue:

1. _____

Resolution (adopted at the session):

1. _____

FOR

AGAINST

ABSTAIN

(leave your variant uncrossed)

Issue:

2. _____

Resolution (adopted at the session):

2. _____

FOR

AGAINST

ABSTAIN

(leave your variant uncrossed)

A filled-in and signed questionnaire shall be forwarded by fax _____ or
in original no later than _____.

/date, time/

Questionnaire received by the Company after the deadline shall not be taken into account
during the counting and tally of votes.

Please, forward the original to the following address:

MB member _____/_____

MB Chairperson" _____/_____

THE QUESTIONNAIRE IS INVALID IF IT IS NOT SIGNED BY THE MB CHAIRPERSON AND MB MEMBER

THE MANAGEMENT BOARD
Interregional Distributive Grid Company of Urals, OAO

QUESTIONNAIRE
For absentee voting on agenda issues of a MB session

Issue 1:

Resolution:

FOR

AGAINST

ABSTAIN

(leave your variant uncrossed)

Issue 2:

Resolution:

FOR

AGAINST

ABSTAIN

(leave your variant uncrossed)

A filled-in and signed questionnaire shall be forwarded by fax _____ or
in original no later than _____.

/date, time/

Questionnaire received by the Company after the deadline shall not be taken into account
during the counting and tally of votes.

Please, forward the original to the following address:

MB member" _____ / _____

THE QUESTIONNAIRE IS INVALID IF IT IS NOT SIGNED BY THE MB MEMBER