

Resolutions of the Board of Directors

1.1. Date of the Board of Directors meeting: 23 November 2009

1.2. Board of Directors meeting minutes date and No.: 23 November 2009, No. 88

1.3. Resolution adopted by the Board of Directors:

Item: About the personal staff of the Management Board

Resolution:

1. To terminate at November 23, 2009 the powers of the following members of the Management Board: Khaziakhmetov Rasim Magsumovich, Bogush Boris Borisovich, Oksuzyan Oleg Borisovich and Belyaev Konstantin Vladimirovich.

2. To terminate the powers of Zubakin Vasily Aleksandrovich as Acting Chairman of the Management Board since November 23, 2009.

3. To elect Dod Evgeny Vyacheslavovich as a Chairman of the Management Board since November 24, 2009.

4. To elect Alzhanov Rakhmetullu Shanshevich, Gorev Evgeny Evgenyevich, Mantrov Mikhail Alekseevich, Rizhinashvili George Ilyich and Sharov Yuriy Vladimirovich to the Management Board.

Chairman of the Management Board
24.11.2009

E.V. Dod