

Russia	Incentive Plan/LTIP
<p>When will I be taxed in relation to my plan benefits?</p>	<p>Alert: due to the state, entity and individual sanctions levied as a result of Russia's invasion of Ukraine, companies are urged to exercise caution in relation to their incentive and reward plans in that region generally and relating to Russia and Belarus specifically.</p> <p>Grant: No income tax. No social security.</p> <p>Vesting: No income tax. No social security.</p> <p>Transfer to participant: Income tax. Employer social security may apply.</p> <p>Sale by participant: Capital gains tax on increase in value since transfer. No social security.</p>
<p>What is the maximum rate of income tax payable in relation to my plan benefits?</p>	<p>22% (2026). Any change in tax rates usually takes effect from 1 January.</p>
<p>Income tax rates</p>	<p>Progressive rates apply (the specific rate depends on the type of income).</p> <p>In 2026, annual income is taxed:</p> <ul style="list-style-type: none"> • up to RUB2.4million: 13% • RUB2.4 million to RUB5 million: 15% • RUB5million to RUB20 million: 18% • RUB20 to RUB50 million: 20% • over RUB50 million: 22%.
<p>Will my employer withhold income tax in relation to my plan benefits?</p>	<p>Employer withholding required if there is a recharge. There is no employer withholding if the parent is not tax registered in Russia and the local company does not participate in granting the awards, and the awards are not formalised in local employment contracts.</p>
<p>Are my plan benefits subject to social security contributions?</p>	<p>No, there is no employee social security.</p>
<p>Employee social security</p>	<p>Employee social security (max rate): none</p> <p>Employee social security (cap): not applicable.</p>
<p>What is the maximum rate of capital gains tax?</p>	<p>15% (13% on income up to RUB2.4 million and a rate of 15% on the excess).</p>
<p>What is the maximum tax rate payable on dividends?</p>	<p>15% (13% on income up to RUB2.4 million and a rate of 15% on the excess).</p>

<p>Do I have to report any income in relation to the plan to my local tax authority?</p>	<p>An employee is required to file a tax return if the local employer is not obliged to act as the tax agent (i.e. it does not withhold the income tax).</p> <p>There is no specific filing in relation to equity related incentives.</p> <p>The employee must report foreign accounts, opened with the bank or other financial organisations, to the tax authorities within 1 month after opening/changing details/closing of the account.</p> <p>Report name: Annual Tax Return (for tax reporting) and Annual Report on cash and other financial assets transactions (for reporting accounts). The return/report can be filed online once the employee has registered with the personal taxpayer office. The tax return/report can be downloaded from the website here.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: Tax returns must be filed by 30 April. Payment is due by 15 July after the end of the tax period when the income was received. Foreign accounts must be reported within one month of opening or closing and cash transactions of the account must be reported by 1 June each year or within 1 month after closing the account.</p>
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Tax - Employee Notes



This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 9 February 2026. Changes in legislation or practice after this date may affect the tax treatment.

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