

IAS	"E-Finance Center" Joint-Stock Company	page/of
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Date of introduction	Regulations on the Internal Audit Service of the "E-Finance Center" Joint-Stock Company	Amendment No.

APPROVED
by the decision of Audit Committee
of the Board of Directors
of the "E-Finance Center" JSC
from " 21 " 07
2025 year (Minutes No. 7)

APPROVED
by the decision of the
Board of Directors of the
"E-Finance Center" JSC
from " 01 " 08
2025 year (Minutes No. 7)

AMENDMENTS AND ADDITIONS			
№	4	Date	

GENERAL INFORMATION		
Document designation	Name of the document	Date of introduction
IAS	Regulations on the Internal Audit Service of the "E-Finance Center" Joint-Stock Company	Decision of the Board of Directors dated August 4, 2021 (Minutes No. 10)

CONTENTS OF AMENDMENTS AND ADDITIONS No.4	
Section to be modified/supplemented, paragraph, subparagraph, table	Text of amendments and additions

Разработал:

ФИО	Должность	Структурное подразделение	Подпись
Мурзиев Б.И.	Руководитель СВА	СВА	

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CONTENTS OF AMENDMENTS AND ADDITIONS No.4	
Paragraph 33-1 of Section 12	<p>Add paragraph 33-1 as follows:</p> <p>“33-1. The final performance of the IAS employees’ KPI map with actual values is determined using the following formula:</p> <p>1. Per quarter:</p> $R = \text{Fact}/\text{Goal} * W$ <p>R – Final performance result; W – weight.</p> <p>2. Per year:</p> $R(\text{year}) = (R1 + R2 + R3 + R4)/4$ <p>R (year) – Final performance result per year; R1 - Final performance result for the 1st quarter; R2 - Final performance result for the 2nd quarter; R3 - Final performance result for the 3rd quarter; R4 - Final performance result for the 4th quarter.”.</p>

Appendix 2 to the Regulation	To state row 1, column 3 as follows: «Weight (W, %)».
Appendix 2 to the Regulation	To state row 1, column 6 as follows: « Final performance result (R, %)».

Разработал:

ФИО	Должность	Структурное подразделение	Подпись
Мурзиев Б.И.	Руководитель СВА	СВА	