

Annex 3.

Sustainability and corporate governance documents

- Articles of Association of PJSC "Magnit";
- Regulations on the General Meeting of Shareholders of PJSC "Magnit"
- Regulations on the Board of Directors of PJSC "Magnit" (subject to amendments and additions);
- Regulations on the Committees of the Board of Directors of PJSC "Magnit";
- Regulations on the collegial executive body (Management Board) PJSC "Magnit";
- Regulations on the sole executive bodies (President and General Director) PJSC "Magnit";
- Regulations on the Corporate Governance Department of PJSC "Magnit"
- Regulations on the internal Audit of PJSC "Magnit";
- Regulations on the dividend Policy of PJSC "Magnit";
- Anti-Corruption Policy of PJSC "Magnit"
- Code of Business Ethics of PJSC "Magnit";
- Regulations on Information Policy of PJSC "Magnit";
- Policy in the field of internal control and risk management of Public Joint Stock Company "Magnit";
- Anti — alcohol and anti — drug Policy;
- Policy in the field of safe use of vehicles of the "Magnit " Group of companies;
- Policy in the field of health and quality of life.
- Policy on the use of own-made packaging;
- Responsible supply chain policy;
- Packaging waste management policy;
- Policy in the field of environmental protection and industrial environmental safety of the Magnit Group of Companies
- Policy in the field of labor protection and industrial safety of the Magnit Group of companies;
- Policy in the field of fire safety of the Magnit Group of companies;
- Policy in the field of human rights;
- Climate change policy;
- Policy on charity, volunteerism and sponsorship;
- Food quality and Safety Policy.