

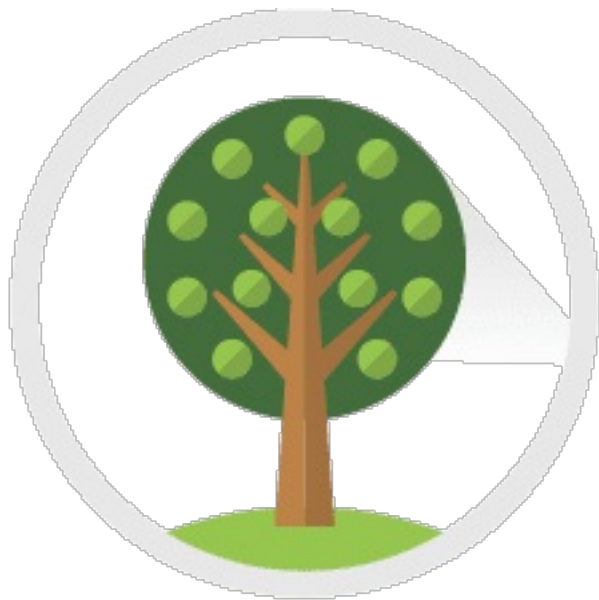
Fostering a strong corporate culture is one of Moscow Exchange Group's strategic priorities, with specific objectives as follows:

Development of the most efficient employee behavior models to address business challenges.

Strengthening of employee engagement in the implementation of the Group's strategy.

Enhancing effective staff interaction (vertical, horizontal and cross-functional).

**A strong corporate culture is built on the Exchange's values**



We are responsible for the future of the Company



We strive for excellence and are open to change



We work in partnership with our clients



We value transparency and integrity

To integrate these values into its everyday business, the Group incorporated them into all key processes and communication tools:

Values and competences feedback.

Internal communications.

Top management as a role model for embracing the values.

Audit of regular business processes to ensure compliance with the values.

Personnel training.

Assessment of the newly employed personnel based on the refined values.

Non-financial incentives for employees.

Talent management.

HR brand development.

Recognition program with values-based categories.

Corporate clubs.