

**LIST OF CANDIDATES FOR APOINTMENT
TO THE BOARD OF DIRECTORS
OF O'KEY GROUP S.A.**

ON THE ANNUAL GENERAL MEETING OF THE SHAREHOLDERS

TO BE HELD ON TUESDAY, APRIL 29, 2025
AT HOTEL LE ROYAL, 12 BOULEVARD ROYAL, 2449 LUXEMBOURG
AT 10.00 a.m. CET

| Candidates proposed by the GSU Shareholder* | Candidates proposed by the Nisemax Shareholder* | independent Candidate* |
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| <p>1. BORIS VOLCHEK</p> <p><u>Education:</u></p> <p>University degree, Leningrad Institute of Railway Engineers (now St. Petersburg State University of Communications)</p> <p><u>Professional experience:</u></p> <p>2010-present: Member of the Board of Directors of O'KEY Group S.A.</p> <p>Member of Audit Committee and Remuneration Committee of O'KEY Group S.A.</p> <p>1995-present: President of the Union Group of companies</p> | <p>1. DMITRII TROITSKII</p> <p><u>Education:</u></p> <p>University degree, State Marine Technical University of St. Petersburg</p> <p><u>Professional experience:</u></p> <p>2010-present: Member of the Board of Directors of O'KEY Group S.A.</p> <p>Member of Remuneration Committee of O'KEY Group S.A.</p> <p>2005-present: Development Director of Capital Group JSC</p> | <p>1. KONSTANTIN ARABIDIS</p> <p><u>Education:</u></p> <p>Peter the Great St. Petersburg Polytechnic University, department of Technical Cybernetics</p> <p>St. Petersburg University, department of Economics</p> <p><u>Professional experience:</u></p> <p>2023-present: Chief Executive Officer of O'KEY</p> <p>2016-2023: Chief Financial Officer of O'KEY Group</p> <p>2012-2016: various positions in O'KEY Group</p> <p>Before 2012: various positions in PwC</p> <p>Member of ACCA</p> |
| <p>2. ILYA ILIN</p> <p><u>Education:</u></p> <p>2008 - 2012: Saint-Petersburg State University: economics-management</p> <p>2001 – 2006: Russian Customs Academy (Saint-Petersburg branch); lawyer</p> <p><u>Professional experience:</u></p> <p>2012-present: Member of Audit Committee and Remuneration Committee of O'KEY Group S.A.</p> <p>Following his graduation from</p> | <p>2. DMITRY KORZHEV</p> <p><u>Education:</u></p> <p>University degree, State Marine Technical University of St. Petersburg</p> <p><u>Professional experience:</u></p> <p>2010-present: Member of the Board of Directors of O'KEY Group S.A.</p> <p>Member of Audit Committee of O'KEY Group S.A.</p> <p>2019-present: Commercial Director of Capital Group JSC</p> <p>2015-2019: Director of Capital Group JSC</p> | |

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| the Russian Customs Academy Mr. Ilin was working as a lawyer | | |
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* Paragraph 12.1. of the Articles of Association of the Company dated September 27, 2024:

«The Company is managed by a Board of Directors composed of five members (each, a “Director”), of whom at least two Directors shall be appointed by the General Meeting from a list of candidates proposed by the GSU Shareholder (the “GSU Director(s)”) and at least two Directors shall be appointed by the General Meeting from a list of candidates proposed by the Nisemax Shareholder (the “Nisemax Director(s)”). The number of GSU Directors and the Nisemax Directors shall be equal. Other Directors (not being GSU Directors or Nisemax Directors) shall be independent Directors and shall be appointed by the Qualified Majority.»