

N.B. The English text is an in-house translation of the original Swedish text. Should there be any disparities between the Swedish and the English text, the Swedish text shall prevail.

The board of directors' of RusForest AB (publ) (reg.no 556694-6421) proposal to the annual general meeting on 20 May 2010 regarding adoption of RusForest AB's employee stock option plan 2012/2015 including an issue of warrants carrying rights to subscribe for new shares and approval of disposal of the warrants under the employee stock option plan

The board of directors' proposal in accordance with above comprises the following proposals and information:

- Appendix A The board of directors' of RusForest AB proposal regarding the adoption of RusForest AB's employee stock option plan 2012/2015
 - Appendix B The board of directors' of RusForest AB proposal regarding issue of warrants carrying rights to subscribe for new shares and approval of disposal of the warrants
 - Appendix B(i) Terms and conditions for RusForest AB's warrants 2012/2015
 - Appendix C Information on existing incentive plans in RusForest AB
 - Appendix D Information on dilution as a consequence of RusForest AB's employee stock option plan 2012/2015 and effects of such dilution on important key ratios
 - Appendix E Overview of possible costs as a consequence of RusForest AB's employee stock option plan 2012/2015 and measures that have been taken to hedge the employee stock option plan
 - Appendix F Brief description of the preparation of the board of directors' proposal regarding RusForest AB's employee stock option plan 2012/2015
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The board of directors' of RusForest AB proposal regarding the adoption of RusForest AB's employee stock option plan 2012/2015

The board of directors' of RusForest AB (publ) (reg.no 556694-6421) ("RusForest") proposes that the annual general meeting 2012 resolves to adopt RusForest AB's employee stock option plan 2012/2015.

Number of employee stock options and exercise price

Employee stock options, with the right to acquire not more than 6,000,000 shares in RusForest, may be issued under the employee stock option plan. Each stock option may be exercised to acquire one share in the company for payment of an exercise price of SEK 3. The exercise price and the number of shares that each stock option entitles to subscription for shall be recalculated in the event of a split, consolidation, new share issue etc. in accordance with market practice.

Allocation

The employee stock options can be allocated to persons, in Sweden or other countries, who at the time of allocation are employed on a permanent basis by a company within the RusForest group, and who at such time have not given or been given notice of termination of the employment. As regards employees in other countries than Sweden it is thereby presupposed that the allocation is in compliance with law and that the allocation, according to the board of directors' opinion, can be made at reasonable administrative and financial costs and efforts. Allocation of employee stock options can also be made to persons who commence such employment after the initial allocation. The board of directors shall resolve upon the allocation of employee stock options and the allocation shall be made within two categories. Category 1 includes the managing director with an allocation of not more than 3,000,000 employee stock options per person. Category 2 includes directors in the company, apart from the managing director, with an allocation of not more than 1,000,000 employee stock options per person.

Allocation shall, among other things, be determined with regard to the employee's performance, position and contribution to RusForest.

No employee is guaranteed allocation of employee stock options. Allocation of employee stock options shall be determined by the board of directors within the scope of the above.

Restrictions regarding the right to transfer and exercise the employee stock options

Issued employee stock options shall not be considered as securities and shall not be transferable to a third party.

The right to acquire new shares under the employee stock options shall for each holder be vested, with 1/3 of the employee stock options allocated to such holder as from the date falling one year from the date of the initial allocation (which is expected to occur on 1 June 2012) (the "anniversary date"), and an additional 1/3 as from each of the two subsequent anniversary dates, provided that the holder at such dates is still employed within the RusForest group. Employee stock options, that have been vested, may be exercised for subscription of shares during the period 1 June 2015 up to and including 31 December 2015. As regards employee stock options, which may be exercised as set forth above, the exercise period upon termination of employment shall be three (3) months as from the termination of employment after which period all employee stock options shall become void.

The board of directors is authorised to establish additional conditions for vesting.

Vesting in accordance with the above may be accelerated only if any shareholder (together with closely-related parties) reaches more than 2/3 of the shares or votes in the company, or if a shareholders' meeting so resolves.

Consideration, value, etc.

The employee stock options shall be issued free of charge and the holders will be taxed when the options are exercised, as regards holders deemed to be resident in Sweden for tax purposes, as income from employment, for the difference between the market value of RusForest's share at the time of exercise of the employee stock option and the exercise price of the employee stock option. The majority of the persons that will be allocated employee stock options are domiciled and liable to taxes in Russia, where as far as the company has learned, social security charges (Sw. arbetsgivaravgifter) are not payable.

There is no market value for the employee stock options. A value may, however, be calculated in accordance with an established model for options. When calculating the value, the restrictions in the right to transfer and exercise the employee stock options and the fact that the employee stock options are forfeited if the employment of the holder is terminated have been considered. The option value of the employee stock options under the employee stock option plan is, based on a valuation made by the company, SEK 0.114 per employee stock option, at an exercise price of SEK 3 per share and based on the closing price of SEK 1.45 for RusForest's share on 10 April 2012. When valuing the options, the company has used Black & Scholes model for valuating options, assuming a risk free interest of 1.9725 per cent, a volatility of 39.24 per cent and duration of 1,080 days.

Hedging of the employee stock option plan

To hedge that RusForest can meet its obligations, including the payment of social security charges, to the holders of employee stock options at the time of exercise of the employee stock options, it is proposed that the annual general meeting also resolves to issue not more than 6,270,000 warrants with the right to subscribe for new shares to the wholly-owned subsidiary RusForest Ltd. Not more than 270,000 of the warrants will be used to finance any costs, including potential social security charges, which arise at the time of exercise of the employee stock options. Any surplus warrants not necessary to finance such costs shall be cancelled.

Reasons

The reasons for adopting RusForest's employee stock option plan 2012/2015, and the reasons for the deviation from the shareholders' preferential rights in the issue of warrants, are that the board of directors considers it very important to be able to motivate, keep and recruit qualified employees to the group through giving the employees the opportunity to become owners in the company. The board of directors is of the opinion that this strengthens the interest for the company's business and also stimulates company loyalty in the future. As the employee stock option plan is intended to be an incentive for the employees in the RusForest group, it is assessed to positively influence the future development of the group and thereby be beneficial for the shareholders.

Majority requirements

Resolutions in accordance with the board of directors' proposals fall within Chapter 16 of the Swedish Companies Act regarding certain directed issues etc. and require support of shareholders representing not less than 9/10 of the votes cast as well as of the shares represented at the annual general meeting.

The board of directors' of RusForest AB proposal regarding issue of warrants and approval of disposal of the warrants

Issue of warrants

The board of directors of RusForest AB (publ) (reg.no 556694-6421) ("RusForest") proposes that the annual general meeting resolves that the company shall issue not more than 6,270,000 warrants with the right to subscribe for new shares, whereby the company's share capital may increase with not more than SEK 6,270,000. For the issue of warrants, the following conditions shall apply.

1. Only the wholly-owned subsidiary RusForest Ltd, Bermuda, shall have the right to subscribe for the warrants.
2. The warrants shall be issued free of charge.
3. Subscription of the warrants shall be made not later than 30 June 2012.
4. Other terms and conditions for the warrants are set forth in Appendix B(i).
5. Over-subscription is not possible.
6. The chairman of the board of directors or the person that the chairman appoints shall have the authority to make such minor adjustments of this resolution as may be required in connection with the registration with the Swedish Companies Registration Office or Euroclear Sweden AB.

Approval of disposal of the warrants

The board of directors proposes that the annual general meeting approves that RusForest Ltd, Bermuda, disposes of the warrants to meet the company's obligations according to the employee stock options issued under RusForest's employee stock option plan 2012/2015.

The reasons for the deviation from the shareholders' preferential rights are that the board of directors considers it very important to motivate, keep and recruit qualified employees to the group through giving the employees the opportunity to become owners in the company. The board of directors is of the opinion that this strengthens the interest for the company's business and also stimulates company loyalty in the future. As the employee stock option plan is intended to be an incentive for the employees in the RusForest group, it is expected to have a positive effect on the future development of the group and thereby be beneficial for the shareholders.

Resolutions in accordance with the board of directors' proposals fall within Chapter 16 of the Swedish Companies Act regarding certain directed issues etc. and require support of shareholders representing not less than 9/10 of the votes cast as well as of the shares represented at the annual general meeting.

TERMS AND CONDITIONS FOR RUSFOREST AB'S WARRANTS 2012/2015

§ 1 Definitions

In these terms and conditions the following terms shall have the meanings set forth below:

“banking day”	Day in Sweden which is not a Sunday or any other public holiday;
“Bank”	The bank or account operator that the Company appoints to handle certain issues in relation to this plan;
“Company”	RusForest AB (publ), reg.no 556694-6421;
“Euroclear”	Euroclear Sweden AB.
“holder”	Holder of warrants;
“subscription”	Such subscription of new shares in the Company through the exercise of a warrant in accordance with Chapter 14 of the Swedish Companies Act;
“subscription price”	The price to be paid upon subscription of new shares; and
“warrant”	The right to subscribe for a share in the Company with payment in cash in accordance with these terms and conditions.

§ 2 Warrants

The number of warrants amounts to not more than 6,270,000.

The Company shall issue warrant certificates made out to a specific person or order and representing one warrant or multiples thereof. Upon the request of a warrant holder, the Company executes replacement and exchange of warrant certificates.

The board of directors of the Company shall be entitled to resolve that the warrant certificates shall be registered by Euroclear in a central securities register in accordance with the Swedish Financial Instruments Accounts Act (1998:1479) (*Sw. Lag (1998:1479) om kontoföring av finansiella instrument*). In case such resolution is not adopted, paragraph four to seven below shall not be applicable. In case such resolution is adopted, paragraph four to six below shall apply without regard to what is stated in paragraph two above.

Warrant holders shall, following an adoption of a resolution in accordance with the prior paragraph, upon the request of the Company be obligated to immediately deliver all warrant certificates representing warrants to the Company or Euroclear and to notify the Company of relevant information regarding the securities account on which the holder's warrants shall be registered in accordance with the following.

The warrants shall be registered by Euroclear in a central securities register in accordance with the Swedish Financial Instruments Accounts Act (1998:1479) and, as a consequence, no physical securities shall be issued.

The warrants are registered on behalf of the holder at an account in the Company's securities depository register. Registration of the warrants as a consequence of measures according to §§ 5, 6, 7 and 11 below shall be made by the Bank. Other registration measures with respect to the account shall be made by the Bank or other account operator.

In case the board of directors of the Company adopts a resolution in accordance with paragraph three above, the board of directors shall thereafter be at liberty to, subject to statutory limitations, adopt a resolution that the warrants shall not be registered by Euroclear in a central securities register in accordance with the Swedish Financial Instruments Accounts Act (1998:1479) any more. In case such aforementioned resolution is adopted, the second paragraph above shall apply instead of paragraph four to six above.

§ 3 The right to subscribe for new shares

The holder shall for each warrant have the right to subscribe for one new share in the Company.

The subscription price shall amount to SEK 3. Re-calculation of the subscription price as well as the number of new shares, which each warrant entitles to subscription for, can be made in the cases set forth in § 7 below. Subscription can only be made for the entire number of shares, to which the aggregate number of warrants, that each holders wishes to exercise at the same time, entitles.

§ 4 Application for subscription and payment

Application for subscription of shares can occur during the period from the registration of the issue of warrants with the Swedish Companies Registration Office up to and including 31 December 2015, or from and including and up to and including such earlier day as set forth in § 7, subsection K, L, M and N below.

Upon such application, a completed application form, in accordance with a pre-established form, shall be filed with the Bank or other account operator that shall forward the application form to the Bank. The application for subscription is binding and cannot be revoked by the subscriber.

At the application of subscription, payment in cash shall immediately be made for the number of shares to which the application for subscription refers.

§ 5 Registration in the share register etc

Following the allocation, the subscription is effected by registration of the new shares in the Company's share register as interim shares. When the Swedish Companies Registration Office has registered the new shares, the registration of the new shares at the VP-account becomes final. As set out in §§ 6 and 7 below such final registration may under certain circumstances be delayed.

§ 6 Dividend on new shares

Application for subscription made at such time that it can not be effected no later than on the tenth calendar day before the record day for dividend as resolved by or proposed to the shareholders' meeting, is effected after the record day for the dividend. Shares issued as a consequence of subscription that has been effected after the record day for the dividend, are registered as interim shares at the VP-account, and thus are not entitled to any dividend before final registration has occurred.

§ 7 Recalculation of the subscription price etc

- A. In the event the Company carries out a bonus issue – where application for subscription is made at such time that the subscription cannot be effected on or before the tenth calendar

day prior to the shareholders' meeting regarding the bonus issue – such subscription shall be effected only after a resolution with respect to the bonus issue has been passed by the shareholders' meeting. Shares allotted as a consequence of a subscription effected after the resolution to carry out the issue are temporarily registered at the VP-account and do not entitle the holders to participate in the bonus issue. The final registration at the VP-account will occur first after the record day for the bonus issue.

In connection with subscriptions effected after the resolution regarding the bonus issue, the subscription price as well as the number of shares to which each warrant entitles the holders to subscribe for, shall be recalculated. The recalculations shall be carried out by the Company in accordance with the following formulas:

$$\begin{array}{l} \text{the recalculated} \\ \text{subscription price} \end{array} = \frac{\text{the previous subscription price X} \\ \text{the number of shares prior to the bonus issue}}{\text{the number of shares following the bonus issue}}$$

$$\begin{array}{l} \text{the recalculated number of} \\ \text{shares that each warrant} \\ \text{entitles to} \end{array} = \frac{\text{the previous number of shares that each warrant entitles to X} \\ \text{the number of shares following the bonus issue}}{\text{the number of shares prior to the bonus issue}}$$

Shares held by the Company shall not be considered in connection with the recalculation in accordance with the formulas above. The subscription price as well as the number of shares, recalculated in accordance with the above, shall be determined by the Company as soon as possible following the resolution of the shareholders' meeting regarding the bonus issue but shall not be applied prior to the record day for the issue.

- B. In the event the Company carries out a reverse share split or a share split, subsection A above shall apply, whereby the record day shall be the day when the reverse share split or share split, respectively, is registered with Euroclear, upon the request of the Company.
- C. In the event the Company carries out a new issue of shares with payment in cash or by way of set off, with preferential rights for the shareholders, the following shall apply with respect to the right to participate in the share issue as regards shares allocated as a consequence of exercise of warrants:
 1. Should the board of directors resolve to issue shares subject to the approval of the shareholders' meeting, or in accordance with an authorisation of the shareholders' meeting, the resolution to issue shares shall set forth the last date upon which the subscription shall be effected in order for the shares, allocated as a consequence of exercise of warrants, to entitle the holders to participate in the issue of new shares. Such date may not be earlier than the tenth calendar day following the resolution.
 2. Should the shareholders' meeting resolve to issue new shares, applications for subscription that is made at such time that it cannot be effected on or before the tenth calendar day prior to the shareholders' meeting regarding the issue of new shares shall be effected only after the Company has made the recalculation in accordance with this subsection C, penultimate paragraph. Shares allotted in accordance with such subscription are temporarily registered at the VP-account and do not entitle the holders to participate in the issue.

A recalculated subscription price, as well as a recalculated number of shares to which each warrant entitles to, is applied to subscriptions which are effected at such times that a right to participate in new issues of shares does not arise. The recalculations shall be carried out by the Company in accordance with the following formulas:

the recalculated subscription price	=	the previous subscription price X the share's average stock exchange price during the subscription period set forth in the resolution regarding the <u>issue (the average price of the share)</u> the average price of the shares increased by the theoretical value of the subscription right calculated on the basis thereof
the recalculated number of shares that each warrant entitles to subscription for	=	the previous number of shares which each warrant entitles to subscription for X (the average price of the shares increased by the theoretical <u>value of the subscription right calculated on the basis thereof</u>) the average price of the share

The average price of the share shall be deemed to correspond to the average of the highest and lowest stock exchange prices according to the NASDAQ OMX First North's official price list or in accordance with another comparable market quotation for each exchange day during the subscription period. In the event that no transaction price is quoted, the bid price that is quoted as the closing price shall instead form the basis of the calculation. Days for which there are neither a transaction price nor a bid price, shall not be included in the calculation.

The theoretical value of the subscription right shall be calculated in accordance with the following formula:

the value of the subscription right	=	the maximum number of new shares that may be issued pursuant to the resolution X (the average price of the share - <u>the subscription price for the new share</u>) the number of shares prior to the resolution regarding the issue of new shares
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Shares held by the Company shall not be considered in connection with the recalculation in accordance with the formula above. In the event of a negative value, the theoretical value of the subscription right shall be determined to be zero.

The recalculated subscription price and the recalculated number of shares set forth above shall be determined by the Company two banking days following the expiration of the subscription period and shall apply to subscriptions effected thereafter.

Subscriptions shall only be effected on a preliminary basis during the period up to the date upon which the recalculated subscription price and the recalculated number of shares to which each warrant entitles to are determined, whereby the number of shares that each warrant entitles to, before recalculation, will be temporarily registered at the VP-account. It is further noted that each warrant, following recalculation, may entitle to additional shares and/or a cash amount according to § 3 above. Final registration will be made when the recalculations have been determined.

- D. In the event the Company carries out an issue in accordance with Chapters 14 or 15 of the Swedish Companies Act with payment in cash or by way of set off, with preferential rights for the shareholders, the provisions contained in subsection C, first paragraph, subsections 1 and 2 shall apply with respect to the right to participate in the issue for shares which were allotted as a consequence of subscription through exercise of warrants.

In connection with subscriptions effected at such times that the right to participate in new issues of shares does not arise, a recalculated subscription price as well as a recalculated number of shares to which each warrant entitles to subscription for shall be applied. The recalculations shall be made by the Company in accordance with the following formula.

$$\begin{array}{l}
 \text{the recalculated} \\
 \text{subscription price}
 \end{array}
 =
 \begin{array}{l}
 \text{the previous subscription price X} \\
 \text{the share's average stock exchange price during the} \\
 \text{subscription period set forth in the resolution} \\
 \text{regarding the issue (the average price of the share)} \\
 \text{(the average price of the share increased by the value of the} \\
 \text{subscription right)}
 \end{array}$$

$$\begin{array}{l}
 \text{the recalculated number of} \\
 \text{shares that each warrant} \\
 \text{entitles to subscription for}
 \end{array}
 =
 \begin{array}{l}
 \text{the previous number of shares which each warrant} \\
 \text{entitled the holder to subscribe for X} \\
 \text{(the average price of the share as increased by value of the} \\
 \text{subscription right)} \\
 \text{the average price of the share}
 \end{array}$$

The average price of the share shall be calculated in accordance with the provisions set forth in subsection C, above.

The value of the subscription right shall be deemed to correspond to the average of the highest and lowest transaction prices of each date, as stated in the NASDAQ OMX First North's official price list or in accordance with a comparable market quotation, for each exchange day during the subscription period. In the event no transaction price is quoted, the bid price which is quoted as the closing price shall form the basis of the calculation. Days for which there are neither a transaction price nor a bid price shall not be included in the calculation.

The recalculated subscription price and the recalculated number of shares as set forth above shall be determined by the Company two banking days following the expiration of the subscription period and shall apply to subscriptions effected thereafter.

To a subscription effected during the period prior to the determination of the recalculated subscription price and the recalculated number of shares, the provisions in subsection C, final paragraph above, shall apply.

- E. In the event the Company, under circumstances other than those set forth in subsections A through D above, directs an offer to the shareholders, with preferential right pursuant to Chapter 13 § 1 of the Swedish Companies Act, to purchase securities or rights of any type from the Company, or where the Company resolves, pursuant to the principles set forth above, to distribute to its shareholders such securities or rights free of charge (the "offer"), a recalculated subscription price as well as a recalculated number of shares that each warrant entitles to subscription for, shall apply to subscription for shares made at such time that shares allocated as a consequence of such subscription do not entitle the holders to participate in the offer. The recalculation shall be made by the Company in accordance with the following formula:

$$\begin{array}{l}
 \text{the recalculated} \\
 \text{subscription price}
 \end{array}
 =
 \begin{array}{l}
 \text{the previous subscription price X} \\
 \text{the average stock exchange price of the share} \\
 \text{during the application period set forth in the offer} \\
 \text{(the average price of the share)} \\
 \text{the average price of the share as increased by the} \\
 \text{value of the right to participate in the offer}
 \end{array}$$

$$\begin{array}{l}
 \text{the recalculated number of}
 \end{array}
 =
 \begin{array}{l}
 \text{the previous number of shares which each warrant}
 \end{array}$$

shares that each warrant
entitles to subscription for

entitles to subscription for X
(the average price of the share increased by the
value of the purchase right)
the average price of the share

The average price of the share shall be calculated in accordance with the provisions set forth in subsection C above.

In the event the shareholders have received purchase rights, and trading with these rights has occurred, the value of the right to participate in the offer shall be deemed to be equal to the value of the purchase right. The value of the purchase right shall be deemed to correspond to the average of the highest and lowest transaction prices according to the NASDAQ OMX First North's official price list or a comparable market quotation for each exchange day during the subscription period. In the event no transaction price is quoted, the bid price which is quoted as the closing price shall form the basis of the calculation. Days for which there are neither a transaction price nor a bid price shall not be included in the calculation.

In the event that the shareholders have not received purchase rights, or if trade in the purchase rights as referred to in the preceding paragraph has not taken place, a recalculation of the subscription price and the number of shares shall be made, to the extent possible, in accordance with the principles set forth in this subsection E, whereby the following shall apply. Where the securities or rights which are offered to the shareholders are listed on a stock exchange, the value of the right to participate in the offer shall be deemed to correspond to the average of the highest and lowest transaction prices for these securities or rights on the NASDAQ OMX First North or any other relevant market quotation for each exchange day during a period of twenty-five (25) exchange days commencing on the first day of the listing, where applicable, decreased by the consideration paid for such securities in connection with the offer. In the event no transaction price is quoted, the bid price which is quoted as the closing price shall form the basis of the calculation. Days for which neither a transaction price nor a bid price is quoted shall not be included for the purposes of the calculation. Upon recalculation of the subscription price and the number of shares in accordance with this paragraph, the application period as set forth in the offer shall be deemed to correspond to the above mentioned period of twenty-five (25) exchange days. In the event a listing of the securities or rights which are offered to the shareholders does not take place, the value of the right to participate in the offer shall, to the extent possible, be established based upon the change in the market value of the Company's shares which may be deemed to have arisen as a consequence of the offer.

The subscription price and the number of shares, as recalculated in accordance with the above, shall be determined by the Company as soon as possible after the expiration of the application period and shall apply to subscription for shares effected thereafter.

To a subscription effected during the period prior to the determination of the recalculated subscription price and the recalculated number of shares, the provisions in subsection C, final paragraph above, shall apply.

- F. In the event the Company carries out an issue of new shares or an issue pursuant to Chapters 14 or 15 of the Swedish Companies Act with payment in cash or by way of set off, with preferential right for the shareholder, the Company may grant all holders the same preferential right which, according to the resolution, the shareholders have. In such a situation, each holder, irrespective of whether subscription has been effected, shall be

deemed to be the owner of such number of shares which the holder would have received had subscription of such number of shares that each warrant entitled to be effected at the time of the resolution regarding the issue. The fact that the holder could have received a cash amount in accordance with § 3 above shall not result in any right with respect to the issue.

Should the Company resolve to direct such an offer, as specified in subsection E above to the shareholders, the provisions set forth in the preceding paragraph shall apply. However, the number of shares which the holders shall be deemed to hold in such case shall be determined on the basis of the subscription price applicable at the time of the resolution regarding the offer.

In the event the Company resolves to grant the holders preferential right in accordance with the provisions set forth in this subsection F, no recalculation shall take place in accordance to subsections C, D or E above.

- G. In the event the Company resolves to pay a cash dividend to the shareholders which, together with other dividends paid during the same financial year, exceeds fifteen (15) percent of the share's average price during a period of twenty-five (25) exchange days immediately prior to the date upon which the board of directors of the Company announces its intention to propose that the shareholders' meeting resolves upon such dividend, shall a recalculated subscription price and a recalculated number of shares apply to application of subscription made at such time that the shares received do not entitle the shareholder to receive such dividend. The recalculation shall be based on the portion of the total dividend exceeding fifteen (15) percent of the share's average price during the abovementioned period (the "extraordinary dividend"). The recalculations shall be carried out in accordance with the following formulas:

$$\begin{array}{l} \text{the recalculated} \\ \text{subscription price} \end{array} = \frac{\begin{array}{l} \text{the previous subscription price X} \\ \text{the share's average stock exchange price during a period of 25} \\ \text{stock exchange days commencing on the day the share} \\ \text{was listed without a right to an extraordinary dividend} \\ \text{(the average price of the share)} \\ \text{the average price of the share increased by the} \\ \text{value of the extraordinary dividend paid per share} \end{array}}{\begin{array}{l} \text{the previous number of shares which each warrant} \\ \text{entitles to subscription for X} \\ \text{(the average price of the share increased by} \\ \text{the extraordinary dividend paid per share)} \\ \text{the average price of the share} \end{array}}$$

The average price of the share shall be deemed to be equivalent to the average of the highest and lowest transaction prices quoted on the NASDAQ OMX First North's official price list or in accordance to a comparable market quotation for each exchange day during the aforementioned twenty-five (25) day period. In the event no transaction price is quoted, the bid price which is quoted as the closing price shall instead form the basis of the calculation. Days for which neither a transaction price nor a bid price is quoted shall not be included for the purposes of the calculation.

The recalculated subscription price and number of shares in accordance to above shall be determined by the Company two banking days after the expiration of the aforementioned period of twenty-five (25) exchange days, and shall apply to subscriptions effected thereafter.

If an application for subscription has taken place but due to the provisions in § 6 above, final registration at the VP-account has not taken place, it shall be noted that each warrant following recalculations may entitle to additional shares and/or a cash amount in accordance with § 3 above. Final registration at the VP-account takes place after the recalculation made by the Company, however, not earlier than at the point of time set forth in § 6 above.

- H. If the Company's share capital is reduced together with a distribution to the shareholders, and such reduction is compulsory, a recalculated subscription price and a recalculated number of shares that each warrant entitles to subscription for shall apply. The recalculations shall be made by the Company in accordance with the following formulas:

$$\begin{aligned} \text{the recalculated} & & & & \text{the previous subscription price X} \\ \text{subscription price} & = & & & \text{the share's average stock exchange price during a period} \\ & & & & \text{of 25 stock exchange days commencing on the day the share} \\ & & & & \text{was listed without a right to repayment} \\ & & & & \text{(the average price of the share)} \\ & & & & \text{the average price of the share increased by the} \\ & & & & \text{amount distributed per share} \\ \\ \text{the recalculated number of} & & & & \text{the previous number of shares which each warrant} \\ \text{shares that each warrant} & = & & & \text{entitles to subscription for X} \\ \text{entitles to subscription for} & & & & \text{(the average price of the share as increased by the} \\ & & & & \text{amount distributed per share)} \\ & & & & \text{the average price of the share} \end{aligned}$$

The average price of the share shall be calculated in accordance with the provisions set forth in subsection C above.

In connection with recalculation in accordance with above, and if the reduction in the share capital is effected through redemption of shares, a recalculated amount of repayment shall be used in lieu of the actual amount per share that is repaid, in accordance with the following:

$$\begin{aligned} \text{the recalculated} & & & & \text{the actual amount repaid per redeemed share} \\ \text{repayment amount} & = & & & \text{reduced by the average stock exchange price of the share for} \\ \text{per share} & & & & \text{a period of 25 exchange days immediately prior to the date} \\ & & & & \text{upon which the share was listed without a right to participate} \\ & & & & \text{in the reduction (the average price of the share)} \\ & & & & \text{the number of shares in the Company upon which the redemption} \\ & & & & \text{of} \\ & & & & \text{a share is based, decreased by one (1).} \end{aligned}$$

The average price of the share shall be calculated in accordance with the provisions set forth in subsection C 1 above.

The recalculated subscription price and number of shares set forth above shall be determined by the Company two banking days after the expiration of the aforementioned period of twenty-five (25) exchange days and shall apply to subscriptions effected thereafter.

Subscription is not effected during the time from the resolution regarding the reduction up to and including the day when the recalculation of the subscription price and the number of shares is determined as set out above.

In the event the Company's share capital is reduced through a redemption of shares with repayment to the shareholders and the reduction is not mandatory, or if the Company, without a reduction of the share capital, should carry out a re-purchase of the Company's shares, and when in the opinion of the Company, considering the technical structure and the financial effects of such measure, it can be viewed as a mandatory reduction, recalculation of the subscription price and the number of shares that each warrant entitles to subscription for shall take place by application, to the extent possible, of the principles specifically set forth above in this subsection H.

- I. In the event the Company carries out any measure as set forth above in subsections A–E, G or H above and it is the opinion of the Company, considering the technical structure of the measure, or due to any other reason, that the application of the intended recalculation formula may not be used, or would lead to an unreasonable financial return for the holders of the warrants compared to that of the shareholders, the Company shall, providing that the Company's board of directors gives its written consent thereto, carry out a recalculation of the subscription price and the number of shares that each warrant entitles to subscription for, for the purpose of ensuring that such recalculation leads to a fair result.
- J. In connection with recalculations in accordance with the above, the subscription price shall be rounded off to the nearest ten öre of a Swedish krona (SEK 0.10), whereby five öre (SEK 0.05) shall be rounded upwards and number of shares be rounded off to two decimals.
- K. In the event it is resolved that the Company shall enter into liquidation in accordance with Chapter 25 of the Swedish Companies Act, irrespective of the grounds for such liquidation, subscription may not be effected thereafter. The right to apply for subscription shall expire upon the resolution to liquidate the Company irrespective of whether such resolution has entered into effect.

Notice in accordance with § 10 below with respect to the intended liquidation shall be given to all known holders at a date not later than two months prior to the date of the shareholders' meeting regarding the voluntary liquidation of the Company pursuant to Chapter 25 Section 1 of the Swedish Companies Act. The notice shall state that applications for subscriptions may not be made following the resolution by the shareholders to liquidate the Company.

In the event the Company gives notice of the intended liquidation in accordance with above, each holder, regardless of what is stated in § 4 regarding the earliest date upon which to apply for subscription, shall be entitled to apply for subscription from the date upon which the notice is given, provided that it is possible to effect such a subscription no later than on the tenth calendar day prior to the shareholders' meeting at which the liquidation shall be resolved upon.

- L. In the event the shareholders' meeting approves a merger plan pursuant to Chapter 23 Section 15 of the Swedish Companies Act, whereby the Company is to be merged into another company, application for subscription may not be effected after such date.

Notice in accordance with § 10 below with respect to the intended merger shall be given to all known holders at a date not later than two months prior to the date of the shareholders' meeting regarding the merger. The notice shall set forth the substantial content of the

intended merger plan and remind the holders that applications for subscriptions may not be made following the adoption of the final resolution regarding the merger by the shareholders.

In the event the Company gives notice of the intended merger in accordance with above, each holder, regardless of what is stated in § 4 regarding the earliest date upon which to apply for subscription, shall be entitled to apply for subscription from the date upon which the notice regarding the intended merger is given, provided that it is possible to effect the subscription no later than on the tenth calendar day prior to the shareholders' meeting at which the merger plan, whereby the Company shall be merged into another company, shall be approved.

- M. In the event the Company's board of directors prepares a merger plan in accordance with Chapter 23 Section 28 of the Swedish Companies Act pursuant to which the Company shall be merged into another company, or if the Company's shares become subject to a compulsory purchase procedure pursuant to Chapter 22 of the same act, the following shall apply.

In the event a Swedish limited liability company owns all the shares in the Company, and where the Company's board of directors announces its intention to prepare a merger plan in accordance with the provisions specified in the preceding paragraph, the Company shall establish a new final day for application for subscriptions ("expiration date") in the event the final day for share subscription pursuant to § 4 above falls on a day after the announcement. The new expiration date shall be set at a date within sixty (60) days after the announcement.

In the event a shareholder ("majority shareholder"), on its own or together with any subsidiaries, owns such number of shares sufficient, in accordance with applicable legislation, to entitle him to demand a compulsory purchase of the remaining shares, and where the majority shareholder announces the intention to commence such a compulsory purchase proceeding, the provisions set forth in the preceding paragraph regarding the expiration date shall apply.

Where announcement has been made in accordance with the provisions set forth above in this subsection M, the holders shall be entitled to apply for subscription until the expiration date, regardless of the provisions stated in § 4 above with respect to the earliest date upon which the subscription can be effected. The Company shall provide written notice in accordance with § 10 to the known holders not later than four weeks prior to the expiration date with respect to this right and the fact that the holder may not apply for subscription after the expiration date.

The holders shall not have the right to demand that the warrants are redeemed in accordance with Chapter 22 Section 26, first paragraph, second sentence of the Swedish Companies Act.

- N. In the event the shareholders' meeting approves a de-merger plan in accordance with Chapter 24 Section 17 of the Swedish Companies Act, whereby the Company is divided by all of its assets and liabilities being transferred to two or several other companies, application for subscription may not be made after such date.

Written notice with respect to the intended de-merger shall be given to all known holders at a date not later than two months prior to the date of the shareholders' meeting regarding the de-merger. The notice shall include a description of the main provisions of the intended de-

merger plan and remind the holders that applications for subscriptions may not be made following the final resolution regarding the de-merger.

In the event the Company gives notice of the intended de-merger in accordance with above, each holder, regardless of what is stated in § 4 regarding the earliest date upon which to apply for subscription, shall be entitled to apply for subscription from the date upon which the notice is given, provided that it is possible to effect the subscription no later than on the tenth calendar day prior to the shareholders' meeting at which the de-merger shall be resolved upon.

- O. Notwithstanding what is set forth in subsections K, L, M and N above regarding that subscription may not take place following a resolution to liquidate the Company, the approval of a merger plan, after the new expiration date in connection with a merger, or approval of a de-merger plan, the right to apply for subscription shall apply in the event the liquidation is terminated or the merger or de-merger is not carried out.
- P. In the event the Company is placed into bankruptcy, application for subscription may not thereafter be made. In the event, however, that the order placing the Company into bankruptcy is annulled by a court of higher instance, subscription may again take place.

§ 8 Specific obligations of the Company

The Company undertakes not to effect any measures as specified in § 7 above which would result in a recalculation of the subscription price to an amount lower than the quota value of the share.

§ 9 Broker

For warrants that are registered in the name of a bank trust department or with a private securities broker according to the Swedish Financial Instrument Accounts Act, the trust department or the private securities broker shall be considered as the holder under these terms and conditions.

§ 10 Notices

Notices regarding the warrants shall be made to each registered holder and other person holding a right that is registered at a VP-account in the Company's securities depository register. If the warrants are listed at the NASDAQ OMX First North, the NASDAQ OMX First North shall also be notified.

§ 11 Amendment of terms and conditions

The Bank may, on behalf of the holders, enter into agreements with the Company regarding amendments of these terms and conditions if required by the law, court decisions or decisions by authorities or if it otherwise – according to the Bank's opinion – is appropriate or necessary due to practical reasons and the holders' rights are not materially deteriorated.

§ 12 Confidentiality

The Company, the Bank or Euroclear may not unauthorised disclose information to a third party regarding the holders.

The Company has the right to get the following information from Euroclear regarding the holder's account with Euroclear in the Company's securities depository register.

1. the holder's name, social security number or any other identification number and the postal address, and

2. the number of warrants.

§ 13 Limitations regarding the responsibility of the Bank and Euroclear

For the measures that shall be taken by the Bank or Euroclear – regarding Euroclear with respect to the provisions in the Swedish Financial Instrument Accounts Act – the Bank and Euroclear is not liable for damages as a consequence of Swedish or other countries' legislative amendments, the actions of governmental agencies in Sweden or other countries, acts of war, strikes, blockades, boycotts, lockouts or similar measures. The reservation with respect to strikes, blockades, boycotts and lockouts is applicable even where the Bank or Euroclear has taken or is the object of such measures.

Furthermore, the Bank or Euroclear are not liable to compensate for damages arising in situations in which the Bank and Euroclear have exercised a normal standard of care. The Bank is not under any circumstances liable to pay compensation for indirect damages.

In the event the Bank or Euroclear is not able to make a payment or take any other measure due to circumstances set forth in the first paragraph, the payment or the measures may be postponed until such a time that the impediment has been removed.

§ 14 Applicable law

These terms and conditions for the warrants and all legal issues related hereto shall be governed by Swedish law. Any dispute arising out of, or in connection with, these terms and conditions shall be finally settled by arbitration in accordance with the Rules of Arbitration of the Stockholm Chamber of Commerce. The place of arbitration shall be Stockholm. The language to be used in the arbitral proceedings shall be Swedish.

Arbitral proceedings conducted with reference to this arbitration clause shall be kept strictly confidential. This confidentiality undertaking shall cover all information disclosed in the course of such arbitral proceedings, as well as any decision or award that is made or declared during the proceedings. Information covered by this confidentiality undertaking may not, in any form, be disclosed to a third party. In case warrants are assigned or transferred to a third party, such third party shall automatically be bound by the provisions of this arbitration clause.

Information on existing incentive plans in RusForest AB

There is currently one existing employee stock option plan in RusForest AB. The existing employee stock option plan consists of three series with a total of 1,200,000 employee stock options.

Information on dilution as a consequence of RusForest AB's employee stock option plan 2012/2015 and effects of such dilution on important key ratios

Dilution of existing shares and votes

To hedge the employee stock options which are allocated within the employee stock option program it is proposed that 6,270,000 warrants shall be issued.

Based on the number of shares and votes after the completion and full subscription of the rights issue of 383,230,776 new shares and provided that the existing and outstanding warrants are not exercised, the proposed employee stock option program, assuming that all employee stock options and the hedging warrants are exercised, will result in a dilution of not more than approximately 1.3 per cent of shares and votes.

The effects of the dilution on important key ratios

On the basis of RusForest's results for the financial year 2011, the proposed warrants would not entail any effects for the key ratios Result per share and Equity per share. According to IAS 33, potential shares do not cause any dilution effects when the conversion into shares results in an improvement of the result per share. This would be the case upon exercise of the outstanding warrants in RusForest.

Overview of possible costs as a consequence of RusForest AB's employee stock option plan 2012/2015 and measures that have been taken to hedge the employee stock option plan

According to the accounting rules IFRS, employee stock option plans shall be accounted for at their actual value which results (for accounting purposes) in increased personnel costs and a corresponding increase of the non-restricted reserves. As a consequence, the total value of the employee stock options under the employee stock option plan 2012/2015, based on a valuation made by the company, SEK 0.114 per employee stock option, at an exercise price of SEK 3 per share and based on the closing price of SEK 1.45 for RusForest's share on 10 April 2012. This cost is allocated over the period during which each option is vested by the employee with the right to exercise the option for subscription of shares, i.e. with 1/3 per year and outstanding employee stock option. The cost is continuously reconsidered during the employee stock options' duration period.

Upon exercise of an employee stock option, the difference between the quoted market price of the share at that time and the exercise price for the employee stock option is taxed as income as regards holders deemed to be resident in Sweden for tax purposes. In addition to the obligation to deduct preliminary income tax in relation thereto, the Company shall pay social security charges (*Sw. arbetsgivaravgifter*) based on this difference. However, the employees that primarily will be considered for allocation are resident in Russia and deemed to be domiciled in Russia for tax purposes, where exercising of employee stock options, as far as the company is aware, do not result in any obligation for the company to pay social security charges. In addition, certain costs of mainly administrative character may also arise, such as charges, fees and other costs in connection with registrations. For the purpose of hedging these costs it is proposed that a surplus of 270,000 warrants are issued (equal to approximately 4.3 per cent of the total proposed amount of warrants to be issued) in addition to the 6,000,000 warrants that hedge exercising under the employee stock option plan.

In order to hedge the company's obligations and to cover its outgoing payments which affect the cash-flow in relation to the employee stock option plan, the board of directors has proposed that not more than 6,270,000 warrants carrying rights to subscribe for new shares shall be issued to the wholly-owned subsidiary RusForest Ltd, Bermuda. The purpose of the warrants is that they shall be utilized for subscription of shares in order to deliver shares to employees that exercise their employee stock options. The purpose of the subsidiary's holding of warrants for cash-flow hedging is to secure that the Company does not get a cash-flow effect from the exercise of the employee stock options. However, the Company still has to account for potential costs of social security charges or other costs since the transaction is considered an equity transaction.

Appendix F

Brief description of the preparation of the board of directors' proposal regarding RusForest AB's employee stock option plan 2012/2015

Following a proposal from the main shareholder's representative in the board of directors, the board of directors of RusForest AB (publ) (reg.no 556694-6421) prepared and, following discussions and evaluation, unanimously adopted guidelines for the proposed employee stock option plan with certain later additions and amendments.

The formal proposal was adopted by the board of directors on 10 April 2012.
