

BIOGRAPHICAL DETAILS OF MEMBERS OF THE MANAGEMENT BOARD³



Vladimir Potanin

Chairman of the Management Board since 2012, President of the Company since 2015 (CEO in 2012–2015)

Born in: 1961

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in International Economics, Moscow State Institute of International Relations (MGIMO University)

Experience in the last five years

Degree in International Economics, Moscow State Institute of International Relations (MGIMO University)

Experience in the last five years:

2018–present: member of the Board of Trustees of the Russia-U.S. Council on Business Cooperation trade association

2018–present: member of the Board of Trustees of the Solovki Archipelago Preservation and Development Foundation

2017–present: Chairman of the Supervisory Board of the Norilsk Development Agency

2016–present: member of the Board of Endowment Fund for Education, Science and Culture, Chairman of the Board of Trustees of the Night Hockey League non-profit amateur hockey foundation

2013–present: President of Interros Holding Company

2014–present: member of the Board of Trustees of the ROZA Club for Sport Development and Support

2012–present: CEO (2012–2015), President (2015–present), and the Chairman of the Management Board (2012–present) of MMC Norilsk Nickel

2011–present: member of the Board of Trustees of the State Hermitage Museum Endowment Fund non-profit organisation and the Moscow Church Construction Foundation

2010–present: member of the Board of Trustees of the Russian Geographical Society

2009–present: Deputy Chairman of the Board of Trustees of the Russian International Olympic University

2009–2016: Chairman of the Supervisory Board of the Russian International Olympic University

2008–present: member of the Board of the Vladimir Potanin Foundation

2007–present: member of the Board of Trustees of Saint Petersburg State University, Deputy Chairman of the Board of Trustees of MGIMO Endowment Fund

2006–present: Deputy Chairman of the Board of Trustees of MGIMO Endowment Fund, member of the Board of Trustees, member of the Management Board of the Graduate School of Management at Saint Petersburg State University

2005–present: member of the Board of Trustees, member of the Board of the Russian Olympians Foundation non-profit charitable organisation

2004–present: Chairman, member of the Presidium of the National Council on Corporate Governance non-profit partnership

2003–present: Chairman of the Board of Trustees of the State Hermitage Museum

2001–present: member of the Board of Trustees of the Solomon R. Guggenheim Foundation (New York)

2000–present: member of the Bureau of the Management Board and member of the Management Board of the Russian Union of Industrialists and Entrepreneurs

1995–present: member of the Presidium of the International Foundation for the Unity of Orthodox Christian Nations

^{3/} Positions are indicated at the end of 2019.



Sergey Barbashev

Member of the Management Board since 2018, First Vice President – Head of Corporate Security at

Born in: 1962

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in Law, Moscow Higher School of Militia of the Ministry of Internal Affairs of the USSR

Experience in the last five years

2018–present: member of the Management Board, First Vice President – Head of Corporate Security at MMC Norilsk Nickel
 2016–present: member of the Board of Endowment Fund for Education, Science and Culture
 2015–2018: branch director at Olderfrey Holdings Ltd
 2011–2019: Chairman of the Board of Directors of Rosa Khutor Ski Resort Development Company
 2008–present: member of the Board of the Vladimir Potanin Foundation
 2008–2018: CEO, Chairman of the Management Board of Interros Holding Company



Andrei Bougrov

Member of the Management Board since 2013, Senior Vice President

Born in: 1952

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in International Economic Relations, PhD in Economics, Moscow State Institute of International Relations (MGIMO University)

Experience in the last five years

2018–present: member of the Advisory Council of the Russo-British Chamber of Commerce
 2018–present: member of the Expert Council on Corporate Governance at the Russian Ministry of Economic Development
 2018–present: Chairman of the Council for Non-Financial Reporting of the Russian Union of Industrialists and Entrepreneurs
 2016–present: Chairman of the Share Issuers Committee of the Moscow Exchange
 2016–present: member of the Expert Council on Corporate Governance at the Bank of Russia
 2015–present: member of the National Council on Corporate Governance non-profit partnership
 2015–2016: member of the Investment Committee of Federal Hydro-Generating Company RusHydro
 2013–present: Deputy CEO (2013–2015), Vice President (2015–2016), Senior Vice President (2016–present) at MMC Norilsk Nickel
 2014–present: member of the Expert Committee of the Russian President's Anti-Corruption Office
 2014–present: member of the Board of Directors of Inter RAO UES
 2013–present: President of Interros Holding Company
 2006–present: member of the Management Board and Vice President (since 2013) of the Russian Union of Industrialists and Entrepreneurs
 2002–present: member of the Council on Foreign and Defence Policy non-governmental association



Sergey Batekhin

Member of the Management Board since 2013, Senior Vice President – Head of Sales, Procurement and Innovation

Born in: 1965

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Major in foreign languages (military and political translation), Krasnoznamenny Military Institute of the Ministry of Defence of the USSR

Degree in Finance and Credit, Plekhanov Russian Academy of Economics

Master of Business Administration, Moscow International Higher Business School (MIRBIS Institute)

Experience in the last five years

2019–present: member of the Board of Directors of Jokerit Hockey Club Oy, Chairman of the Presidium of the Night Hockey League non-profit amateur hockey foundation

2018–present: member of the Board of Directors of LLC Kontinental Hockey League

2013–present: Deputy CEO – Head of Sales, Commerce and Logistics (2013–2015), Vice President – Head of Sales, Commerce and Logistics (2015–2016), Senior Vice President – Head of Sales, Commerce and Logistics (2016–2018), Senior Vice President – Head of Sales, Procurement and Innovation (2018–present) at MMC Norilsk Nickel

2013–2015: member of the Board of Directors of Metal Trade Overseas SA, Norilsk Nickel Marketing (Shanghai) Co. and Norilsk Nickel (Asia) Limited (2013–2014)

2012–2015: Chairman of the Board of Directors of Interport Management Company

2009–2015: member of the Board of Directors of LLC Kontinental Hockey League



Vladislav Gasumyanov

Member of the Management Board since 2014, Senior Vice President for Public–Private Partnership Development

Born in: 1959

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Kiev Civil Aviation Engineering Institute

North-West Academy of Public Administration

Experience in the last five years

2019–present: member of the Board of Trustees of All-Russian Fitness-Sports Society Dynamo in Moscow

2019–present: member of the Supervisory Board of the Russian Volleyball Federation

2019–present: member of the Presidium of National Association of International Security

2017–present: member of the Board of Directors of Norilsk Nickel Africa (Pty) Ltd and Norilsk Nickel Mauritius, member of the Executive Committee of Nkomati

2017–present: Head of the Corporate Security Department at the International Institute of Energy Policy and Diplomacy, MGIMO University

2017–2019: member of the Board of Directors of Dynamo Moscow Football Club

2014–2016: member of the Board of Directors of Yenisey River Shipping Company

2012–present: Director for Corporate Security – Head of Security (2012–2015), Vice President, Director for Corporate Security – Head of Security (2015), Vice President – Head of Corporate Security (2015–2018), State Secretary – Vice

President for Government Relations (2018–2019), Senior Vice President (2019),

Senior Vice President for Public–Private Partnership Development (2019–present) at MMC Norilsk Nickel



Sergey Dubovitsky

Member of the Management Board since 2018, Vice President – Head of Strategy and Strategic Projects

Born in: 1978

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in International Information, Moscow State Institute of International Relations (MGIMO University)

Master of Business Administration, INSEAD Business School

Experience in the last five years

2013–present: Director of the Strategic Planning Department (2013–2016), Vice President for Strategic Planning (2016–2019), Vice President – Head of Strategy and Strategic Projects (2019–present) at MMC Norilsk Nickel



Marianna Zakharova

Member of the Management Board since 2016, First Vice President for Corporate Governance, Shareholder Matters and Legal

Born in: 1976

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Master in Law, Peoples' Friendship University of Russia (RUDN)

Experience in the last five years

2015–present: First Vice President for Corporate Governance, Shareholder Matters and Legal at MMC Norilsk Nickel
2010–2015: member of the Board of Directors of ProfEstate
2010–2015: member of the Management Board, Deputy Director for Legal at Interros Holding Company



Elena Savitskaya

(until 27 December 2019 – Kondratova)

Member of the Management Board since 2014, Vice President – Chief of Staff

Born in: 1972

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in Psychology, Moscow Pedagogical State University

Experience in the last five years

2015–present: Vice President – Chief of Staff (until 2015 – Chief of Staff) at MMC Norilsk Nickel
2013–present: advisor to the President of Interros Holding Company (part-time)



Sergey Dyachenko

Member of the Management Board since 2013, First Vice President – Chief Operating Officer

Born in: 1962

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in Mining Engineering, Plekhanov Leningrad State Mining Institute

Master, University of Pretoria (South Africa)

Experience in the last five years

2019–present: member of the Board of Trustees of the North Caucasian Institute of Mining and Metallurgy

2017–present: member of the Board of Directors of MPI Nickel Pty Ltd, Norilsk Nickel Cause Pty Ltd, Norilsk Nickel Avalon Pty Ltd, Norilsk Nickel Wildara Pty Ltd, Norilsk Nickel Africa (Pty) Ltd, Norilsk Nickel Mauritius, member of the Executive Committee at Nkomati

2017–2018: member of the Board of Directors of Norilsk Nickel Harjavalta Oy

2016–present: member of the Supreme Mining Council of the Russian Mining Council non-profit partnership

2013–present: First Deputy CEO – Chief Operating Officer (2013–2015), First Vice President – Chief Operating Officer (2015–present) at MMC Norilsk Nickel



Sergey Malyshev

Member of the Management Board since 2013, Senior Vice President – Chief Financial Officer

Born in: 1969

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in Finance and Credit, Finance Academy under the Government of the Russian Federation

Degree in Public and Municipal Administration, Institute of Advanced Training at the Russian Presidential Academy of National Economy and Public Administration

Degree in Mechanical Engineering, Kosygin Russian State University

Experience in the last five years

2013–present: member of the Management Board, Deputy CEO – Head of Economics and Finance (2013–2015), Vice President – Head of Economics and Finance (2015–2016), Senior Vice President – Head of Economics and Finance (2016), Senior Vice President – Chief Financial Officer (2016–present) at MMC Norilsk Nickel



Larisa Zelkova

Member of the Management Board since 2013, Senior Vice President – Head of HR, Social Policy and Public Relations

Born in: 1969

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in Journalism, Lomonosov
Moscow State University

Experience in the last five years

2019–present: member of the council on the endowment funds for the replenishment of the Tretyakov Gallery's collection and development of its small museums

2017–present: member of the Supervisory Board, member of the Management Board of the Norilsk Development Agency

2016–present: member of the Board of Trustees of Endowment Fund for Education, Science and Culture

2015–present: member of the Board of Trustees of the Hermitage Foundation UK, member of the Board of Trustees of the Russian Academy of Education

2014 – present: Chairwoman of the Board, President (2014–2018) of the Vladimir Potanin Foundation

2013–present: member of the Management Board, Deputy CEO for Social Policy and Public Relations (2013–2015), Vice President – Head of HR, Social Policy and Public Relations (2015–2016), Senior Vice President – Head of HR, Social Policy and Public Relations (2016–present) at MMC Norilsk Nickel

2012–2018: member of the Russian Presidential Council for Culture and Art

2011–2016: member of the Supervisory Board of the Russian International Olympic University

2011–present: member of the Board of Directors of Rosa Khutor Ski Resort Development Company, Chairwoman of the Management Board of the State Hermitage Museum Endowment Fund

2009–present: member of the Board of Trustees of the Pavlovsk Gymnasium private autonomous non-profit organisation

2007–present: member of the Presidium of MGIMO Endowment Fund



Nina Plastinina

Member of the Management Board since 2013, Vice President – Head of Internal Control and Risk Management

Born in: 1961

Nationality: Russian Federation

Shareholding and transactions: holds no shares in MMC Norilsk Nickel and made no transactions with them in the reporting year

Education

Degree in Mechanical Engineering,
Moscow Chemical Machine Building
Institute

Post-graduate degree in Economics
and Production Management, Bauman
Moscow Technical Institute

Experience in the last five years

2013–present: member of the Management Board, Director of the Internal Control Department (2013–2015), Vice President – Head of Internal Audit (2015–2016), Vice President – Head of Internal Control and Risk Management (2016–present) at MMC Norilsk Nickel