

BIOGRAPHICAL DETAILS OF MEMBERS OF THE MANAGEMENT BOARD¹

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

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

Education

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

Experience in the last five years

2020 - present: - Chairman of the Board of the Vladimir Potanin Foundation;

2020–present: member of the Board of Trustees of the ROZA Club for Sport Development and Support

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 Fund for the Conservation and Development of the Solovetsky Archipelago

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

2016–present: member of the Board of the Endowment Fund for Education 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

2014–2019: Chairman of the Board of Trustees of the ROZA Club for Sport Development and Support

2012–present: CEO (2012–2015), President (2015–present), 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 all-Russian non-governmental organisation

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

2008–2020: 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, member of the Board of Trustees, member of the Management Board of the Graduate School of Management at Saint Petersburg State University, member of the Bureau of the Management Board of the Russian Union of Industrialists and Entrepreneurs

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

¹ Positions are indicated as at the end of 2019.



Sergey Barbashev

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

Born in: 1962

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

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 the Endowment Fund for Education 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



Sergey Batekhin

Deputy Chairman of the Board of Directors since 2020 (Non-Executive Director)

Born in: 1965

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them

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, PhD in Economics, Moscow International Higher School of Business MIRBIS

Speaks French, German, English and Italian

Experience in the last five years

2020–present: Chairman of the Supervisory Board of the Digital Capital

2020–present: member of the Board of Trustees of the Vladimir Potanin Foundation

2020–present: CEO, Chairman of the Management Board of Interros Holding Company

2019–present: member of the Board of Directors of Jokerit Hockey Club Oy

2019–present: 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

2013–2020 – member of the Management Board (2013–2020), Vice President (2015–2016), Senior Vice President – Head of Sales, Commerce and Logistics (2016–2018), Senior Vice President – Head of Sales, Procurement and Innovation (2018–2020) at MMC Norilsk Nickel



Andrei Bougrov

Member of the Management Board since 2013, Senior Vice President for Sustainable Development

Born in: 1952

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

Education

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

Experience in the last five years

2020 - present - member of the RSPP Committee on climate policy and carbon regulation

2020 - present - member of the Expert Council for Sustainable Development under the Ministry of Economic Development of Russia

2020–present: Chairman of the Expert Group on Corporate Governance, Special Administrative Regions, Bankruptcy Procedures and Appraisal Activity at the Russian Ministry of Economic Development

2018–present: member of the Advisory Council of the Russo-British Chamber of Commerce

2018–2020: 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 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 (2016–2020), Deputy Chairman of the Board of Directors (2013–2020), Senior Vice President for Sustainable Development (2020-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: Vice President of Interros Holding Company

2006–present: member of the Management Board, 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



Elena Savitskaya

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

Born in: 1972

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

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 Dubovitsky

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

Born in: 1978

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

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 (2019–2020), Senior Vice President – Head of Strategy and Strategic Projects, Logistics and Procurement (2020–present) at MMC Norilsk Nickel



Sergey Dyachenko

Member of the Management Board since 2013, First Vice President – Chief Operating Officer - until 1 March, 2021

Born in: 1962

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

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

2017–2021: member of the boards of directors of MPI Nickel Pty Ltd, Norilsk Nickel Cawse 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

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

2013–2021: First Deputy CEO – Chief Operating Officer (2013–2015), First Vice President – Chief Operating Officer (2015–2021) at MMC Norilsk Nickel



Marianna Zakharova

Member of the Management Board since 2016, First Vice President – Head of Corporate Governance, Asset Management and Legal Affairs

Born in: 1976

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

Education

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

Experience in the last five years

2020–present: member of the Board of Trustees of the Vladimir Potanin Foundation

2015–present: First Vice President – Head of Corporate Governance, Asset Management and Legal Affairs 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

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

Education

Degree in Journalism, Lomonosov Moscow State University
Experience in the last five years

Experience in the last five years

2020–present: Chairman of the Management Board of the Second School Centre for community initiatives in the Pechenegsky District

2020–present: member of the council of the endowment fund for the replenishment of the Tretyakov Gallery's collection at the State Tretyakov Gallery Foundation

2020–present: member of the Management Board of the Monchegorsk Development Agency

2019–present: member of the councils of 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, Chairwoman of the Management Board of the Norilsk Development Agency

2016–present: member of the Board of Trustees of the Endowment Fund for Education 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 (2013–2020, 2020–present), 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 (2016–2020, 2020–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



Sergey Malyshev

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

Born in: 1969

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

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 State University of Russia

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



Nina Plastinina

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

Born in: 1961

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them.

Education

Degree in Mechanical Engineering, Moscow Chemical Machine Building Institute

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

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

CORPORATE SECRETARY

The role of the Corporate Secretary is to ensure compliance with the procedures for the protection of shareholder rights and legitimate interests, as prescribed by applicable laws and Nornickel's internal documents, and to monitor such compliance. According to the Company's Articles of Association, the Corporate Secretary is appointed by the Board of Directors for a three-year term. The Board of Directors may terminate the office of the Corporate Secretary before the end of the term.

The Corporate Secretary reports administratively to the President and is accountable to the Board of Directors.

At present, Pavel Platov is Nornickel's Corporate Secretary. In December 2018, the Board of Directors extended Pavel Platov's term as Corporate Secretary by another three years.

At its 15 January 2020 meeting, the Board of Directors approved a new version of the Regulations on the Corporate Secretary of MMC Norilsk Nickel following a preview by the Corporate Governance, Nomination and Remuneration Committee. The new version of the Regulations contains updated terms and definitions which are fully compliant with the Bank of Russia's Corporate Governance Code.

THE CORPORATE SECRETARY'S KEY FUNCTIONS:

- Involvement in preparing and holding the General Meeting of Shareholders
- Preparing and holding meetings of the Board of Directors and its committees
- Contributing to the improvement of Nornickel's corporate governance framework and practice
- Managing the activities of the Secretariat
- Other functions in accordance with Nornickel's internal documents



Pavel Platov

Corporate Secretary since 2011

Born in: 1975

Nationality: Russian Federation

In the reporting year, held no shares in MMC Norilsk Nickel and made no transactions with them

Education:

Dobrolyubov Linguistics University of Nizhny Novgorod
Academy of National Economy under the Government of the Russian Federation

Experience in the last five years:

2017–present — Corporate Secretary of MMC Norilsk Nickel
(2011–2017: Company Secretary)