

President and Management Board

The President and the Management Board are executive bodies in charge of day-to-day operations. The President serves as the Chairman of the Management Board.

The executive bodies are a key element in the Company's management system ensuring enactment of resolutions adopted by the Board of Directors and the General Meetings of Shareholders and implementation of Nornickel's core corporate plans and programmes, and maintaining the efficiency of risk management and internal control functions.

The President and members of the Management Board are elected for an indefinite period. The Board of Directors may at any time dismiss any member of the Management Board. Since 1 July 2016, the General Meeting of Shareholders has the authority to elect and dismiss the President.

Responsibilities of the President:

- acting on behalf of the Company without the power of attorney, including by:
 - representing the Company's interests;
 - executing transactions;
 - approving staff profiles;
 - issuing orders and instructions that are binding on all of the Company's employees;
 - approving the Company's by-laws on production, technology, finance, accounting, business, HR, social support, health, safety and document management;
 - resolving on any other operational matters which, pursuant to the Company's Charter, are not reserved to the remit of the General Meeting of Shareholders, Board of Directors or Management Board.

Responsibilities of the Management Board:

- conducting a preliminary review of materials prepared for the meetings of the Board of Directors focusing on definition of the Company's business priorities, determination of its development concept and strategy, and approval of plans and budgets;
- drafting proposals on amendments to the Company's Charter;
- drafting proposals on transactions that require approval by the General Meeting of Shareholders or the Board of Directors;
- analysing and assessing the Company's financial and business performance;
- drafting proposals on the Company's reserve fund;
- resolving on other matters as stipulated by the Company's Charter.

Management Board in 2017

In 2017, the Management Board held 35 meetings in absentia and one joint meeting.

Participation in Management Board meetings in 2017

Vladimir Potanin	36
Elena Bezdenezhnykh	34
Sergey Batekhin	36
Larisa Zelkova	36
Nina Platinina	36
Alexander Ryumin	35
Sergey Malyshev	33
Onik Aznauryan	35
Andrey Bougrov	36
Sergey Dyachenko	36
Vladislav Gasumyanov	36
Elena Kondratova	36
Marianna Zakharova	36

Composition of the Management Board

In 2017, the composition of the Company's Management Board remained unchanged. The last change in the membership was approved by the Board of Directors on 27 April 2016.

On 12 February 2018, the Board of Directors resolved (Minutes No. GMK/5-pr-sd) to dismiss Alexander Ryumin, member of the Management Board, and terminate his employment contract, while also approving the new Management Board made up of 12 members starting from 13 February 2018.

Biographies of the Management Board members



POTANIN Vladimir

Born in: 1961

Nationality: Russia

The Company's President since 2015 (the Company's CEO in 2012– 2015)

Chairman of the Management Board since 2012

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

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

Track record

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

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

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

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

2004–present: Chairman and member of the Presidium of the National Council on Corporate Governance

2005–present: member of the Council of Trustees and the Board of the Russian Olympians Foundation

2006–present: Deputy Chairman of the Board of Trustees of the Moscow State Institute of International Relations (MGIMO), member of the Board of Trustees of the Graduate School of Management (St Petersburg University), and member of the Bureau of the All-Russian Association of Employers (Russian Union of Industrialists and Entrepreneurs)

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

2007–2014: member of the Supervisory Board of the Sochi 2014 Steering Committee

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

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

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

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

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

2012–2015: CEO and Chairman of the Management Board of OJSC MMC Norilsk Nickel

2013–2014: member of the Board of Directors of OJSC Inter RAO UES

2013–2015: President of CJSC Interros Holding Company

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

2015–present: President of LLC Interros Holding Company

2016–present: member of the Board of the Endowment Fund for Education, Science and Culture, and Chairman of the Board of Trustees of the Night Hockey Foundation for the Development of Amateur Hockey

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



DYACHENKO

Sergey
Born in: 1962

Nationality: Russia
Member of the Management Board since 2013
Share in the Company's authorised capital: 0%
Share in the common stock: 0%

Education:

Plekhanov Leningrad Mining Institute, degree in Mining Engineering;
 University of Pretoria (South Africa), master's degree

Track record

2010–2013: COO at Kazakhmys Group
 2013–2014: Deputy CEO and Head of Operations
 at OJSC MMC Norilsk Nickel
 2014–2015: First Deputy CEO and COO at OJSC MMC Norilsk Nickel

2015–present: First Vice President and COO at PJSC MMC
 Norilsk Nickel
 2016–present: member of the Board of the Non-Profit Russian Mining
 Council Partnership
 2017–present: member of the Board of Directors at MPI Nickel Pty
 Ltd, Norilsk Nickel Cawse Pty Ltd, Norilsk Nickel Avalon Pty Ltd,
 Norilsk Nickel Wildara Pty Ltd, Norilsk Nickel Harjavalta Oy, Norilsk
 Nickel Africa (Pty) Ltd, Norilsk Nickel Mauritius, and also member
 of the Executive Committee at Nkomati



ZAKHAROVA
Marianna

Born in: 1976
Nationality: Russia
Member of the Management Board since 2016
Member of the Board of Directors since 2010
Executive Director
Share in the Company's authorised capital: 0%
Share in the common stock: 0%

Education:

Peoples' Friendship University of Russia (RUDN), master's
 degree in Law

Track record

2010–2015: member of the Management Board and Deputy CEO for
 Legal Affairs at LLC Interros Holding Company (CJSC Interros Holding
 Company until 2015)
 2010–2015: member of the Board of Directors at ProfEstate
 2015–present: First Vice President for Corporate Governance,
 Shareholdings and Legal Affairs at PJSC MMC Norilsk Nickel



**AZNAURYAN
Onik**

Born in: 1970

Nationality: Russia

Member of the Management Board since 2013

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Yerevan State Polytechnic University;
University of Pittsburgh (USA), Master of Business Administration

Track record

2013–2013: member of the Board of Directors at OJSC Norilskgazprom
2013–2016: Chairman of the Board of Directors at OJSC Norilskgazprom

2013–2015: Deputy CEO for Non-Industrial Assets and Energy at OJSC MMC Norilsk Nickel and Head (on a part-time basis) of Norilskenergo, branch of OJSC MMC Norilsk Nickel

2015–present: Senior Vice President, Head of Non-Industrial Assets and Energy at PJSC MMC Norilsk Nickel (Vice President until 2016), and Head (on a part-time basis) of Norilskenergo, branch of PJSC MMC Norilsk Nickel



**BATEKHIN
Sergey**

Born in: 1965

Nationality: Russia

Member of the Management Board since 2013

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Krasnoznamenny Military Institute of the USSR Ministry of Defence, degree in Foreign Languages; Plekhanov Russian Academy of Economics, degree in Finance and Credit; Moscow International Higher Business School (MIRBIS), Master of Business Administration

Track record

2009–2015: member of the Board of Directors of the Continental Hockey League
2010–2013: Vice President of CJSC Interros Holding Company
2012–2015: Chairman of the Board of Directors at Interport Management Company

2013–2015: member of the Management Board, Deputy CEO, Head of Sales, Commerce and Logistics at MMC Norilsk Nickel, and member of the Board of Directors at Metal Trade Overseas Sa and Norilsk Nickel Marketing (Shanghai) Co., Ltd

2013–2014: member of the Board of Directors, Chairman of the Board of Directors at Yenisey River Shipping Company and member of the Board of Directors at Norilsk Nickel (Asia) Ltd

2015–present: Senior Vice President, Head of Sales, Commerce and Logistics at MMC Norilsk Nickel (Vice President until 2016)



**BOUGROV
Andrey**

Born in: 1952

Nationality: Russia

Member of the Management Board since 2002

Deputy Chairman of the Board of Directors since 2013

Executive Director

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

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

Track record

2002–present: member of the Public Council on Foreign and Defence Policy

2006–present: member of the Management Board of the Russian Union of Industrialists and Entrepreneurs

2010–2013: member of the Management Board and Deputy CEO of CJSC Interros Holding Company

2011–2013: Chairman of the Board of Directors of OJSC MMC Norilsk Nickel

2013–2014: member of the Board of Directors of RusHydro Federal Hydroelectric Generating Company

2013–present: Vice President at LLC Interros Holding Company (CJSC Interros Holding Company until 2015)

2013–2015: member of the Management Board, Deputy Chairman of the Board of Directors, and Deputy CEO at OJSC MMC Norilsk Nickel

2013–present: Vice President of the Russian Union of Industrialists and Entrepreneurs

2014–present: member of the Board of Directors at PJSC Inter RAO UES (OJSC Inter RAO UES until 2015)

2014–present: member of the Expert Committee of the Russian President's Anticorruption Office

2015–present: member of the Management Board and Deputy Chairman of the Board of Directors at PJSC MMC Norilsk Nickel

2015–2016: member of the Investment Committee at RusHydro Federal Hydroelectric Generating Company

2015–present: Senior Vice President at PJSC MMC Norilsk Nickel (Vice President until 2016)

2016–present: member of the Board of Experts on Corporate Governance at the Bank of Russia

2016–present: Chairman of the Issuer Committee at the PJSC Moscow Exchange

2018–present: Chairman of the Board of non-financial reporting at RUIE, vice-present and member of the Management Board at RUIE



**RYUMIN
Alexander¹**

Born in: 1956

Nationality: Russia

Member of the Management Board from 2013 to February 2018

Share in the Company's authorised capital: 0.003%

Share in the common stock: 0.003%

Education:

Kirov Urals Polytechnic Institute, degree in Metallurgical Engineering

Track record

2008–2012: Director of Production Management Department at MMC Norilsk Nickel

2012-2015: CEO of Polar Division at MMC Norilsk Nickel

2015–2018: Vice President, CEO of Polar Division at MMC Norilsk Nickel

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

¹ On 12 February 2018, the Board of Directors resolved to terminate his employment contract



ZELKOVA
Larisa

Born in: 1969

Nationality: Russia

Member of the Management Board since 2013

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Moscow State University, degree in Journalism

Track record

1998–2013: Deputy CEO and PR Director at CJSC Interros Holding Company

1999–2014: CEO of Vladimir Potanin Charitable Foundation

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

2009–present: member of the Board of Trustees at Pavlovsk Gymnasium Private Non-Profit School

2010–2013: member of the Management Board at CJSC Interros Holding Company

2011–2013: Chair of the Board of Directors at Prof-Media Management, member of the Board of Directors at OJSC MMC Norilsk Nickel

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

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

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

2013–2014: member of the Board of Directors at Prof-Media Management LLC

2013–2015: member of the Management Board and Deputy CEO for Social Policy and Public Relations at OJSC MMC Norilsk Nickel

2014–present: President, Chair of the Board at Vladimir Potanin Charitable Foundation

2015–present: member of the Board of Trustees at the Hermitage Foundation UK and member of the Board of Trustees at the Russian Federal Public Academy of Education

2015–present: Senior Vice President for HR, Social Policy and Public Relations at PJSC MMC Norilsk Nickel (Vice President until 2016)

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

2017–present: member of the Supervisory and Management Boards of the Norilsk Development Agency



MALYSHEV
Sergey

Born in: 1969

Nationality: Russia

Member of the Management Board since 2013

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Finance Academy under the Government of the Russian Federation, degree in Finance and Credit; Russian Presidential Academy of National Economy and Public Administration, degree in Public and Municipal Administration;

A.N. Kosygin Russian State University, degree in Mechanical Engineering

Track record

1998–2009: Deputy CEO for Economics and Finance at CJSC LUKOIL-Neftekhim, managing company for domestic and international petrochemical assets of OJSC LUKOIL

2009–2013: Deputy CEO for Economics and Finance, First Deputy CEO at OJSC Energostroyinvest-Holding

2013–2015: Deputy CEO, Head of Economics and Finance at OJSC MMC Norilsk Nickel.

2015–2016: Senior Vice President, Head of Economics and Finance at PJSC MMC Norilsk Nickel (Vice President until 2016)

2016–present: Senior Vice President and CFO at PJSC MMC Norilsk Nickel



BEZDENEZHNYKH Elena

Born in: 1973

Nationality: Russia

Member of the Management Board since 2012

Share in the Company's authorised capital: 0.0011%¹

Share in the common stock: 0.0011%¹

Education:

Krasnoyarsk State University, degree in Law

Track record

2011–2013: member of the Board of Directors at the Sport Projects Management Company, LLC

2012–2013: Chair of the Board at Norilsk Nickel Non-State Pension Fund and Chair of the Board of Directors at OJSC RAO Norilsk Nickel

2012–2015: Deputy CEO and Head of Corporate Governance, Asset Management and Legal Affairs at OJSC MMC Norilsk Nickel

2015: Vice President for Corporate Governance, Asset Management and Legal Affairs at PJSC MMC Norilsk Nickel

2015–present: Vice President / State Secretary, Head of Government Relations at PJSC MMC Norilsk Nickel

2016–present: member of the Supervisory Board at the Siberian Federal University (independent public college)

2017–present: member of the Board of Trustees of the Charitable Foundation for Support of Indigenous Peoples of the North, Siberia and Far East



GASUMYANOV Vladislav

Born in: 1959

Nationality: Russia

Member of the Management Board since 2014

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Kiev Civil Aviation Engineering Institute; North-West Academy of Public Administration

Track record

2012–2015: Director of Corporate Security and Head of Security at OJSC MMC Norilsk Nickel

2014–2015: member of the Management Board at OJSC MMC Norilsk Nickel

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

2015–2015: Vice President, Director of Corporate Security and Head of Security at PJSC MMC Norilsk Nickel

2015–present: Vice President, Head of Corporate Security at PJSC MMC Norilsk Nickel

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

2017–present: Head of the Department of Corporate Security at MGIMO's International Institute of Energy Policy and Diplomacy (MIEP MGIMO)

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

¹ On 4 December 2017, Ms Bezdenezhnykh increased her share in MMC Norilsk Nickel's authorised capital from 0.0010% to 0.0011% after coming into possession of an inheritance



KONDRATOVA
Elena

Born in: 1972

Nationality: Russia

Member of the Management Board since 2014

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Moscow Pedagogical State University, degree in Psychology

Track record

2009–2013: Head of the President's Office at CJSC Interros Holding Company

2013–2015: Chief of Staff at OJSC MMC Norilsk Nickel, Advisor to the President of CJSC Interros Holding Company (on a part-time basis)

2014–2015: member of the Management Board at OJSC MMC Norilsk Nickel

2015–2015: Chief of Staff at PJSC MMC Norilsk Nickel

2015–present: Vice President and Chief of Staff at PJSC MMC Norilsk Nickel, Advisor to the President of LLC Interros Holding Company (on a part-time basis)



PLASTININA
Nina

Born in: 1961

Nationality: Russia

Member of the Management Board since 2013

Share in the Company's authorised capital: 0%

Share in the common stock: 0%

Education:

Moscow Chemical Machinery Construction Institute, degree in Mechanical Engineering;

Bauman Moscow Technical Institute, degree in Economics and Production Management

Track record

2008–2013: Director of Financial Department at CJSC Interros Holding Company

2013–2015: Director of Internal Control Department at OJSC MMC Norilsk Nickel

2015–2016: Vice President for Internal Audit at PJSC MMC Norilsk Nickel

2016–present: Vice President for Internal Controls and Risk Management at PJSC MMC Norilsk Nickel