

BIOGRAPHICAL DETAILS OF BOARD MEMBERS¹



Gareth Peter Penny

Chairman of the Board of Directors since 2013 (Independent Director), Member of the Strategy Committee

Born in: 1962

Nationality: United Kingdom

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

Education

Diocesan College (Bishops), (Cape Town, South Africa)

Eton College (UK)

Rhodes Scholar, Master in Philosophy, Politics and Economics, University of Oxford (UK)

Experience in the last five years

2017–present: member of the Board of Directors of Amulet Diamond Corp.

2017–present: non-executive Chairman of the Board of Directors of Edcon Holdings Limited

2016–2018: non-executive Chairman of the Board of Directors of Pangolin Diamonds Corp.

2012–2016: member of the Board of Directors of OKD

2012–2016: executive Chairman at New World Resources PLC, executive director at New World Resources N. V.

2007–2019: member of the Board of Directors of Julius Baer Group Ltd.

2019–present: non-executive Chairman of the Board of Directors of Ninety One



Andrei Bougrov

Deputy Chairman of the Board of Directors since 2013 (Executive Director), 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, Candidate of Economical Sciences, 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) of 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

^{1/} Positions are indicated at the end of 2019. Biographical details of previous members of the Board of Directors are available in the 2018 Annual Report.

Alexey Bashkirov



Member of the Board of Directors since 2013 (Non-Executive Director), Chairman of the Budget Committee, member of the Audit and Sustainable Development Committee, Strategy Committee, and Corporate Governance, Nomination and Remuneration Committee

Born in: 1977

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, Moscow State Institute of International Relations (MGIMO University)

Experience in the last five years

2016–present: CEO of Translaininvest
 2016–present: managing director at Winter Capital Advisors
 2016–2018: member of the Board of Directors of iGlass Technology Inc.
 2016–present: member of the Board of Trustees of the Night Hockey League non-profit amateur hockey foundation
 2014–present: member of the boards of directors of Petrovax Pharm and Zaodno
 2009–present: executive director, director of the Investment Department (2009–2015), Deputy Chief Investment Officer (2009–2018), member of the Management Board (2011–2018), CEO and Chairman of the Management Board (2018–present) of Interros Holding Company



Sergey Barbashev

Member of the Board of Directors since 2011 (Executive Director)

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: director at a branch of 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 Bratukhin



Chairman of the Board of Directors since 2013 (Independent Director), Member of the Corporate Governance, Nomination and Remuneration Committee, Strategy Committee, Budget Committee, and Audit and Sustainable Development Committee

Born in: 1971

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 Engineering, Mendeleev University of Chemical Technology of Russia

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

Degree in Business Management, Warwick Business School

Experience in the last five years

2014–2016: member of the Board of Directors of International Financial Club Bank

2011–present: President of CIS Investment Advisers

2007–2017: member of the Board of Directors of Dallesprom

Roger Llewelyn Munnings



Chairman of the Board of Directors since 2018 (Independent Director), Chairman of the Audit and Sustainable Development Committee, member of the Budget Committee

Born in: 1950

Nationality: United Kingdom

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

Education

Master in Politics, Philosophy and Economics (advanced course), University of Oxford (UK)

Fellow of the Institute of Chartered Accountants in England and Wales

Experience in the last five years

2017–present: Director of 3 Lansdown Crescent Limited

2017–present: member of the Council of National Representatives (UK) at the Association of European Businesses in Russia

2015–present: member of the Board of Directors of LUKOIL

2013–present: member of the Board of Trustees of International Business Leaders Forum

2013–present: trustee at Kino Klassika Foundation

2013–present: member of the National Council on Corporate Governance non-profit partnership

2010–present: member of the Board of Directors of Sistema

2010–2016: member of the Board of Directors of Wadswick Energy Limited

2009–2016: trustee at the John Smith Trust

2003–present: member of the Board of Directors, Chairman of the Board of Directors of the Russo-British Chamber of Commerce



Marianna Zakharova

Member of the Board of Directors since 2010 (Executive Director), Member of the Management Board since 2016

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 Shareholder Relations, Corporate 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 Affairs at Interros Holding Company



Stalbek Mishakov

Member of the Board of Directors since 2012 (Non-Executive Director), Member of the Corporate Governance, Nomination and Remuneration Committee and Budget Committee

Born in: 1970

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 Law, Moscow State Institute of International Relations (MGIMO University)

Master of Science, University of Notre Dame (USA)

Candidate of Economic Sciences, Diplomatic Academy of the Russian Ministry of Foreign Affairs

Experience in the last five years

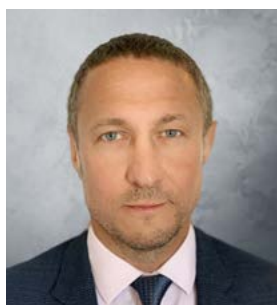
2019–present: function director at RUSAL Management

2018–2019: function director at RUSAL Global Management B. V.

2013–2018: Deputy CEO at En+ Management

2013–2016: member of the Board of Directors of United Company RUSAL PLC

2010–2018: advisor to the President of RUSAL Global Management B. V.



Sergey Volk

Member of the Board of Directors since 2019 (Independent Director), Member of the Budget Committee of the Board of Directors

Born in: 1969

Nationality: Ukraine

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

Education

Master of Business Administration (majoring in Finance), University of Texas at Austin (USA)

Experience in the last five years

2019–present: member of the Board of Directors of Fortenova grupa d.d. (Zagreb, Croatia)

2018–present: member of the Supervisory Board of Mercator d.d. (Ljubljana, Slovenia)

2016–present: senior banker at Sberbank of Russia

2013–2016: consulting specialist, business management consultant



Maxim Poletaev

Member of the Board of Directors since 2019 (Independent Director), Chairman of the Strategy Committee of the Board of Directors, member of the Corporate Governance, Nomination and Remuneration Committee

Born in: 1971

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 Accounting and Business Analysis, P. G. Demidov Yaroslavl State University

Experience in the last five years

2019–present: member of the Board of Directors of United Company RUSAL PLC

2019–present: Chairman of the Board of Directors of Fortenova grupa d.d. (Zagreb, Croatia)

2018–present: advisor to the President of Sberbank of Russia

2013–2018: First Deputy Chairman of the Management Board of Sberbank of Russia



Vyacheslav Solomin

Member of the Board of Directors since 2019 (Non-Executive Director), Member of the Audit and Sustainable Development Committee of the Board of Directors

Born in: 1975

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, Far Eastern Federal University

Experience in the last five years

2018–present: director at En+ Holding Limited and United Company RUSAL PLC

2018–present: executive director at En+ Management

2014–2018: CEO of EuroSibEnerg

2011–present: director at YES Energo Limited



Robert Edwards

Chairman of the Board of Directors since 2013 (Independent Director), Chairman of the Corporate Governance, Nomination and Remuneration Committee and Audit and Sustainable Development Committee

Born in: 1966

Nationality: United Kingdom

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, Camborne School of Mines (UK)

Experience in the last five years

2018–present: member of the Board of Directors of Scriptfert New Zealand Ltd
2018–present: member of the Board of Directors of Chaarat Gold Holdings Ltd
2016: Chairman of the Board of Directors of Sierra Rutile Limited (SRX)
2014–2018: member of the Board of Directors of GB Minerals Ltd
2013–present: head of Highcross Resources Ltd



Evgeny Shvarts

Member of the Board of Directors since 2019 (Independent Director), Member of the Strategy Committee of the Board of Directors

Born in: 1958

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 Biology/Zoology and Botany, Lomonosov Moscow State University

Candidate of Geographical Sciences (Biogeography and Soil Geography), Institute of Geography, Academy of Sciences of the Soviet Union

Doctor of Geographical Sciences (Geoecology), Institute of Geography, Russian Academy of Sciences

Experience in the last five years

2007–2019: director at the Department of Conservation Policy (2007–2016 and 2018–2019), director for Conservation Policy (2016–2018) at the World Wide Fund for Nature
1993–present: member of the Board of the Biodiversity Conservation Center charitable foundation



Biographical details of previous members of the Board of Directors are available in the 2018 Annual Report.