

Management Board

SUEK's management includes long-serving professionals with wide experience in mining, energy and their respective areas.



VLADIMIR RASHEVSKY, 45
CHIEF EXECUTIVE OFFICER
CHAIRMAN OF THE
MANAGEMENT BOARD

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VLADIMIR ARTEMIEV, 53
CHIEF OPERATIONS
OFFICER
MEMBER OF THE
MANAGEMENT BOARD

Education and qualifications

Vladimir graduated from Novocherkassk Polytechnic Institute as a Mining Engineer and has a PhD in Engineering Science.

Career

Vladimir worked for Gukovugol Industrial Association for over 15 years, beginning his career as an Overman at the Zapadnaya underground mine. In 1998, he was appointed General Director of Gukovugol, a position which he held for four years. He was selected as Head of the Coal Industry Department at the Russian Ministry of Energy in 2002, and Head of the Mines Inspectorate for the Federal Administration of Environmental, Technological and Nuclear Supervision (Rostekhnadzor) in 2004.

In 2006, Vladimir became Chief Operations Officer of SUEK and in 2007 he was appointed to the company's Management Board. He has been awarded the Order of Courage for a mine rescue operation and holds all three degrees of the Miner's Glory medal.

In 2016, Vladimir was awarded the Order of Friendship state award.



IGOR GRIBANOVSKY, 46
CHIEF COMMERCIAL
OFFICER
MEMBER OF THE
MANAGEMENT BOARD

Education and qualifications

Igor graduated from the Moscow State Institute of Steel and Alloys, where he studied Metal Forming. He did his postgraduate studies at the Faculty of Economics of Lomonosov Moscow State University, where he majored in Public Sector Economics.

Career

Between 1996 and 2001, Igor worked at the Moscow office of the Japanese Nichimen Corporation in its Department of Coal and Metals. From 2001 to 2005, he headed the export divisions of Vostsibugol, Rosuglesbyt and SUEK.

In 2005, Igor was appointed Managing Director of SUEK AG, and has been SUEK's Chief Commercial Officer since 2007.

In 2017, he was awarded the Labour Glory state third degree award in recognition of his great personal contribution to the development of the national fuel and energy sector.



NIKOLAY PILIPENKO, 53
CHIEF FINANCIAL OFFICER
MEMBER OF THE
MANAGEMENT BOARD

Education and qualifications

Nikolay graduated from Moscow State University in 1989, where he studied Political Economy. He also holds a PhD in Economics.

Career

From 2006 to 2008, Nikolay was Chief Financial Officer of EuroChem. Before joining EuroChem, he held several management positions at ABB Group in Russia, Spain and Switzerland.

Between 2009 and 2015, Nikolay was a member of the Board of Directors, Audit Committee and Nomination and Remuneration Committee of JSC EuroChem. From 2015 to 2016, he was a member of the Board of Directors, Audit Committee and Nomination and Remuneration Committee of EuroChem Group AG. In 2012-2018, Nikolay was a member of the Board of Directors of Siberian Generating Company, where he chaired the Audit Committee.

He was appointed Chief Financial Officer of SUEK in October 2016.

Executives



**ALEXANDER
DOLGOPOLOV, 39**
CHIEF AUDIT
EXECUTIVE

Education and qualifications

Alexander is a graduate of the Moscow State Institute of International Relations (MGIMO), where he studied International Economic Relations. He is also a member of the Institute of Internal Auditors (IIA, US).

Career

From 2000 to 2005, Alexander worked as Assistant Manager in the Energy and Mining Department at PwC.

In 2005, he joined SUEK as Head of Audit Unit and was subsequently appointed Head of Internal Control and Audit Service in May 2011.



**SERGEI
GRIGORIEV, 62**
PUBLIC RELATIONS
AND COMMUNICATIONS
DIRECTOR

Education and qualifications

Sergei is a graduate of the Institute of Asian and African Countries at Lomonosov Moscow State University.

He holds a Master of Public Administration degree from Harvard's John F. Kennedy School of Government.

Career

Sergei's early career was spent with the Soviet Union Association of Friendship Societies. From 1984 to 1990, he worked for the International Department of the Central Committee of the Communist Party, subsequently joining the USSR President's Press Office. He was later a political consultant and commentator. His roles also included, adviser to the Chairman of the All-Russian State Television and Broadcasting Company and, in 2001, Chief of Staff of the Department of Presidential Affairs of the Russian Federation.

Between 2004 and 2006, Sergei was Vice President of the National Reserve Bank. He was then appointed Deputy General Director of the National Reserve Corporation. Sergei was appointed Public Relations and Communications Director at SUEK in February 2007.

In 2014, he was elected to the Civic Chamber of the Russian Federation. He was also appointed Chairman of the Commission on Development of the Real Sector of the Economy of the Civic Chamber of the Russian Federation.

In 2017, he received a state award from the Ministry of Energy of the Russian Federation for his great personal contribution to the development of the national fuel and energy sector.



**DENIS
ILATOVSKY, 47**
DIRECTOR OF LOGISTICS

Education and qualifications

Denis graduated from the Moscow State Institute of Steel and Alloys in 1994. He also obtained an Executive MBA from Antwerp Management School, Belgium, and from the Institute of Business Studies in 2011.

Career

In 1994, Denis began working for the MAIR Industrial Group and in 1996 was appointed Export Director. In 2000, he worked as General Director of Saratov Metalware factory and in 2002, he was appointed Vice President of the Group, where he was responsible for investments, IT and logistics. From 2008, he worked for United Metallurgical Company (OMK), where he was simultaneously Director of Logistics and General Director of the Baltic Metallurgical Terminal (Ust-Luga). In 2012, Denis joined SUEK as Director of Logistics.

In 2017, he was thanked by the Ministry of Energy of the Russian Federation for his great personal contribution to the development of the national fuel and energy sector.



**ANDREY
MIRONOV, 53**
GENERAL AFFAIRS
DIRECTOR

Education and qualifications

Andrey is a graduate of the Leningrad Higher Military Commanders' Training School, the Academy of Federal Security Service and the Academy of National Economy.

Career

Andrey spent the early part of his career in the Federal Security Service. In 2007, he began working in the oil industry as a Security Director.

He joined SUEK in 2011 as General Affairs Deputy Director and was promoted to General Affairs Director in July 2012.



**ALEXANDER
REDKIN, 57**
GENERAL COUNSEL

Education and qualifications

Alexander graduated from the Saratov Law Institute in 1986.

Career

Between 1986 and 2001, Alexander worked in the Public Prosecution Department. He subsequently joined SIDANCO – TNK-BP Management, where he held several positions including General Counsel of SIDANCO's branch in Saratov and Head of Legal Department.

Alexander joined SUEK in 2005, initially as Deputy General Counsel, and was then appointed General Counsel in January 2008.

In 2017, he received a state award from the Ministry of Energy of the Russian Federation for his great personal contribution to the development of the national fuel and energy sector.



STEPAN SOLZHENITSYN, 46
CHIEF EXECUTIVE OFFICER, SGC

Education and qualifications

Stepan graduated from the Massachusetts Institute of Technology and Harvard University. He specialised in regulatory and environmental aspects of the power industry.

Career

From 2004, he worked at the Russian office of McKinsey and was in charge of the electric power industry and heat supply in Russia and the CIS. Stepan supervised projects in the field of power generation, network development and operation, and sales activities.

Stepan joined SUEK Group in October 2018 and in November 2018 he became Chief Executive Officer of SGC.



DMITRY SYROMYATNIKOV, 52
DIRECTOR OF HR AND ADMINISTRATION

Education and qualifications

Dmitry is a graduate of Saint Petersburg State Paediatric Medical University. In 2005, he attended a Human Resources Management course at the Management Centre Europe (MCE) in Belgium.

Career

In his early career, Dmitry spent more than six years working as a doctor. Between 1997 and 2004, he worked for Bristol-Myers Squibb, a US pharmaceutical company, where he started as a Medical Representative and then held the positions of Regional Manager, Training Manager and Sales Efficiency Manager.

In 2004, Dmitry joined the Russian Aluminium and Magnesium Institute as HR Director. In 2005, he transferred to the RUSAL Management Company, where he worked in a number of roles including Head of Recruitment and Director of Compensations.

From 2007 to 2008 and 2012 to 2014, he was HR and PR Director at Kirovsky Zavod. From April 2008 to February 2012, Dmitry was Director of HR and Administration at SUEK, a role he returned to in September 2014.

In 2017, he was awarded the Labour Glory state third degree award by the Ministry of Energy of the Russian Federation. The award is in recognition of his great personal contribution to the development of the national fuel and energy sector.



VLADIMIR TUZOV, 42
CHIEF STRATEGY OFFICER

Education and qualifications

Vladimir graduated from Bauman Moscow State Technical University, majoring in Biomedical Engineering. He holds a Master's degree in Industrial Management from Ecole Centrale Paris and an MBA from Wharton Business School (University of Pennsylvania).

Career

Vladimir began his career in 2001 as a Production Planning Engineer for Pechiney, an aluminium company in France. Over the following five years, he held various managerial roles in production, marketing and supply chain management for non-ferrous and ferrous metallurgical companies in France, Russia, Guinea and Ukraine.

Between 2007 and 2013, Vladimir worked for The Boston Consulting Group (BCG) in Russia and the US. At BCG, he provided consultancy services to financial institutions, heavy industry, mining, automotive and processing companies. From 2013 until 2015, Vladimir worked at pulp and paper company Ilim Group as Deputy CEO for Strategy and Product Management and served on the Board of Directors of Ilim Gofra. Vladimir has been SUEK's Chief Strategy Officer since August 2015.



IRINA ZAYTSEVA, 42
PROCUREMENT DIRECTOR

Education and qualifications

Irina graduated from Perm State University, Faculty of Law, in 1998, and from the National Research University Higher School of Economics, Moscow, in 2001.

Career

Between 2002 and 2011, Irina worked at Uralkali, a potash mining company, where she held a number of senior positions including Director of Inventory and Logistics.

Irina was appointed Procurement Director at SUEK in May 2011.

In 2017, Irina was thanked by the Ministry of Energy of the Russian Federation for her great personal contribution to the development of the national fuel and energy sector.

Management Board report

SUEK's activities are managed by executive bodies – the Chief Executive Officer and the Management Board. The CEO is elected for an indefinite period. Vladimir Rashevsky has been the CEO of SUEK since 2004 and Chairman of the Management Board since 2005.

The Management Board reports to the Board of Directors and the General Meeting of Shareholders. In order to achieve its targets, and under the Regulation on the Management Board, SUEK creates committees and panels that enable key managers and different sector experts to interact on the main issues affecting the company's operations. The primary responsibilities of the CEO and the Management Board are to ensure the development and implementation of the company's production, commercial and other operational plans and improvement programmes. They are also responsible for the timely and effective coordination of the resolutions of the company's executive bodies.

Composition of the Management Board

As of 31 December 2018, the Management Board was comprised of the following four members:

- Vladimir Rashevsky – Chief Executive Officer
- Vladimir Artemiev – Chief Operations Officer
- Igor Gribanovsky – Chief Commercial Officer
- Nikolay Pilipenko – Chief Financial Officer

During the year, 11 senior managers who are not members of the Management Board regularly attended Management Board meetings.

Meetings of the Management Board

In 2018, there were 20 meetings of SUEK's Management Board: 12 in-person and eight in-absentia.

The main areas of the Management Board's activities in 2018 were:

- The timely and effective implementation of resolutions taken at the General Meeting of Shareholders and by the company's Board of Directors
- Preparation of consolidated financial statements, the Group's budget including the Energy Segment, along with other issues related to the resolution of the Board of Directors on SGC integration
- The implementation of SUEK's joint and segmented strategies, as well as functional strategies (development strategies of auxiliary service companies, coal asset strategies)
- The implementation and efficiency assessment of the company's HR policies (including the provision of Kuzbass and Ural units with key employees), information policy (including the SUEK brand awareness research), social policy (including master plans for the development of mono-industry towns where SUEK operates), environmental policy (successful audit by Bettercoal)
- The monthly monitoring of our performance in meeting approved budget and production targets in volatile market conditions
- Systematic monitoring of actions aimed at managing key risks in 2018
- Ensuring safe working conditions, minimising the risks associated with coal mining and developing a strong safety culture
- Improving labour productivity in all areas through the integrated optimisation of all production and business processes used by the company, its subsidiaries and associates
- Further improving our systems of compliance
- Ensuring the effective implementation of major investment projects and improving the quality of how they are monitored

Items relating to operational management and current activities were reviewed at meetings of specialist committees, which were established in line with the company's Charter and function according to the approved work plans:

- Industrial Safety Committee
- Risk Management Committee
- Investment Committee
- Procurement Committee
- Information Technology Committee
- Budget Committee
- Project Committee
- Sales Policy Committee

In 2018, the eight committees held 96 meetings.

Management Board remuneration

The remuneration of members of the Management Board and the CEO of SUEK consists of a fixed basic salary and bonus elements, as well as long-term incentives for the completion of specific strategic projects.

The fixed element is based on the official duties of the relevant individual. The variable part provides an incentive to accomplish SUEK's strategic objectives and helps attract and retain key managers. The amount of annual bonus paid is based on the achievement of KPIs, which are set annually on an individual basis for each member of the Management Board and the CEO. The KPIs are based on a detailed analysis of SUEK's strategic objectives.

In 2018, the total remuneration paid out to the members of the Management Board and the CEO of SUEK, based on their performance during the year, was \$7.5m.

Plans and priority tasks for 2019

The main task in 2019 is to follow up on the Board's resolution regarding the consolidation of coal and power assets with a view to strengthen SUEK's position as one of the largest coal and energy companies in the world, to further scale up and diversify SUEK's business.