

MANAGEMENT OF ZARUBEZHNEFT JSC



SERGEY IVANOVICH KUDRYASHOV

General Director (Sole Executive Body)

- Sergey Ivanovich Kudryashov has an extensive leadership and management experience in the fuel and energy sector.
- In 1991, he graduated from the Kuibyshev Polytechnic Institute. In 2006, he received his Master of Business Administration (Executive MBA) degree issued by the Stockholm School of Economics.
- He began his working career in 1991 at Nizhnevartovskneft, rising from the post of Production Operator to Deputy General Director, Head of the Unitized Oil Field.
- From 2002 to 2003, he worked as Deputy Manager of Tomskneft VNK, and Head of the Strezhevoyneft Oil and Gas Production Directorate.
- From 2003 to 2004, he was Manager of Yuganskneftegaz JSC, and Vice President of YUKOS-EP CJSC.
- From 2005 to 2008, he was First Vice President of OC Rosneft JSC being in charge of the company's production sector.
- From 2008 to July 11, 2012, he held the position of Deputy Minister of Energy of the Russian Federation and was in charge of the activity of the Russian oil and gas complex.
- From July 12 to December 28, 2012 he held the position of First Deputy General Director of Zarubezhneft JSC.
- Since December 28, 2012, he has been the General Director of Zarubezhneft JSC. In accordance with Order No. 920-p "On Resolutions of the Extraordinary General Meeting of Shareholders of Zarubezhneft Joint Stock Company" of the Federal Agency for State Property Management dated November 29, 2017, he was elected General Director of Zarubezhneft JSC for the period of 5 years.
- Mr. Kudryashov is also the Head of the Working Group of the Commission under the President of the Russian Federation for the issues of the Fuel and Energy Complex (FEC) and the development strategy for ecological safety.
- Holds no shares of Zarubezhneft JSC.



OLEG VALERIEVICH AKIMOV

Deputy General Director for Production

- In 1999, he graduated from the Gubkin Russian State University of Oil and Gas with a degree in Development and Operation of Oil and Gas Fields. In 2011, he earned an MBA degree from the Moscow State Institute of International Relations (MGIMO University) of the Russian Ministry of Foreign Affairs (Development and Operation of Oil and Gas Wells). In 2011, he earned his PhD degree in Technical Sciences.
- In 1999, he started his career in Yuganskneftegaz JSC as an oil and gas well diagnostics operator, having worked his way up to the company's Chief Engineer.
- From 2006 to 2015, he worked in RN-Yuganskneftegaz LLC as the Head of Regional Engineering and Process Directorate, then the Chief Engineer of Production Department, then the Head of Production Department, and then the First Deputy General Director for Production and Chief Engineer.
- In 2015, he moved to the position of Advisor to the General Director of Zarubezhneft JSC.
- In 2016, he became the Chief Engineer of ZARUBEZHNEFT-Dobycha Kharyaga LLC.
- In 2017, he took the position of the General Director of ZARUBEZHNEFT-Dobycha Kharyaga LLC.
- Since May 2019, he has been the Deputy General Director for Production in Zarubezhneft JSC.
- For more than 20 years of work in the oil and gas industry, he has been repeatedly awarded insignia, including a letter of appreciation and an honorary diploma from the Ministry of Energy of the Russian Federation, as well as an honorary diploma and a letter of acknowledgment from the Governor of the Nenets Autonomous Area. In 2017, by an order of the Ministry of Energy of the Russian Federation, he was awarded the title of "Honored Oilman".
- Holds no shares of Zarubezhneft JSC.



DENIS NIKOLAEVICH MAKSIMOV

Deputy General Director for Economics and Finance

- In 2006, he obtained higher education with specialization in Accounting, Analysis and Auditing; in 2011, he obtained a second higher education with specialization in Law. He holds an international accounting diploma (DipIFR) from ACCA (The Association of Chartered Certified Accountants).
- From 2004 to 2013, he worked in Orenburgneft PJSC, taking a range of positions in the Finance and Economics Department.
- From 2013 to 2016, he worked as the Deputy General Director for Economics and Finance in JC RUSVIETPETRO LLC.
- In July 2016, he took the position of the Deputy General Director for Economics and Finance of Zarubezhneft JSC.
- He was awarded the Certificate of Honor by the Ministry of Industry and Trade of the Socialist Republic of Vietnam.
- Holds no shares of Zarubezhneft JSC.



IGOR SEMENOVICH AFANASIEV

Deputy General Director for Geology and Development

- In 1994, he graduated from Novosibirsk State University.
- From 2002 to 2004, he worked in YuganskNIPneft (Ufa).
- From 2005 to 2006, he held the position of Head of the Department for the development of technologies for the Corporate Research Center at OC Rosneft JSC.
- In 2006, he was promoted to the position of the Deputy Director of the Corporate Research Center, OC Rosneft JSC.
- From 2007 to 2014, he worked as the Director of the Field Development Department, OC Rosneft JSC.
- Since August 2014, he has been the Deputy General Director for Geology and Development in Zarubezhneft JSC.
- Holds no shares of Zarubezhneft JSC.



EVGENIY ALEKSEEVICH MATVEYEV

Deputy General Director for Corporate Security

- He graduated from the Bauman Moscow Higher Technical School, and the Russian Academy of Public Administration under the President of the Russian Federation.
- From 1984 to 2015, he held a range of government and administrative positions.
- From 2015 to 2016, he was a counselor to the Governor of the Tula Region in the executive office of the Tula Region Government.
- In June 2016, he was appointed Head of Corporate Security Section of Zarubezhneft JSC.
- Since December 2017, he has been the Deputy General Director for Corporate Security in Zarubezhneft JSC.
- He has departmental and governmental awards of the Russian Federation.
- Holds no shares of Zarubezhneft JSC.



IGOR VIKTOROVICH SHCHELKUNOV

Deputy General Director for Refining and Sales

Deputy General Director for General Administration and Human Resources

- In 1992, he graduated from the Tyumen Industrial Institute, Oil and Gas Production Department, with a degree in Technology and Integrated Mechanization of Oil and Gas Fields Development and qualification of Production Engineer.
- From 2007 to 2009, he completed a joint program with Kingston University (London) at the Academy of National Economy under the Government of the Russian Federation; he holds a Master of Business Administration (MBA) degree.
- From 1988 to 1997, he was an Oil and Gas Production Operator, Class 3 Process Engineer, Class 1 Geologist and Deputy Shop Supervisor, then Shop Supervisor of Research and Production Shop at the Oil and Gas Production Directorate of Yuganskneft, Yuganskneftegaz JSC.
- From 1997 to 2005, he held the positions of the Deputy Head of the HR Policies Section, then the Head of the HR Policies Section, and then the Director for HR Policies at Yuganskneftegaz JSC.
- From 2005 to 2007, he was the Head of the HR Policies Section in MCC EuroChem JSC.
- From 2007 to 2017, he held the position of the Director of Administration of MCC EuroChem JSC, and was a member of the Management Board of MCC EuroChem JSC.
- From 2017 to 2018, he was the Head of the Oil and Gas Division, the Member of the Management Board of EuroChem Group AG (Zug, Switzerland), the Member of the Board of Directors of MCC EuroChem JSC (Moscow).
- In 2018, he took the position of the Deputy General Director for Refining and Sales, and General Administration and Human Resources, in Zarubezhneft JSC.
- He has governmental awards of the USSR and the Russian Federation.
- Holds no shares of Zarubezhneft JSC.



DENIS BORISOVICH ULITIN

Deputy General Director for Organizational Development and Corporate Communications

- In 2000, he graduated from the Novosibirsk State Academy of Economics and Management with a degree in Finance and Credit. In 2009, he completed the Executive Education Program for Russian oil and gas industry managers, "Oil and Gas Industry: Major Project Management" at the Moscow School SKOLKOVO.
- From 2001 to 2005, he worked at Yuganskneftegaz at various positions.
- From 2005 to 2010, he worked as the Assistant First Vice President of OC Rosneft JSC.
- From 2011 to 2012, he was the Deputy Director of the Oil and Gas Production and Transportation Department of the Ministry of Energy of the Russian Federation.
- In January 2013, he was appointed Chief of the General Director's Office of Zarubezhneft JSC.
- Since February 2015, he has been the Deputy General Director for Organizational Development and Corporate Communications in Zarubezhneft JSC.
- He has departmental awards of the Ministry of Energy of the Russian Federation.
- Holds no shares of Zarubezhneft JSC.



ALEKSANDR YURIEVICH BELOV

Deputy General Director for Business Development

- In 1989, he graduated from the V. V. Kuibyshev Polytechnic Institute (Oil Department), majoring in Technology and Integrated Mechanization of Oil and Gas Fields Development. He holds certificates of training of George Washington University School of Business and Public Management, and ESI INTERNATIONAL. He passed a project management course at the Moscow School of Management Skolkovo.
- From 1989 to 1996, he worked at the oil and gas fields operated by Kholmogorneft Oil and Gas Production Directorate (Noyabrskneftegaz JSC).
- From 1996 to 2005, he rose from the Field Supervisor to the Head of Yuzhorenburgneft Oil and Gas Production Directorate (Orenburgneft JSC). He headed the Production Unit "Orenburg-Yug" in TNK-BP.
- From 2005 to 2007, he worked as the Deputy General Director for Manufacturing in ROSSGAZ LLC.
- From 2007 to 2009, he worked as the President and the General Director of SNG GISSAR OPERATING LLC (foreign enterprise), a subsidiary of LUKOIL Overseas, in the city of Tashkent.
- From 2009 to 2013, he held management positions at the following companies within Gazprom Neft JSC: The General Director of Gazpromneft-Angara LLC, the Head of the Exploration and Production Block in SIBIR ENERGY PLC, the General Director of Gazprom Neft Orenburg JSC.
- From 2014 to 2015, he was the General Director of Preobrazhenskneft CJSC of OC RussNeft PJSC.
- From 2015 to 2019, he worked as the Deputy General Director for Production at Gazprom Dobycha Shelf Yuzhno-Sakhalinsk LLC, headed the development of new assets in the Orenburg Region.
- Since 2019, he has been the Deputy General Director for Business Development in Zarubezhneft JSC.
- He has corporate and departmental awards of the Ministry of Energy of the Russian Federation, as well as the title of "Honored Oilman".
- Holds no shares of Zarubezhneft JSC.



KIRILL ALEKSANDROVICH KOCHETKOV

Deputy General Director for Legal and Corporate Issues

- In 1994, he graduated with honors from the Sergo Ordzhonikidze Moscow Aviation Institute, with a degree in Automated Information Processing and Control Systems. In 2003, he graduated from the Moscow State Law Academy with a degree in Law. He is fluent in English.
- Since 1994, he has worked in managerial positions at fuel and energy companies.
- From 2010 to 2015, he was head of the legal department of Shtokman Development AG, a joint venture of Gazprom PJSC, Total S.A. (France), and Statoil ASA (Norway), established for construction and operation of the Shtokman gas condensate field development facilities.
- In 2015, he started his career in Zarubezhneft Group of Companies.
- From 2016 to 2018, he was the Deputy General Director for Legal and Corporate Issues in ZARUBEZHNEFT-Dobycha Kharyaga LLC.
- In June 2018, he was appointed Deputy General Director for Legal and Corporate Issues of Zarubezhneft JSC.
- He holds letters of acknowledgment from the Ministry of Energy of the Russian Federation, and Zarubezhneft JSC. In 2017, he was included into the list of top 100 lawyers made by Legal 500.
- Holds no shares of Zarubezhneft JSC.