

## BUSINESS MANAGEMENT



### Roman Shkoller

Head of the Agriculture Business

Born in 1986;

In 2008, he graduated with honours from the Russian School of Economics; In 2010, he received a Ph.D. in Economics from the Higher School of Economics; In 2013, – a Master of Business Administration (MBA) from the Massachusetts Institute of Technology;

Prior to joining Rusagro, he held the position of a partner in the international consulting company – McKinsey & Company, headed the strategy and corporate finance practice in the CIS;

He was engaged in the development of strategies and the implementation of digital and operational transformations in large Russian and foreign companies;

In March 2020, he was appointed Head of the Agriculture Business of Rusagro.



### Vladimir Alexandrov

Head of Oil and Fats business

Born in 1979;

In 2001, Graduated from Financial Academy under the Government of the Russian Federation with a degree in Finance and Credit; In 2006, he received MBA from Harvard Business School;

Before joining Rusagro, he worked for the international consulting company – McKinsey & Company for 19 years, where he worked his way up from a business analyst to a partner; At McKinsey & Company, he run the CIS mining and chemical client practice, as well as major capital projects;

Since September 2020, he has been heading the Fat and Oil Business of Rusagro.



### Evgeny Sluchevsky

Head of the Meat Business

Born in 1987;

In 2009, he graduated from the Tyumen Industrial University, majoring in Information Technology and Management Systems; and In 2011 received a Master's degree in System Analysis from the Moscow Institute of Physics and Technology;

From 2010 to 2011, Mr. Sluchevsky worked at KPMG in the management consulting department;

From 2011 to 2016, he worked as a consultant at McKinsey & Company – an international consulting company, where he gained diverse functional and industrial experience;

From 2016 to 2019, Mr. Sluchevsky headed one of the leading companies in the market of sausage products (in the top 10 of the national rating);

In October 2019, he was appointed Head of the Meat Business of Rusagro.

- Agriculture Business
- Oil and Fats Business
- Meat Business
- Sugar Business
- Dairy Products Business



## Nikolai Zhirnov

Head of the Sugar Business

Born in 1974;

In 1996, Mr. Zhirnov graduated from the Chelyabinsk State Technical University with a degree in Applied Mathematics; In 2004, he received an MBA at the Stockholm School of Economics (Sweden);

From 1997 to 2005, he worked at WRIGLEY Russia;

From 2005 to 2009, he was Chief Executive Officer of SPORTLAND Russia of SPORTLAND INTERNATIONAL;

In September 2009, he was appointed Commercial Director of LLC Rusagro-Centre; In October 2011, he was appointed Chief Executive Officer of LLC Rusagro-Centre;

In November 2011, Mr. Zhirnov was appointed Head of the Sugar business of Rusagro.



## Roman Danilin

Head of the Dairy Products Business

Born in 1981;

In 2003, Roman Danilin graduated from the Plekhanov Russian Academy of Economics with a degree in Corporate Management;

From 2001 to 2011, he worked at OJSC Hlebprom; From 2011 to 2017, he held the post of Chief Executive Officer at CJSC Perm Flour Mill, LLC Venskiy Tsekh, and LLC Cheremushki Confectionery and Bakery Plant;

In 2017, Mr. Danilin was included in Top 250 Executives rating of the Kommersant Publishing House in Consumer Products Manufacturing;

From 2017 to August 2019, he headed the Oil and Fats Business; In September 2019, he was appointed Head of the Dairy Products Business.

## KEY MANAGEMENT PERSONNEL REMUNERATION

In 2020, as in the previous year, the list of key management personnel of Rusagro included 12 people: CEO, CFO and Legal Director of LLC Rusagro Group of Companies, general directors of five Businesses and four members of Board of Directors. In 2020, their total remuneration grew by 66% (RUB 481 million) and amounted to RUB 1,212 million, including RUB 105 million (+68%, or RUB 62 million) payable to the State Pension Fund. The members of the Board of Directors were paid RUB 804 million (+53%, or RUB 280 million) of the total amount of remuneration. In addition, members of the Board of Directors received dividends in the amount of RUB 383 million (+0.9%, or RUB 4 million). The bigger remuneration was mainly attributable to the increase in its variable part as a result of the Company's higher profits in 2020.