

MANAGEMENT



Aleksey Ivanov
Chief Executive Officer

Mr Ivanov was appointed as CEO in September 2021. Prior to that, he served as senior vice president of business development and commerce since November 2015. He also held the positions of vice president, head of the Steel Division (2011-15) and head of the Siberia Division (2009-11). He previously served as the senior deputy CFO responsible for financial control and treasury functions (2008-09) and director of financial control (2002-09).

From 1998 to 2002, Mr Ivanov held various positions at Liggett-Ducat, where his

responsibilities included production, controlling and logistics. He also served as head of the Credit Department at Inkombank (1997-98).

Mr Ivanov graduated from INSEAD in 2002. He holds a degree in Finance from the Financial Academy of the Government of the Russian Federation and has been a member of the Chartered Institute of Management Accountants since 2004. In 2008, Mr Ivanov received a diploma in Human Resources from the Australian Professional Association.



Nikolay Ivanov
Chief Financial Officer

Mr Ivanov joined EVRAZ in November 2016 as CFO. Prior to that, he served as executive vice president and CFO at VimpelCom from 2013. Over the previous 10 years, he held various positions at TNK-BP, including first deputy of the executive vice president for exploration and production.

As EVRAZ CFO, Mr Ivanov leads the financial unit and supervises key supporting functions, including: legal; investor relations and public relations; IT; procurement and technological development.

Mr Ivanov graduated from the Financial Academy of the Government of the Russian Federation with a degree in Finance and Credit, as well as from Northeastern University, Missouri, USA, and Truman University, USA, with a degree in Accounting.



Andrey Davydov
Vice President, Head of the Coal Division

Mr Davydov joined EVRAZ in 2010. He headed EVRAZ' Sukha Balka iron ore mine in Ukraine and has been in charge of Management Company EVRAZ Mezhdurechensk since 2016. Prior to joining EVRAZ, Mr Davydov had worked at various Russian coal companies, including Belon.

Mr Davydov graduated from the Physics Department of Kemerovo State University with a degree in Microelectronics

as well as the Mining Department of Moscow State Open University (specialising in Subterranean Development of Subsoil Resources). He is a graduate of the Presidential Programme at the Academy of National Economy under the Government of the Russian Federation.

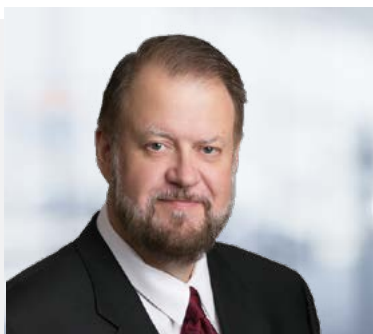


Alexander Erenburg
Vice president, Head of the Vanadium Division

Mr Erenburg has been with EVRAZ since 2003. He started in the Project Financing Department and subsequently held various positions in strategic investment planning. In 2011, he was placed in charge of business development at EVRAZ NTMK. In 2015, he was appointed as director of Vanadium Assets. In December 2018, Mr Erenburg became a EVRAZ vice president and head of the Vanadium Division.

Mr Erenburg graduated from Novosibirsk State University with a degree in Mathematical Methods and Operations' Research in Economics. He received an MA in Economics from Central European University.

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James "Skip" Herald
President and Chief Executive
Officer, EVRAZ North America

Mr Herald joined EVRAZ North America in August 2019 as president and chief executive officer.

Prior to EVRAZ, Mr Herald was CEO of Axiom Energy Services, a Houston-based provider of compression services at every major U.S. shale basin.

Mr Herald has more than 35 years' experience in the oil and gas and energy industries, in both the service and manufacturing sectors. He spent a significant part of his career, from 1985 to 2007, with the global oil services company

Halliburton, working in multiple business units and managing operations globally.

In 2007, Mr Herald became the North America managing director at Vallourec, a France-based multinational manufacturer of steel tubular products. In 2014, he was named CEO of the Americas at line pipe manufacturer Welspun Corp.

Mr Herald is a graduate of West Virginia University, where he received a Bachelor of Science in Electrical Engineering.



Alexander Kuznetsov
Vice President, Corporate Strategy
and Performance Management

Mr Kuznetsov joined EVRAZ in 2002 and was appointed as vice president for strategic development and operational planning in July 2009. Prior to that, he served as vice president for corporate strategy and performance management. His responsibilities include strategic development, operational planning, M&A transactions and financial valuation of business and investment projects.

Mr Kuznetsov previously held various positions within the Company and served as director for strategic planning and investment analysis from 2008 to 2009. He was formerly head of the Financial Analysis and Valuation

Department, where his responsibilities included financial analysis, valuation of investment projects and M&A transactions (2006-08). From 2002 to 2006, Mr Kuznetsov was manager of the Capital Markets and International Investments Department and was involved in all of the Company's M&A transactions.

Mr Kuznetsov graduated with honours from the Moscow Institute of Physics and Technology in 2001 with a degree in Applied Mathematics and Physics. He also received a Master's degree in Economics from the New Economic School in 2002.



Artem Natrusov
Vice President, Information
Technologies

Mr Natrusov joined the Company in May 2011 as vice president of information technologies. Prior to EVRAZ, Mr Natrusov held management positions in information technologies at Eldorado from 2008 to 2011, ROSNO from 2006 to 2008 and Nestle Russia from 1998 to 2006.

Mr Natrusov has more than 16 years' experience in information technologies, including operational management and management

of complex projects dealing with SAP and Oracle applications.

Mr Natrusov graduated with honours from the Moscow Institute of Electronic Technology in 1994 and received an MBA from the University of Southern California in 1998.



Denis Novozhenov
Vice President, Head of the Urals
Division

Mr Novozhenov has been with EVRAZ since 1996. In April 2018, he was appointed as head of the Urals Division. In 2011, he was appointed as general director of a steel mill in the Smolensk region. He subsequently served as head of the Ukraine Division. He started as an economist at EVRAZ NTMK and went on to hold numerous managerial

positions at EVRAZ VGOK, Evrazruda and Yuzhkuzbassugol.

Mr Novozhenov graduated from Urals State Technical University with a degree in Engineering and Economics. He holds an MBA from the Synergy Institute of Economics and Finance.



Konstantin Rubin
Vice President, Health, Safety
and Environment

Mr Rubin joined the EVRAZ team in June 2017 as director of health and safety. In January 2018, he was appointed as the Company's vice president for health, safety and environment. Mr Rubin worked at Shell Neft, one of the occupational safety leaders in its industry, for more than eight years, first as the head of production and then as branch director.

Mr Rubin graduated from the Chemical Faculty of Platov South-Russian State Polytechnic University and the Economics Faculty of Rostov State University. He has a Master of Arts in Management from the UK's Open University.



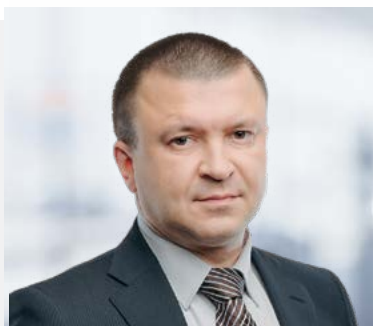
Elena Samsonova
Vice President, Human
Resources
New appointment

Ms Samsonova joined EVRAZ in December 2021. Prior to that, she had worked for 15 years as HR director at Uralkali, Global Ports, EuroChem and TransContainer. She was responsible for the development and implementation of the HR strategy, setting up a close-knit executive leadership team, talent search, establishing and developing the foundations of corporate culture, and the development and implementation of compensation systems.

In 1998, Ms Samsonova graduated with honours from Perm State University with a degree in English Language and Literature. In 2000, she received

a Master's degree in HR Management from University of Durham Business School, UK. In 2012, she received an MBA from Saint Petersburg International Institute of Management. Ms Samsonova has been recognised by the TOP-1000 Russian Managers ranking and was awarded the HR Manager of the Year award for her achievements in human capital management.

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Vsevolod Sementsov
Vice President, Corporate Communications

Mr Sementsov joined EVRAZ as vice president for corporate communications in June 2013.

Prior to EVRAZ, Mr Sementsov served as the director of public relations at Sistema for more than five years. In 2001-08, he was PR manager of Intel Corporation in Russia and the CIS. In 1999-2011, he worked as the creative editor of Beeline World Monthly Magazine. In 1992-99, he

served as a senior reporter at several publications, such as Interfax-AiF, Business World and Moscow News weeklies.

He graduated from the Moscow Engineering Physics Institute with a degree in Technical Physics.



Sergey Sergienko
Vice President, Technologies Development

New appointment

Sergey Sergienko was appointed as Vice-President, Technologies Development in September 2021. He joined EVRAZ in 2009. He has held the positions of director for development of the steel and iron ore business (2015-17), director for technologies development (2017-18) and director for EVRAZ business system development.

Mr Sergienko graduated from Krasnoyarsk State Technical University with a degree in Casting Machines and Casting

Technology. In 2011, he completed the EVRAZ New Leaders programme. In 2017, Mr Sergienko received the Company's highest corporate award, EVRAZ Stela, in the EBS nomination for a project he led to benchmark processing stages and create the Science and Engineering Board.



Ilya Shirokobrod
Vice President, Sales and Logistics

In November 2014, Mr Shirokobrod was appointed as vice president of sales and logistics.

Mr Shirokobrod joined EVRAZ in 2010 as the managing director of the Trading Company EvrazHolding and served as vice president of sales in 2011-12. In April 2012, Mr Shirokobrod was appointed as vice president and head of the Railway Products Division.

Prior to joining EVRAZ, from 2005 to 2010, Mr Shirokobrod held various management positions at Centravis Limited (the largest producer in the CIS and the fifth largest global producer of seamless stainless pipes), where he was responsible for worldwide sales, strategy and business

development. In 1999-2005, he served as commercial director (Russia and Central Asia) and chief executive of Alcoa CSI. Mr Shirokobrod has also held various commercial positions at Melitta Rusland and Tetra Pak.

Mr Shirokobrod graduated with honours from St. Petersburg State Technical University in 1995 with a degree in Engineering Physics, and he holds a Master of Sciences degree in Engineering. He received an executive MBA from Stockholm School of Economics in 2005.



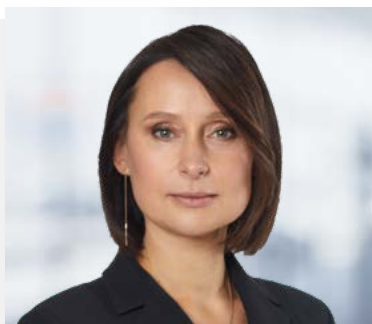
Alexey Soldatenkov
Vice President, Head
of the Siberia Division

Mr Soldatenkov was appointed as vice president and head of the Siberia Division in December 2015.

Prior to joining EVRAZ, Mr Soldatenkov worked at Severstal, where he was business development director of Severstal Russian Steel and chief technical officer of Severstal. Prior to this, he held managerial positions at Magna Technoplast and was involved in the commissioning of Ford, General Motors, Renault and Volkswagen facilities in Russia.

Mr Soldatenkov graduated from Bauman Moscow State Technical University with a degree in Mechanical Engineering. He also completed the Top Manager

training programme at the Russian Presidential Academy of National Economy and Public Administration.



Yanina Staniulenaite
Vice President, Legal

Ms Staniulenaite joined EVRAZ in January 2017 as the property and corporate governance director. She served as vice president of legal in late 2017 and was officially appointed to this position in June 2018.

Ms Staniulenaite has a solid track record of legal support at major industrial companies. She was the head of RusHydro's Corporate Governance and Property Department for six years. Prior to that, she worked as Inter RAO UES's corporate governance director for over seven years. Ms Staniulenaite provided legal support

for major projects, in particular RusHydro Group's acquisition of the heat holding RAO ES of the East. Under her leadership, Inter RAO UES entered the Russian public market and issued depositary receipts. Ms Staniulenaite graduated from the Law Faculty of Lomonosov Moscow State University and the Institute of Business Studies at the Russian Government Academy of National Economy and Public Administration.



Sergey Vasiliev
Vice President, Compliance
with Business Procedures
and Asset Protection

Mr Vasiliev was appointed as vice president for compliance with business procedures and asset protection in July 2015.

A lieutenant-general in the police, Mr Vasiliev held numerous senior

positions at Russian internal affairs agencies from 1988 to 2015.

He is a graduate of the Ural Law Institute and the Russian Academy of Public Service under the President of the Russian Federation.

In addition, Natalia Ionova served as Vice President, Human Resources during the year, before stepping down on 1 September 2021.