

Management Board

Over the course of 2021, there were a number of changes in Magnit's senior team to support the Group's continued growth.

On 22 July 2021 PJSC Magnit increased the size of its Management Board to 13 people to make decision-making more efficient. Chief Digital and Technology Officer Yuri Misnik, Chief Marketing Officer Pavel Lokshin along with Commercial Directors Francesco Fiamingo and Egor Shumilin were all added to the Management Board.

Chief Supply Chain and Logistics Officer Fedor Pavlovsky and Director for E-commerce Andrey Lukashevich¹ also joined the Management Board, replacing respectively Maria Dei and Florian Jansen, who both left the Company.

Full composition of the Management Board as of 31 December 2021

Name	Position	Joined	Background
Jan Dunning	President & CEO	2019	Metro, Lukas Klamer, Aldi North, Lenta
Anna Bobrova	Human Resources Director	2019	Metro, X5, JSC SIA International Ltd
Andrey Bodrov	Chief Investment and Strategy Officer	2019	Lenta, Investment banks
Francesco Fiamingo	Commercial Director for formats and Dry/ Non-Food	2019	Metro, Lenta
Ruslan Ismailov	Deputy CEO – Retail Chain Director	2019	Lenta, Metro, Mosmart
Pavel Lokshin	Chief Marketing Officer	2021	Metro, K-rauta, Perekrestok Express, O'Key
Andrey Lukashevich	Director for E-commerce	2021	Delivery Club, Vezet
Anna Meleshina	Corporate Relations and Sustainability Director	2019	Coca-Cola, Heineken, Lenta
Yuri Misnik	Chief Digital and Technology Officer	2021	Microsoft, AWS, banks
Fedor Pavlovsky	Chief Supply Chain and Logistics Officer	2021	Lenta, Adidas, X5
Maxim Shchegolev	Director for Chain Development, Real Estate and Maintenance	2020	Lenta, O'Key
Egor Shumilin	Commercial Director for Fresh/ Ultra Fresh and Regions	2018	X5
Elena Zhavoronkova	Chief Legal Officer	2018	Polyus, Evraz, TMK

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Jan Dunning,
President and CEO

Jan Dunning joined Magnit in January 2019 as President and Member of the Management Board. After joining the Board of Directors in May 2019, Jan was elected Chief Executive Officer in June 2019. Prior to joining Magnit, Jan spent over 25 years in the retail industry working in a broad range of retail functions including leadership roles in operations, development, sales, marketing, purchasing and finance.

In 2011–2018, Jan worked as the Chief Executive Officer of Lenta. Previously, he served as the Operations Director of Metro Cash & Carry Russia and then General Manager of Metro Cash & Carry Ukraine.

Jan's previous experience also includes three years as the General Manager of the Lukas Klamer wholesale business, a subsidiary of the Metro Group in the Netherlands, and over ten years with Aldi North.



Anna Bobrova,
HR Director

Anna has almost 20 years of experience in HR, particularly within the retail sector, and has successfully implemented projects aimed at the development and performance enhancement of line staff and management and increasing the service level in stores. She has also built and managed modern IT systems in employee management.

to 2013 was the Director of HR and Organisational Development in X5 Retail Group.

She held managerial positions in HR at JSC SIA International Ltd (2015–2019), Rimera Group (2013–2015) and Rosatom (2009–2011).

From August 2019 Anna has held the position of HR Director. Anna was appointed Member of the Management Board of PJSC Magnit on 10 September 2019.

Prior to joining Magnit, in 2003–2009 Anna worked in the HR department of Metro, from 2011



Andrey Bodrov,
Chief Investment
and Strategy Officer

Andrey Bodrov has worked for many leading International and Russian financial institutions including Morgan Stanley, Deutsche Bank, VTB Capital and Renaissance Capital with a primary focus on the Retail & Consumer sectors. During more than ten years in investment banking, Andrey was involved in many landmark transactions in the Russian market (including M&A, capital markets, advisory, structured finance, etc.).

Prior to joining Magnit, Andrey worked as Mergers & Acquisitions Director at Lenta from February 2016.

Since September 2019 Andrey has held the role of Chief Investment and Strategy Officer of PJSC Magnit and is responsible for Magnit's investments, strategy, capital allocation and M&A. Andrey was elected as a Member of the Management Board of PJSC Magnit on 13 December 2019.

¹ On 12 April 2022 Adrey Lukashevich left the Company for family reasons. The Board of Directors decided to remove Andrey Lukashevich from the Management Board.

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Francesco Fiamingo,
Commercial Director for formats
and Dry/ Non-Food

Francesco Fiamingo has over 20 years of experience in retail across different fields. He began his career at Metro Cash & Carry in Italy and has held senior positions at the company in Russia and Serbia, where he was in charge of procurement.

Prior to joining Magnit in 2019, Francesco was the Commercial Director for the Hypermarket format at Lenta. He occupied the position of the Commercial Director for the Supermarket format at Lenta during the period from 2014 to 2017.

Francesco was appointed a Member of the Management Board of PJSC Magnit from 28 October 2021.



Ruslan Ismailov,
Deputy CEO – Retail Chain
Director

Ruslan Ismailov joined Magnit as the Retail Chain Director on 27 May 2019.

Ruslan has over 15 years of experience in managing consumer companies.

He started his career in 2003 in the Metro Cash & Carry retail chain, working his way from a department manager to a hypermarket director.

In 2009, Ruslan held the position of Deputy Chief Executive Officer of the Mosmart multi-format retail chain. Prior to joining the Company, he worked as a divisional director and headed the Supermarket format for four years in Lenta.

Ruslan was appointed Member of the Management Board on 4 June 2019.



Pavel Lokshin,
Chief Marketing Officer

Pavel Lokshin has more than 20 years of management experience in international and Russian retail companies.

For more than 12 years he worked at Metro Cash & Carry in various positions in Moscow, Samara, Novosibirsk, and Guangzhou.

From 2013 to 2018, he was the first CEO of K-rauta Rus, a DIY hypermarket chain, part of the Finnish Kesko group, and then of Perekrestok Express.

Prior to joining Magnit, Pavel worked as the Chief Operating Officer at O'Key Group.

From June 2021 occupies the position of the Chief Marketing Officer. Pavel was appointed Member of the Management Board of PJSC Magnit starting 22 July 2021.



Andrey Lukashevich,
Director for E-commerce

Andrey Lukashevich has had a successful career holding managerial positions in web services development companies. From 2015 to 2018, he held various executive positions in Delivery Club and became its CEO in 2016, where, during his tenure, Andrey increased the size of the business of the company several times and developed its strategy.

In 2017, he was included in the Young Media Managers of Russia Rating in the Web Service CEO category.

In May 2018, Andrey headed the Mail.Ru Foodtech Ventures, a division created specifically for investments in online sales and food delivery projects.

In early 2019, he became the CEO of Vezet taxi aggregator, a position he held until the deal with Yandex.

Since July 2021 Andrey held the position of the Director for E-commerce. He was appointed Member of the Management Board of PJSC Magnit on 22 July 2021.



Anna Meleshina,
Corporate Relations
and Sustainability Director

Anna Meleshina joined Magnit in May 2019 as Director for Government & Public Relations and was subsequently appointed Director for Corporate Relations & Sustainability. Prior to Magnit, Anna served as a Public Affairs & Communications Director for Coca-Cola in Russia and Belarus from 2017 till 2019. From 2013 until 2017 Anna held the position of Public Relations & Government Affairs Director and was a member of the Management Board at Lenta.

From 2002 until 2013 Anna took different roles in HEINEKEN, becoming the Corporate Relations Director for the company in Russia and a member of the HEINEKEN global corporate relations leadership team. After that, Anna held senior positions in non-commercial organisations, including an advisory role at the Honorary Consul of Iceland in St. Petersburg, and a board member and Deputy Chairman of the Russian Breweries' Association.

Anna was appointed Member of the Management Board from 20 November 2020.

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Yuri Misnik,
Chief Digital
and Technology Officer

Yuri Misnik has more than 20 years' experience in IT, having worked in leading companies such as Microsoft, Amazon Web Services, HSBC, and National Australia Bank (NAB). He has been a Cloud pioneer, leading the development and integration of Azure and AWS services in large international corporations.

In 2012, he joined the team of Amazon Web Services to work on the implementation of Amazon Cloud (AWS) services in the UK and Europe. From 2015 to 2019, Yuri served as the Digital Chief Information Officer at HSBC and later as a CIO at National Australia Bank.

He pioneered the implementation of Cloud, Agile, DevOps, and product teams in financial

services, and worked on bringing a combination of modern solution development methods and cutting-edge implementations of cloud services.

From late 2019, Yuri served as the Group Chief Technology Officer at First Abu Dhabi Bank (FAB), where he was responsible for driving the group's technology strategy to ensure that FAB was ready for the next generation of digital banking services.

Yuri is the Chief Digital and Technology Officer. He was appointed Member of the Management Board of PJSC Magnit starting 12 November 2021.



Fedor Pavlovsky,
Chief Supply Chain
and Logistics Officer

Fedor Pavlovsky has over 10-years' experience in retail. He spent most of his career working in the field of supply chain management and logistics.

Before joining Magnit Fedor was managing Supply Chain function of Pyaterochka (X5 Retail Group) in 2020–2021, where he was in charge of all logistics and supply chain processes. Earlier, in 2018–2020, he worked as a Senior Director for Supply Chain at Adidas

in charge of the CIS supply chain (Russia, Ukraine, Kazakhstan), focusing on omni-channel and e-commerce growth.

Prior to that, Fedor spent over 10 years working at LLC Lenta.

Since May 2021 he has held the position of the Logistics Director and supervises supply chain and logistics. He was appointed Member of Management Board of PJSC Magnit starting 22 July 2021.



Maxim Shchegolev,
Director for Chain Development,
Real Estate and Maintenance

Maxim Shchegolev has over 20 years of experience in retail. Before joining Magnit, he served as the Director for Format Development and Integration at Lenta since 2012, and prior to that, he worked for eight years at O'KEY Group, where, for the most part, he was responsible for store chain development. At earlier stages of his career, Maxim occupied various management positions in companies dealing in electronics and household appliances, including Megatekhnik and Partiya.

Since April 2020 he has been the Director for Chain Development, Real Estate and Maintenance. Maxim was appointed Member of the Management Board of PJSC Magnit starting 14 April 2020.



Egor Shumilin,
Commercial Director for Fresh/
Ultra Fresh and Regions

Egor Shumilin joined the Magnit team in June 2018 as the Director for Category Management Transformation before being appointed the Director of Category Management in August that year. On 1 February 2021, Egor was appointed the Fresh / Ultra Fresh Commercial Director, from 22 June 2021 – Commercial Director for Fresh / Ultra Fresh and Regions.

Prior to joining the Company, Egor worked at X5 Retail Group (Pyaterochka, Perekrestok, Karusel retail chains), where since 2008 he successfully worked his way up from Procurement Specialist to the Head of the Department. Since 2013 within the Pyaterochka retail chain he participated in the formation and implementation of the strategy for updating the concept of stores and the implementation of category management. Egor was appointed Member of the Management Board starting 26 April 2021.



Elena Zhavoronkova,
Chief Legal Officer

Elena Zhavoronkova joined Magnit in June 2018 as the Director for Legal Affairs and Corporate Governance. Previously, she served as Vice President for Legal Affairs at PJSC Polyus. From July 2021 Elena is the Director of DIXY HOLDING LIMITED and from August 2021 – the Head of the representative office of DIXY HOLDING LIMITED in Moscow (a company of Magnit Group).

In 2010–2014, Elena held a similar position at Evraz. From 2008 to 2010 Ms. Zhavoronkova headed the legal department at United Industrial Corporation. In 2000–2008, worked her way from legal consultant to the Head of Legal Department at TMK. Elena was appointed Member of the Management Board on 22 June 2018.