

PRESIDENT AND MANAGEMENT BOARD OF MTS

A key role in pursuing the selected strategy, organizing efficient implementation of resolutions of the Board of Directors and managing current operations of the Company is played by the Company's Executive Bodies: The President (sole executive body) and the Management Board (collective executive body).

The executive bodies are accountable to the Board of Directors and the General Meeting of Shareholders.

The executive bodies of the Company shall be established by the Board of Directors.

The President and the Management Board act on the basis of the Charter of MTS PJSC, the Regulations on the President of MTS PJSC and the Regulations on the Management Board of MTS PJSC¹.

Executive bodies:

- › shall organize the Company's activities and be responsible for results of these activities, ensure the enforcement of decisions made by the General Meetings of Shareholders and by the Board of Directors;

- › shall assure establishment and maintenance of operation of the efficient risk management and internal control system at the Company, are responsible for implementation of resolutions of the Board of Directors in terms of organization of the risk management and internal control system;
- › are responsible for the effective economic, financial, scientific and technical and social policies of the Company.

The Board of Directors is entitled at any time to adopt a resolution on the early termination of a President's powers, as well as on the termination of the powers of an individual member of the Management Board or all members of the Management Board and on establishment of new Executive Bodies.

During 2020, the functions of the President of MTS PJSC were performed by Aleksey V. Kornya.

Vyacheslav Konstantinovich Nikolaev was appointed President of MTS PJSC on March 13, 2021 (resolution of the MTS PJSC Board of Directors dated March 5, 2021 (Minutes No. 308).

COMPOSITION OF THE MANAGEMENT BOARD IN 2020

Members of the Management Board in 2020

1	Alexey Vizskopbovich Barsegyan (has been a member of the Management Board since 2020)
2	Sergey Sergeevich Belyakov (has been a member of the Management Board since 2020)
3	Inessa Galaktionova (has been a member of the Management Board since 2019)
4	Alexander Egvenievich Gorbunov (has been a member of the Management Board since 2018)
5	Ruslan Sultanovich Ibragimov (has been a member of the Management Board since 2007)
6	Andrey Mikhailovich Kamensky (has been a member of the Management Board since 2018)
7	Alexey Valerievich Kornya (has been a member of the Management Board since 2008) ²
8	Igor Nikolavich Mishin (has been a member of the Management Board since 2019)
9	Vyacheslav Konstantinovich Nikolaev (has been a member of the Management Board since 2017)
10	Ilya Valentinovich Filatov (has been a member of the Management Board since 2019)
11	Dmitry Alexandrovich Khalin (has been a member of the Management Board since 2020)
12	Alexandr Alexandrovich Khanin (has been a member of the Management Board since 2020)
13	Dmitry Alexandrovich Khomchenko (has been a member of the Management Board since 2019)
14	Tatiana Sergeevna Chernyshova (has been a member of the Management Board since 2019)

In 2020, there were no changes in the composition of the Management Board.

¹ <https://moskva.mts.ru/about/investoram-i-akcioneram/korporativnoe-upravlenie/dokumenti-pao-mts/polozhenie-opravlenii-paomts/>
² Expiration of the term of office of A.V. Kornya as President of MTS PJSC — the last day of work is March 12, 2021.

\\ Information about the President and members of the Management Board as of December 31, 2020



Alexey Valerievich Kornya

President, MTS PJSC Management Board Chairman (until March 12, 2021)

He was born in 1975, in Bryansk.

In 1998, he graduated from the St. Petersburg State University of Economics and Finance.

Professional experience

2000–2000 — PricewaterhouseCoopers Audit CJSC, consultant-auditor.
 2000–2004 — North-West Telecom OJSC, chief financial consultant, chief specialist on financial consultation.
 2011–2012 — MTS PJSC, in July 2004 — financial director of the branch of MTS PJSC of Urals macro region; in October 2007 — director of the Financial Planning and Analysis Department of the Financial Block, MTS Group.
 2007–2008 — MTS PJSC, controlling director of the Finance and Investment Block.
 2008–2009 — MTS PJSC, Deputy of the Vice-President for Finance and Investments, acting Vice-President for Finance and Investments.
 2010–2013 — MTS PJSC, Vice President for Finance and Investments.
 2013–2016 — MTS PJSC, member of the Management Board — Vice President for Finance and Investments.
 2016–2018 — MTS PJSC, Member of the Management Board — Vice President for Finance and Investments, Mergers and Acquisitions.
 2018–2021 — MTS PJSC, President, Management Board Chairman. Member of the Board of Directors of Mobile TeleSystems JLLC, MTS Bank PJSC, RTC JSC, Sistema Capital MC LLC, MTS Media LLC, member of the Board of Trustees of Sistema Charity Fund, member of the Board of GSM Association (GSMA).
 Member of the Management Board of MTS PJSC since 2008.
 As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,0310%.

Vyacheslav Konstantinovich Nikolaev

**President, Chairman of the Management Board of MTS PJSC
(since March 13, 2021)**

He was born in 1970 in Moscow.

**In 1992, he graduated from the Faculty of Computational
Mathematics and Cybernetics of the Lomonosov Moscow
State University.**

**In 1994, he completed management training at the Kriebler
Institute, Washington, DC.**

Professional experience

1994–1999 — international consulting company European Public Policy Advisers, Senior Advisor.

1999–2000 — J'son and Partners (telecommunications consulting), Advisor.

2000–2003 — investment bank Renaissance Capital, Telecommunications Analyst.

2003–2004 — investment bank Trust, Vice President, Stock Market Research Department.

2004–2006 — MTS PJSC, Director, Scheduling and Analysis Department, Sales and Subscriber Service Block.

2006–2008 — MTS PJSC, Director, Regional Management Department.

2008–2011: MTS PJSC, Deputy Director, Business Unit Russia for Regional Development and Operations Support.

2011–2017 — MTS PJSC, Director for Consumer Market Marketing.

2017–2019 — MTS PJSC, Management Board member — Vice President for Marketing.

2019–2020 — MTS PJSC, First Vice President for Customer Experience and Marketing, Management Board member.

2017–2019 — MTS PJSC, First Vice President for Client Experience, Marketing and Ecosystem Development, Management Board member.

2021 – till present — MTS PJSC, President, Management Board Chairman.

Board of Directors member at RTC JSC, MTS Armenia CJSC, MDTZK LLC, ORK JSC, MTS Bank PJSC, MTS Media LLC.

Member of the Management Board of MTS PJSC since 2017.

As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,0051%.





Alexey Vizskopbovich Barsegyan

Management Board Member — Vice President for Corporate and Legal Issues

He was born in 1973.

In 2017, he completed a professional retraining course at the Faculty of Economics of the Lomonosov Moscow State University under the “Corporate Director” program.

In 2011, he received an MBA certificate from the American Institute of Business and Economics.

In 2002, he graduated from MGIMO University with a degree in Jurisprudence, International Trade Law.

Professional experience

2003–2011 — Sistema PJSC, held positions from legal advisor of the Legal Department to Deputy Director of the Department.

2011–2013 — Sistema PJSC, Director of the Legal Department.

2013–2018 — Sistema PJSC, Executive Vice President for Legal Issues.

2018–2019 — Sistema PJSC, Executive Director for Legal Issues.

2019–2020 — MTS PJSC, Vice President for Corporate and Legal Issues.

2020 — till present — MTS PJSC, Management Board Member — Vice President for Corporate and Legal Issues.

Member of the Board of Directors of MGTS PJSC, MTS Armenia CJSC, member of the Board of Trustees of Sistema Charity Fund.

As of December 31, 2020, he did not own shares in MTS PJSC (directly/indirectly).

Sergey Sergeevich Belyakov

Management Board member

He was born in 1980 in the city of Engels, Saratov Region.
Graduated from the Moscow State University of Foreign Affairs with a degree in international economics.
Professional experience
2012–2014 — EVRAZ, Director for Investor Relations.
2014–2016 — Holding company of the Mercury group, Vice President, Head of the Family Office.
2016–2019 — Dixy Group of Companies, CEO.
2020 — till present — RTC CJSC, CEO.
Member of the Board of Directors of RTC JSC.
Member of the Management Board of MTS PJSC since 2020.
As of December 31, 2020, he did not own shares in MTS PJSC (directly/indirectly).





Inessa Galaktionova

First Vice President for Telecommunication Business – Management Board Member

She was born in 1974, in Vilnius.

In 1997, she graduated from the Vilnius State University's Department of Economics.

Professional experience

1996–2009 — PHILIPS LLC, Marketing Director, Chairman of the Brand Development Council of the Philips representative office in Russia, Director for Video and Television Business.

2009–2013 — Tele2 Russia OJSC, Commercial Director.

2013–2019 — FSUE Post of Russia, Deputy General Director.

2019–2019 — FSUE Post of Russia, Advisor to the General Director.

2019 — till present — MTS PJSC, first Vice President

for Telecommunications Business, MTS PJSC Management Board Member. Board of Directors Member at MTS Bank PJSC, RTC JSC, MGTS PJSC, Cloud Retail LLC and other companies.

Member of the Management Board of MTS PJSC since 2019.

As of December 31, 2020, she did not own shares in MTS PJSC (directly/indirectly).

Alexandr Evgenievich Gorbunov

Management Board Member — Vice President for Strategy & Development

He was born in 1967 in Moscow.

In 1992, he graduated from the Moscow Engineering Physics Institute with a specialty in experimental nuclear physics and plasma physics. In 1999, he earned an MBA from the Harvard University.

Professional experience

2002–2003 — NTP Intellect Telecom OJSC, Deputy General Director.

2003–2005 — MTS OJSC, head of the Strategic Analysis Service, Chief Strategy Officer of the Strategic Analysis Department.

2005–2006 — Sistema PJSC, head of the Corporate Development Department, acting First Vice President and the Director of Strategy and Development Complex.

2006–2010 — Komstar-OTS OJSC, Vice President for Strategy and Development.

2010–2012 — Sitronics OJSC, Counselor of the President.

2010–2012 — Sistema PJSC, Executive Vice President for Telecommunication Assets Development of “Basic Assets” Business Unit.

2012–2015 — Sistema PJSC, Executive Vice President (Investment Portfolio).

2015–2018 — Sistema PJSC, Vice President, manager of telecommunication assets.

2018 – till present — MTS PJSC, Management Board Member, Vice President for Strategy and Development.

Chairman of the Board of Directors of Sistema Smart Technologies Ltd., member of the Board of Directors of YUODO WEB TECHNOLOGIES LIMITED, member of the Strategy and Risk Management Committee of MTS Bank PJSC.

Member of the Management Board of MTS PJSC since 2018.

As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,0031%.





Ruslan Sultanovich Ibragimov

Management Board member, Vice President for GR Activity and Public Relations

He was born in 1963 in the town of Taldykorgan.

In 1986, he graduated from the faculty of law of the Lomonosov Moscow State University.

In 1992, he completed postgraduate studies in Lumumba RUDN (Peoples' Friendship University of Russia), with a Ph.D. in Law.

Professional experience

1992–1996 — he worked in commercial banks, headed legal services.

1996–2002 — RSM Top Audit, took the office of the director of legal service, director-partner, deputy general director, head of the department of tax and legal advice, director, partner, tax and legal consulting.

2002–2004 — he worked as a lawyer in various bar associations.

2004–2006 — Moscow bar association "Ibragimov, Kagan and partners", associate.

2006–2007 — MTS PJSC, Director of Legal Department, he was then transferred to the post of the Chief Legal Officer.

2007–2008 — MTS PJSC, Vice President for Corporate and Legal Issues.

2008–2019 — MTS PJSC, Management Board Member — Vice-President, Corporate and Legal Issues.

2019 – till present — MTS PJSC, Management Board Member, Vice President for Government Relations and Public Relations.

Member of the Management Board, Vice President of the Association of Corporate Lawyers Non-profit Partnership, Member of the All-Russian Non-Governmental Organization Association of Layers of Russia, Senior Director of the Association of Independent Directors, Member of the Supervisory Board of the Autonomous Non-Profit Organization Digital Economy, Independent Director of Vysshaya Shkola Publishing House JSC, Prosveshcheniye Publishing House JSC.

Has been a member of the Management Board of MTS since 2007.

As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,0190%.

Andrey Mikhailovich Kamensky

Member of the Management Board — Vice President for Finance

He was born in 1972, in Moscow.

In 1995, he graduated from the Moscow State University of Geodetics and Cartography and in 1999 — from the Financial Academy under the Government of the Russian Federation majoring in “Financial Credit”.

Professional experience

1997–2011 — managerial positions in the field of finances at Trade House Perekrestok, SAN InBev, ING Bank (Eurasia).

2011–2018 — Sistema PISFC, Executive Vice President for Finance and Economics.

2018–2019 — MTS PJSC, Member of the Management Board — Vice President for Finance and Investment, Mergers and Acquisitions.

2019 — till present — MTS PJSC, Management Board member, Vice President for Finance.

Member of the Board of Directors of MTS Bank PJSC, Mobile TeleSystems JLLC, RTC LLC, Media MTS LLC.

Member of the Management Board of MTS PJSC since 2018.

As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,0030%..





Igor Nikolaevich Mishin

He was born in 1962 in Yekaterinburg.

In 1985, he graduated from the Gorky Ural State University, majoring in Sociology.

Professional experience

1991–2007 — founder and President of Channel Four, the largest private regional media holding.

In 1995, he became one of the founders of the Independent Broadcasting System association of non-state regional television companies (REN-TV/ NVS network).

1997–2002 — participated in creation of TNT-Teleset OJSC.

2005–2007 — founder and General Director of National Television Syndicate OJSC.

2006–2007 — General Director of Amedia CJSC.

In 2008, he became a shareholder of Media-1 company that became a part of YuTV Holding in 2010, where he took over the position of general producer of TV Service CJSC (Muz-TV channel).

2011–2014 — head of A-One Concept Media Inc.

2014–2016 — General Director of TNT-Teleset OJSC.

2019 — till present — MTS PJSC, Management Board member, Vice President of MTS Media.

Producer, Vice President of the Academy of Russian Television, Member of the European Film Academy, recipient of the Prize of the Russian Federation Government in Science and Technology, Chairman of the Board of Trustees of the Street Cinema Festival. From 2008 till present — film producer, developer of the author's methodology for public protection of film projects, a teacher in film schools.

General Director and Member of the Board of Directors of MTS Media LLC, President of Gorodskoy Kvartal LLC, Chairman of the Board of the Non-Profit Partnership of Individual Developers USOVO-3, General Director of MIG PICTURES Film Company LLC.

Has been a member of Management Board of MTS since 2019.

As of December 31, 2019, he did not own shares in MTS PJSC (directly/ indirectly).

Ilya Valentinovich Filatov

Member of the Management Board — Vice President for Financial Services

Born in 1976 in Klin.

In 1998, he graduated from the Moscow State Academy of Water Transport; in 2009, he received an MBA degree from the Higher School of International Business Economics at the Academy of National Economy under the Government of the Russian Federation.

Professional experience

2005–2014 — BANK URALSIB PJSC, held managerial positions, including the position of Deputy Chairman of the Management Board of the Bank since 2008.

2014–2015 — MTS Bank PJSC, First Deputy Chairman of the Management Board.

2015 — till present — MTS Bank PJSC, Chairman of the Management Board.

2019 — till present — MTS PJSC, Management Board member, Vice President for Financial Services.

Board of Directors member at MTS Bank PJSC, RTC JSC, East-West United Bank SA and other companies.

Has been a member of Management Board of MTS since 2019.

As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,1527%.





Dmitry Alexandrovich Khalin

Management Board Member, Vice President for Cloud and Digital Solutions

He was born in 1971, in Alma-Ata.

In 1994, he graduated from the Department of Systems Analysis of the Faculty of Cybernetics of the Moscow Engineering Physics Institute (MEPhI). In 2014, he received an MBA from the Skolkovo Moscow School of Management.

Professional experience

1995–1999 — held various positions at international corporations DEC, Siemens: technical support manager, product manager.

1999–2006 — Head of the Microsoft Partner Relations Department in Russia.

2006–2007 — Marketing Director of Xerox Rus.

2007–2019 — Microsoft Development Center Rus, Member of the Management Board, Director of the Technology Policy Department.

2019–2020 — Microsoft Development Center Rus, General Director.

2020 — till present — MTS PJSC, Management Board member, Vice President for Cloud and Digital Solutions.

Board of Directors member at IT-Grad 1 Cloud LLC.

Member of the Management Board of MTS PJSC since 2020.

As of December 31, 2020, he did not own shares in MTS PJSC (directly/indirectly).

Alexandr Alexandrovich Khanin

Management Board member — Vice President for Artificial Intelligence

Was born in 1987 in Nevinnomyssk.

Graduated from the Bauman Moscow State Technical University with a degree in Robotics.

Professional experience

2012–2020 — CEO of VisionLabs.

2009–2012 — Head of Department at VNIINS named after V.V. Solomatin.

2020 — till present — MTS PJSC, Management Board member, Vice President for Artificial Intelligence.

2020 — till present — MTS AI LLC, CEO.

Founder of VisionLabs — one of the world leaders in the development of software and devices using biometric facial personal characteristics and video analytics.

Member of the Management Board of MTS PJSC since 2020.

As of December 31, 2020, he did not own shares in MTS PJSC (directly/indirectly).





Dmitry Alexandrovich Khomchenko

Management Board Member — Vice President for Information Technology

He was born in 1976 in the town of Svobodny, Amur Region.

In 1998, he graduated from the Amur State University, majoring in “Economics Information Systems”.

Professional experience

2001–2004 — ASS CJSC, head of IT Department.

2004–2011 — MTS PJSC, head of IT operation divisions in the Macroregions of the Urals and the South.

2011–2014 — MTS PJSC, Director for Information Technology Operations.

2014–2019 — MTS PJSC, IT Director.

2019 — till present — MTS PJSC, Management Board member, Vice President for Information Technology.

Chairman of the Supervisory Board of NVision Chech Republic a.s., and NVision Chech Republic ICT a.s.

Has been a member of Management Board of MTS since 2019.

As of December 31, 2020, the share in the authorized capital of MTS PJSC and the share of ordinary shares held is 0,0087%.

Tatiana Sergeevna Chernysheva

Member of the Management Board — Vice President, Human Resources

She was born in 1977 in St. Petersburg.

In 2000, she graduated from the Department of Management of the St. Petersburg State University.

Professional experience

2004–2016 — held the position of HR Director at Russian representative offices and branches of the companies: Lamoda Group, Alliance Healthcare, Danone Group, and Johnson & Johnson.

2016–2017 — LSR Group PJSC, Deputy General Director for HR Policy and Organizational Development.

2016–2017 — own projects in the field of HR consulting.

2017–2019 — Spencer Stuart International, headed the practice of leadership development at the Moscow office of the consulting company.

2019 — till present — MTS PJSC, Member of the Management Board — Vice President, Human Resources.

Chairperson of the Board of Sistema Charitable Fund.

Has been a member of Management Board of MTS since 2019.

As of December 31, 2020, she did not own shares in MTS PJSC (directly/indirectly).



Events after the reporting date

On March 05, 2021, the Board of Directors of MTS PJSC adopted the following decisions:

1. Take into account the fact that on March 12, 2021, the term of office of Alexey Valerievich Kornya as President of MTS PJSC expired, as well as the term of the employment agreement concluded between MTS PJSC and A.V. Kornya.
2. Appoint Vyacheslav Konstantinovich Nikolaev President of MTS PJSC from March 13, 2021 for a period of three (3) years.
3. Define the numerical composition of the MTS PJSC Management Board since March 13, 2021 as the following 13 members:
 4. Vyacheslav Konstantinovich Nikolaev — Chairman of the Management Board of MTS PJSC;
 5. Alexey Vizskopbovich Barsegyan;
 6. Sergey Sergeevich Belyakov;
 7. Inessa Galaktionova;
 8. Alexandr Evgenievich Gorbunov;
 9. Ruslan Sultanovich Ibragimov;
 10. Andrey Mikhailovich Kamensky;
 11. Igor Nikolaevich Mishin;
 12. Ilya Valentinovich Filatov;
 13. Aleksandr Aleksandrovich Khanin;
 14. Dmitry Alexandrovich Khalin;
 15. Dmitry Alexandrovich Khomchenko;
 16. Tatiana Sergeevna Chernysheva.

Key competences of the Management Board Members¹

Management Board member	Duration of work as Management Board Member	Key competences									
		Strategy	Finance and Auditing	Industry Specialization (telecoms)	Marketing	Legal Issues and Corporate Governance	Risk Management	Risk Management	M&A	GR/IR	
A.V. Kornya	11 years (from September 2008)	•	•	•	•	•	•	•	•	•	
A.V. Barsegyan	7 months (from October 2020)	•		•		•	•	•	•	•	
S.S. Belyakov	11 months (from October 2020)	•	•				•				
I. Galaktionova	1 year (from February 2019)	•		•	•		•	•	•	•	
A.E. Gorbunov	2 years (from April 2018)	•		•		•			•		
R.S. Ibragimov	12 years (from April 2007)	•		•		•	•	•	•	•	
A.M. Kamensky	2 years (from April 2018)	•	•	•			•	•	•	•	
I.N. Mishin	1 year (from September 2019)	•			•	•	•	•	•	•	
V.K. Nikolaev	3 years (from July 2017)	•		•	•		•	•	•	•	
I. V. Filatov	1 year (from August 2019)	•	•	•	•	•	•	•	•	•	
D.A. Khalin	1 year (from January 2020)	•		•	•						
A.A. Khanin	7 months (from October 2020)	•					•		•	•	
D.A. Khomchenko	1 year (from August 2019)	•		•			•	•			
T.S. Chernysheva	1 year (from August 2019)	•				•	•	•	•		

WORK OF MANAGEMENT BOARD

Over the past 2020, 49 meetings were held: 46 in-person meetings and 3 meetings in the form of absentee voting.

Significant issues considered at the meetings of the Management Board of MTS PJSC in 2020

1. On preliminary consideration of materials for the meetings of the Strategy Committee, Audit Committee, Board of Directors of MTS PJSC.
2. On consideration of issues related to the operation of the MTS PJSC ecosystem.
3. Controlling reports on MTS Group for Q4 2019 and 2019, Q1, Q2 and Q3 of 2020.

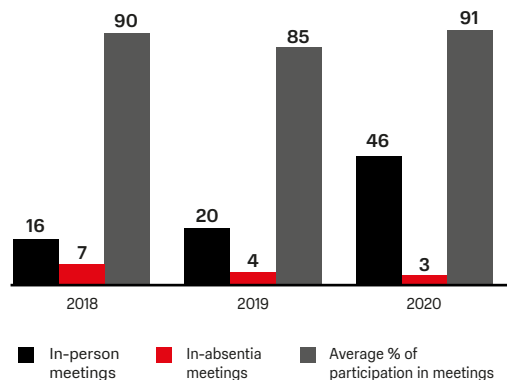
¹ Composition of the Management Board as of December 31, 2020.

Participation of Management Board members in meetings of the Management Board in 2020¹

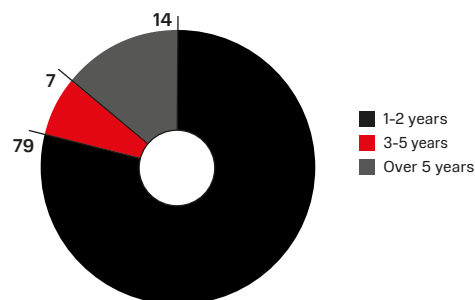
Management Board member	In-person meetings	In-absentia meetings
A.V. Barsegyan ²	8/8	1/1
S.S. Belyakov	17/17	2/2
I. Galaktionova	45/46	3/3
A.E. Gorbunov	46/46	3/3
R.S. Ibragimov	43/46	2/3
A.M. Kamensky	46/46	3/3
A.V. Kornya	46/46	3/3
I.N. Mishin	45/46	3/3
V.K. Nikolaev	30/46	3/3
I. V. Filatov	37/46	3/3
A.A. Khanin	7/7	1/1
D.A. Khalin ³	44/46	3/3
D.A. Khomchenko ⁴	45/46	3/3
T.S. Chernysheva	45/46	3/3

4. On review of reports on implementation of functional strategies of the MTS Group for 2019 in the field of marketing, sales and services, technology and IT, personnel management, procurement, corporate security and regime, public relations, compliance, corporate social responsibility.
5. On reviewing compliance and corporate social responsibility strategies for 2020.
6. On the principles of the KPI system of MTS PJSC for 2020.
7. On the principles of payment of bonuses and implementation of the long-term material incentive program for MTS PJSC employees in 2020.
8. On consideration of the results of nomination of MTS PJSC employees for being granted MTS PJSC ordinary shares in 2020 in accordance with the program of the President of MTS PJSC.
9. On measures to respond to the epidemiological situation, the impact of the economic situation on the business performance of the MTS Group in 2020.
10. On the program to improve the efficiency of the core business of MTS PJSC.
11. On the Regulations and composition of the Venture Committee of MTS PJSC.
12. On approval of the business plan of the MTS Group for 2021 to 2023.
13. On review of the technological strategy of the MTS Group for 2021 to 2023.
14. On approval of the work plan of the Management Board of MTS PJSC for 2021.

Statistics of the Management Board's performance for 2018-2020.



Duration of work in the Management Board



¹ The Company did not grant loans (credits) to the President and Management Board in 2020. No claims were raised against the president and management board members of the Company.
² Elected a management board member on October 23, 2020.
³ Elected as a member of the Board from July 1, 2020
⁴ Elected a member of the Management Board on October 23, 2020.
⁵ Elected a member of the Management Board on January 1, 2020.