

**AEB Candidates' Profiles:
EXECUTIVE BOARD**

Executive Board Candidates:

- **Carty, Tim**
- **Cohen, Philippe**
- **Faidy, Eric**
- **Hartmann, Reiner**
- **Helin, Eric**
- **Johnsen, Kjell-Morten**
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- **Munnings, Roger**
- **Novoselov, Dmitry**
- **Sakuler, Gerald**
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- **Verstraeten, Herman**
- **Ziegler, Christian**



Carty, Tim (Irish)
Partner, Human Capital, Ernst & Young

Tim Carty is a partner with Ernst & Young, one of the leading international professional services firms. His professional focus is on services related personnel related matters in Russia, including individual taxation and other employee related taxes, immigration, compensation, performance management and Human Resource effectiveness. Tim moved to Prague in 1994, and since then has focused on employee related matters in the economies of Central & Eastern Europe, moving to Moscow in 1998. He has also previously worked in the UK and Chile. He is an Irish national, but grew up in the United Kingdom. He is married with three children.

Since his arrival in Moscow in 1998 Tim has been primarily involved in the HR Committee of the AEB, initially as a core group member, then as co-Chair from 2002, becoming Chair in 2003. The Committee has been one of the more active within the AEB, with regular meetings at a variety of levels from core group, through open meetings, and into sub-committees in compensation and benefits, recruitment, training and development and assessment. The Committee has an annual day-long HR Conference now in its fifth year, instituted under Tim's leadership, and has also run an annual half-day conference on Bringing Expatriates into Russia for the past two years.

Tim has been a Member of the AEB Executive Board since January 2006. During the past two years he has attended all except two Executive Board meetings. He coordinated the interviews of candidates for, and the appointment of the current CEO. He has also participated actively in various AEB events, with particular lobbying focus on the immigration rules in Russia, and the issue of clarification on the legality of the secondment of executive management and technical experts from overseas employers into affiliated Russian businesses.



Cohen, Philippe (French)
General Manager “OOO Bonduelle Rus Trade” (Moscow, marketing & sales); General Manager “OOO Bonduelle Kuban” (Krasnodar, production).

Born in 1962 in Paris, France.

Graduated in 1984, MBA with specialization in International Affairs.

From 1987 to 1989, worked as project manager in Accra, Ghana, for the French company CFAO (“Compagnie Française d’Afrique de l’Ouest”). From 1989 to 1995, was area manager Asia/Pacific for a French laboratory manufacturer of veterinary pharmaceuticals (“Vetoquinol”). Since 1995: works in the French group Bonduelle, (world leader in the field of processed vegetable), in CIS markets. Since 1996, heads the commercial and production activities of the group in Russia, as well as in Caucasus and Central Asia.

Chairman of the Agribusiness committee of the Association of European Businesses in Moscow (AEB).



Faidy, Eric (French)
Managing director of Michelin Russia

Eric Faidy joined Michelin in 1988.

He has had several positions within European countries. Before Russia, he worked in the UK for 6 years as Head of Finance for a manufacturing subsidiary and then as Managing Director of a European Shared Service Centre. He joined Russia 2 years ago as

Managing director of Michelin Russia.

Michelin Russia has been created 10 years ago in Moscow. In 2003, the Company decided to set-up a factory in Davydovo – 90 km South-East Moscow. This factory produces passenger car tyres for the Russian original equipment and replacement markets. Michelin currently employs about 1200 people in Russia with several commercial offices across the country.

“Joining the AEB Board will allow me to contribute to further success of the AEB in representing our business community in Russia. Around the board table, Michelin will bring the voices of the autocomponents manufacturers and those of the French businesses”.



Hartmann, Reiner (German)
**Head of Representative Office of Ruhrgas AG/E.ON Ruhrgas AG/
E.ON in the Russian Federation**

Born 25.06.1945 in Donndorf/Bayreuth (Germany)

1961 – 1965 Study of economics.

1965 – 1975 Employment abroad in foreign representative offices and daughter companies of European and global operating companies in

UK, USA, South-Eastern Asia (Thailand, Hong Kong, Philippines).

1975 – 1987 Work for Klöckner Industrieanlagen Duisburg (in particular, as representative of the company Klöckner Industrieanlagen in Manila, Philippines, 1984-1987).

1988 – 1992 authorized representative of the company Anton Ohlert, Cologne.

1990 – 1992 Head of Representative Office of the company Anton Ohlert (trade Representative Office for about 50 German companies in the Russian Federation).

1992 – till now Head of Representative Office of Ruhrgas AG/E.ON Ruhrgas AG/ E.ON in the Russian Federation.

One of the founders and Member of the Executive Board of the Association of German Economy in the Russian Federation.

Chairman of the Energy Committee of the Association of European Businesses (AEB, before EBC) in the Russian Federation.

Member of the Executive Committee of the Moscow International Petroleum Club (MIPC).

Member of the EU - Russia Energy Dialog Steering group.

Head of Coordination Group for Energy questions of the EU-RF Industrial Round Table.

Member of the Kremlin Museum and Tretyakov Gallery Friends Community.

Member of the December Evenings Curator Council (Pushkin museum).

Member of several ad hoc Science and Culture commissions in German and EU representatives.

Awards «Honored Russian Gas Field Worker».

Languages: German, English, Russian.

Married, 3 children.



Helin, Eric (Finland)
Head of Specta Group

Erik Helin (M. Sc. in Econ.) runs Specta Group, the leading industrial packing company in Russia with its own production and nationwide distribution network in Russia and CIS. He has been living 18 years in Russia. The company provides industrial packing, strapping, wrapping and marking machineries and materials in Russia. Main client segments are Steel, Metal, Automotive, Sawn timber, Fibreboard, Paper, Corrugated, Polygraphic and Construction Material Industries.

The company employs 200 people and is well-established through its 15 regional distribution/after sales operations.

In 2007 Specta inaugurated its steel processing factory in Kostroma, Russia. The project is the first European new technology and greenfield investment into Russian steel industry. The long track record in B-to-B marketing, Greenfield investment project experience, contact network within the various industries and extensive regional coverage have given to Mr Helin a unique insight for the fast emerging new Russian business society.

Mr Erik Helin has been an active AEB member for 10 years, of which past three years the National Representative of Finland. Mid-size companies represent an important share of AEB members, and their role in trade and investments will diversify the economic relations between EU and Russia.



Kjell-Morten Johnsen (Norway)

Head of Telenor Russia and Senior Vice President of Telenor Central and Eastern Europe

Mr. Johnsen is also Member of the Board of Directors of VimpelCom. Until February 2008 he was Member of the Board of Directors of Golden Telecom, and also Chairman of the Executive Committee of Golden Telecom.

From 2001 to 2006, Mr. Johnsen worked as Vice President of Telenor Networks with responsibility for Telenor's fixed line activities in Russia and the CIS.

Until 2000, Mr. Johnsen held executive positions at the Norwegian group Norsk Hydro in Ukraine and France, as well at Scandsea International AB.

Mr. Johnsen holds an MBA in Strategic Management from the Norwegian School of Economics and Business Administration. He studied Russian at a military academy during his military service.

Kjell-Morten Johnsen is married and has three children.



Meunier, Bernard (Belgium)

CEO - Nestlé Rossiya LLC

Bernard Meunier has been with Nestlé Group since 1985. Born in 1960 in Belgium, Mr. Meunier graduated from the *FNDP in Belgium (Namur)* with a bachelor degree in Economics, then in 1983 from UCC in Cardiff (UK) with a master's degree also in Economics.

Mr. Meunier has started his career in 1983 as a Marketing Advisor at AC Nielsen Belgium, and then joined the Nestlé Group in 1985 as a Brand Manager, then Group Brand Manager and later, in 1987, as a Regional Sales Manager in Belgium. In 1990 he was transferred to Nestlé's headquarters in Vevey (Switzerland) as a Senior Marketing Advisor in Coffee & Beverages Strategic Business Unit. Appointed Marketing Director for Nestlé Hungary in 1992, Bernard established an operating Marketing function as well as introduced the Nestlé culture and management systems at Nestlé's Hungarian subsidiary.

In 1996 Bernard Meunier moved over to Nestlé in Russia to establish a Marketing function within the organization which was then very young. As of January 1998 he worked as a Commercial Director in Nestlé Russia.

In 2000 Bernard Meunier took over the management of Nestlé's affiliated company in Budapest, Hungary.

Since May 2003 till March 2005 he worked as a General Manager – Nestlé France Out of Home, and President – Davigel.

As of April 2005, he got appointed the CEO of Nestlé Rossiya LLC, and most recently has assumed the leadership over the whole Nestlé business in Eurasia.



Mueller-Hanke, Reiner (Germany)

OBJECTIVE - To further enhance my background in the area of finance in the capacity of Treasurer for the Association of the European Business in the RF

EMPLOYMENT: CEO - KMB-BANK, a bank of Intesa Sanpaolo Group Moscow, Russia Shareholders: Intesa-Sanpaolo 75% (-1), the EBRD 25% (+1) - 2005 to present. As the Head of the Management Committee (5 members), report directly to Intesa Sanpaolo Board member for the International Banks Division. The scope of work encompasses the development and implementation of the 3-year strategic plan aimed at transforming KMB into a strong nationwide universal bank. The key areas include the changing of the organizational structure; re-engineering of the existing business processes; implementation of the new IT platform; setting up new business areas, i.e. retails services for individuals and corporate business; re-designing of the branch model and significantly enlarging the existing branch network. As a member of one of the leading European banking groups, KMB BANK supports the development of Italian and other international business in Russia. **CEO - KMB-BANK (Small Business Credit Bank)**, Moscow, Russia. Shareholders: The EBRD, Soros Foundation, KfW, and Triodos Bank - 1999 – 2005. Head of the Management Committee (4 members). The scope of work consisted in the set-up of a greenfield bank to service small and medium enterprises across the country, in demonstrating the soundness of the model and ensuring financial sustainability, which allowed the shareholders to exit in 7 years. **Staff Member (from Assistant to Senior Bank Advisor) - International Consulting Company (IPC)**, Frankfurt, Germany - 1990 – 1999. Co-Director of the EBRD Russia Small Business Fund Programme, and Chief Coordinator of consulting activities at various Russian partner banks (1995 – 1999). Programme Director of the financial advisory team for establishing an SME Bank in El Salvador, Central America. Financed by IDB / GTZ (1990 – 1995) Assistant to the Advisory Team to the Federal Savings Banks System in Peru (03– 05/1990) **Corporate Customer Service Division Employee - Taric S.A.**, Export Department, Madrid, Spain - 1989 – 1990 **International Banking Department Trainee - Banco Exterior de España**, Madrid, Spain - 06- 09/1986 **Other** - Participated in various financial sector analyses in Latin America between 1990 and 1995 (Bolivia, Honduras, Columbia, Guatemala)

EDUCATION : M.Sc. in Economics - Freie Universitaet Berlin, with studies of Economics at the Universities of Heidelberg and Madrid – 1988; **Professional Trainee - Volksbank EG**, Gross Gerau, Germany - 1979 - 1982

Additional information: Nationality – German; **Countries of Work Experience:** Bolivia, Colombia, El Salvador, Germany, Guatemala, Honduras, Peru, Russia, Spain; **Languages:** German – native, English - fluent, Russian – fluent, Spanish – fluent, French - basic knowledge, Italian - basic knowledge. **Personal Data:** 47 years of age, married, 2 children. **Experience in business associations:** Several years of Management Board membership at Verband der Deutschen Wirtschaft in der Russischen Foederation, and memberships at other business associations. **REFERENCES** - References furnished upon request.



Munnings, Roger (UK)
Chairman and CEO of KPMG Russia/CIS Region

Chairman of KPMG's Global Energy and Natural Resources Practice
Member of the International Council of KPMG
Member of the Board of KPMG EMA Region
Member of the Advisory Boards for KPMG's relationship with Royal Dutch Shell, BP, Saudi Aramco and Saudi Arabia, Repsol, OMV (Austria) and Santos and Woodside Petroleum (both Australia)
Global Lead Partner for LUKOIL

Clients in Russia/CIS

LUKOIL, RUSAL, Basic Element, RAO UES, Severstal, MMK, Rosneft, Gazprom, Razgoulyai-UkrRos, UGMK, MDM-Bank, Rostelecom

Qualifications

M.A. (Honours) University of Oxford – Politics, Philosophy and Economics
Fellow of the Institute of Chartered Accountants in England and Wales
Appointed CBE in the UK in H.M. The Queen's New Year's Honours List 2007

Appointments

Russia/CIS

Member of the Executive Board of the Association of the European Businesses
Member of National Council on Corporate Governance
Member of Union of Industrialists and Entrepreneurs
Member of Russian Union of Directors
Board Member of U.S.-Russia Business Council, Washington, USA
Board Member of Russo-British Chamber of Commerce, London UK
Advisor to Audit Committee, Norilsk Nickel
Advisor to The Bolshoi Theatre
Advisor to John Smith Memorial Trust
Member of the Advisory Board of the Yekaterinburg Symphony
Member of the Board of the Russia Early Music Festival
Chairman of the Board of SIFE, Russia ("Students in Free Enterprise")

Global Energy and Natural Resources

Member of the International Advisory Board of the World Energy Council

Recent Conferences

Chairman of opening and closing plenary sessions of 2006 and 2007 Russian Economic Forum in London
Chairman of plenary session of 2007 World Energy Congress in Rome
Chairman of opening plenary of 2007 Global Investment & Finance Forum in Moscow
Panel Member of the Energy Session, 2006 World Economic Forum, Moscow
Member of Round Table on Energy Security, G8 Energy Ministers, Moscow, 2006
Member of Energy and Natural Resources Group for G20 Finance Ministers, Melbourne, Australia, 2006
Member of Russia/UK International Governmental Round Table on Corporate Governance.



Novoselov, Dmitry (Russia)
Vice President, Fortum corporation

Personal Profile:

Date and place of birth: 7 November 1961

Nationality/Citizenship: Russian

Languages: English (fluent), German (basic), French (basic), Hindi\Urdu (fluent).

Education:

1978-1984 - Moscow State University (*MGU*) -Institute of Afro-Asian Studies (sociology)

1987-1989 - Ph.D. degree, Institute of Oriental Studies

1998-1999 - World Bank Procurement Courses

2003 - Training course: “Improvement of Environment Management and Safety at Mining Industry Enterprises”

2005 - Helsinki School of Economics - Business Management Course

Work Experience:

January 2006 - : FORTUM Corporation, Vice President, Head of Russian Operations, Head of Representative Offices in Moscow and Saint Petersburg.

Simultaneous positions of trust:

Member of the Board of Directors in:

- Territorial Generation Company N 1 (North West Energy Concern) – since 2007
- Len Energo – 2006-2007
- St. Petersburg Power Sales Company – since 2005
- St. Petersburg Power Trunk Networks Company – since 2005
- North West Energy Management Company – since 2005

Non-voting Member of the Strategy and Reform Committee of RAO UES Board of Directors – since 2005

September 2004 – December 2006: FORTUM Corporation, Vice President, Public Affaires, Russia (Moscow)

1998 – 2004: World Bank Project - RUSSIAN COAL SECTOR RESTRUCTURING FOUNDATION, Executive Director

1992-1994: MINISTRY OF FOREIGN AFFAIRS OF THE RUSSIAN FEDERATION, Attaché, Third Secretary, Second Secretary.



Sakuler, Gerald (Austria)
Bene Office Furniture

Dear AEB Member,

Being the current first deputy Chairman of the Executive board I was involved much in the positive development that the AEB did in the last few years. Continuing this successful way, in the upcoming elections I am asking you to give me your Vote for being a representative on the Executive Board of the AEB and to support the European Business in Russia in this position. My long experience in Russia and in the AEB will be of benefit for all AEB members.

As my BACKGROUND and CV about my work in Russia is concerned, I have been working in Russia since 1990 (!) and was dealing with all ups and downs successfully. My strong commitment to business in Russia has made Bene the most prominent company in its field in Moscow.

As my QUALIFICATION for the AEB is concerned, with my already 5 years knowledge of all the AEB's work, my election will guarantee that the AEB will continue to grow and be the strongest business organisation in Russia. We are already on the good way of being the strongest foreign business organization in Russia and if I am elected I guarantee the continuous stability and growth of the AEB and that this goal will be achieved. And the stronger AEB is the more AEB can do for its members. As my PROGRAMME is concerned, I will continue working again for the stronger involvement of Eastern European business groups, support the AEB magazine that allows all members to know what the AEB is doing and that provides a platform for advertising throughout the European business community, make more Network events for a larger number of people and have good relations to the Delegation of the European Union in Russia so that we can have stronger communication among the citizens of European Union who work in Russia and to improve and maintain a neighbourhood relations in business of European Union and Russia.



Spies, Richard (USA)

President BP Russia

Richard Spies was born on September 18, 1953 in Chicago. He graduated from Louisiana State University with a B.S. in Chemical Engineering in 1975.

Richard began working as a Petroleum Engineer in Amoco in 1975 and held various technical, supervisory and managerial positions with Amoco in Lake Charles, Lafayette, and New Orleans, Louisiana; Chicago, and Houston until he was appointed Vice President of Amoco Argentina in Buenos Aires in 1990.

In 1992 Richard Spies was appointed President of Amoco Argentina and served in that position until 1995 when he was appointed Vice President And Business Unit Leader for Amoco's Mid Continent U.S. operations based in Denver.

In 1997 when Amoco Argentina and Bidas merged their Argentine and Bolivian oil and gas operations to form Pan American Energy, Richard was Appointed CEO of Pan American Energy based in Buenos Aires. During his tenure as CEO of Pan American Energy, the company grew to become the second largest oil and gas producer in Argentina.

In 2005 he was appointed President, BP Russia and has resided since then in Moscow. He serves as a board member of the AmCham in Russia, as well as the Petroleum Advisory Forum (PAF).

Richard Spies also have served in numerous outside positions such as: President of the AmCham in Argentina, President of the Board of the Lincoln International School in Buenos Aires, Vice Chairman of the Oklahoma Mid Continent Oil and Gas Association, Treasurer of the Argentine British Chamber of Commerce, Chairman of the Latin America Drilling Safety Regional Steering Committee, Board member of AEDIN, the only school in Argentina for children with severe neurological disorders, Vice President of the Oil Industry Chamber in Buenos Aires, among others.

Richard is married and has one son who is 26 and working in Alexandria, Virginia.



Verstraeten, Herman (Belgium)

Chairman Unilever Russia, Ukraine and Belorussia

Herman Verstraeten was appointed Chairman Unilever Russia, Ukraine and Belorussia on July 1, 2005.

Herman was born in 1958 in Brussels, Belgium. He studied Economics at University of Antwerp. After finishing his studies and doing military service, Herman Verstraeten participated in the Unilever Graduate recruitment program. He was employed by Unilever since 1981, starting in marketing / sales in Unilever Belgium, and later he headed general management of the company.

In 1995-1998, he acted as Managing Director Ice Cream/Frozen Food, Unilever Poland. From 1998 to 2001, he held the post of the Chairman Unilever Czech and Slovak Republic. In 2001-2005, Herman Verstraeten worked as Chairman Foods in Nordic countries.

Herman is also board member of RusBrand (Russian branded goods association) and he is leading on behalf of Unilever the FIAC (Foreign investment advisory council to the Russian government) 'Image of Russia' working group.

His strong points in work are clearness in goal definition, ability to streamline priorities and participative way of management.

Herman Verstraeten is married and has 2 sons, 20 and 16 years. His main hobby is football.



Ziegler, Christian (Austria)
Partner, PricewaterhouseCoopers

Personal Details:

Date of Birth: 17.03.51

Nationality: Austrian

Education: Qualification diploma of a Certified Mediator, CPA, member of the Board of Tax experts of the Austrian Chamber of accountants

Languages: German, English

Christian Ziegler is the Tax Partner responsible for the Transfer Pricing practice and German Desk Leader at PwC Russia.

Christian has been a Certified Public Accountant since 1982. He earned a diploma as a Certified Mediator in 2002. Christian began his career in 1978 with the Austrian branch of BDO, as a tax, audit, and accounting advisor. In 1984, he founded TPA Treuhand Partner Austria, an audit and consulting firm, where he served until 1996 as a partner in charge of establishing and working with subsidiaries in Hungary and Czechoslovakia. In 1996-1997, he led the tax department at Oesterreichischer Raiffeisenverband, the Austrian head organization of Raiffeisen. In 1998, Mr. Ziegler joined the Austrian practice of PricewaterhouseCoopers, where as a partner he was responsible for providing tax and legal advisory services to multinational companies and the financial sector over a six-year period. Having moved to Russia at the beginning of 2004 he immediately started his activities in the Association of European Businesses, first building up and chairing the Audit Commission. In this function he implemented the accounting and reporting system that is still in place. Christian Ziegler serves as a Member of the Executive Board of AEB for the last two years, where he currently acts as the treasurer of the organization.