ANO Women in Modern Industries
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AWARD
REGULATIONS

Talented Woman in Modern Industry

1. **General information**

The award aims to celebrate professionals who contribute significantly to the mining, metals, manufacturing, petrochemicals, and related industries, lead by example and engage in social and charitable initiatives.

Award objectives:

- Recognition of outstanding personal contributions advancing the mining, metals, manufacturing, petrochemicals, and related industries
- Promotion of women's leadership in the mining, metals, manufacturing, petrochemicals, and related industries
- Advocacy for the mining, metals, manufacturing, petrochemicals, and related professions among women; promoting the importance of engineering jobs

Winners will:

- Receive well-deserved acknowledgment and gratitude and step up their careers
- Share their story on the Women in Modern Industries Association's website and on social and other media
- Meet WIM's Board Members and key partners
- Get a chance to give interviews, participate in conferences and the Mmentoring program, and tour mining facilities
- Win prizes from the WIM and sponsors

The finalists are selected by votes of the organizing committee and the jury. The award is financed by WIM , with support from our founders

Norilsk Nickel, Atlas Mining, and Sibur and our partners and sponsors Severstal, Gazpromneft Zapolyarye, DRT, Polyus, Rusal, Metalloinvest, and TREM Engineering.

Eligibility requirements

To be considered for the award, nominees must meet at least one of the following criteria:

- Have at least three years of industry experience in the mining, metals, manufacturing, petrochemicals or related fields
- Contribute to community efforts
- Be a mentor
- Work in challenging conditions at mining, metals, manufacturing, petrochemicals or similar facilities located in remote areas
- Work on the factory floor

Nominees are not accepted if:

- Their managed team has had fatal accidents or licenses suspended or revoked in the last three years
- There have been violations of applicable law

2. **Nomination procedure**

A person can self-nominate or be nominated by colleagues, friends, or third parties appreciating their achievements.

The nominator will be asked to complete an application form by providing:

- Nominee details
- Nominee photo
- Cover letter giving the reason for nomination (1,500 words)
- Information about the nominee's work, research, and public activities, including evidence of publications in corporate or public media, awards, and other supporting documents
- Letters of support from colleagues or managers to substantiate the information in the cover letter

- Contact information of colleagues or managers for references.

3. **Evaluation criteria**

1. Distinguished, original, ground-breaking contribution advancing the mining, metals, manufacturing, petrochemicals or related industry

2. Use of best practices and innovative methods

3. Visible impact and significant achievements demonstrated throughout the career

4. High professional potential

5. Excellent leadership skills in working with colleagues and subordinates (for team leaders)

6. Solid professional skills

7. Experience sharing in the workplace

8. Partaking in operational excellence:

- Having a history of efficiency suggestions made
- Helping to provide safe and robust workstations and work areas
- Taking care of daily life at production sites
- Participating in non-operational activities such as promotion of corporate values and healthy lifestyles, volunteering, and environmental efforts
- Leading by example

9. Tangible results and acknowledgement of the nominee's project by the team and management (letters of support, substantiating documentation).

4. **Jury process**

4.1. The jury comprising WIM members and guest experts evaluates all applications against the criteria listed in paragraph 3 above and sums up the results.

4.2. Applications are assessed in two stages:

- for each criterion separately, using a 10-point system

- by voting on the nominee among the jury members

4.3. The jury's decision is documented by a protocol signed by the chairman and members.

4.4. The jury decides on the list of winners to be published.

4.5. Each application is considered and evaluated by at least two jury members.

5. **Award categories**

1. **Future Leader** is presented to junior female specialists or senior students aged 35 or less who have exhibited outstanding perfomance and leadership skills. Nominations can be submitted by a manager or colleague.

2. **Innovator of the Year** recognizes a woman who has launched or implemented a project to streamline processes/implement innovations or new systems

3. **Breakthrough of the Year** is presented to a woman whose accomplishments have boosted a rapid career growth and whose personal story is one of successfully overcoming obstacles

4. **Social/Volunteering Project of the Year** is honored to a woman with distinguished participation in social projects and initiatives that helped improve living conditions

5. **Inspired by Production** recognizes women who work directly in production (workshops, centers, factories, mines, etc.), making personal contribution to their enterprises.

6. **Inspiring Leader** acknowledges prominent leadership and professional qualities of a female leader. Nominations can be submitted by the team or a colleague

7. **Mentor of the Year** celebrates a woman who is a go-to advisor for younger colleagues, successfully sharing her experience and expertise

8. **Environmentalist of the Year** recognizes a woman who have been implementing a major environmental or climate-focused project over the last three years

9. **Golden Idea of the Year** is presented to a trend-setter woman whose ideas and projects are emulated by others, having an impact on manypeople and processes and laying the foundation for much-need positive change

10. **Contribution to the Development of Women's Leadership** recognizes a man who has taken an active role promoting gender equality in his industry and supporting women’s aspirations for leadership

Application Form

<u>Section 1 General information</u>

1. Nominator name (if different from the nominee name)

2. Nominee name

3. Has the nominee been previously nominated for the award

4. Nominator phone number (if different from the nominee phone number)

5. Nominee phone number

6. Nominator email address

7. Nominee email address (if known)

8. Country of residency

9. City

10. Current employer

11. Parent company (if different from the current employer)

12. Industry

13. Job title

14. Number of subordinates (if applicable)

15. Industry experience

16. Nominee education (universities and courses)

17. How did you learn about the award?

Section 2 Project — description of professional/project activities:

1. Category for nomination (select one from the list)

2. Project/initiative (answer the questions below)

2.1. What were the main goals and objectives of the project/initiative (if applicable)?

2.2. When and how long was the project/initiative implemented?

2.3. Why was the decision made to implement the project/initiative, what were the main deciding factors?

2.4. Who was the project champion at the enterprise? What was your role in the project? (If applicable)

2.5. Which of your skills facilitated the successful implementation of the project/initiative?

2.6. Did the implementation of the project bring the improvement of production/business processes?

Section 3 Attachments and references

1. Attach a cover letter explaining why the nominee deserves the award, demonstrating their merits (contribution) over the past 3-5 years to the development (advancement) of the industry and society (required).
A life motto and media appearances (optional).

2. Attach letters of support from colleagues/managers (to give a general idea of the nominee's work, their merits, and professional skills; to assess their business and personal qualities that allow achieving high results (please give examples).

3. Add nominee photo (required)

4. Provide information about nominee public activities (articles, media interviews, public talks, etc.)

5. Provide contacts for references

Application filing and assessment schedule

Stage	Date
Application filing	**12 March– 30 June 2025**
Application assessment by the organizing committee	**4 July– 31 July 2025**
Application assessment by the jury	**5 August– 30 August2025**
Announcement of the award's shortlist	**September 2025**
Award ceremony	**October 2025**

The Jury:

1. Daria Kryachkova, Vice President for HR Policy, MMC Norilsk Nickel
2. Marina Medvedeva, Member of the Management Board and Managing Director, SIBUR
3. Stanislav Seleznev, Vice President for Ecology and Industrial Safety, MMC Norilsk Nickel
4. Alan Papantsev, Head of Public Relations, Kola MMC and MMC Norilsk Nickel
5. Alexander Zavalyuev, Managing Director of an asset, Atlas Mining Group
6. Mikhail Yurchuk, Deputy General Director for Work with Government Authorities of UMMC OJSC
7. Aleksey Svalov, Head of PR, UMMC
8. Marina Aleksandrova, Director of Organizational Development and HR, Gazpromneft-Zapolyarya
9. Iskhak Farkhutdinov, General Manager, RN-BashNIPIneft; Vice President, Russian Geological Society
10. Victoria Vasilyeva, Director of Public Relations, Polyus
11. Alexander Kruchinin, Vice President for HSE, Polyus
12. Zavgorodnyaya Valeria, General Director, Pro.Impact
13. Elena Matveeva, Coordinator of the State Duma Subcommittee for the Protection of Lake Baikal, Head of the Program on Legal Support for Sustainable Development, Lomonosov Moscow State University
14. Oleg Kalinichev, Managing Director of Paul Ekman International in Russia
15. Nikolay Godunov, Executive Director, VIST (Zyfra Group)
16. Svetlana Lapkina, Operational procurement director, NLMK
17. Vadim Kovalev, Advisor to the General Director for Government Relations and Sustainable Development, Ural Steel Management Company
18. Elena Babkina, Deputy Director for HR, Atlas Mining
19. Olga Gerasenkova, Head of Internal Communications Department, SUEK
20. Tamara Golovina, Head of Technology and Joint Projects Directorate, Polymetal
21. Svetlana Danilova, Head of the Integration and Development Unit for Corporate Sustainable Development Practices, SIBUR
22. Yulia Deeva, Head of Public Relations, Polyus
23. Kamilla Zhalilova, Director, Women in Modern Industries

24. Yulia Kozub, Head of the MiningWorld Russia business program
25. Ilya Muratov, General Director of PROTEXNO (former Marketing Director of the Tsifra Group of Companies)
26. Lyudmila Plushch, Advisor, FEO
27. Alyona Norko, Head of the Department of Additional Professional Education at the Skolkovo Institute of Science and Technology, Skoltech
28. Irina Bakhtina, Director of Sustainable Development, RUSAL
29. Ekaterina Syrovatskaya, Head of projects for the development of corporate culture of Severgroup companies, Chairman of the Expert Committee under the Board of the Association "Women in Modern Industries"
30. Vladimir Kuragin, Deputy Executive Director of the Association of Non-Profit Partnership "Mining Industrialists of Russia"
31. Sergey Kononenko, Deputy Chairman of the Supreme Mining Council
32. Maxim Molderf, CEO, Moneymatika
33. Lydia Lebedeva, Deputy Director of the Center, Institute for Statistical Studies and Economics of Knowledge / Center for Research on Prospective Competencies and Talent Development (HSE University)
34. Tatyana Kovrigina, Head of Sustainable Development and Corporate Culture Group, DRT Group
35. Shubochkina Victoria, CEO, Excellence-Expert
36. Baranyuk Natalia, Head of the Office of the Chairman of the Board of Directors, PJSC Rosseti
37. Dronova Olesya, Head of Communications, Eastern Mining Company LLC