

## Remuneration system for the Management Board and information about the amount of remuneration for the Management Board for the reporting year

The remuneration system for members of the Russian Railways Management Board, which was approved by the Russian Railways Board of Directors, was developed to improve the efficiency of the individual and collective work of Management Board members both in the short term and the long term as well as to provide incentives

for the successful performance of Russian Railways as a single economic entity.

Executives are given bonuses for annual results based on the fulfilment of key performance indicators (KPI) and a performance assessment of the Management Board and Russian Railways as a whole.

The KPI system, which includes general corporate and functional indicators, is approved by the Russian Railways Board of Directors.

The total income earned by members of the Russian Railways Management Board amounted to RUB 1,601.7 mln in the reporting year.

## Biographical information about members of the Russian Railways Management Board



**Oleġ Belozerov**

**President of Russian Railways.**

**Born in 1969.**

Mr Belozerov graduated from St Petersburg State University of Economics and Finance with a major in economics and industrial planning in 1992. He is a candidate of economic sciences.

### Professional experience

- 1998-2000 – Commercial Director, Lenenergo;
- 2000 – Deputy Director, Freight Motor Transport Enterprise No. 21;
- 2000-2001 – Office of the Plenipotentiary Representative of the Russian President to the North-West Federal District;
- 2001–2002 – Deputy Director, Corporate Property Management, LOMO;
- 2002-2004 – CEO, Russian Fuel Company;
- July-November 2004 – Deputy Director, Federal Road Agency;
- 2004-2009 – Director, Federal Road Agency;
- March 2009 – Deputy Minister of Transportation of the Russian Federation;
- 2014 – Member of the Russian Railways Board of Directors;
- 2015 – First Deputy Minister of Transportation of the Russian Federation;
- August 2015 – President, Russian Railways.

### Government and industry awards:

Order 'For Merit to the Fatherland (4th Class)'; Order of Honour; Medal of the Order 'For Merit to the Fatherland (1st Class)'; Honorary Certificate of the Russian President; Gratitude of the Russian President; Honorary Certificate of the Government Staff of the Russian Federation; Medal of Pavel Melnikov; Badge 'Honoured Transport Worker of Russia'; Lapel Pin 'Honoured Road Builder of Russia'.



**Anatoly Krasnoshchek**

**First Vice President of Russian Railways.**

**Born in 1959.**

Mr Krasnoshchek graduated from Leningrad Institute of Railway Engineers in 1988 with a major in railway transportation process management and is a candidate of economic sciences.

**Professional experience**

Mr Krasnoshchek began his career in the railway industry as a track serviceman on the Petrozavodsky section of October Railway after graduating from a technical college in 1978. He then worked his way from an assistant shunting master to Director of the St Petersburg-Vibetsk railway branch. He served as Deputy Director of Transportation and First Director-Chief Train Safety Inspector at the railway and First Deputy Director of October Railway.

- July 2008 – Director, East Siberian Railway.
- December 2011 – Vice President, Russian Railways.
- March 2013 – Senior Vice President, Russian Railways.
- October 2015 – First Vice President, Russian Railways.



**Alexander Misharin**

**First Vice President of Russian Railways.**

**Born in 1959.**

Mr Misharin graduated from Ural State University of Railway Transport with a major in railway transportation electrification in 1981 and a major in economics and business management (railway transportation) in 1997. He is a candidate of economic sciences and a doctor of technical sciences.

**Professional experience**

Mr Misharin began his career in the railway industry in 1981 at Sverdlovsk Railway, working his way up from a power supply electrician to Chief Engineer of Sverdlovsk Railway.

- July 1997 – Deputy Minister and First Deputy Minister of Railways of the Russian Federation.
- May 2002 – Director, Sverdlovsk Railway.
- May 2004 – Director, Integrated Infrastructure Development Department, Ministry of Transportation of the Russian Federation.
- June 2004 – Deputy Minister of Transportation of the Russian Federation.
- March 2009 – Director, Industry and Infrastructure Development Department of the Russian Government.
- November 2009 – Governor, Sverdlovsk Region.
- December 2012 – First Vice President, Russian Railways.



**Valentin Gapanovich**

**Senior Vice President of Russian Railways.**

**Born in 1955.**

Mr Gapanovich graduated from Novosibirsk Institute of Railway Engineers in 1992 with a major in railway transportation process management. He is a candidate of technical sciences.

**Professional experience**

Mr Gapanovich began his career in the railway industry in 1974, working his way up from assistant locomotive driver to Deputy Chief Engineer of the Kuzbass branch of West Siberian Railway. He then served as Deputy Director of West Siberian Railway and Chief Engineer of October Railway.

- November 2003 – Vice President, Russian Railways.
- June 2008 – Senior Vice President, Russian Railways.



**Serġey Maltsev**

**Senior Vice President of Russian Railways.**

**Born in 1963.**

Mr Maltsev graduated from Leningrad Higher Command School of Railway Troops and Military Communications in 1983 with a major in tactical military communication command.

**Professional experience**

Mr Maltsev served in the armed forces from 1979 to 1992 and then held senior positions at various organisations.

- December 1999 – Executive Director, MMK-Trans.
- December 2007 – Advisor, New Transportation Company.
- November 2015 – Senior Vice President, Russian Railways.



**Vadim Mikhailov**

**Senior Vice President of Russian Railways.**

**Born in 1969.**

Mr Mikhailov graduated from the State Financial Academy in 1992 with a major in finance and credit.

**Professional experience**

Mr Mikhailov began his career after graduation at the audit company Arthur Andersen, where he worked his way up from an economist to Director of the Bank Audit Department.

- November 2003 – CEO, Ernst & Young – Business Consulting.
- September 2009 – Senior Vice President, Russian Railways.



**Anatoly Meshcheryakov**

**State Secretary and Vice President of Russian Railways.**

**Born in 1966.**

Mr Meshcheryakov graduated from Kiev Higher Military Aviation Engineering School in 1988 with a major in avionics and from the Institute of Modern Business in 1998 with a major in finance and credit. He is a candidate of technical sciences.

**Professional experience**

After serving in the armed forces, Mr Meshcheryakov began his career in 1997 as a leading specialist at Bank Menatep and then worked at other various organisation.

- January 2004 – Deputy General Director and Director of External Relations, Director of the External Relations Department, Director of Personnel Management and External Relations, Transmashholding.
- October 2009 – First Deputy General Director, Transmashholding.
- December 2011 – Senior Advisor to the Russian Railways President.
- February 2012 – State Secretary and Vice President, Russian Railways.



**Mikhail Akulov**

**Vice President of Russian Railways.**

**Born in 1960.**

Mr Akulov graduated from Moscow Institute of Railway Engineers in 1982 with a major in railway transportation electrification.

#### **Professional experience**

Mr Akulov began his career in the railway industry in 1982, working his way up from a locomotive workshop foreman to Deputy Director and Director of the Moscow-Kursk branch.

- May 1999 – First Deputy Director and Director, South Eastern Railway.
- May 2002 – Deputy Minister and First Deputy Minister of Railways of the Russian Federation.
- March 2004 – Director, Federal Railway Transportation Agency, Ministry of Transportation of the Russian Federation.
- December 2005 – Vice President, Russian Railways.
- July 2009 – Vice President, Russian Railways; General Director, Federal Passenger Directorate, Russian Railways.
- March 2013 – Vice President, Russian Railways.



**Salman Babayev**

**Vice President and General Director of the Russian Railways Centre for Corporate Transportation Service.**

**Born in 1955.**

Mr Babayev graduated from Khabarovsk Institute of Railway Engineers in 1978 with a major in railway operations.

#### **Professional experience**

Mr Babayev began his career in the railway industry in 1978 as an assistant shunting master. He worked his way up from station dispatcher attendant to Director of Baikal-Amur Railway. He then served as First Deputy Director of Far Eastern Railway, Deputy Director of North Caucasus Railway and Deputy Director of Moscow Railway.

- February 2002 – General Director, Centre for Corporate Transportation Service.
- November 2002 – Director, Volga Railway.
- November 2003 – Vice President, Russian Railways; General Director, Centre for Corporate Transportation Service.
- August 2005 – Vice President, Russian Railways.
- October 2007 – General Director, First Freight.
- March 2011 – Vice President, Russian Railways.
- December 2015 – Vice President, Russian Railways; General Director, Centre for Corporate Transportation Service.



**Gennady Verkhoviykh**

**Vice President and Director of the Central Infrastructure Directorate of Russian Railways.**

**Born in 1959.**

Mr Verkhoviykh graduated from Leningrad Institute of Railway Engineers in 1981 with a major in railway operation.

#### **Professional experience**

Mr Verkhoviykh began his career in the railway industry in 1981 as a station attendant. He worked his way up from station chief to Deputy Director of the Moscow branch of October Railway. He then served as Administration Head of the Bologovsky District of the Tver Region.

- July 1998 – Deputy Director and First Deputy Director, October Railway.
- February 2007 – Director, Russian Railways Passenger Transportation Department.
- October 2013 – Director, Russian Railways Passenger Transportation Business Unit Management Department.
- November 2015 – Vice President and Director, Central Infrastructure Directorate, Russian Railways.



**Alexey Vorotilkin**

**Vice President and Director of the Traction Directorate of Russian Railways.**

**Born in 1961.**

Mr Vorotilkin graduated from Irkutsk Institute of Railway Engineers in 1988 with a major in railway transportation electrification. He is a doctor of technical sciences.

#### **Professional experience**

Mr Vorotilkin began his career in the railway industry in 1978 as an apprentice to a communications switchman. He worked his way up from locomotive depot toolmaker to Deputy Director of East Siberian Railway.

- September 2005 – Director, East Siberian Railway.
- June 2008 – Vice President, Russian Railways.
- February 2011-January 2016 – Vice President and Director, Traction Directorate, Russian Railways.



**Pavel Ivanov**

**Vice President and Director of the Central Traffic Control Directorate of Russian Railways.**

**Born in 1964.**

Mr Ivanov graduated from Moscow Institute of Railway Engineers in 1986 with a major in railway transportation process management.

#### **Professional experience**

Mr Ivanov began his career in the railway industry in 1983 as track serviceman. He worked his way up from a station switch tower attendant to Director of the Transportation Service of Moscow Railway.

- January 2004 – Deputy Director, Moscow Railway; Director, Moscow-Kursk branch.
- September 2004 – Deputy Director for Transportation, Moscow Railway.
- September 2008 – Deputy Director and First Deputy Director, Central Traffic Control Directorate, Russian Railways.
- April 2011 – Director, Central Traffic Control Directorate, Russian Railways.
- June 2015 – Director for Transportation Control and Director, Central Traffic Control Directorate, Russian Railways.
- November 2015 – Vice President and Director, Central Traffic Control Directorate, Russian Railways.



**Petr Katsyv**

**Vice President and Director of the Moscow Transport Hub Development Centre of Russian Railways.**

**Born in 1953.**

Mr Katsyv graduated from Moscow Automobile and Road Institute in 1975 with a major in automobiles and automotive fleet. He is a doctor of technical sciences.

#### **Professional experience**

Mr Katsyv began his career as a traffic safety engineer at Passenger Road Train No. 1786. He then worked his way up from Deputy Director of Safety at Passenger Road Train No. 1786 to General Director of MOSTRANSVTO Road Passenger Transportation of the Moscow Region.

- February 2001 – Minister of Transportation, Government of the Moscow Region.
- December 2003 – Deputy Chairman, Government of the Moscow Region.
- May 2004 – Deputy Chairman, Government of the Moscow Region; Minister of Transportation, Government of the Moscow Region.
- June 2012 – Director, Main Department of the Moscow Region for Relations with the Federal Authorities.
- September 2013 – Advisor to the Governor of the Moscow Region.
- October 2014 – Vice President and Director, Moscow Transport Hub Development Centre of Russian Railways.



**Alexander Saltanov**

**Vice President of Russian Railways.**

**Born in 1946.**

Mr Saltanov graduated from Moscow State Institute of International Relations in 1970 with a major in international relations.

**Professional experience**

- 1970 – Diplomatic work.
- December 1992 – Ambassador Extraordinary and Plenipotentiary of the Russian Federation in the Hashemite Kingdom of Jordan.
- February 1999 – Director, Middle East and Africa Department, Russian Ministry of Foreign Affairs.
- October 2011 – Deputy Minister of Foreign Affairs of the Russian Federation.
- May 2011 – Vice President, Russian Railways.



**Viktor Stepov**

**Vice President of Russian Railways.**

**Born in 1957.**

Mr Stepov graduated from Leningrad Institute of Railway Engineers in 1986 with a major in railway transportation electrification and from St Petersburg State University of Railways in 1994 with a major in economics and railway transportation organisation. He is a candidate of economic sciences.

**Professional experience**

Mr Stepov began his career as a turner and borer at the Podporozhsky Experimental Plant in the Leningrad Region. After graduating from a technical college and serving in the armed forces, he worked his way up from a repairman at the Petrozavodky locomotive depot to Director of the Economic Service of October Railway.

- September 1999 – Chief Economist and Deputy Director, October Railway.
- February 2004 – Director, October Railway, Russian Railways.
- October 2014-January 2016 – Vice President, Russian Railways.



**Oleg Toni**

**Vice President of Russian Railways.**

**Born in 1964.**

Mr Toni graduated from Voronezh Engineering and Construction Institute in 1986 with a major in industrial and civil construction and from Northwest Academy of Public Service in 2003 with a major in state and municipal management. He is a candidate of economic sciences.

**Professional experience**

Mr Toni began his career after graduating as a construction management foreman at Stroytrest in Voronezh. He worked his way up from a foreman to General Director of StroyMontazh-24 in St Petersburg.

- January 1997 – General Director, Baltic Construction Company No. 24, St Petersburg.
- March 2000 – General Director, Baltic Construction Company (BCC), Moscow.
- February 2001 – General Director, Baltic Construction Company (M), Moscow.
- March 2004 – First Deputy Director and Director, Capital Construction Department, Russian Railways.
- April 2006 – Vice President, Russian Railways.



**Nikolay Fedoseyev**

**Vice President of Russian Railways.**

**Born in 1966.**

Mr Fedoseyev graduated from Moscow Institute of Radio Engineering, Electronics and Automation in 1989 with a major in electronic devices and from the Academy of the Russian Ministry of Security in 1993 with the qualification of an officer with higher special education.

**Professional experience**

- January 1993 – service in agencies of the Russian Federal Security Service.
- December 2015 – Vice President, Russian Railways.



**Anatoly Chabunin**

**Vice President and Internal Control and Audit Director of Russian Railways.**

**Born in 1960.**

Mr Chabunin graduated from Novosibirsk Institute of Economy in 1990 with a major in finance and credit.

#### **Professional experience**

Mr Chabunin began his career in 1978 as a construction metal worker and then served in various government and commercial organisations.

- December 2004 – Financial Office Director and Deputy Director, Federal Road Agency.
- March 2009 – Director, Federal Road Agency.
- May 2013 – Deputy Director, Federal Financial and Budget Oversight Service.
- September 2015 – Internal Control and Audit Director, Russian Railways.
- October 2015 – Vice President, Russian Railways.
- November 2015 – Vice President and Internal Control and Audit Director, Russian Railways.



**Shevket Shaydullin**

**Vice President and Director of the Traffic Safety Department of Russian Railways.**

**Born in 1961.**

Mr Shaydullin graduated from Kuybyshev Institute of Railway Engineers in 1990 with a major in technical locomotive operation management. He is a candidate of technical sciences.

#### **Professional experience**

Mr Shaydullin began working in the railway industry in 1978 as a mechanic at the Ulyanovsk locomotive depot. He worked his way up from assistant locomotive driver to Deputy Director of Kuybyshev Railway.

- March 2001 – First Deputy Director and Director, Gorky Railway.
- May 2004 – Director, Sverdlovsk Railway.
- April 2007 – Advisor to the Russian Railways President.
- December 2008 – General Director, South Caucasus Railway.
- February 2012 – Director, Kuybyshev Railway, Russian Railways.
- December 2012 – Vice President and Director, Traffic Safety Department, Russian Railways.



**Dmitry Shakhanov**

**Vice President of Russian Railways.**

**Born in 1961.**

Mr Shakhanov graduated from the Academy of the USSR Ministry of Internal Affairs in 1988 with a major in law.

**Professional experience**

- 1979–1998 – Service in internal affairs agencies followed by employment in various government and commercial organisations.
- November 1999 – Deputy General Director, Lenenergo.
- October 2005 – Deputy General Director, Territorial Generating Company No. 1.
- October 2006 – Deputy Director and Director, Russian Railways Supply.
- April 2009 – Vice President, Russian Railways.



**Vadim Bynkov**

**Head of the Legal Department of Russian Railways.**

**Born in 1962.**

Mr Bynkov graduated from Kalinin State University in 1985 with a major in law.

**Professional experience**

Mr Bynkov began his career in 1987 as an instructor at the All-Union Leninist Young Communist League in the Zavolzhsy District of Tver. He worked in prosecutor offices in Tver from 1989 to 1993 and then held senior positions at commercial organisations.

- June 2002 – Director, Legal Department, ALROSA Investment Group.
- April 2004 – Attorney, V.I. Bynkov Law Office, Bar Association of the Tver Region.
- October 2005 – Director, Legal Department, Russian Railways.
- December 2007 – State Secretary and Director, Legal Department, Russian Railways.
- April 2009 – Director, Legal Department, Russian Railways.



**Olga Gnedkova**

**Head of the Corporate Finance Department of Russian Railways**

**Born in 1960.**

Ms Gnedkova graduated from Novosibirsk Institute of Railway Engineers in 1981 with a major in accounting. She is a candidate of economic sciences.

#### **Professional experience**

Ms Gnedkova began her career in the railway industry after graduation, working her way up from an accountant to Director of the Financial Service of West Siberian Railway.

- May 2002 – Deputy Director, Moscow Railway; Director, Financial Service.
- September 2004 – Deputy Director for Economics and Finance, Moscow Railway.
- November 2004 – Head of Financial Management Department, Russian Railways.
- September 2005 – Head of Corporate Finance Department, Russian Railways.



**Vadim Morozov**

**Senior Advisor to the Russian Railways President.**

**Born in 1954.**

Mr Morozov graduated from Leningrad Institute of Railway Engineers in 1977 with a major in railway operations. He is a doctor of technical sciences.

#### **Professional experience**

Mr Morozov began his career in 1971 as a mechanic at the Volkhov-Stroy-1 locomotive depot of October Railway. After graduation, he remained with the railway, working his way up from a shunting attendant to Director of October Railway. He was elected Deputy Chairman of the Legislative Assembly of the Leningrad Region in 1998.

- October 1998 – First Deputy Director, South Eastern Railway.
- May 1999 – Deputy Minister of Railways of the Russian Federation.
- June 2000 – First Deputy Director, Moscow Railway.
- February 2002 – First Deputy Minister of Railways of the Russian Federation.
- October 2003 – Minister of Railways of the Russian Federation.
- July 2004 – Executive Director, Blagosostoyanie Private Pension Fund.
- August 2005 – First Vice President, Russian Railways.
- October 2015 – Senior Advisor to the Russian Railways President.