

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 2,295.5 mln in the reporting year.

Biographical information about members of the Russian Railways Management Board



Oleg Belozеров
President of Russian Railways

Mr Belozеров was born in 1969. He 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 – Deputy Commercial Director, Head of the Logistics and Transportation Department, Lenenergo;
- 2000 – Deputy Director, Freight Motor Transport Enterprise No. 21;
- 2000–2001 – Head of the Financial and Economic Department, Office of the Plenipotentiary Representative of the Russian President in 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–May 2015 – Deputy Minister of Transportation of the Russian Federation;
- August 2011 – Assigned class rank – Full State Counsellor of the Russian Federation, 1st Class;
- 2014 – Member of the Russian Railways Board of Directors;
- May 2015 – First Deputy Minister of Transportation of the Russian Federation;
- August 2015 – President, Russian Railways.

Government and industry awards:

Medal 'In Commemoration of the 300th Anniversary of St. Petersburg'; Badge 'Honoured Worker of the Fuel and Energy Complex'; Medal 'In Commemoration of the 1,000th Anniversary of Kazan'; Gratitude of the President of the Russian Federation; Medal of the Order 'For Merit to the Fatherland (1st Class)'; Anniversary Lapel Pin 'In Commemoration of the 200th Anniversary of the Water and Ground Transportation Office'; Order of Honour; Honorary Certificate of the Government Staff of the Russian Federation; Badge of Merit 'For Merit to Strengthening Cooperation with the Audit Chamber of the Russian Federation'; Lapel Pin 'Honoured Road Builder of Russia'; Honorary Certificate of the Audit Chamber of the Russian Federation; Badge 'Honoured Transport Worker of Russia'; Medal 'Federation Council: 20 Years'; Order 'For Merit to the Fatherland (4th Class)'; Honorary Certificate of the President of the Russian Federation.



Anatoly Krasnoshchek
First Vice President
of Russian Railways

Mr Krasnoshchek was born in 1959. He 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

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



Alexander Misharin
First Vice President
of Russian Railways

Mr Misharin was born in 1959. He 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

- November 2009 – Governor, Sverdlovsk Region.
- December 2012 – First Vice President, Russian Railways.



Gennady Verkhovykh
Vice President and Director of the Central
Infrastructure Directorate of Russian
Railways

Mr Verkhovykh was born in 1959. He graduated from Leningrad Institute of Railway Engineers in 1981 with a major in railway operation.

Professional experience

- February 2007 – Director, Russian Railways Passenger Transportation Department.
- November 2015 – Vice President and Director, Central Infrastructure Directorate, Russian Railways.
- October 2013 – Director, Russian Railways Passenger Transportation Business Unit Management Department.
- May 2016 – Senior Vice President and Director, Central Infrastructure Directorate, Russian Railways.

**Valentin Gapanovich****Senior Vice President of Russian Railways**

Mr Gapanovich was born in 1955. He 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

- June 2008 – Senior Vice President, Russian Railways.

**Serġey Maltsev****Senior Vice President of Russian Railways**

Mr Maltsev was born in 1963. He graduated from Leningrad Higher Command School of Railway Troops and Military Communications in 1983 with a major in tactical military communication command.

Professional experience

- December 2007 – Advisor, New Transportation Company.
- November 2015 – Senior Vice President, Russian Railways.

**Vadim Mikhailov****Senior Vice President of Russian Railways**

Mr Mikhailov was born in 1969. He graduated from the State Financial Academy in 1992 with a major in finance and credit.

Professional experience

- September 2009 – Senior Vice President, Russian Railways.



Mikhail Akulov

Vice President of Russian Railways

Mr Akulov was born in 1960. He graduated from Moscow Institute of Railway Engineers in 1982 with a major in railway transportation electrification.

Professional experience

- 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

Mr Babayev was born in 1955. He graduated from Khabarovsk Institute of Railway Engineers in 1978 with a major in railway operations.

Professional experience

- 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.



Oleġ Valinsky

Vice President and Director of the Russian Railways Traction Directorate

Mr Valinsky was born in 1961. He graduated from Dzerzhinsky Leningrad Technical College of Railway Transportation in 1986 with a major railway operation and from St. Petersburg State University of Railways in 1997 with a major in transportation organisation and management.

Professional experience

- 2004-2008 – Deputy Director for Transportation, October Railway.
- August 2008 – First Deputy Director, October Railway.
- October 2014 – Railway Director.
- January 2016 – Vice President and Director, Traction Department, Russian Railways.



Pavel Ivanov

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

Mr Ivanov was born in 1964. He graduated from Moscow Institute of Railway Engineers in 1986 with a major in railway transportation process management.

Professional experience

- October 2009 – First Deputy Director, Central Traffic Control Directorate, Russian Railways.
- April 2011 – Director, Central Traffic Control Directorate, Russian Railways.
- June 2015 – Director of Transportation Control and Director of the 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

Mr Katsyv was born in 1953. He 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

- May 2007 – 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.



Anatoly Meshcheryakov

State Secretary and Vice President of Russian Railways

Mr Meshcheryakov was born in 1966. He 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

- 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.



Vyacheslav Pavlovsky
Vice President of Russian Railways

Mr Pavlovsky was born in 1956. He graduated from Moscow State Institute (University) of International Relations under the Russian Ministry of Foreign Affairs in 1978.

Professional experience

- 2004-2008 – Director, Consulate Department, Russian Ministry of Foreign Affairs.
- 2008-2009 – Director, Main Production and Commercial Department for Diplomatic Corps Servicing, Russian Ministry of Foreign Affairs.
- January 2006 – Member, Collegium of the Russian Ministry of Foreign Affairs.
- December 2009 – Ambassador-at-Large, Russian Ministry of Foreign Affairs. Has the diplomatic rank of Ambassador Extraordinary and Plenipotentiary.
- 20 July 2010 – Appointed Ambassador of the Russian Federation to Norway.
- May 2016 – Appointed Vice President, Russian Railways.



Andrey Starkov
Vice President of Russian Railways

Mr Starkov was born in 1969. He graduated from Moscow Textile Institute with a major in industrial power engineering.

Professional experience

- 2004 – Deputy Director, Structural Reform Department, Ministry of Transportation of the Russian Federation.
- 2005 – First Deputy General Director, Rossirtprom (federal government enterprise).
- 2009-2010 – First Deputy General Director, All-Russian Exhibition Centre.
- 2011-2015 – Corporate Secretary, Russian Railways.
- September 2015 – Senior Advisor to the Russian Railways President.
- February 2016 – Vice President, Russian Railways.



Oleġ Toni
Vice President of Russian Railways

Mr Toni was born in 1964. He 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

- April 2006 – Vice President, Russian Railways.



Nikolay Fedoseyev
Vice President of Russian Railways

Mr Fedoseyev was born 1966. He 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

Mr Chabunin was born in 1960. He graduated from Novosibirsk Institute of Economy in 1990 with a major in finance and credit.

Professional experience

- 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

Mr Shaydullin was born in 1961. He 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

- 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.



Mr Shakhanov was born in 1961. He graduated from the Academy of the USSR Ministry of Internal Affairs in 1988 with a major in law.

Professional experience

- April 2009 – Vice President, Russian Railways.

Dmitry Shakhanov

Vice President of Russian Railways



Mr Morozov was born in 1954. He graduated from Leningrad Institute of Railway Engineers in 1977 with a major in railway operations. He is a doctor of technical sciences.

Professional experience

- August 2005 – First Vice President, Russian Railways.
- October 2015 – Senior Advisor to the Russian Railways President.

Vadim Morozov

Senior Advisor to the Russian Railways President



Mr Bynkov was born in 1962. He graduated from Kalinin State University in 1985 with a major in law.

Professional experience

- April 2009 – Director, Legal Department, Russian Railways.

Vadim Bynkov

Head of the Legal Department of Russian Railways



Ms Gnedkova was born in 1960. She graduated from Novosibirsk Institute of Railway Engineers in 1981 with a major in accounting. She is a candidate of economic sciences.

Professional experience

- September 2005 – Head of Corporate Finance Department, Russian Railways.

Olga Gnedkova

Head of the Corporate Finance Department of Russian Railways