

# GENERAL DIRECTOR AND HIS DEPUTIES

## General Director



**Vladimir  
PYASTOLOV**

The management of FPC's day-to-day operations is delegated to the General Director as the sole executive body.

The General Director acts as the Chairman of the Company's Science and Technology Board.

The General Director is accountable to FPC's shareholders and the Board of Directors and submits quarterly reports to the Board on the Company's performance (budget and contract work performance, HR and credit policy, social programmes, insurance coverage, implementation of the Board's resolutions).

The Board of Directors resolves on the election of the Company's General Director, termination of his/her powers, and approves the terms of his/her employment contract, including remuneration and termination.

The General Director is responsible for timely and quality budgeting and budget performance at the Company, preparing budget execution reports and organising activities at the Company's branches.

On 2 October 2020, Vladimir Pyastolov was elected FPC's General Director by resolution of the Board of Directors.

The General Director does not hold a stake in FPC's share capital and does not own the Company's ordinary shares.

During the reporting year, the General Director was not engaged in any transactions to acquire, or dispose of, FPC shares.

## Deputy General Directors

*In line with the main lines of business, FPC's governance structure comprises nine Deputy General Directors, the Corporate Secretary and several business units reporting directly to the General Director.*

To ensure the balance of the top-level governance processes and to set up a single centre of responsibility for the organisation and provision of transport services and a single centre of responsibility for the development of financial and business operations, marketing operations, business and product portfolio, the following positions were included in FPC's structure:

→ First Deputy General Director for Operations, whom four Deputy General Directors report to: Deputy General Director for Transport Support, Deputy General Director for Business Development and Operations, Deputy General Director for Transport Management, and Deputy General Director for Maintenance Services

→ First Deputy General Director for Business Development and Economics, whom two Deputy General Directors report to: Deputy General Director for Economics and Finance and Deputy General Director for Marketing and Sales



**Valery  
VEREMEEV**

**First Deputy General Director for Business  
Development and Economics**

Year of birth: 1976

### Education

Moscow State University of Railway Engineering (MIIT) with a degree in Automated Systems and Information Technologies

Russian Presidential Academy of Public Administration with a degree in Public and Municipal Administration

PhD in Economics

### Experience

→ **From 2003 to 2005**, he was Deputy Head of the Economic Forecasting and Strategic Development Department at Russian Railways.  
→ **From 2005 to 2006**, he was First Deputy Head of the Economic Forecasting and Strategic Development Department at Russian Railways.  
→ **From 2006 to 2010** he was Head of the Corporate Structure and Reform Department at Russian Railways.  
→ **From 2010 to 2012**, he was Head of the Economic Environment and Strategic Development Department at Russian Railways.  
→ **From 2012 to 2015**, he was Advisor to the President of Russian Railways.  
→ **From 2015 to 2018**, he was Deputy General Director for Strategy and Development of Freight One.  
→ **Since September 2018**, he has held the position of FPC's First Deputy General Director.



**Alexey  
ZHIGUNOV**

**First Deputy General Director  
for Operations**

Year of birth: 1979

### Education

Moscow State University of Railway Engineering (MIIT) with a degree in Railway Operation and Logistics

Moscow State University of Railway Engineering, the Mini MBA IIM programme

Moscow State University of Railway Engineering with a degree in Corporate Management

### Experience

- He started his career in railways **in 2001**.
- **From 2010 to 2012**, he served as Deputy Head of the Transport Management Department – Head of the Situation Centre at FPC.
- **From 2012 to 2014**, he served as Head of the Transport Management Department at FPC.
- **From 2014 to 2016**, he acted as Head of the Passenger Transport and Logistics Centre at FPC.
- **From 2016 to 2018**, he was Deputy General Director – Head of the Transport Management Department at FPC.
- **Since July 2018**, he has held the position of FPC's First Deputy General Director.



**Igor  
BEOGOUZOV**

**Deputy General Director for Transport  
Management – Head of the Transport  
Management Department**

Year of birth: 1971

### Education

Moscow Institute of Railway Engineers with a degree in Railway Operation and Logistics

### Experience

- He started his career in railways **in 1993**.
- **From 2009 to 2010**, he worked as Head of Moscow-Passazhirskaya Station of the Moscow Railway Station Work Organisation Centre of the Oktyabrskaya Directorate of Traffic Management at the Central Directorate of Traffic Management, a branch of Russian Railways.
- **From 2010 to 2011**, he served as Head of the Passenger Transport Management Unit of the Transport Management Department at FPC.
- **From 2011 to 2012**, he worked as Head of the Railway Station Management Unit of the Moscow-Kursk Railway Station Work Organisation Centre of the Moscow Directorate of Traffic Management at the Central Directorate of Traffic Management, a branch of Russian Railways.
- **From 2012 to 2015**, he served as Head of the Innovative Development Unit of the Technical Policy Service at the Central Directorate of Traffic Management, a branch of Russian Railways.
- **From 2015 to 2018**, he served as Head of the Moscow Railway Station Work Organisation Centre of the Oktyabrskaya Directorate of Traffic Management at the Central Directorate of Traffic Management, a branch of Russian Railways.
- **From December 2018 to October 2020**, he was Deputy to the General Director – Head of the Transport Management Department at FPC.



**Marina  
ZHEGULINA**

**Deputy General Director for Marketing  
and Sales**

Year of birth: 1984

### **Education**

Moscow Aviation Institute (State Technical University) with a degree in Economics and Management at Enterprises

Institute of Business Studies under the Government of the Russian Federation with a degree in Company Management

Holds an EMBA from the Antwerp Management School (Antwerp, Belgium)

### **Experience**

- She started her career **in 2005**.
- **From 2010 to 2017**, she was Marketing Director at the law firm Legal and Tax Advice on the CIS Countries Law VEGAS LEX.
- **From February to July 2017**, she was Advisor to FPC's General Director.
- **From July to December 2017**, she served as Head of the Customer Experience Centre at FPC.
- **Since December 2017**, she has held the post of FPC's Deputy General Director.



**Stanislav  
ZOTIN**

**Deputy General Director for Maintenance  
Services**

Year of birth: 1979

### **Education**

Emperor Alexander I Saint Petersburg State Transport University with a degree in Water Supply and Drainage (in 2001) and in Railway Operation and Logistics (in 2006)

Stockholm School of Economics in Saint Petersburg, RZD Holding's Corporate Modular Educational Programme Executive MBA of the Stockholm School of Economics

Moscow State University of Railway Engineering (MIIT) with an MBA in Railway Operation and Logistics

### **Experience**

- He started his career in railways **in 1998** as a train attendant.
- **From 2010 to 2011**, he was Head of the Saint Petersburg–Moskovsky carriage site of FPC's Northwest Branch.
- **From 2011 to 2013**, he was Deputy Head of FPC's Northwest Branch.
- **From 2013 to 2015**, he was First Deputy Head at FPC's Northwest Branch.
- **From 2015 to 2016**, he was Head of FPC's Northwest Branch.
- **Since 2016**, he has held the position of FPC's Deputy General Director.



## Alexander MUSLOVETS

**Deputy General Director for Economics and Finance**

Year of birth: 1977

### Education

Far Eastern State Transport University with a degree in Economics and Management at Railway Transport Enterprises

Financial Academy under the Government of the Russian Federation with an MBA in Finance

Holds an MBA from the University of Navarra (IESE business school)

PhD in Economics

### Experience

- He started his career in railways **in 1999**.
- **From 2004 to 2005**, he headed the Finance Department at the Moscow–Ryazan Division of the Moscow Railway, a branch of Russian Railways.
- **From 2005 to 2009**, he was First Deputy Head of the Financial Service at the Moscow Railway, a branch of Russian Railways.
- **From 2009 to 2010**, he served as Deputy CEO of the Federal Passenger Directorate, a branch of Russian Railways.
- **Since 2010**, he has held the position of FPC's Deputy General Director.



## Ekaterina SKOROKHODOVA

**Deputy General Director for Human Resources and Social Development**

Year of birth: 1974

### Education

Irkutsk Institute of Railway Transport Engineers with a degree in Carriages

Has an MBA

Holds an MBA in Personnel Management from the Academy of National Economy under the Government of the Russian Federation

### Experience

- She started her career in railways **in 1992**.
- **From 2008 to 2009**, she was Deputy Head of Human Resources and Social Development at the Krasnoyarsk Unit of the Krasnoyarsk Railway, a branch of Russian Railways.
- **From 2009 to 2011**, she was Deputy Head of the Personnel Management Department of the Krasnoyarsk Railway, a branch of Russian Railways.
- **From 2011 to 2012**, she was Deputy Head of Directorate – Head of the Personnel Management Department at the Krasnoyarsk Directorate for Infrastructure of the Krasnoyarsk Railway, a branch of Russian Railways.
- **From 2012 to 2015**, she was Deputy Head of the Human Resources and Social Development Department at the Central Directorate for Infrastructure, a branch of Russian Railways.
- **From 2015 to 2019**, she was Head of the Human Resources Department at the Central Directorate of Traffic Management, a branch of Russian Railways.
- **Since 2019**, she has held the position of FPC's Deputy General Director.



**Mikhail  
POYARKOV**

**Deputy General Director for Business  
Development and Operations**

Year of birth: 1979

### **Education**

Emperor Alexander I Saint Petersburg State Transport University with a degree in Ground Transport Systems

Emperor Alexander I Saint Petersburg State Transport University with a degree Carriages

### **Experience**

- He started his career in railways **in 2001** as a train attendant.
- **From 2011 to 2014**, he was Head of the Saint Petersburg–Moskovsky carriage site of FPC's Northwest Branch.
- **From 2014 to 2015**, he served as Deputy Head of FPC's Passenger Service Department – Head of Carriage Servicing and Preparation.
- **From 2015 to 2016**, he was First Deputy Head at FPC's Northwest Branch.
- **From 2016 to 2020**, he was Head of FPC's Northwest Branch.
- **Since 2020**, she has held the position of FPC's Deputy General Director.



**Boris  
SUVOROV**

**Deputy General Director for Safety  
and Security**

Year of birth: 1967

### **Education**

Moscow Higher Combined-Arms Command School with a degree in Command and Tactics, Motorised Rifle Troops

Moscow Presidential Academy of Public and Municipal Administration with a degree in Public and Municipal Administration

### **Experience**

- **From 2004 to 2009**, he was Assistant Director at the Federal Road Agency.
- **From 2009 to 2010**, he served as Head of the Transport Safety Department at the Federal Road Agency.
- **From 2010 to 2013**, he served as Advisor to the Chairman of the Management Board at the State Company Russian Highways.
- **From 2013 to 2016**, he served as Deputy Chairman At-Large of the Management Board at the State Company Russian Highways.
- **From 2016 to February 2021**, he held the position of FPC's Deputy General Director.



**Konstantin  
TORUBAROV**

**Deputy General Director  
for Transport Support**

Year of birth: 1962

### **Education**

Moscow Institute of Railway Engineers with a degree in Carriage-Building and Rolling Stock

### **Experience**

- He started his career in railways **in 1983**.
- **From 2006 to 2009**, he served as Deputy Head of the Moscow Regional Directorate for Customer Service at the Federal Passenger Directorate, a branch of Russian Railways.
- **From 2010 to 2015**, he was Head of FPC's Moscow Branch.
- **Since 2015**, he has held the position of FPC's Deputy General Director.

## Remuneration and reimbursement for governance bodies (the executive body and other key managers)

*The remuneration of the sole executive body and FPC's other key managers directly depends on the achievement of relevant key performance indicators.*

The Regulations on Incentives for the Person Acting as JSC FPC's Sole Executive Body, approved by resolution of FPC's Board of Directors (Minutes No. 4 dated 28 August 2020), and the Regulations on Incentives for Key Managers of JSC FPC, approved by JSC FPC's Order No. 369 dated 11 December 2020, were developed in line with the following:

- Order of the Russian Government No. 1388-r Guidelines on the Application of Key Performance Indicators by Business Entities in Which the Share of the Russian Federation or Its Constituent Entity Exceeds 50%, and Performance Indicators of State Unitary Enterprises to Determine the Remuneration to Their Management, dated 27 June 2019
- Standard Regulations on Incentives for Managers of JSC RZD Subsidiaries, approved by JSC RZD's Order No. 2725/r On Approval of Standard Documents on Incentives for Managers of JSC RZD Subsidiaries Based on Key Performance Indicators, dated 4 December 2019
- JSC RZD's Order No. 1656r On Monitoring RZD Holding's Key Performance Indicators, dated 1 August 2019
- Regulations on the System of Key Performance Indicators of JSC FPC approved by resolution of FPC's Board of Directors (Minutes No. 24 dated 2 July 2020)

The Company's key performance indicators (KPIs) are used as KPIs for the CEO and are also corporate KPIs for FPC's key managers.

The above KPIs have served as a basis for corporate and functional key performance indicators of FPC's top managers, which underpin their motivation system.

The following tasks were completed when developing the motivation system:

- The Regulations on Incentives for the Person Acting as JSC FPC's Sole Executive Body and the Regulations on Incentives for Key Managers of JSC FPC were approved
- The KPIs were ranked through vertical cascading
- The weight (share) of corporate and functional key performance indicators was determined
- All functional performance indicators for managers were reviewed focusing on results instead of describing the process