

Sole executive body

In line with the applicable Russian laws, FESCO relies on two sole executive bodies to streamline the management of its day-to-day operations – the President and the CEO, who act independently of each other within their respective scope of authority as prescribed by the Articles of Association.

Effective from 26 February 2016, the Company announced the appointment of Alexander Isurin, previously Vice President for Commerce, as its President.

Between 1 February 2018 and 26 November 2018, the position of CEO was held by Victor Shukshin. On 23 May 2019, Yury Plotnikov was elected the new CEO.

The reporting period saw both the President and the CEO of the Company sit on the Executive Board, FESCO's collegial executive body.

The Executive Board's membership changed once during 2019. As at 1 January 2019, the Executive Board was composed of the following people:

- Alexander Isurin (Chair);
- Ekaterina Grishkovets;
- Konstantin Kolesnikov;
- Maxim Sakharov;
- Konstantin Teterin;
- Aidemir Usakhov;
- Zairbek Yusupov.

Since Yury Plotnikov became a member on 2 September 2019, the Executive Board has been composed of the following people:

- Alexander Isurin (Chair);
- Ekaterina Grishkovets;
- Konstantin Kolesnikov;
- Yury Plotnikov;
- Maxim Sakharov;
- Konstantin Teterin;
- Aidemir Usakhov;
- Zairbek Yusupov.

Information on the members of the Executive Board

Alexander Isurin

President, Chair of the Executive Board¹⁴

See the section on the Company's Board of Directors for biographical details.

Ekaterina Grishkovets

Member of the Executive Board, Vice President for External Relations

Born in 1981. Graduated from the Financial University under the Government of the Russian Federation and the Moscow State Institute of International Relations (MGIMO). Joined FESCO in 2018 as an advisor and was elected Vice President for External Relations and put in charge of the GR and PR services on 3 December 2018.

Konstantin Kolesnikov

Vice President for Human Resources¹⁵

Born in 1981. Graduated from the Gubkin Russian State University of Oil and Gas.

Konstantin was HR Director at NCSP in 2017–2018 and Head of HR at FSC in 2018–2019. Since 2019, he has been a director at FSC. Konstantin has been FESCO's Vice President for Human Resources since April 2018.

Yury Plotnikov

CEO, member of the Executive Board, Vice President for Security

Born in 1976. Graduated from the Russian Presidential Academy of National Economy and Public Administration, and Academy of the Russian Federal Security Service.

Since June 2019, Yury has been Vice President for Security at FESCO. Elected as the CEO of FESCO on 23 May 2019.

¹⁴ Until 5 March 2020.

¹⁵ Until 15 July 2020.

Maxim Sakharov¹⁶

Member of the Executive Board, Vice President for Finance

Born in 1982. Graduated from the Far Eastern Federal University and Russian Presidential Academy of National Economy and Public Administration.

Maxim has been working at FESCO Group since 2005, holding the position of Vice President for Finance between 2016 and March 2020.

Konstantin Teterin

Member of the Executive Board, Vice President for Liner and Logistics Division

Born in 1968. Graduated from the Taran Civil Aviation School in Sasovo and Russian Presidential Academy of National Economy and Public Administration.

Since March 2019, Konstantin has been Vice President for Liner and Logistics Division at FESCO.

He is also a member of governing bodies at several companies of the Group.

Zairbek Yusupov

Member of the Executive Board, Vice President for Port Division

Born in 1969. Graduated from Dagestan State Agricultural University.

Zairbek has been Vice President for Port Division at FESCO since 2016 and CEO of Commercial Port of Vladivostok since March 2016.

Aidemir Usakhov

Member of the Executive Board, Vice President for Rail Division

Born in 1976. Graduated from Dagestan State Pedagogical University.

Aidemir was Director of the Rail Division between April 2017 and April 2018 and has been Vice President for Rail Division since 2 April 2018.

He is also a member of governing bodies at several companies of the Group.

Members of the Executive Board do not hold the Company's shares or stakes in the charter capital.

The Company's sole executive body and its Executive Board members are remunerated in the amount, in the manner and within the time specified in their employment contracts, Company by-laws and resolutions adopted by the Board of Directors. The members of the Company's Board of Directors are remunerated and paid

compensation as prescribed by the Regulations on Remuneration and Compensation for Members of FESCO's Board of Directors.

Remuneration and compensation paid to the members of the Company's governing bodies in 2019, RUB '000

Total amount paid	Remuneration paid to the members of the Company's governing bodies in 2019		Expenses reimbursed to the members of the Company's governing bodies in 2019	
	Board of Directors (for their service as directors)	Executive Board (total amount paid to all members of the Executive Board in 2019 for their service as members of the Executive Board and remuneration for their work under employment contracts with the Company)	Board of Directors	Executive Board (total compensation paid to all members of the Executive Board in 2019)
290,596	41,625	246,405	1,667	900

¹⁶ Appointed as FESCO's President on 6 March 2020.