

# EXECUTIVE BODIES

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## ROLE OF THE EXECUTIVE BODIES

The Company's executive bodies include the collective executive body (the Management Board) and the sole executive bodies (the President and Director), who are responsible for managing the Company's ongoing operations.

**The President ensures:**

- achievement of strategic goals and objectives as defined by the Company's Board of Directors;
- implementation of the Company's long-term plans and programmes;
- implementation of resolutions adopted by the Board of Directors and the general meeting of shareholders;
- development and support of an efficient risk management and internal control system;
- personnel management, motivation and incentives, HR planning;
- management of the Company's branches, subsidiaries, and affiliates.

The Director manages the Company's ongoing activities related to the use of state secrets, their protection, the implementation of works related to the use of such information, and the decision-making regarding personal data processing when using information that constitutes a state secret.

## ACCOUNTABILITY OF EXECUTIVE BODIES

The executive bodies report to the general meeting of shareholders and the Board of Directors and provide regular reports on their activities helping to assess the performance and efficiency of the Company's executive bodies.

### To ensure accountability of the Company's executive bodies, the Board of Directors:

- elects the President and CEO of the Company;
- determines the number of the Management Board members;
- elects members of the Management Board as proposed by the Company's President;
- determines the term of office for the Company's executive bodies;
- determines the terms and conditions of employment contracts with the President, CEO and members of the Management Board;
- approves overlapping of other paid positions held by the President, CEO and members of the Management Board in the executive bodies of other organisations;
- reviews reports on performance of the executive bodies.

The responsibilities of the Company's Management Board, President and CEO are set out in the Charter, Regulation on the Management Board and Regulation on the Sole Executive Bodies of PJSC TransContainer.

**From 29 June 2018 to 14 February 2020, the CEO of the Company was V. Sarayev.**

**From 15 February to 13 May 2020, the CEO of the Company was V. Markov.**

**On 13 May 2020, A. Isurins was appointed the President of the Company, V.**

**Markov was appointed the Director of the Company according to the resolution of the TransContainer's Board of Directors effective from 14 May 2020. The decision was taken within the framework of corporate procedures related to changes in the Company's Charter adopted at the extraordinary general meeting of shareholders on 30 April 2020.**

**The Management Board of PJSC TransContainer was established in November 2014.**

## MEMBERSHIP OF THE MANAGEMENT BOARD<sup>1</sup>



### Aleksandrs Isurins

President, Chairman of the Management Board

First elected to the Management Board in 2020.

**Born:** 1976

**Education:** Baltic Russian Institute (Latvia), Maersk International Shipping Education (Denmark), Strategic Management Swedish School of Economics (Riga, Latvia), professional development programme for key managers at Singularity University (California, USA)

1995–2001 – worked for Maersk,

2001–2014 – Head of MSC's representative office in Russia.

2014–2016 – Vice President and Senior Vice President of FESCO Transportation Group,

2016–2020 – President of FESCO, Member of the Group's Board of Directors.

Since 2020 – Member of the Board of Directors of Chinese-Russian Rail-Container International Freight Forwarding (Beijing) Co., Ltd and Oy ContainerTrans Scandinavia Ltd.

Since 2020 – Member of the Board of Directors, President, Chairman of the Management Board of PJSC TransContainer

**Citizenship:** The Republic of Latvia

Does not hold shares or any other securities of the Company.



### Viktor Markov

Director, First Vice President,  
Member of the Management Board

First elected to the Management Board in 2014.

**Born:** 1976

**Education:** Gubkin State Academy of Oil and Gas

1995–2003 – rose through the ranks in the Ministry of Railways from chief specialist to Deputy Head of Legal Department. 2003–2006 – First Deputy Head of Legal Department, Russian Railways.

Since 2006 – held senior positions and was the member of the governance bodies of TransContainer and several companies that are part of the Company. 2014–2016 – Vice President and Member of the Management Board of JSC UTLC.

Since 2020 – Director, First Vice President, Member of the Management Board of TransContainer.

**Citizenship:** Russian Federation

Does not hold shares or any other securities of the Company.

<sup>1</sup> As at 31 December 2020.



## Sergey Dolgov

Vice President for Internal Control and Business Support,  
Member of the Management Board

First elected to the Management Board in 2020.

**Born:** 1975

**Education:** Rostov State University

2008–2018 – Deputy Chairman of the Board of Directors of LLC Commercial Bank “Financial and Industrial Capital”.

Since 2020 – Member of the Board of Directors of FVKS LLC.

Since 2020 – Member of the Board of Directors, Vice President for Internal Control and Business Support of PJSC TransContainer.

**Citizenship:** Russian Federation

Does not hold shares or any other securities of the Company.



## Boris Kipkeev

Vice President for External Relations,  
Member of the Management Board

First elected to the Management Board in 2020.

**Born:** 1969

**Education:** Michurinsk State Pedagogical University

Since 1999 – worked for ITAR-TASS and rose through the ranks from the Head of the Security Department of the Agency, Military Law Editor-in-Chief to Deputy Editor-in-Chief of the News Service.

2006–2013 – held the position of the First Deputy Editor-in-Chief at the main office of TASS-Center of public affairs of ITAR-TASS.

Since 2013 – special representative of ITAR-TASS in the North Caucasus, since 2014 – Advisor to the CEO of the Agency.

Since 2019 – Deputy Chairman of the Board of trustees of the CSKA Professional Handball Club.

He was awarded the Medal of the Order of Merit to the Fatherland I class, the Silver Medal of the Security Council of the Russian Federation "For Courage in Working in Hotspots".

Since 2020 – Vice President for External Relations, Member of the Management Board of TransContainer.

**Citizenship:** Russian Federation

Does not hold shares or any other securities of the Company.



## Sergey Mukhin

**Commercial Vice President,  
Member of the Management Board**

First elected to the Management Board in 2020.

**Born:** 1977

**Education:** LCC International University (Klaipeda, Lithuania), Maersk International Shipping Education (Denmark)

2000–2011 – worked in various divisions of Maersk Line, where he rose through the ranks from intern to CEO of Maersk Line in Croatia and Latvia.  
2011–2012 – Head of Seago Line.  
2012–2013 – Commercial Director of JSC Eurosib-Logistics, 2013–2014 – Business Development Director for Ultramar.  
2014–2017 – Executive Director of FESCO Integrated Transport LLC, 2017–2020 – CEO of TLSC Latvia.

Since 2020 – Commercial Vice President, Member of the Management Board of TransContainer.

**Citizenship:** The Republic of Lithuania

Does not hold shares or any other securities of the Company.



## Pavel Skachkov

**Vice-President of Economics and Finance,  
Member of the Management Board**

First elected to the Management Board in 2020.

**Born:** 1973

**Education:** Saint Petersburg State University of Economics and Finance, MBA at London Business School

1995–1999 – worked for the international auditing firm Arthur Andersen.  
1999–2002 – Financial Controller and Chief Accountant of the Russian representative office of Brunswick UBS investment bank.  
2002–2004 – trader in the New York office of UBS Bank.  
2006–2012 – held senior positions in derivatives trading and asset management at Morgan Stanley investment bank (London), 2012–2013 – at Barclays Bank (London).  
2013–2016 – worked in Southeast Asia (Myanmar) where he managed the Sale Company.  
2016–2019 – Deputy CEO of JSC Kalashnikov Group, also Member of the Management Board and Board of Directors of several subsidiaries.  
In 2019 – Deputy CEO, Advisor to the CEO of JSC TransKomplektHolding.

Since 2020 – Vice President of Economics and Finance, Member of the Management Board of TransContainer. Also in 2020 – Deputy CEO of TransContainer.

**Citizenship:** Russian Federation

Does not hold shares or any other securities of the Company.



## Vyacheslav Ter-Khachaturov

Vice President of Safety,  
Member of the Management Board

First elected to the Management Board in 2020.

**Born:** 1968

**Education:** The Academy of the Ministry of Security of Russia, Russian University of Cooperation

1993–2007 – served in the Federal Security Service of the Russian Federation.  
2007–2011 – Deputy Head of the Protocol Department of the Administration of Krasnodar Territory, 2011–2012 – Economic Advisor of the Office of Deputy Chair of the Bank of Russia.  
2012–2020 – Deputy CEO – Head of Corporate Agenda Protection Department of Delo-Center LLC.

Since 2020 – Vice President of Safety, Member of the Management Board of TransContainer. Also in 2020 – Deputy CEO of TransContainer.

**Citizenship:** Russian Federation

Does not hold shares or any other securities of the Company.



## Vadim Trifonov

Vice President of Personnel,  
Member of the Management Board

First elected to the Management Board in 2020.

**Born:** 1959

**Education:** N.I. Pirogov Second Moscow State Medical Institute

After graduation, he worked as an expert in the All-Russian Research Institute of General and Forensic Psychiatry named after V.P. Serbsky. Prior to 1998, he practiced medicine in various medical institutions, as well as at the Spartak Football Club (Moscow). 1999–2011 – held various positions in commercial organizations.  
2011–2020 – Chief Medical Officer at Federal State Budgetary Institution “Istra Health Center for Employees of Public Prosecution Bodies of the Russian Federation”.

Since 2020 – Vice President of Personnel, Member of the Management Board of TransContainer. Also in 2020 – Deputy CEO of TransContainer.

**Citizenship:** Russian Federation

Does not hold shares or any other securities of the Company.

## Key Competencies of the Management Board Members

Full name	Finance, economics, audit	Strategy	Risk management	Corporate governance and legal matters	Transport and logistics (industry-specific)	HR management	Interaction with government authorities
A. Isurins	•	•	•	•	•	•	•
V. Markov	•		•	•	•		•
S. Dolgov	•	•	•	•		•	•
B. Kipkeev							•
S. Mukhin					•		
P. Skachkov	•	•	•	•		•	•
V. Ter-Khachaturov			•	•			•
V. Trifonov						•	

## REPORT ON THE MANAGEMENT BOARD'S PERFORMANCE

The Management Board sticks to the approved six-month action plan, which is aligned with the action plans of the Board of Directors and its committees, and proposals of the Company's management.

In 2020, the Company's Management Board held

**34** meetings and reviewed a total of **135** matters.

Given the sheer size of PJSC TransContainer's footprint, its extensive branch network and holding structure, constant development of a process-based approach to business activities, the top priorities of the Company's Management Board in the reporting year were to oversee operations of the Company's subsidiaries and affiliates and to improve business processes across the Company's lines of business, as well as remuneration and incentives of the Company's employees.

**In 2020, 20 matters related to the approval of the budgets of companies controlled by the Company<sup>1</sup>, 22 reports on the activities of these companies and 18 matters in terms of making changes to the organizational structure of the central office and branches of the Company aimed at improving the efficiency of business processes in the Company. Among other matters, the Management Board reviewed the following significant issues:**

- the Company's budget and investment programme for 2021 were preliminarily approved;
- preliminary consideration was given to the creation of a freight forwarding company to cover container transportation in Republic of Belarus as a 100% owned subsidiary;
- the issues related to updating the management system of the companies of the Company group were considered;
- TransContainer's Insurance Protection Policy was preliminarily reviewed;
- conclusion of 2020 transactions involving the provision of bank guarantees to the Federal Customs Service was approved;
- a number of investment projects aimed at increasing the efficiency of the Company's activities and improving the quality of the Company's services were considered.

Meetings of both the Management Board and the Board of Directors are held using the AIS designed to offer greater convenience for members of the Management Board during preparation for the meetings and consideration of issues on the agenda.

<sup>1</sup> The Chairman of the Management Board also invites the managers of subsidiaries and affiliates to participate, either in person or through a video conference, in Management Board meetings reviewing the performance of such subsidiaries and affiliates.