

# Annex to the Social and HR Policy section

## New employee hires by region, gender and age in 2023

GRI 401-1

Region	Number of people	Share, %	Men						Women					
			Under 30		31–50 years		Over 50		Under 30		31–50 years		Over 50	
			Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
<b>Russian Railways</b>	<b>103,364</b>	<b>100.0</b>	<b>43,880</b>	<b>42.5</b>	<b>24,008</b>	<b>23.2</b>	<b>6,230</b>	<b>6.0</b>	<b>13,581</b>	<b>13.1</b>	<b>11,563</b>	<b>11.2</b>	<b>4,102</b>	<b>4.0</b>
Republic of Adygeya	40	0.04	17	0.02	10	0.01	3	0.00	3	0.00	7	0.01	0	0.00
Republic of Bashkortostan	1,658	1.6	575	0.56	423	0.41	141	0.14	242	0.23	185	0.18	92	0.09
Republic of Buryatia	2,128	2.1	779	0.75	496	0.48	118	0.11	272	0.26	327	0.32	136	0.13
Altai Republic	115	0.1	22	0.02	19	0.02	2	0.00	35	0.03	28	0.03	9	0.01
Republic of Dagestan	291	0.3	119	0.12	97	0.09	35	0.03	12	0.01	21	0.02	7	0.01
Republic of Ingushetia	8	0.0	3	0.00	1	0.00	1	0.00	1	0.00	2	0.00	0	0.00
Kabardino-Balkarian Republic	160	0.2	72	0.07	52	0.05	10	0.01	7	0.01	12	0.01	7	0.01
Republic of Kalmykia	49	0.05	24	0.02	18	0.02	3	0.00	1	0.00	3	0.00	0	0.00
Karachay-Cherkess Republic	4	0.004	1	0.00	1	0.00	0	0.00	1	0.00	1	0.00	0	0.00
Republic of Karelia	1,191	1.2	503	0.49	356	0.34	91	0.09	100	0.10	118	0.11	23	0.02
Komi Republic	807	0.8	339	0.33	234	0.23	29	0.03	89	0.09	98	0.09	18	0.02
Mari El Republic	106	0.1	16	0.02	10	0.01	5	0.00	46	0.04	14	0.01	15	0.01
Republic of Mordovia	423	0.4	176	0.17	113	0.11	29	0.03	52	0.05	38	0.04	15	0.01
Republic of Sakha (Yakutia)	130	0.1	49	0.05	47	0.05	4	0.00	16	0.02	14	0.01	0	0.00
Republic of North Ossetia – Alania	65	0.1	24	0.02	17	0.02	5	0.00	3	0.00	10	0.01	6	0.01
Republic of Tatarstan	1,213	1.2	475	0.46	286	0.28	94	0.09	158	0.15	150	0.15	50	0.05
Udmurt Republic	554	0.5	209	0.20	180	0.17	41	0.04	54	0.05	59	0.06	11	0.01
Republic of Khakassia	454	0.4	194	0.19	114	0.11	27	0.03	55	0.05	53	0.05	11	0.01
Chechen Republic	213	0.2	128	0.12	56	0.05	17	0.02	6	0.01	5	0.00	1	0.00
Chuvash Republic	307	0.3	126	0.12	74	0.07	41	0.04	25	0.02	27	0.03	14	0.01
Altai Territory	1,439	1.4	672	0.65	371	0.36	85	0.08	156	0.15	122	0.12	33	0.03
Krasnodar Territory	3,825	3.7	1,506	1.46	657	0.64	268	0.26	584	0.56	521	0.50	289	0.28
Krasnoyarsk Territory	3,180	3.1	1,497	1.45	809	0.78	141	0.14	366	0.35	298	0.29	69	0.07
Primorye Territory	2,511	2.4	993	0.96	558	0.54	144	0.14	350	0.34	343	0.33	123	0.12
Stavropol Territory	649	0.6	254	0.25	106	0.10	56	0.05	91	0.09	82	0.08	60	0.06
Khabarovsk Territory	4,692	4.5	1,852	1.79	1,430	1.38	265	0.26	519	0.50	495	0.48	131	0.13

Region	Number of people	Share, %	Men						Women					
			Under 30		31–50 years		Over 50		Under 30		31–50 years		Over 50	
			Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
Amur Region	3,861	3.7	1,510	1.46	1,237	1.20	251	0.24	382	0.37	389	0.38	92	0.09
Arkhangelsk Region	1,077	1.0	445	0.43	333	0.32	44	0.04	98	0.09	140	0.14	17	0.02
Astrakhan Region	604	0.6	251	0.24	162	0.16	26	0.03	77	0.07	70	0.07	18	0.02
Belgorod Region	481	0.5	160	0.15	155	0.15	39	0.04	47	0.05	60	0.06	20	0.02
Bryansk Region	700	0.7	285	0.28	174	0.17	48	0.05	88	0.09	60	0.06	45	0.04
Vladimir Region	626	0.6	251	0.24	126	0.12	50	0.05	82	0.08	67	0.06	50	0.05
Volgograd Region	1,216	1.2	633	0.61	229	0.22	43	0.04	149	0.14	136	0.13	26	0.03
Vologda Region	1,228	1.2	660	0.64	279	0.27	35	0.03	113	0.11	114	0.11	27	0.03
Voronezh Region	1,547	1.5	609	0.59	308	0.30	105	0.10	230	0.22	210	0.20	85	0.08
Ivanovo Region	216	0.2	102	0.10	47	0.05	17	0.02	23	0.02	19	0.02	8	0.01
Irkutsk Region	4,323	4.2	1,948	1.88	1,054	1.02	144	0.14	618	0.60	445	0.43	114	0.11
Kaliningrad Region	469	0.5	116	0.11	86	0.08	36	0.03	92	0.09	88	0.09	51	0.05
Kaluga Region	411	0.4	177	0.17	93	0.09	26	0.03	60	0.06	36	0.03	19	0.02
Kemerovo Region – Kuzbass	3,085	3.0	1,489	1.44	705	0.68	146	0.14	343	0.33	335	0.32	67	0.06
Kirov Region	748	0.7	357	0.35	170	0.16	42	0.04	93	0.09	73	0.07	13	0.01
Kostroma Region	424	0.4	211	0.20	87	0.08	24	0.02	34	0.03	53	0.05	15	0.01
Kurgan Region	657	0.6	309	0.30	139	0.13	48	0.05	74	0.07	68	0.07	19	0.02
Kursk Region	554	0.5	236	0.23	163	0.16	32	0.03	58	0.06	55	0.05	10	0.01
Leningrad Region	2,078	2.0	738	0.71	566	0.55	165	0.16	256	0.25	256	0.25	97	0.09
Lipetsk Region	583	0.6	263	0.25	107	0.10	36	0.03	89	0.09	67	0.06	21	0.02
Moscow Region	3,248	3.1	1,576	1.52	704	0.68	162	0.16	460	0.45	221	0.21	125	0.12
Murmansk Region	747	0.7	256	0.25	241	0.23	58	0.06	73	0.07	106	0.10	13	0.01
Nizhny Novgorod Region	1,767	1.7	728	0.70	303	0.29	146	0.14	263	0.25	241	0.23	86	0.08
Novgorod Region	285	0.3	127	0.12	64	0.06	19	0.02	35	0.03	27	0.03	13	0.01
Novosibirsk Region	2,931	2.8	1,497	1.45	532	0.51	154	0.15	401	0.39	253	0.24	94	0.09
Omsk Region	1,386	1.3	709	0.69	228	0.22	82	0.08	226	0.22	113	0.11	28	0.03
Orenburg Region	1,499	1.5	646	0.62	283	0.27	89	0.09	211	0.20	183	0.18	87	0.08
Orel Region	291	0.3	148	0.14	68	0.07	20	0.02	24	0.02	23	0.02	8	0.01
Penza Region	278	0.3	108	0.10	68	0.07	22	0.02	37	0.04	32	0.03	11	0.01
Perm Territory	1,717	1.7	768	0.74	356	0.34	89	0.09	222	0.21	208	0.20	74	0.07
Pskov Region	587	0.6	199	0.19	160	0.15	38	0.04	64	0.06	84	0.08	42	0.04
Rostov Region	2,584	2.5	1,157	1.12	430	0.42	177	0.17	369	0.36	326	0.32	125	0.12
Ryazan Region	587	0.6	300	0.29	108	0.10	28	0.03	72	0.07	59	0.06	20	0.02
Samara Region	2,302	2.2	986	0.95	407	0.39	156	0.15	351	0.34	266	0.26	136	0.13
Saratov Region	2,235	2.2	953	0.92	466	0.45	152	0.15	359	0.35	238	0.23	67	0.06
Sakhalin Region	345	0.3	155	0.15	97	0.09	13	0.01	24	0.02	43	0.04	13	0.01
Sverdlovsk Region	4,385	4.2	1,925	1.86	894	0.86	307	0.30	601	0.58	457	0.44	201	0.19

Region	Number of people	Share, %	Men						Women					
			Under 30		31–50 years		Over 50		Under 30		31–50 years		Over 50	
			Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
Smolensk Region	616	0.6	250	0.24	134	0.13	54	0.05	79	0.08	75	0.07	24	0.02
Tambov Region	544	0.5	234	0.23	119	0.12	40	0.04	66	0.06	54	0.05	31	0.03
Tver Region	945	0.9	305	0.30	290	0.28	102	0.10	76	0.07	135	0.13	37	0.04
Tomsk Region	147	0.1	76	0.07	23	0.02	4	0.00	31	0.03	12	0.01	1	0.00
Tula Region	735	0.7	398	0.39	110	0.11	46	0.04	95	0.09	55	0.05	31	0.03
Tyumen Region	1,009	1.0	441	0.43	256	0.25	61	0.06	108	0.10	112	0.11	31	0.03
Ulyanovsk Region	402	0.4	136	0.13	122	0.12	35	0.03	29	0.03	58	0.06	22	0.02
Chelyabinsk Region	3,423	3.3	1,296	1.25	615	0.59	233	0.23	579	0.56	444	0.43	256	0.25
Trans-Baikal Territory	5,670	5.5	2,373	2.30	1,674	1.62	282	0.27	732	0.71	502	0.49	107	0.10
Yaroslavl Region	1,370	1.3	453	0.44	224	0.22	44	0.04	353	0.34	225	0.22	71	0.07
Moscow	5,571	5.4	2,220	2.15	1,195	1.16	339	0.33	835	0.81	741	0.72	241	0.23
St Petersburg	2,547	2.5	1,158	1.12	415	0.40	163	0.16	386	0.37	284	0.27	141	0.14
Jewish Autonomous Region	967	0.9	474	0.46	312	0.30	49	0.05	55	0.05	71	0.07	6	0.01
Khanty-Mansi Autonomous Area – Yugra	433	0.4	173	0.17	130	0.13	14	0.01	52	0.05	60	0.06	4	0.00
Yamal-Nenets Autonomous Area	248	0.2	93	0.09	85	0.08	5	0.00	24	0.02	38	0.04	3	0.00
N/A	463	0.4	187	0.18	140	0.14	35	0.03	39	0.04	43	0.04	19	0.02

### Total number and rate of employee turnover by region, gender and age<sup>1</sup> in 2023

GRI 401-1

Region	Number of people	Share, %	Men						Women					
			of people		31–50 years		Over 50		Under 30		31–50 years		Over 50	
			Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
<b>Russian Railways</b>	<b>119,373</b>	<b>100.0</b>	<b>35,090</b>	<b>29.4</b>	<b>32,283</b>	<b>27.0</b>	<b>14,987</b>	<b>12.6</b>	<b>11,221</b>	<b>9.4</b>	<b>17,844</b>	<b>14.9</b>	<b>7,948</b>	<b>6.7</b>
Republic of Adygeya	35	0.03	11	0.01	16	0.01	5	0.00	2	0.00	1	0.00	0	0.00
Republic of Bashkortostan	1,985	1.7	551	0.46	568	0.48	298	0.25	211	0.18	220	0.18	137	0.11
Republic of Buryatia	2,007	1.7	573	0.48	552	0.46	215	0.18	221	0.19	289	0.24	157	0.13
Altai Republic	125	0.1	22	0.02	23	0.02	5	0.00	38	0.03	29	0.02	8	0.01
Republic of Dagestan	253	0.2	79	0.07	81	0.07	67	0.06	3	0.00	11	0.01	12	0.01
Republic of Ingushetia	7	0.0	4	0.00	0	0.00	1	0.00	1	0.00	0	0.00	1	0.00
Kabardino-Balkarian Republic	177	0.1	52	0.04	54	0.05	28	0.02	9	0.01	20	0.02	14	0.01
Republic of Kalmykia	28	0.02	10	0.01	8	0.01	6	0.01	1	0.00	2	0.00	1	0.00
Karachay-Cherkess Republic	9	0.01	0	0.00	3	0.00	0	0.00	0	0.00	3	0.00	3	0.00

<sup>1</sup> Turnover due to all reasons, including death, conscription, etc.

Region	Number of people	Share, %	Men						Women					
			of people		31–50 years		Over 50		Under 30		31–50 years		Over 50	
			Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
Republic of Karelia	1,176	1.0	343	0.29	409	0.34	189	0.16	61	0.05	117	0.10	57	0.05
Komi Republic	829	0.7	214	0.18	268	0.22	104	0.09	85	0.07	98	0.08	60	0.05
Mari El Republic	103	0.1	14	0.01	16	0.01	11	0.01	37	0.03	11	0.01	14	0.01
Republic of Mordovia	476	0.4	119	0.10	163	0.14	94	0.08	23	0.02	52	0.04	25	0.02
Republic of Sakha (Yakutia)	153	0.1	42	0.04	63	0.05	10	0.01	8	0.01	27	0.02	3	0.00
Republic of North Ossetia – Alania	58	0.0	13	0.01	18	0.02	12	0.01	4	0.00	5	0.00	6	0.01
Republic of Tatarstan	1,547	1.3	431	0.36	473	0.40	218	0.18	131	0.11	203	0.17	91	0.08
Udmurt Republic	740	0.6	222	0.19	279	0.23	107	0.09	52	0.04	59	0.05	21	0.02
Republic of Khakassia	489	0.4	143	0.12	146	0.12	74	0.06	41	0.03	61	0.05	24	0.02
Chechen Republic	229	0.2	102	0.09	81	0.07	30	0.03	1	0.00	7	0.01	8	0.01
Chuvash Republic	388	0.3	112	0.09	133	0.11	73	0.06	19	0.02	29	0.02	22	0.02
Altai Territory	1,828	1.5	593	0.50	530	0.44	193	0.16	176	0.15	277	0.23	59	0.05
Krasnodar Territory	3,984	3.3	1,200	1.01	882	0.74	464	0.39	529	0.44	573	0.48	336	0.28
Krasnoyarsk Territory	3,353	2.8	988	0.83	966	0.81	393	0.33	274	0.23	541	0.45	191	0.16
Primorye Territory	2,409	2.0	637	0.53	649	0.54	335	0.28	242	0.20	381	0.32	165	0.14
Stavropol Territory	753	0.6	196	0.16	177	0.15	126	0.11	78	0.07	97	0.08	79	0.07
Khabarovsk Territory	4,568	3.8	1,220	1.02	1,453	1.22	465	0.39	441	0.37	716	0.60	273	0.23
Amur Region	3,978	3.3	1,164	0.98	1,456	1.22	495	0.41	305	0.26	388	0.33	170	0.14
Arkhangelsk Region	1,202	1.0	341	0.29	412	0.35	153	0.13	92	0.08	138	0.12	66	0.06
Astrakhan Region	605	0.5	184	0.15	157	0.13	96	0.08	59	0.05	75	0.06	34	0.03
Belgorod Region	573	0.5	110	0.09	174	0.15	117	0.10	44	0.04	68	0.06	60	0.05
Bryansk Region	649	0.5	164	0.14	160	0.13	138	0.12	75	0.06	61	0.05	51	0.04
Vladimir Region	1,056	0.9	262	0.22	214	0.18	128	0.11	134	0.11	236	0.20	82	0.07
Volgograd Region	1,554	1.3	529	0.44	379	0.32	197	0.17	128	0.11	230	0.19	91	0.08
Vologda Region	1,459	1.2	590	0.49	433	0.36	163	0.14	98	0.08	122	0.10	53	0.04
Voronezh Region	2,158	1.8	514	0.43	429	0.36	327	0.27	219	0.18	441	0.37	228	0.19
Ivanovo Region	315	0.3	95	0.08	88	0.07	58	0.05	13	0.01	38	0.03	23	0.02
Irkutsk Region	4,355	3.6	1,308	1.10	1,222	1.02	422	0.35	414	0.35	724	0.61	265	0.22
Kaliningrad Region	697	0.6	115	0.10	154	0.13	88	0.07	88	0.07	164	0.14	88	0.07
Kaluga Region	469	0.4	133	0.11	131	0.11	73	0.06	45	0.04	51	0.04	36	0.03
Kemerovo Region – Kuzbass	3,387	2.8	1,264	1.06	1,024	0.86	368	0.31	226	0.19	378	0.32	127	0.11
Kirov Region	933	0.8	283	0.24	303	0.25	134	0.11	69	0.06	101	0.08	43	0.04
Kostroma Region	488	0.4	168	0.14	140	0.12	83	0.07	18	0.02	48	0.04	31	0.03
Kurgan Region	888	0.7	278	0.23	309	0.26	121	0.10	66	0.06	67	0.06	47	0.04
Kursk Region	470	0.4	162	0.14	129	0.11	93	0.08	26	0.02	40	0.03	20	0.02
Leningrad Region	2,367	2.0	694	0.58	668	0.56	294	0.25	228	0.19	315	0.26	168	0.14
Lipetsk Region	735	0.6	241	0.20	179	0.15	101	0.08	68	0.06	89	0.07	57	0.05

Region	Number of people	Share, %	Men						Women					
			of people		31–50 years		Over 50		Under 30		31–50 years		Over 50	
			Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
Moscow Region	3,395	2.8	1,375	1.15	871	0.73	405	0.34	336	0.28	232	0.19	176	0.15
Murmansk Region	756	0.6	182	0.15	272	0.23	133	0.11	44	0.04	85	0.07	40	0.03
Nizhny Novgorod Region	2,539	2.1	633	0.53	616	0.52	350	0.29	228	0.19	488	0.41	224	0.19
Novgorod Region	347	0.3	94	0.08	100	0.08	61	0.05	28	0.02	38	0.03	26	0.02
Novosibirsk Region	3,732	3.1	1,277	1.07	948	0.79	387	0.32	383	0.32	558	0.47	179	0.15
Omsk Region	1,551	1.3	582	0.49	409	0.34	201	0.17	176	0.15	134	0.11	49	0.04
Orenburg Region	1,705	1.4	529	0.44	439	0.37	243	0.20	163	0.14	204	0.17	127	0.11
Orel Region	261	0.2	88	0.07	69	0.06	66	0.06	11	0.01	19	0.02	8	0.01
Penza Region	392	0.3	89	0.07	115	0.10	89	0.07	28	0.02	38	0.03	33	0.03
Perm Territory	2,185	1.8	726	0.61	628	0.53	273	0.23	186	0.16	245	0.21	127	0.11
Pskov Region	907	0.8	145	0.12	199	0.17	116	0.10	102	0.09	274	0.23	71	0.06
Rostov Region	3,423	2.9	900	0.75	685	0.57	427	0.36	366	0.31	736	0.62	309	0.26
Ryazan Region	681	0.6	242	0.20	192	0.16	98	0.08	45	0.04	64	0.05	40	0.03
Samara Region	2,984	2.5	763	0.64	632	0.53	337	0.28	334	0.28	639	0.54	279	0.23
Saratov Region	2,752	2.3	858	0.72	654	0.55	362	0.30	290	0.24	424	0.36	164	0.14
Sakhalin Region	389	0.3	122	0.10	120	0.10	46	0.04	23	0.02	45	0.04	33	0.03
Sverdlovsk Region	5,592	4.7	1,648	1.38	1,423	1.19	659	0.55	505	0.42	954	0.80	403	0.34
Smolensk Region	1,001	0.8	229	0.19	246	0.21	121	0.10	100	0.08	256	0.21	49	0.04
Tambov Region	634	0.5	157	0.13	161	0.13	127	0.11	55	0.05	85	0.07	49	0.04
Tver Region	995	0.8	236	0.20	354	0.30	168	0.14	58	0.05	118	0.10	61	0.05
Tomsk Region	176	0.1	65	0.05	41	0.03	19	0.02	24	0.02	20	0.02	7	0.01
Tula Region	1,002	0.8	257	0.22	243	0.20	159	0.13	88	0.07	175	0.15	80	0.07
Tyumen Region	1,195	1.0	313	0.26	341	0.29	161	0.13	61	0.05	244	0.20	75	0.06
Ulyanovsk Region	499	0.4	130	0.11	165	0.14	75	0.06	19	0.02	77	0.06	33	0.03
Chelyabinsk Region	4,743	4.0	1,318	1.10	1,154	0.97	571	0.48	473	0.40	810	0.68	417	0.35
Trans-Baikal Territory	5,757	4.8	1,764	1.48	1,904	1.60	549	0.46	559	0.47	753	0.63	228	0.19
Yaroslavl Region	2,140	1.8	447	0.37	440	0.37	166	0.14	338	0.28	579	0.49	170	0.14
Moscow	6,161	5.2	1,756	1.47	1,430	1.20	771	0.65	634	0.53	1,051	0.88	519	0.43
St Petersburg	3,335	2.8	999	0.84	573	0.48	365	0.31	354	0.30	703	0.59	341	0.29
Jewish Autonomous Region	842	0.7	364	0.30	278	0.23	101	0.08	38	0.03	43	0.04	18	0.02
Khanty-Mansi Autonomous Area – Yugra	457	0.4	108	0.09	156	0.13	53	0.04	34	0.03	69	0.06	37	0.03
Yamal-Nenets Autonomous Area	216	0.2	55	0.05	86	0.07	21	0.02	7	0.01	28	0.02	19	0.02
N/A	582	0.5	149	0.12	167	0.14	135	0.11	28	0.02	53	0.04	50	0.04

**Percentage of employees within the management in each of the following diversity categories: gender; age group: under 30 years old; 30–50 years old; over 50 years old, in 2023**

**GRI** GRI 405–1

Year	2020					2021				2022				2023	
	Age	Gender	31–50 years		Over 50	31–50 years		Over 50	31–50 years		Over 50	31–50 years		Over 50	
		Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %	Number of people	Share, %
Headcount	Women	0	0.0	2	8.7	0	0.0	2	8.3	0	0.0	2	8.3	1	4.2
	Men	6	26.1	15	65.2	7	29.2	15	62.5	8	33.3	14	58.3	9	37.5
<b>Total</b>		<b>6</b>	<b>26.1</b>	<b>17</b>	<b>73.9</b>	<b>7</b>	<b>29.2</b>	<b>17</b>	<b>70.8</b>	<b>8</b>	<b>33.3</b>	<b>16</b>	<b>66.7</b>	<b>10</b>	<b>41.7</b>

**Proportion of senior management hired from the local community (as at 31 December 2023), %**

**GRI** GRI 202–2

Russian region	Proportion of senior management <sup>1</sup> hired from the local community <sup>2</sup>
<b>Russian Railways</b>	<b>83.8</b>
Irkutsk Region	89.8
Chelyabinsk Region	89.5
Novosibirsk Region	89.0
Trans-Baikal Territory	89.1
Krasnoyarsk Territory	87.5
Nizhny Novgorod Region	86.0
Yaroslavl Region	85.5
Sverdlovsk Region	84.7
Saratov Region	82.5
Kaliningrad Region	82.3
Moscow and Moscow Region	82.0
Rostov Region	81.9
Khabarovsk Territory	81.0
Samara Region	79.9
St Petersburg and Leningrad Region	79.6
Voronezh Region	78.7

<sup>1</sup> Senior management includes heads and deputy heads of the Executive Office and structural units of Russian Railways, branches, regional directorates, governance bodies of railways and centres.

<sup>2</sup> Based on the common definition of local community as a group of people residing in a specific territory, regardless of their ethnic and cultural background, local community in this context means employees whose region or area of registration aligns with the region or area where their employing enterprise is located.