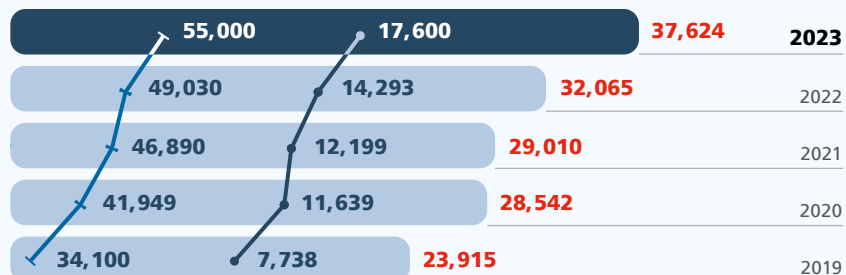


Labour conditions and occupational safety improvement

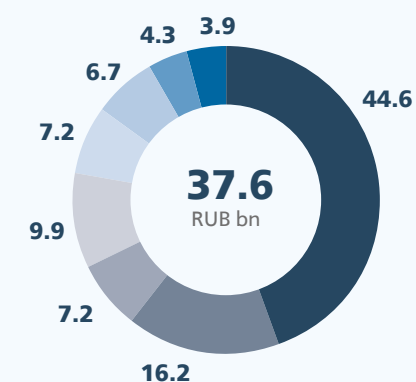
GRI 3-3, 403-3

Working conditions and occupational safety improvement expenses



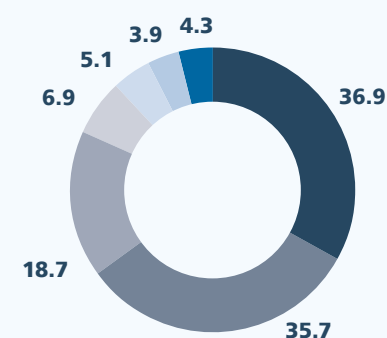
Occupational safety expenses per employee, RUB
 PPE procurement expenses, RUB m
 Total expenses, RUB m

Breakdown of expenses on working conditions and occupational safety improvement in 2023, by category¹, %



- Provision of workwear and personal protective equipment
- Improved working conditions and prevention of occupational diseases
- Better sanitary conditions for employees
- Medical check-ups
- Protection of employees from being hit by rolling stock
- Prevention of electrical injuries
- Prevention of other workplace injuries
- Other

Workplace breakdown by working conditions, '000



- Hard labour
- Noise
- Labour intensity
- General vibration
- Chemical factors
- Local vibration
- Other

In the reporting year, expenditures related to working conditions and occupational safety improvements at Russian Railways exceeded RUB 37.6 bn, coming in at an average of RUB 55,000 per employee (compared to RUB 49,000 in 2022).

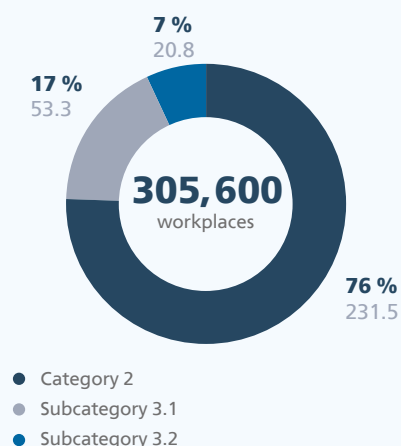
Working conditions improvement

GRI 403-7

As at the end of 2023, Russian Railways had 74,200 workplaces with hazardous working conditions (down 2% compared to 2022).

The number and share of positions with hazardous working conditions were as follows: 53,300 workplaces, or 17% of total, in subcategory 3.1, 20,800 workplaces, or 7% of total, in subcategory 3.2. The largest share of the total number of workplaces with hazardous working conditions is made up by those characterised by the following factors: hard labour – 36.9%, noise – 35.7%, labour intensity – 18.7%, general vibration – 6.9%, chemical factors – 5.1%, local vibration – 3.9%, other – 4.3%.

Workplace breakdown by working conditions, '000



- Category 2
- Subcategory 3.1
- Subcategory 3.2

Number of workplaces with improved working conditions, '000

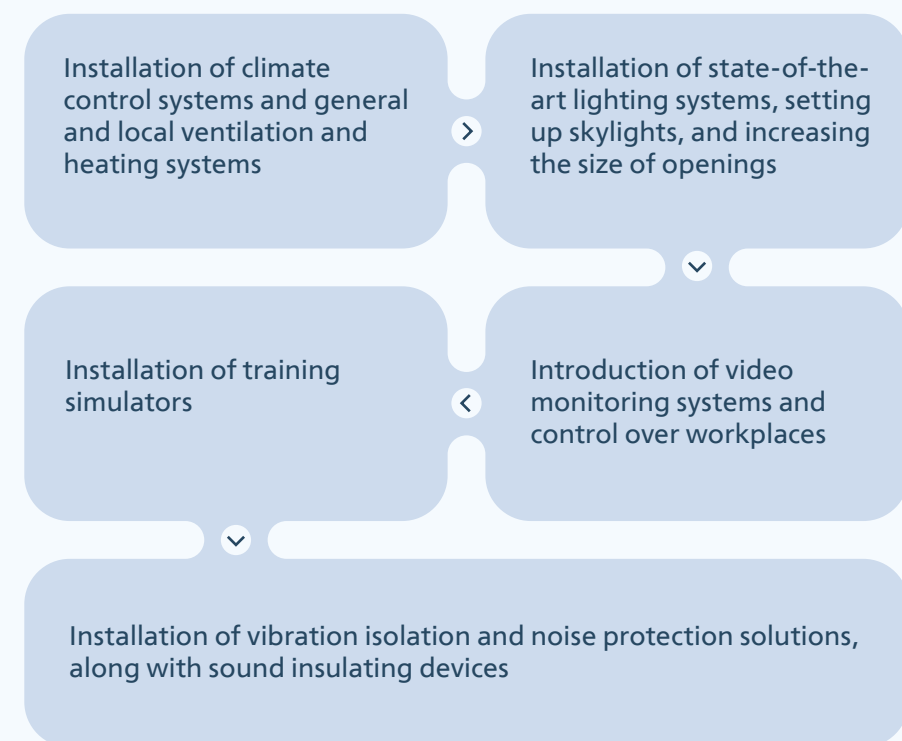


In the reporting period, the Company improved working conditions at 46,800 workplaces, covering a total of 217,100 employees.

In 2023, the Company's improvement initiatives focused on:

- creating a microclimate that complies with all applicable requirements, activities to reduce workload and work intensity, and activities to align lighting levels with applicable requirements;
- aligning noise and vibration levels with applicable requirements;
- reducing the impact of hazardous chemical factors and aerosols;
- reducing the impact of non-ionising radiation.

List of key activities to improve working conditions:



In the reporting period, a special assessment of working conditions was carried out at 34,600 workplaces, which comprised 101% of the plan for the year.

Control over working conditions

In line with a respective plan, in 2023, branches of Russian Railways held laboratory tests at 79,500 workplaces, with financing allocated to that end totalling RUB 71 m. Laboratory tests held as part of control over working conditions and special assessments of working conditions covered all workplaces with hazardous working conditions.

¹ Including mitigation of impact from hazardous chemical factors and non-ionising radiation, maintenance of microclimate, lighting, noise, and vibration levels as required by applicable standards, reduction in workload and work intensity.

Work-related ill health

GRI GRI 403-6, 403-10

Workplaces classified as category 3.1 or higher¹ following a special assessment of working conditions are deemed hazardous for the health of employees.

In 2023, 10 employees and 16 retirees of Russian Railways developed 26 occupational diseases as a result of exposure to work-related hazards (compared to 30 employees and 37 retirees in 2022). In 2023, the level of occupational morbidity declined by 2 pp y-o-y to 0.2 per 10,000 employees.

Five occupational diseases were detected in Russian Railways' locomotive crews and another five in other professions.

Level of occupational morbidity per 10,000 workers



The main types of occupational diseases were:

- sensorineural hearing loss caused by extreme noise pollution;
- hand-arm vibration syndrome;
- myotonic syndrome.

2023 saw the results of a pilot project launched back in 2021 and run jointly with the Social Fund of Russia to prevent occupational diseases. More than 500 participants took courses at the Fund's 12 rehabilitation centres to prevent sensorineural hearing loss, lumbosacral radiculopathy, and hand-arm vibration syndrome. 66.4% of employees reported improvement in health status following preventive courses.

Provision of personal protective equipment

In 2023, Russian Railways spent RUB 17.6 bn on procuring workwear, footwear, and other PPE, which makes up 47% of all expenses on health and safety activities. Russian Railways' branches received 20.7 m units of PPE, including 3.32 m units of workwear and footwear. A similar figure in 2022 stood at RUB 14.5 bn, or 45% of all the Group's expenses on health and safety activities.

Employees of Russian Railways are fully provided with workwear, footwear, and other PPE.

The Company developed and approved key internal regulations on personal protective equipment for its employees:

- The Procedure for Providing Employees of Russian Railways with Personal Protective Equipment;
- Standards for Free Provision of Workwear, Footwear and Other Personal Protective Equipment to Employees of Russian Railways;
- Standards for Free Provision of Skincare Personal Protective Equipment and Cleansers to Employees of Russian Railways;

Technical documents on personal protective equipment were developed and approved.

Russian Railways reviewed the results of a pilot project to introduce high-visibility signal clothing at the Central Directorate for Track Overhauls. The project's feasibility is confirmed not only by the improved safety of employees, but also by the generated economic savings: in 2023, they came in at RUB 64 m, or 9% of the Directorate's PPE procurement budget.

With a view to switching to high-visibility signal clothing, the Company's Order No. 170/r dated 30 January 2023 approved the Standard List of Occupations and Positions of Russian Railways' Employees and Respective Protection Classes of High-Visibility Signal Clothing,

as well as Recommendations on the Selection of High-Visibility Signal Clothing.

In line with an action plan for the development and introduction of a collection of high-visibility signal clothing for Russian Railways employees¹, Technical Specifications for High-Visibility

Signal Waistcoats were drafted and performance tests of summer and insulated workwear were conducted.

In addition, the Company embarked on a project to create a collection of special clothing for Russian Railways' executives². Samples

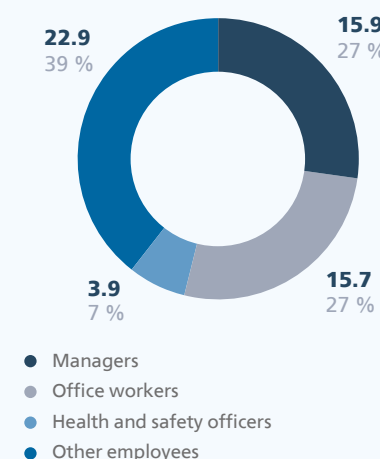
of fall/spring and insulated workwear for Russian Railways' executives were developed, a technical description of the set was approved, and a sample album was prepared. The Company ran performance tests on samples of executives' workwear suits, with interim results obtained.

Health and safety training for employees

GRI GRI 403-5

In 2023, more than 58,400 of the Company's employees took mandatory health and safety training with a subsequent knowledge check at education centres.

Structure of personnel trained in health and safety, thousand people



In the reporting year, the Company arranged for 214 of its line employees and managers to take advanced professional training in New Approaches to Managing Health and Safety at the Russian Academy of Railway Transport of the Russian University of Transport (MIT) focusing on practical recommendations for providing a safe operational environment.

Russian Railways devised and implemented a system of assessment sessions for middle managers. In 2023, there were 477 assessment sessions covering more than 14,000 middle managers; 444 moderators of assessment sessions from among health and safety specialists received training.

Efforts continued to test managers of the Company upon their appointment. In 2023, at the Environment and Technosphere Safety Department, a total of nine managers were tested, while at the branch level, 714 managers were covered by the testing.

The Central Committee of the Russian Railways on Health and Safety Examinations among Managers held six meetings. In addition, the Central Committee invited for ad hoc examination 12 managers of the Russian Railways units where fatal occupation injuries took place or health and safety violations were identified. Regional committees take similar efforts.

In 2023, 192 branch employees of the Company's operational department underwent retraining in health and safety taking a 256 hour programme at the Corporate University.

In 2023, training sessions continued with a view to fostering the safety culture. In 2020–2023, these covered 400 employees of the Company's central and regional management levels.

¹ According to the classification of working conditions as per Federal Law No. 426-FZ On Special Assessment of Working Conditions dated 28 December 2013.

¹ Approved by Russian Railways' Order No. 444 dated 22 March 2023.

² In accordance with Russian Railways' Order No. 536/r dated 10 March 2023.