

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

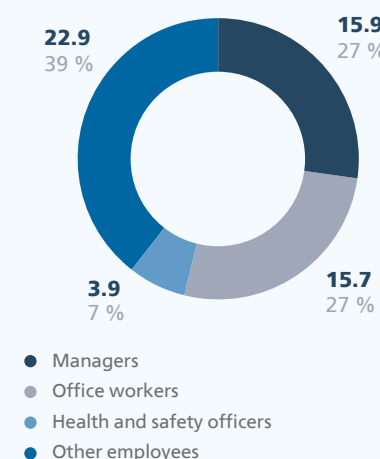
of fall/spring and insulated workwear for Russian Railways' executives were developed, a technical description of the set was approved, and a sample album was prepared. The Company ran performance tests on samples of executives' workwear suits, with interim results obtained.

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.

Health and safety railcars

Russian Railways has 14 health and safety railcars, which are part of a single system to train railway employees. Health and safety

railcars are mobile training facilities designed, among other things, to provide on-site methodology and organisational support in training and examinations in health and safety using audio,

video, and computing equipment, as well as help with prevention measures in health and safety directly at line enterprises.

Safety culture promotion

In 2023, the Company approved the Regulation on Safety Culture Leaders¹.

This title is assigned to employees actively promoting and supporting the safety culture as the Company's value, acting as a role model for colleagues, and demonstrating commitment to the safety culture by their actions, decisions, and

behaviour. Such employees form a community of safety culture leaders where they share experience of fostering the safety culture, adopt respective solutions, and serve as an example for others.

The HR Department together with the Employer Brand and Human Capital Development Centre developed information materials

aimed at promoting the safety culture and nurturing responsible behaviour among Russian Railways' employees. The materials are used during safety culture days and other communication events, which include information and awareness-raising meetings with employees of all business units involved in ensuring safety.

Industrial and fire safety

In order to ensure the Company's industrial and fire safety:

- the Safety First rule is observed, with safety placed above other performance indicators;
- employees receive training and improve their skills and competencies in health and safety;
- each employee is aware of their individual responsibility for compliance with health and safety principles;
- health and safety risks are managed.

Industrial safety of hazardous facilities

The industrial safety management system of Russian Railways determines the key functions and responsibilities for ensuring industrial safety at all management levels. The industrial control structure covers all management levels and ensures control over compliance with industrial safety requirements at the Company's hazardous production facilities.

In 2023, the Company updated its standard on the Occupational Health and Safety Management System of Russian Railways.

Russian Railways operates 5,618 hazardous facilities, including 571 facilities of hazard class 3 and 5,047 facilities of hazard class 4. None of these facilities reported any accidents in 2023.

Fire safety

Russian Railways has a fire safety management system aligned with the Company's "to-be" state. Various units within the Company follow a unified approach to fire safety thanks to the efforts of central and regional fire safety commissions. Fire prevention activities at the Company's facilities and rolling stock, along with fire extinguishing in the traffic area, are the responsibility of the Departmental Security Service of the Railroad Transport.

In 2023, the EMERCOM of Russia and Russian Railways took steps to draft an agreement on the key areas of cooperation in fire safety and coordination of respective efforts.

Fire trains

Fire trains are classified as part of a single public system for emergency prevention and response and are engaged by the EMERCOM of Russia in order to extinguish fires across the country. Fire trains are designed for fire extinguishing and ensuring

fire safety as part of response to emergencies with hazardous cargos at facilities of structural units of Russian Railways branches, at all types of rolling stock, and in railway infrastructure areas where possible. A total of 310 fire trains are on standby 24/7. The rolling stock of fire trains is updated as part of the Fire Safety project.

In 2023, Russian Railways purchased 20 MTSO 2-based pump wagons, which fully meet modern requirements for fire trains.

During 2023, fire trains attended 84 fires at on-site facilities and rolling stock, 143 fires in railway infrastructure areas, 95 incidents to participate in emergency response at on-site facilities and rolling stock, and 279 incidents attended at the request of territorial fire and rescue units of the EMERCOM of Russia to assist in extinguishing fires at facilities that are not part of the railway transportation infrastructure and natural fires.

To automate industrial safety processes at hazardous production facilities and fire safety processes, the protected objects feature

Industrial Safety and Fire Safety modules running on the basis of the Unified Suite for Managing the Company's Activities in the Field of Environmental Protection, Industrial and Fire Safety.

Introduction of state-of-the-art emergency response measures

GRI GRI 3-3

Russian Railways is a member of a single public system for emergency prevention and response and actively employs modern and advanced technologies to respond to all types of natural and man-made threats, including:

- management system functioning at all levels (federal, regional, and site-based) and easily adaptable to different kinds of threats, which covers government bodies, control points, communication and liaison systems and ensures successful functioning of a vertically integrated and territorially dispersed network of governance bodies;
- emergency and recovery teams with modern equipment (cranes with a lifting capacity of 150 t or more, 50 t winch heavy bulldozers, hydraulic machinery made of light metals);
- unmanned aerial vehicles with mobile video conference tools as the most fast moving means of information collection and transfer in emergency situations;
- integration of Russian Railways' information systems with the automated information and management system of the single public system for emergency prevention and response.



¹ Russian Railways' Order No. 2404/r dated 22 September 2023.