

To the Personnel Development section

Ratios of standard entry level wage compared to local minimum wage

GRI 202-1

Region	Local minimum wage, RUB	Minimum wage at Russian Railways, RUB	Ratio, %	Comments
Russia	Statutory minimum wage as at 1 January – RUB 12,792	1 January – RUB 12,792	100	Employees of Russian Railways who have worked the required standard hours and met the required labour standards in the respective period are paid extra payments to bring their wages on par with the minimum wage established in the respective Russian region
Smolensk Region	1 January – RUB 12,792	1 January – RUB 12,792	100	
Saratov Region	1 January – RUB 12,792	1 January – RUB 12,792	100	
Sverdlovsk Region	1 January – RUB 12,792	1 January – RUB 12,792	100	
Novgorod Region	1 January – RUB 12,792	1 January – RUB 12,792	100	

New employee hires in 2021 by category, gender and age

GRI 401-1

	Total new hires in 2021	Men	Women	Under 30	30-35	36-50	Over 50
Total across Russian Railways	80,295	56,338	23,957	44,097	9,592	19,321	7,285
Graduates	3,954	2,657	1,297	3,953	1	0	0
Discharged servicemen	1,501	1,501	0	1,501	0	0	0
Interns and apprentices	7,240	5,579	1,661	7,210	19	11	0
Seasonal workers	7,205	2,974	4,231	3,091	493	1,821	1,800

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity

GRI 405-1

	2020			2021		
	Managers	Office workers	Technical workers	Managers	Office workers	Technical workers
Headcount	57,015	211,536	454,969	54,919	198,711	442,666
by gender						
Men	40,751	79,151	382,967	40,319	76,939	372,619
Women	16,264	132,385	72,002	14,600	121,772	70,047
by age group						
Under 30	5,012	43,408	104,831	4,519	38,913	95,923
30–50	40,449	129,775	267,286	38,924	121,871	262,786
Over 50	11,554	38,353	82,852	11,476	37,927	83,957
by vulnerable group membership						
People with disabilities	247	1,389	2,125	262	1,505	2,371