

Zero tolerance for corruption

GRI 205-2

Staff training and awareness raising on anti-corruption regulations

Russian Railways' centralised system of mandatory anti-corruption training remains one of the key instruments for fostering zero tolerance culture,

with the Company's employees obliged to undertake relevant training once every three years.

In 2021, almost 50,000 employees completed relevant courses on Russian Railways' distance learning platform, including 42,597 people who took the general course and 6,613 people took a special course geared towards executives and employees whose responsibilities included anti-corruption activities. 510 employees of the Company responsible for anti-corruption activities upgraded their

qualifications through an educational programme at the Law School of the Russian University of Transport (MIIT).

In addition to the above, the Company has a procedure in place requiring all employees to read and sign Russian Railways' Code of Business Ethics, anti-corruption policy and other internal anti-corruption regulations when accepting employment and to get acquainted with any amendments thereto by reading and signing them in a hardcopy, digital¹ or electronic format.

Anti-corruption promotion programme

To foster responsible behaviour among the Company's employees and ensure compliance with the ethical standards that forbid illegal corruption-related activities, in December 2020, the Company approved a Comprehensive Anti-Corruption Promotion Programme for 2021–2023² to be integrated into the current anti-corruption action taken by the Company's business units.

For the purpose of raising awareness, the Programme leverages corporate TV, press, intranet, internet, digital learning courses, visual campaigns, themed videos, posters, leaflets, quick guides, booklets and brochures.

Anti-corruption insights and updates regularly appear in the Gudok newspaper and newspapers for

passengers, while Russian Railways's anti-corruption portal and the Group's career portal (team.rzd.ru) provide a detailed explanation of the Company's anti-corruption rules.

Promotion of anti-corruption practices is included in the agendas of key events under Russian Railways' Youth (2021–2025) programme (Youth Mentoring, Russian Railways' Volunteers, Annual Youth Conference of Russian Railways).

The Company also conducted a survey to explore how Russian Railways' employees perceive its anti-corruption activities. The findings showed that the majority of respondents (61%) consider the Company's anti-corruption policy to be effective, including 11% who noted

positive developments in 2021 and 88% who said that they knew what to do when encountering a potential corruption situation.

To make its anti-corruption activities open and transparent, the Company publishes regular updates in the Anti-Corruption section of its website. The Company's employees can also access all anti-corruption regulations, rules, guidelines and updates from their personal accounts on the Service Portal.

¹ Via the uniform automated document management system.

² No. 1955 dated 24 December 2020.