

Health and safety training for employees

GRI 403-5

In 2021, more than 47,000 Company's employees took associated mandatory training with a subsequent knowledge check at education centres, including:

- over 14,000 managers,
- 11,000 line employees,
- over 3,000 health and safety officers,
- ca. 19,000 other employees (middle level managers, etc.).

In 2021, the Ministry of Labour approved new health and safety rules, prompting over 450,000 employees of the Company to complete ad hoc examinations in health and safety.

Efforts continued to test managers of Russian Railways upon their appointment. In 2021, at the Environment and Technosphere Safety Department, a total of 14 managers were tested, while at the level of Russian Railways branches 569 managers were covered by the testing.

Against the backdrop of restrictions introduced in response to the COVID-19 pandemic, the Central Committee of the Russian Railways on Health

and Safety Examinations among Managers held three meetings. Ad hoc examinations involved managers of Russian Railways units where fatal occupation injuries took place or health and safety violations were identified.

In 2021, 176 employees of operational departments of the Company's branches underwent retraining in health and safety at the Corporate University, with more than 55,000 managers and employees trained in health and safety, environmental safety, civil defence and emergency protection in order to fully comply with the mandatory statutory requirements for the relevant areas.

Training sessions continued with a view to fostering a safety culture. In 2021, these covered 160 employees of the Company's central and regional management levels.

In 2021, the Russian University of Transport (MIIT) provided health and safety training and knowledge checks for 56 middle level managers at units of the Company's branches related to the October and Moscow Railways.

To roll out this kind of education, the Company continues to train moderators to oversee examinations, with 205 employees undergoing this training in 2021. To automate the examination process, the Interactive Educational Environment project is underway, providing case problems on health and safety for students to solve.

In 2021, a VR training simulator was developed and implemented to train overhead line repair personnel in health and safety, helping them adopt safe methods and approaches to installing earthing sticks of the overhead line. Employee training using the simulator is now in place.

Health and safety railcars

Russian Railways has 18 health and safety railcars, which are part of a single system to train railway employees. Health and safety railcars are mobile training facilities designed 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.

Industrial 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;
- individual and collective responsibility for compliance with health and safety principles is nourished and promoted;
- 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

Russian Railways operates 5,805 hazardous facilities, including 582 facilities of hazard class 3 and 5,223 facilities of hazard class 4. None of these facilities reported any accidents in 2021.

In 2021, the Company developed the Risk Management Guidelines for Hazardous Facilities. Risk assessment methods for hazardous facilities set out in the Guidelines enable the Company to substantiate and specifically plan activities on industrial safety in order to reduce accident and non-compliance risks.

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

Traffic safety

Russian Railways has in place the Strategy for Guaranteed Transportation Safety and Reliability, which lays out the general principles that are underpinned by safety management and culture. The strategy seeks to develop a safety management system throughout the life cycle of infrastructure facilities and rail vehicles and to create a methodological framework for transportation safety management by introducing digital platforms and improving the offering of quality, highly reliable and safe services.

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.

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. The rolling stock of fire trains is updated as part of the Fire Safety project.

Traffic safety priorities include:

- improving the reliability and safety of equipment that is part of infrastructure and rolling stock;
- reducing the likelihood of traffic accidents;
- preventing or reducing fatalities and injuries;
- reducing property damage and other losses;
- preventing any adverse impact on the environment.

In 2021, a new fire extinguishing module was launched for an MTSO-2-based fire train.

Emergencies with environmental implications

In 2021, the Company's infrastructure saw five major emergencies with environmental implications, including:

- railcar derailment with oil product spills
- railcar derailment with diesel fuel spills
- railcar derailment with aviation fuel spills, etc.

Clean-up measures helped to respond to the emergencies as needed. All emergency sites are subject to ongoing laboratory monitoring of water resources and soil, with samples taken and tested on a regular basis.

2021 results

In 2021, the target safety level across the Russian Railways Group was achieved, with a 12% reduction vs 2020. The number of traffic accidents and incidents across the overall railway infrastructure and those caused by the Russian Railways Group shrank by 8% and 11% y-o-y, respectively.