FEDERAL PASSENGER COMPANY 02 03 04 05 06

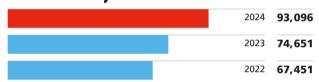
Sustainable development indicators

Increase in labour compensations and benefits package

As of year-end 2024, JSC FPC's employees had higher incomes, both in terms of wages and social benefits. The average salary in the Company totalled RUB 93,096, up 24.7% (with wage indexation of 9.2%).

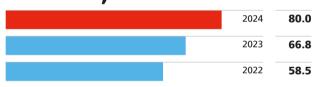
Average employee salary, RUB

RUB 93,096



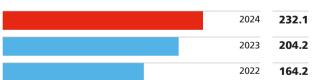
Amount of benefits package per employee, RUB '000

RUB 80,000

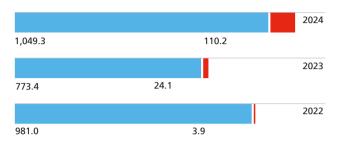


Personnel training and development costs,

RUB 232.1 million



JSC FPC's occupational health and safety costs, RUB million



- Operating budget
- Investment programme

Caring for employee health

605
RUB million

employee VHI costs in 2024

Social support for non-working retirees

306.4

RUB million

Company's expenditure for social support of non-working retirees in 2024

Investment Prospects

JSC FPC's investment case

Limited competition in the domestic passenger railway market due to high entry barriers and long payback periods Well-developed production grounds and uniquely large fleet of passenger carriages

High social and strategic importance for the state as the main long- and medium-distance carrier, covering a substantial part of Russia, including regions with extreme natural and climatic conditions and a lack of road and air infrastructure

Stable position at the longdistance passenger railway market in Russia

Strategic importance in delivering the long-term objectives of the parent company

Government regulation of tariff for long-distance
passenger service and
compensation of related
revenue losses

Assigned grade AAA+
of the Anti-Corruption
Rating of Russian
Business (organisations
with the maximum level
of anti-corruption)

Growth of transport mobility of the population

Effective risk management and internal control

High level of corporate governance

Application of sustainability standards

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Credit Ratings



AA+(RU), with Stable outlook

by ACRA (JSC), a national rating agency (confirmed in November 2024)

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