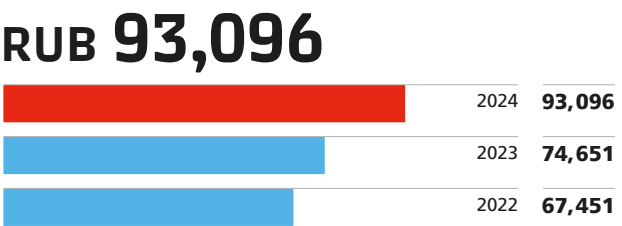


Sustainable development indicators

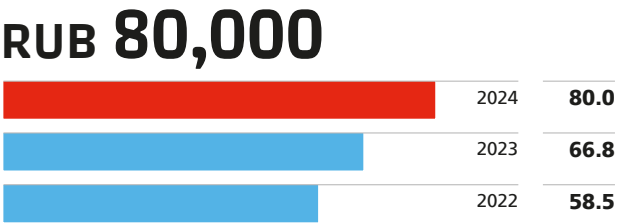
Increase in labour compensations and benefits package

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%).

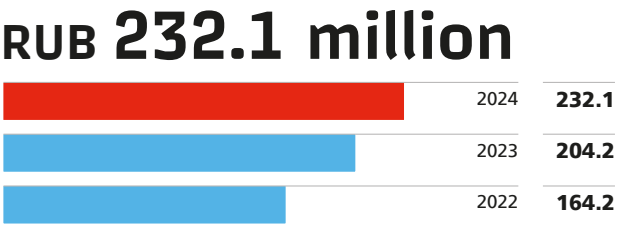
Average employee salary, RUB



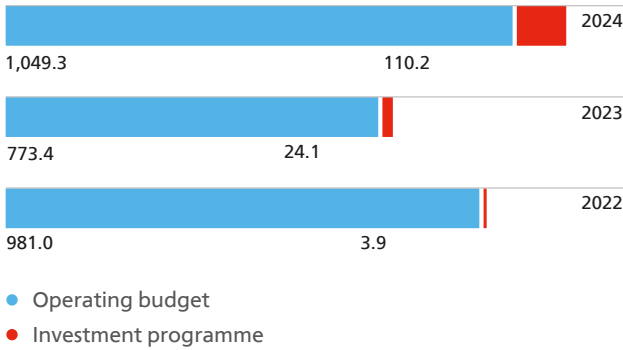
Amount of benefits package per employee, RUB '000



Personnel training and development costs, RUB million



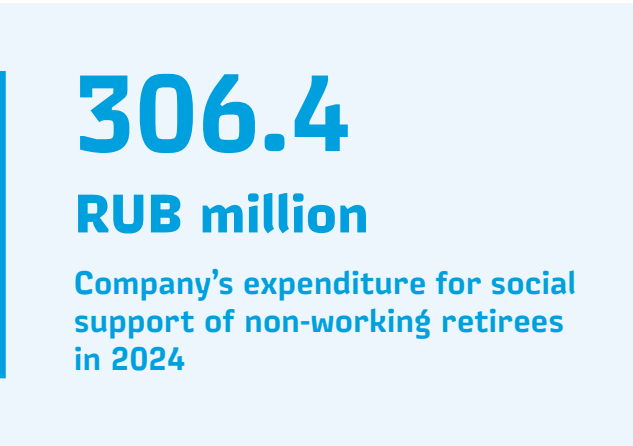
JSC FPC's occupational health and safety costs, RUB million



Caring for employee health



Social support for non-working retirees



Investment Prospects

JSC FPC's investment case

Well-developed production grounds and uniquely large fleet of passenger carriages

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

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

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

Stable position at the long-distance passenger railway market in Russia

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

Limited competition in the domestic passenger railway market due to high entry barriers and long payback periods

Credit Ratings

ACRA

AA+(RU), with Stable outlook
by ACRA (JSC), a national rating agency (confirmed in November 2024)