

# CORPORATE SOCIAL RESPONSIBILITY PRINCIPLES

**FPC is a national rail passenger carrier enabling transport and geographical connectivity of territories both within Russia and with foreign nations.**

The Company strives not only to progressively develop its business lines and achieve operational and financial targets but also to consistently follow best practices in sustainability. In line with these commitments, FPC consistently ensures train operation safety, high environmental performance and productive engagement with all stakeholders based on mutual trust, respect and fulfilment of obligations in good faith.

The primary goal of JSC FPC's social and human resources policy is to develop the Company's human capital through a set of measures aimed at attracting human resources, continuous training and development of personnel, improving motivation policies, maintaining personnel health and social stability, and creating a favourable working environment in the work collectives. The competitiveness and quality of services provided depend directly on the job satisfaction and social security of JSC FPC's employees. With this in mind, the Company conducts staff surveys and studies on an annual basis, in which thousands of employees participate.

JSC FPC makes every effort to ensure decent conditions for its personnel, including the payment of competitive salaries, an extended social support package, and the provision of equal employment and career development opportunities.

Another priority is environmental safety, namely mitigating negative environmental impacts, care for the environment and human health. The Company uses investment, CAPEX, and operational resources and initiatives to achieve the above goals. Performance targets are achieved through high-quality upgrades of rolling stock and revamping of carriage washing and wastewater treatment facilities.