

Russian Railways is deploying a flexible social benefits systems covering needs of each and every personnel group. Each generation and each group has its own objectives, lifestyle, needs, and expectations from their jobs and employer.

## Supporting women

### **In 2018, Russian Railways made the following efforts in line with the Action Plan to improve the conditions of work, leisure, and social support of women in 2018-2020:**

- granted an unpaid “women’s day”;
- granted to Russian Railways employees’ children above four years of age the right of a free trip on an individual seat in long-distance trains based on a transportation request;
- developed dedicated medical and wellness programmes for women;
- updated the corporate social policy with reimbursement for babysitter or private kindergarten expenses;
- switched preschool educational institutions to extended or 24/7 opening hours;
- stipulated introduction of new modern uniform workwear;
- developed recommendations regarding flexible working hours and remote work;
- made clarifications concerning transferring pregnant employees to easier jobs.

## Russian Railways’ youth policy

As at the end of 2018, the proportion of employees under 35 years of age accounted for 41.1% of the total headcount, while employees under 30 made up 24.2%.

2018 saw over 800 activities and projects carried out as part of Russian Railways' Youth target programme (2016–2020). The programme is designed to develop young employees' professional skills and corporate competencies, engage them in improvement of the Russian Railways Group's operations, increase customer focus and enhance service level. The Company attaches particular importance to engineers and technicians as well as young technical workers (over 63% of all young employees in the Company), and helps improve their professional skills and promote their work.

## Supporting retired and soon-to-be-retired employees

Russian Railways' corporate pension system is based on shared employee/employer contributions to the employee's future pension. In terms of its goals and purpose, a private (corporate) pension is an additional measure of social support to workers regardless of the state pension system. Its strategic goal is to ensure a replacement rate of at least 40% of an employee's lost earnings.

More than 604,600 Russian Railways employees have pensions with the Blagosostoyanie Private Pension Fund. Over 313,400 retired employees receive corporate pensions.

In 2018, corporate pensions were granted to 13,921 Russian Railways employees. The average corporate pension granted in 2018 was RUB 9,104.

**> 313,400**  
retired employees

RECEIVE CORPORATE  
PENSIONS