

OCCUPATIONAL HEALTH AND SAFETY

The Company reaffirms its commitment to the principle of continuous improvement in occupational safety and strives to prevent injuries at work.

The corporate standard Occupational Health Management System. General Provisions (STO FPK 1.15.001—2014) is the key document defining workplace safety at JSC FPC.

Within M12 2021, 34 accidents were recorded and investigation results demonstrated the combined employer/employee responsibility, of which five accidents occurred in the years preceding the reporting year (2015 to 2020). Also, 14 cases of injuries to employees were recorded where the employer's fault was not established, based on the results of the investigation.

It is worth noting that in 2021 no fatal injuries to employees at work were registered in JSC FPC. The positive trend of zero fatal injuries in the Company has been maintained since 2020.

All work-related injuries at the Company trigger preventive action to help avoid them in the future.

RUB 550.4 million were spent on occupational safety measures at JSC FPC in 2021, representing 1.2% of total operating costs.

The terms of JSC FPC's Collective Bargaining Agreement have been met, with RUB 374.6 million, or 0.8% of total operating expenses, spent on occupational health and safety

550,4 RUB MILLION

spent on occupational health and safety measures in 2021

measures (excluding expenses on protective clothing and footwear and other personal protective equipment), including:

- RUB 211.16 million for work-related injury prevention, staff removal from hazardous areas and new equipment deployment
- RUB 163.4 million for the improvement of working conditions.

The units of JSC FPC branches provide 224,575 work places, including 1,549 work places with harmful conditions, or 7.06% of total, with 3,605 employees appointed to such work places.

In 2021, work was carried out to improve labour conditions at 897 work places employing 1,652 people.