

Trade unions

GRI 2-30, MED 32, SPBC 33

FESCO's trade unions are represented by eight shop-floor trade unions consolidated into regional trade union organisations of Vladivostok and the Primorye Territory and forming part of three public organisations: the Primorye Territory Public Organisation of Sea Port Workers of the Russian Dockers' Union, the Water Transport Workers Union, and the Russian Seafarers' Union which is affiliated with the International Transport Workers' Federation.

In their activities, the trade unions of dockers and seafarers represent and protect the rights and legitimate interests of the trade union members in matters associated with labour relations and coordination of the trade union organisations' efforts to protect trade union members' individual and collective social, labour, professional, and other related rights and interests.

Over 30% of FESCO employees are trade union members, of whom approximately 20% are managerial staff and 80% are operational personnel.

In 2025, the trade unions provided social support to trade union members and their families in the following areas:

- financial support (in connection with illness, death, child birth, marriage registration, employees' anniversaries, retirement, as well as for families with multiple children and those raising disabled children), benefitting 517 members;

- recognition of 26 members for 25 years of professional service;
- 75 corporate events for trade union members;
- tennis and chess tournament organisation;
- greetings for Port Workers' Day and Sea and River Fleet Workers' Day;
- recognition of trade union members who placed 1st to 5th in the Professional Skills Competition – with certificates of merit and participation certificates;
- gifts for employees' children – vouchers for children's entertainment centres, a contact zoo, and tickets to New Year children's performances;
- cultural outings for trade union members, such as night fishing, river rafting and paintball.

The trade unions maintain an ongoing and constructive dialogue with the employer – FESCO Transportation Group.

In 2025, all collective bargaining agreements were extended in their entirety through 31 December 2027.

FESCO Council of War and Labour Veterans

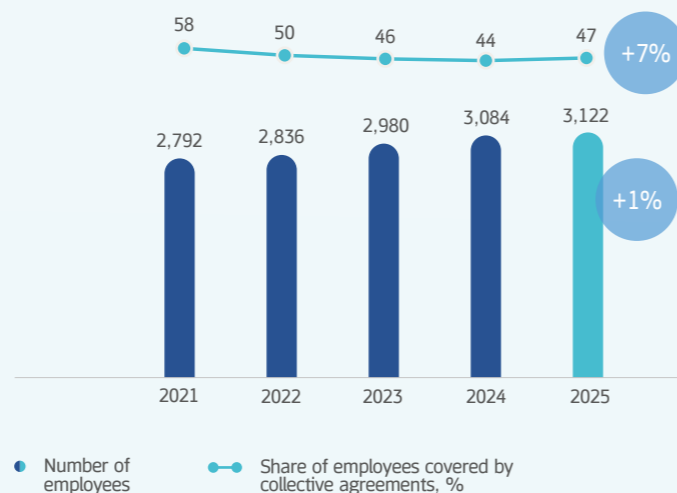
FESCO provides financial support to both the FESCO Council of War and Labour Veterans and the VMTP Council of Veterans.

Funding supports:

- financial assistance provided in connection with illness and costly medical treatment, including for the purchase of medications, dental treatment, and prosthetics;
- partial compensation of funeral costs to the families of deceased veterans;
- operations of the Council of War and Labour Veterans;
- quarterly pensioner payments;
- jubilee payments;
- one-time financial assistance paid on the Victory Day, on the Day of Sea and River Fleet Workers, and to the widows of deceased sailors. In 2025, a one-time financial assistance payment was also made to mark FESCO's 145th anniversary.

In 2025, payments to veteran organisations totalled over RUB 43 million.

Number and share of employees covered by collective agreements



Business ethics



As an international transportation group with a vast logistics network spanning multiple jurisdictions and counterparties, FESCO relies on an impeccable business reputation and high ethical standards as the bedrock of its long-term sustainability and the trust of its customers, investors and partners.

GRI 3-3, 2-23, 2-24, 2-25

Anti-corruption activities

GRI 205-1, 205-2, MED 42, SPBC 52

FESCO is committed to maintaining high ethical business standards, improving its corporate culture and adhering to best corporate governance practices. It complies with Russian legal requirements and applies a zero-tolerance approach to all forms of corruption.

Its anti-corruption framework is embedded at all levels of the Company.

Anti-corruption governance structure

The Company's Anti-Corruption Policy sets out the principles and requirements for preventing corruption. Its provisions apply to all employees, including members of the Board of Directors, as well as persons acting on behalf of the Company.

Anti-corruption principles

- Legal compliance
- Leadership by example
- Employee involvement
- Risk-proportionate anti-corruption procedures
- Effectiveness of anti-corruption procedures
- Accountability and inevitable punishment
- Business transparency
- Continuous oversight and regular monitoring

Authorised body or role	Anti-corruption responsibilities
CEO	<ul style="list-style-type: none"> • Sets strategic priorities for developing the anti-corruption framework • Ensures the allocation of resources needed to implement anti-corruption measures • Approves internal regulations governing anti-corruption activities
Head of Security Department	<ul style="list-style-type: none"> • Oversees and monitors the implementation of the Company's Anti-Corruption Policy • Provides coordination and maintenance support for the system for informing and advising employees on anti-corruption matters
Security Department	<ul style="list-style-type: none"> • Initiates the development and implementation of internal anti-corruption regulations and procedures • Participates in identifying and assessing potential areas of corruption risk • Monitors legal and regulatory changes and keeps the Company's internal regulations up to date • Coordinates communication between the Company's departments, employees and counterparties on anti-corruption activities
Internal Audit Department	<ul style="list-style-type: none"> • Conducts scheduled and unscheduled audits, including by drawing on data from internal investigations to identify gaps in the internal control and risk management systems • Informs management of identified corruption vulnerabilities

Internal anti-corruption regulations

- FESCO Anti-Corruption Policy
- FESCO Group Corruption Risk Assessment Regulations
- FESCO Group Reporting Regulations for Corruption Offences and Anti-Corruption Activities (Including Conflict of Interest Identification and Resolution)
- FESCO Group Hotline Message Handling Procedure
- FESCO Group Regulations on Assisting Anti-Corruption Inspections by Supervisory and Law Enforcement Bodies
- Anti-Corruption Regulations for Foreign Trade Organisations
- Regulations on Monitoring Compliance of FESCO Group's Internal Anti-Corruption Regulations and Their Application with Anti-Corruption Laws

In December 2025, FESCO launched a mandatory online course on anti-corruption laws for all employees to give them a clear understanding of ethical behaviour standards, legal requirements and internal rules. In its first month, 198 employees completed the course. Total online anti-corruption training in 2025 came to approximately 100 hours.

All security staff take regular in-person anti-corruption training at dedicated educational institutions. Since 2024, they have completed over 800 hours of such training.

Partner requirements

FESCO has a zero-tolerance policy towards corruption in all business relationships. The Company evaluates partners' anti-corruption commitment, including their internal policies and willingness to sign contracts with anti-corruption clauses. FESCO Group does not tolerate any improper inducement of partners, so all decisions are made based solely on objective business criteria.

Raising awareness

Raising employee awareness is key to preventing corruption and corporate fraud. All employees are briefed on FESCO's anti-corruption policies when they sign their employment contracts.

Anti-corruption whistleblowing channels

GRI 2-26

As part of its anti-corruption efforts, FESCO has set up a dedicated email (5810@fesco.com) and a telephone hotline (+7 985 767 5810) for whistleblowing on corruption. Reports can also be submitted via Rosatom's hotline (8 800 100 0707) or email (0707@rosatom.ru).

All reports are processed in line with legal requirements. In 2025, 11 reports of possible corruption were received at the Rosatom and FESCO hotlines. Security units investigated each report, with one case prepared for referral to law enforcement authorities.

Code of Ethics and Human Rights

GRI 2-25, 406-1, 408-1, 409-1, SPBC 56

FESCO Transportation Group regards respecting and protecting human rights as an integral part of sustainable development and corporate responsibility. The Group follows Russian laws and internationally recognised human rights and labour standards.

FESCO's approach focuses on respecting human dignity, providing equal opportunity, prohibiting discrimination and ensuring a safe working environment. These principles apply to all employees of Group companies and are

also taken into account when engaging with business partners, contractors, local communities and other stakeholders.

In 2025, FESCO Group put in place a systematic human rights governance framework:

- The Human Rights Policy of FESCO and its Controlled Entities was approved, setting out the Group's unified principles and approaches in this area.
- The Employee Code of Ethics and Conduct was updated.

- An Ethics and Human Rights Committee was established to review complaints and monitor compliance with ethical norms and standards in the field of human rights.
- A human rights training course was developed and launched to raise employee awareness of the applicable principles, protection mechanisms and accountability. The training is mandatory for all employees. Launched in December 2025, the course was completed by 184 people within its first month.

FESCO's key human rights principles:

- Occupational health and safety as a core value guiding all decisions and activities
- Voluntary work, no forced labour, transparent employment terms, timely pay
- No child labour

- Zero tolerance for violence or harassment (physical, psychological, verbal or other)
- Equality, inclusivity and equal opportunity in hiring, development and remuneration
- Decent work, fair pay and work-life balance

- Freedom of association and collective representation under applicable laws
- Employee data protection and confidentiality
- Responsible community engagement, respect for cultural and ethnic diversity, support for social and economic development of local communities

Channels for reporting human rights concerns

GRI 2-26

All reports are handled by the Ethics and Human Rights Committee under confidentiality, non-reprisal and non-discrimination principles. The review period is up to 30 calendar days, extendable in exceptional cases as per the established procedure.

Channel	Stakeholders	Description
Email feedback@fesco.com (subject: "Human Rights")	Employees, partners, other stakeholders	Main channel for reporting human rights violations or risks, and for requesting advice
Anonymous boxes in FESCO offices (Moscow, Vladivostok)	Employees	Physical channel for anonymous reports. Boxes are in areas without video surveillance

