

Occupational health and industrial safety



Occupational health and environmental, industrial and fire safety are a priority in FESCO Group's internal policy.

GRI 3-3, 2-23, 403-1, 403-2, 403-3, 403-5, 403-7, 403-8, SPBC 44

Key 2025 results

<p>RUB 198 million occupational health and safety spending</p>	<p>1,653 employees completed mandatory training on occupational health, industrial, and fire safety</p>	<p>1,440 employees took pre-employment and regular mandatory medical check-ups</p>
<p>0.35 LTIFR</p>	<p>0 severe or fatal injuries</p>	<p>3,210 employees were provided with personal protective equipment, detergents and decontaminants</p>
<p>585 workplaces passed special assessment of working conditions (including newly created and relocated workplaces and those associated with renamed job roles)</p>	<p>1,067 workplaces were subject to on-site control over compliance with sanitary rules and regulations, hygienic requirements, and sanitary and anti-epidemiological (preventive) measures</p>	<p>1,490 employees working in hazardous or dangerous conditions received benefits and compensations</p>

FESCO runs an Occupational Health, Environmental, Industrial and Fire Safety Management System (the System) covering all technological processes, transport, equipment, FESCO's and its contractors' employees, and other persons present at FESCO's sites and facilities.

The System seeks to preserve the life and health of employees and prevent accidents

FESCO Group's key principles and commitments in occupational health and safety:

- full compliance with Russian laws and international treaties entered into by Russia in the areas of occupational health, environmental, industrial and fire safety;
- priority of the health and lives of employees over operational performance;
- continuous improvement of the occupational health and safety management system;
- set of preventive measures to avoid occupational injuries and diseases;
- safe working conditions that meet today's requirements and expectations;
- strong corporate safety culture;
- control over accident risks at hazardous production facilities.

To align its Occupational Health, Environmental, Industrial and Fire Safety Management System with the standards established by Rosatom, FESCO Group adopted internal regulations to adhere to the following guiding documents:

- Uniform Industry-Wide Policy of Rosatom State Corporation and its Organisations on Safety Culture;

- Uniform Industry-Wide Guidelines for Improving Safety Culture in Rosatom Organisations;
- Regulations on Providing Personal Protective Equipment, Detergents and Decontaminants to Employees of FESCO and Controlled Entities.

FESCO is standardising sanitary and working conditions across its facilities. With that in mind, the Company approved Regulations on Providing Sanitary and Working Conditions to Employees of FESCO and Controlled Entities in 2025.

The System envisages internal audits. The reporting year saw 17 such audits of occupational health, environmental, industrial and fire safety.



Certification

In 2025, FESCO Group underwent a scheduled check for compliance with GOST R ISO 45001-2020 (ISO 45001:2018) Occupational Health and Safety Management Systems and received a relevant certificate. FESCO's branch was certified for compliance with the international standard ISO 9001:2015 Quality Management Systems. Requirements for Maritime and Coastal Cargo Transportation and Crew Recruitment Operations.

Occupational safety investments

MED 27, SPBC 27

In 2025, the Company invested RUB 198 million in occupational health and safety with 52% spent on providing employees with personal protective equipment. For the last five years, FESCO's occupational health and safety spending exceeded RUB 1 billion.

In 2025, FESCO and its controlled entities received RUB 11.8 million in funding through insurance contributions from

Russia's Pension and Social Insurance Fund (an increase of RUB 2.7 million compared to 2024) thanks to financing of preventive measures to reduce occupational injuries and diseases¹.

On top of that, the Company secured RUB 6.0 million in savings on mandatory social insurance contributions for workplace accidents and occupational diseases thanks to its consistent efforts to improve health and safety and minimise injuries.

Occupational health and safety measures

GRI 403-4

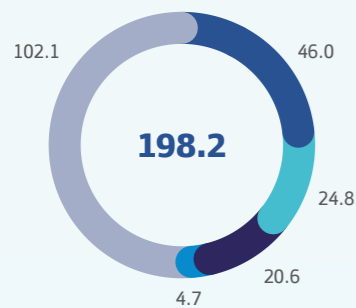
In 2025, the following occupational health and safety measures were implemented:

- **Organisational measures:** planning of activities, updating internal by-laws and regulations, and automating the occupational health, environmental, industrial and overall safety management system.
- **Process and technical measures:** improving equipment and energy monitoring systems, upgrading outdoor lighting, providing personal and collective protective equipment, and using anchor lines.
- **Sanitary and hygienic measures:** ensuring additional lighting at workplaces, providing heated facilities, rest areas, and drinking water, conducting regular disinfection, performing medical check-ups and examinations, special assessment of working conditions, and implementing on-site control.

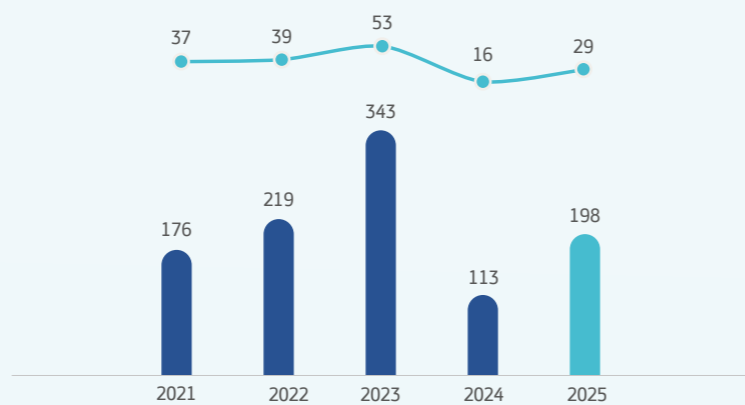


In 2025, FESCO provided RUB 94.5 million in guarantees and compensations that employees are eligible for under the Russian Labour Code.

Occupational health and safety expenses in 2025², RUB million



- Sanitary and hygienic measures
- Organisational measures
- Process and technical measures
- Employee training in occupational health and safety
- Provision of PPE



● Occupational health and safety expenses, RUB million
 ● Average expenses per employee, RUB '000/person

Source: Company data. Federal Statistical Observation Forms No. 7 (Injuries): Occupational Injury and Occupational Disease Data

→ **Employee training in occupational health and safety:** providing training, raising awareness, setting up health and safety classrooms, and upgrading training tools, including through the use of VR technologies.

→ **Provision of protective equipment:** supplying individual and collective protective gear, as well as detergents and decontaminants.

To engage employees in occupational health and safety management and provide relevant advice, FESCO uses such

tools as assessment of occupational risks, special assessment of working conditions, training, awareness-raising through the website and messengers, contests and championships.

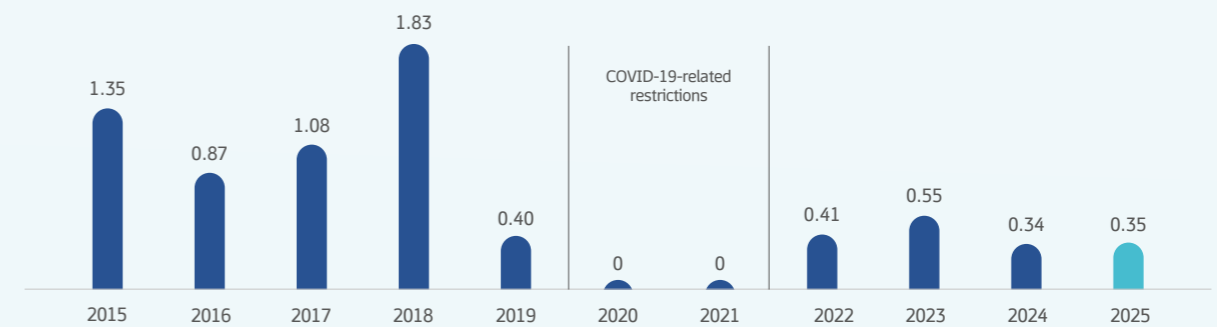
Workplace injuries

GRI 403-9, SASB TR-MT-320a.1, SASB TR-RA-320a.1, MED 29, SPBC 29, 30

The Company takes a wide range of preventive measures to maintain a low LTIFR³. In 2025, LTIFR was 0.35, with no fatal or severe injuries recorded.

The Shipping Division has the highest LTIFR which, however, shows a steady and significant decline due to strong and targeted preventive actions.

Changes in LTIFR



Source: Company data

Comparative LTIFR performance

Division	LTIFR			
	2022	2023	2024	2025
Liner and Logistics Division	0	0.49	0	0
Port Division	0.22	0.44	0.22	0.77
Shipping Division	2.94	2.22	2.09	0.62
Fuel Division	0	0	0	0
Rail Division	0	0	0	0
Corporate Division	0	0	0	0
FESCO Group	0.41	0.55	0.34	0.35

Source: Company data

¹ In line with the Rules for Financing Preventive Measures to Reduce Occupational Injuries and Diseases approved by Russian Ministry of Labour Order No. 347n dated 11 July 2024.

² 2024 data were updated.

³ Lost time injury frequency rate.

Occupational injuries

Indicator	2021	2022	2023	2024	2025
Employees injured in workplace accidents, including:	5	4	6	4	4
• minor injuries	2	2	4	2	4
• severe injuries	3	2	2	2	0
• fatalities	0	0	0	0	0
Employees that received medical aid ¹ due to micro-injuries	0	0	0	0	0
Severe injury rate	0.31	0.20	0.18	0.17	0.00
Fatal injury rate	0.00	0.00	0.00	0.00	0.00
Hours worked	9,759,379	9,820,458	10,909,091	11,764,706	11,411,703

Source: Company data

In the reporting period, the Company reported four minor injuries: a fall (an employee misstepped and fell into a technological opening with one foot), a foot injury from a falling object, and

two jam injuries. All injuries resulted from negligence and haste at work and were investigated as required by applicable Russian laws. On top of that, the Company conducted an internal

investigation into the reasons of the incidents to introduce additional measures aimed at minimising and preventing such risks.

Prevention of occupational diseases

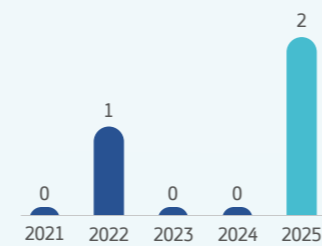
GRI 403-6, 403-10

FESCO put in place a programme to prevent occupational diseases across all operations. A special assessment and monitoring of working conditions take place at vessels, ports, railway terminals and offices to timely identify and reduce hazards such as noise, vibrations, and dust concentration.

In 2025, two VMTP employees with over 10 years in service developed occupational diseases. The key reasons are static and dynamic stress along with stereotypical movements arising as a result of vibration and noise from port operations.

FESCO takes steps to minimise exposure to occupational diseases by installing vessel and port equipment with reduced noise and vibration levels, upgrading ventilation systems, and equipping cargo handling machinery with protective cabins. In parallel, the Company introduces practices aimed at optimising working hours and limit exposure to high noise and vibration. Employees receive PPE designed for specific duties. All staff including ship crews undergo mandatory pre-employment and regular check-ups synchronised with voyage instructions and operating cycles to cover all employees.

Occupational diseases



● Employees with occupational diseases diagnosed for the first time
Source: Company data

Upgraded medical check-ups in ports

In 2025, as part of digitalisation efforts, Commercial Port of Vladivostok introduced automated pre-shift check-ups for port staff.

The equipment measures body temperature and blood pressure, performs health assessment using

AI-powered machine vision cameras, and conducts express alcohol testing. Designed to assist medical staff, the innovative solution eliminates human factor and fast tracks check-ups as port employees just need to enter their pass number, sit down to the machine, follow simple instructions, and get admission to work if everything is in order. The entire process takes a mere 40 seconds.

Apart from smart health check-up kiosks, the port medical station received telehealth devices, enabling physicians from regional clinics to perform remote electrocardiography and specialised screenings and issue recommendations and referrals faster.

Digitalisation of occupational health and industrial safety management

As part of its digital transformation, FESCO Group deployed occupational health and industrial safety management software (Occupational Health and Industrial Safety System) which integrates internal systems and processes to achieve process and document standardisation, improve planning accuracy, reduce routine workflow, mitigate the risk of administrative penalties, and improve employee accountability. Integrating the Occupational Health and Industrial Safety Management System with the AI-powered Smart and Safe Port system data will help track and prevent risks of workplace incidents and accidents in hazardous zones and minimise human error in high-risk operations.

The system will cover automation of processes in organisation and management of occupational health, environmental, industrial and fire safety across FESCO Group, including its branches and subsidiaries.

Smart and Safe Port

In 2025, the Company fully implemented multi-object AI-based video analytics at Commercial Port of Vladivostok.

Designed to monitor the port's vast territory with minimum personnel involved and quickly respond to safety violations, the solution tracks on-site speed, detects if workers are wearing PPE, registers violations, and alerts relevant services.

Automated crew check-ups

As Shipping Division employees are exposed to high risks of injury, FESCO deemed it necessary to adopt dedicated measures for vessel crews. In 2025, as part of its zero alcohol tolerance policy, the Company introduced AlcoInspector control systems. The initiative seeks to prohibit crew members with minimum signs of alcohol intoxication from working and prevent related injuries and accidents.

- FESCO equipped 24 vessels with such systems featuring Russian-made gas detectors;
- RUB 18.6 million project investments in 2025;
- over 120 thousand tests performed within four months of operation;
- over 1 thousand crew members screened.

The standard monitoring procedure provides for double check-up of all crew members – before and after work. In case of zero breath concentration of alcohol (0.00 mg/l) the system automatically issues admission. If the highly sensitive system detects concentrations above 0.01 mg/l, an automated alert is given to the command deck, and watchkeepers inform the captain and take steps to suspend the crew member until the circumstances are clarified.

The centralised monitoring system is in place to manage the project, with all data from vessel systems accumulated on one server in real time. Accessible via the server, website and messenger, the information is safely stored in the system and can be exported for analysis and reporting.

The Company expects to roll out the system to all its vessels, fine tune monitoring parameters to streamline processes, and align regulations with effective procedures.

The solution helped establish high-tech transparent controls enhancing discipline and safety of marine operations.

¹ Medical treatment beyond first aid.