

## PERSONNEL ADAPTATION PROGRAMS

In accordance with the provision on adaptation, adaptation procedure shall be applied to every person admitted (transferred) to PJSC IDGC of Siberia. A mentor is appointed for a newly admitted/transferred employee; an adaptation program for a period of up to three months is formed; and an orientation program aimed at informing on Company activity is implemented. Adaptation programs are formed individually for a newly admitted/transferred employee. They mostly provide for mastering of operating procedures, methods and tools of immediate activity, familiarization with regulatory documents and the required reporting. In 2018, the adaptation program was applied to 1,280 employees with the appointment of 1,037 mentors.

### Personnel turnover coefficient<sup>1</sup>

Employees	2016	2017	2018	Average value for 3 years
Actual value	9.7	6.0	4.1	6.6
<b>Turnover distribution by regions</b>				
Altay Region (Altayenergo)	10.1	8.4	2.5	7
Republic of Altay (Gorno-Altayskiye Power Grids)	14.3	10.2	5.1	9.9
Republic of Buryatia (Buryatenergo)	10.8	5.6	5.8	7.4
Krasnoyarsk Region (Krasnoyarskenergo and IA)	14.4	7.1	5.0	8.8
Kemerovo Region (Kuzbassenergo – Regional Electric Grids)	6.4	5.4	5.1	5.6
Omsk Region (Omskenergo)	3.7	2.6	3.6	3.3
Republic of Khakassia (Khakasenergo)	5.4	3.2	1.3	3.3
Zabaikalye Region (Chitaenergo)	10.2	5.5	4.5	20.2

The Company is an attractive employer, which is confirmed by a low level of personnel turnover. In 2018 the coefficient decreased by 1.9% as compared to 2017 and by 5.6% as compared to 2016. Personnel turnover is at the level typical of production enterprises (10-15%).

To keep personnel within the Company, reasons for employees' dismissal are monitored, based on the results of which activities on retention are designed: introduction of increments, an opportunity to receive specialized education at Company expense, involvement of personnel into social and sports life of the Company.

1. According to the methodology of 2017