

Appendix № 3.11
to the Annual Report of IDGC of Centre
for 2019

Additional information on new employee hires, employee turnover and the rate of employees who returned to work after parental leave ended

	2017	2018	2019	2019 as planned	2020 forecast	comments and factor analysis of the indicators
<i>Distribution of employees by education</i>						<i>Over the past three years, the level of education of employees did not change. More than 88% of employees have higher and secondary vocational education, which indicates a high professional potential and qualification level of the employees.</i>
Higher professional, incl. employees of the following categories:	12 082	12 185	11 829	11 829	11 829	<i>With a higher education: 2017 – 40% of employees, 2018 – 40%, 2019 – 40%</i>
<i>blue collar workers</i>	2 332	2 383	2 317	2 317	2 317	<i>In the category «blue collar workers» with a higher education: 2017 – 19%, 2018 – 20%, 2019 – 20%</i>
<i>specialists, clerks and technicians</i>	6 586	6 626	6 414	6 414	6 414	<i>In the category «specialists» with a higher education for three years – 54% of employees</i>
<i>executives</i>	3 164	3 176	3 098	3 098	3 098	<i>In the category «executives» with a higher education over the past three years – 26% of employees</i>
Two higher educations, incl. employees of the following categories:	1 158	1 226	1 224	1 224	1 224	<i>Over the past three years, the number of employees with 2 higher educations did not change</i>
<i>blue collar workers</i>	66	81	93	93	93	<i>In the category «blue collar workers» with two higher educations: 2017 – 6%, 2018 – 7%, 2019 – 8%</i>
<i>specialists, clerks and technicians</i>	711	752	740	740	740	<i>In the category «specialists» with two higher educations: 2017 – 61%, 2018 – 61%, 2019 – 60%</i>
<i>executives</i>	381	393	391	391	391	<i>In the category «executives» with two higher educations for three years – 33% of employees</i>
Academic degree	39	35	35	35	35	<i>34 employees have a scientific degree of candidate of sciences and 1 employee with a doctorate degree</i>
Secondary vocational education, primary vocational education, incl. employees of the following categories:	13 290	13 271	12 844	12 844	12 844	<i>With secondary vocational and primary vocational education: 2017 – 43% of employees, 2018 and 2019 – 44%</i>

<i>blue collar workers</i>	9 894	9 956	9 649	9 649	9 649	<i>In the category «blue collar workers» – 75%</i>
<i>specialists, clerks and technicians</i>	2 104	2 022	1 925	1 925	1 925	<i>In the category «specialists» with secondary vocational education, primary vocational education for three years – 15% of employees</i>
<i>executives</i>	1 292	1 293	1 270	1 270	1 270	<i>Secondary vocational education in the category «executives» with masters – 10%</i>
Secondary (complete) general education, basic general education (incomplete secondary)	3 862	3 769	3 581	3 581	3 581	<i>This type of education is with the category «blue collar workers»: 2017 – 13%, 2018-2019 – 12%</i>
TOTAL	30 431	30 486	29 513	29 513	29 513	<i>Analysis of the education shows that over the past three years, the level of the education of the employees did not change</i>

Total number and rates of new employee hires:

Total number of new employee hires during the reporting period 01.01.2019-31.12.2019	Total number of fulltime employees as at 31.12.2019	Distribution of new employee hires by age, %		Distribution of new employee hires by gender, %		Distribution of new employee hires by region, %	
2 394	29 513	under 25	43%	male	80%	Moscow	3%
Rate of new employee hires, %	8%	25-50	48%	female	20%	Belgorod	9%
		from 50 to retirement	7%			Bryansk	7%
		working retirees	2%			Voronezh	14%
						Ivanovo	1%
						Kostroma	8%

						Kursk	7%
						Lipetsk	4%
						Nizhny Novgorod	0,04%
						Orel	6%
						Smolensk	12%
						Tambov	7%
						Tver	10%
						Yaroslavl	11%

**From the total number of fulltime employees*

Employee turnover by age group, gender and region:

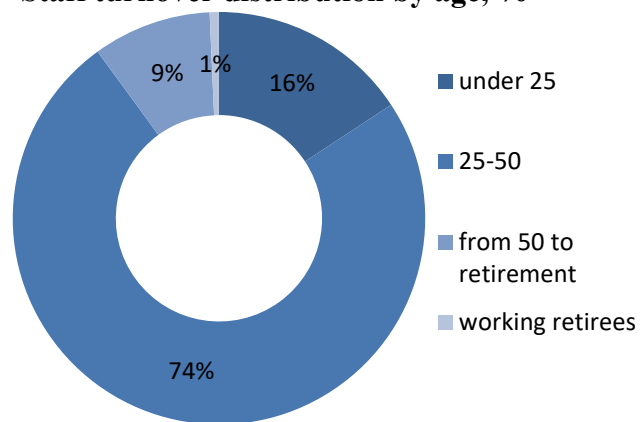
Employee turnover* for the period 01.01.2019- 31.12.2019	Average staff employed for the period 01.01.2019- 31.12.2019	Distribution of employee turnover by age, %.		Distribution of employee turnover by gender, %.		Distribution of employee turnover by region, %	
5.6%	29353	under 25	16%	male	81%	Moscow	3%
Number of dismissed** for the period 01.01.2019- 31.12.2019	1635	25-50	74%	female	19%	Belgorod	10%
		from 50 to retirement	9%			Bryansk	6%
		working retirees	1%			Voronezh	9%
						Kostroma	7%
						Kursk	8%
						Lipetsk	7%

						Orel	5%
						Smolensk	7%
						Tambov	6%
						Tver	20%
						Yaroslavl	12%

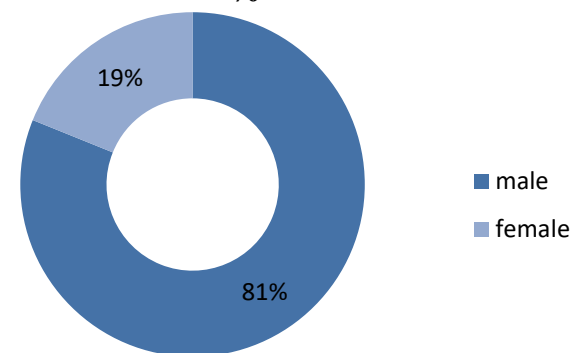
* Employee turnover* for the period 01.01.2019-31.12.2019 - Active turnover.

* The number of laid-off employees, taking into account external part-time workers - dismissed at their own request without good reason.

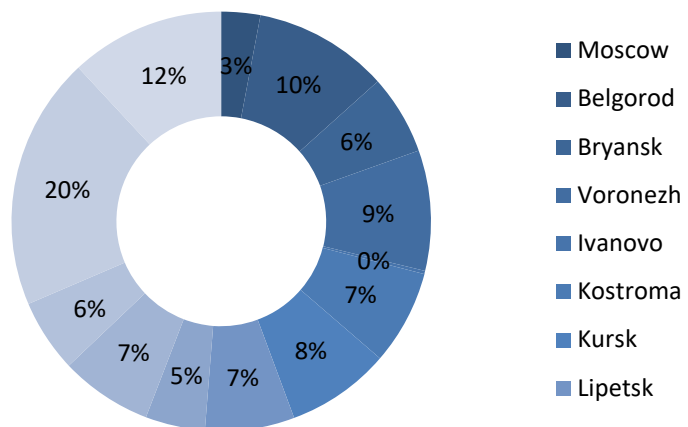
Staff turnover distribution by age, %



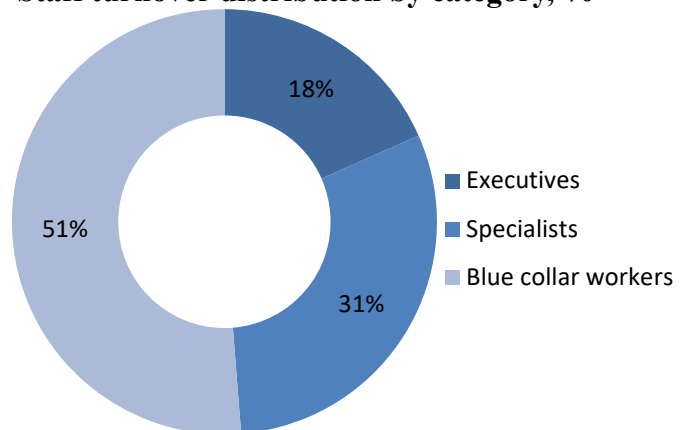
Staff turnover distribution by gender, %



Staff turnover distribution by region, %



Staff turnover distribution by category, %



Rate of employees who returned to work after parental leave ended and who were still employed twelve months after their return to work, by gender

Rate of employees who returned to work for the period 01.01.2019-31.12.2019	%, retention rate of employees who took parental leave		Average staff employed for the period 01.01.2019-31.12.2019	Rate of employees who returned to work after leave by gender	
83.3%	90.3%		29 353	male	85.7%
Number of employees who were entitled to parental leave for the period 01.01.2019-31.12.2019	Number of employees who took parental leave for the period 01.01.2019-31.12.2019		Number of employees who returned to work and who were still employed for the period 01.01.2019-31.12.2019	female	83.3%
male	female	male	female		
2994	872	24	747		

¹ Number of employees who returned to work after parental leave ended to the number of those who were to return.

² Number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work to the number of employees who returned to work after parental leave ended for the previous reporting period

In the reporting period, 3866 people were entitled to parental leave, 872 of them women and 2994 men.

At the end of 2019, 747 people, of the Company's headcount (2,5% of the number of working women, and 0,1% of the number of men) were on parental leave for a child up to three years. Among them: 96,9% are women and 3,1% are men.

For the Company, it is important that employees raising young children return to their workplaces. In the reporting year, 83% of specialists (from among those who should have returned) returned to work.