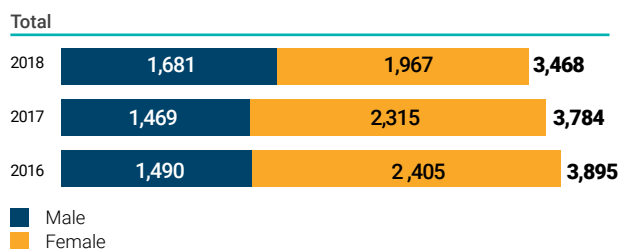
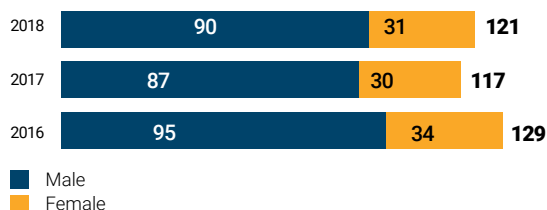


Human Resources

Staff Breakdown by Category, Total Headcount by the Year-End, people

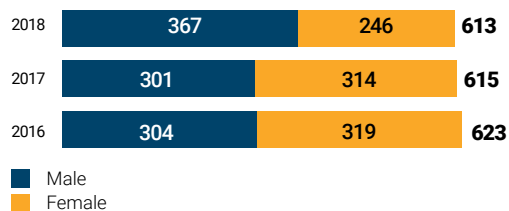


Top Executives

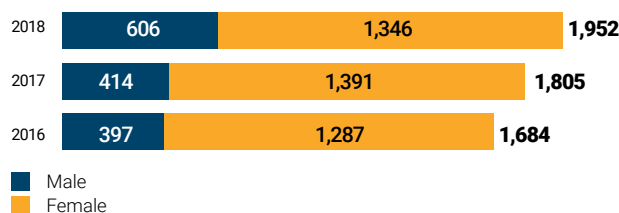


Staff Breakdown

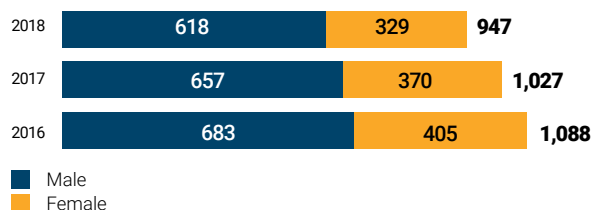
Managers



Skilled employees



Workers



Staff Breakdown by Age, Total Headcount by the Year-End, people

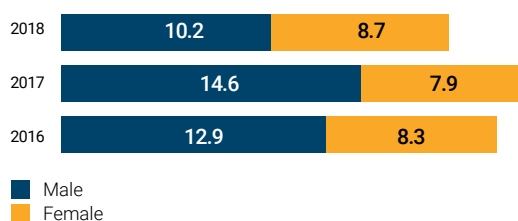
Item	2016	2017	2018	2018/2017 (%)
Total	3,895	3,784	3,648	96
Below 30 years (inclusive)	798	742	642	87
31–40 years	1,327	1,436	1,588	111
41–50 years	1,046	1,145	1,242	108
51–55 years	504	497	478	96
55+ years	220	407	535	131
Average age of employees	38.9	38.9	39.2	
Employed pensioners	251	197	186	94

Total Number of the New Staff Employed within the Reporting Period, %

Item	2016	2017	2018	2018/2017
Share of the staff employed within the reporting period (hired/on the staff)* (%)	10.10	10.50	9.40	89
Share of the employees hired in 2017 and remaining on the staff by the end of 2018*	95.10	91.20	80.70	88
New staff breakdown by age				
Below 30 years (inclusive)	20.70	23.40	21.90	94
31–40 years	8.00	8.80	10.70	122
41–50 years	4.30	5.60	4.30	77
51–55 years	4.30	0.90	1.30	144
55+ years	4.20	4.50	4.00	89

* The number of workers (by the end of the reporting period) hired in the previous year / total number of the employees hired in the previous year.

New Staff Breakdown by Gender, %



Staff Breakdown by Education, thousand people

Item	2016	2017	2018	2018/2017 (%)
Higher professional education, including employees of the following categories:	2,511	2,490	2,464	99
Workers	170	162	169	104
Skilled employees, office employees, and process owners	1,640	1,645	1,601	97
Managers	701	683	694	102
Two higher educations, including employees of the following categories:	178	180	181	101
Workers	3	3	6	200
Skilled employees, office employees, and process owners	98	98	98	100
Managers	77	79	77	97
Academic degree	22	21	15	71
Secondary vocational education, initial vocational education, including employees of the following categories:	588	590	541	92
Workers	276	287	258	90
Skilled employees, office employees, and process owners	270	263	251	95
Managers	42	40	32	80
Secondary (complete) general education, basic general education (incomplete secondary)	796	704	643	91
Total	3,895	3,784	3,648	96