

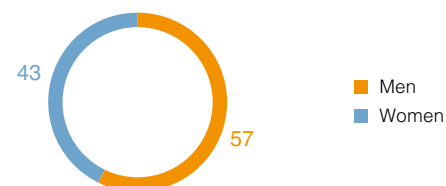
# ENERGY OF PEOPLE

DEVELOPMENT,  
ENGAGEMENT, SAFETY

## OUR TEAM

**48,500**  
people<sup>1</sup>

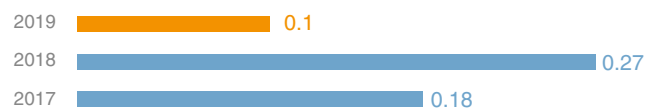
## Gender diversity, %



## Goals of HR Policy

- High labor productivity
- Retention of highly qualified specialists
- Continuous professional development of employees
- Development of corporate culture
- Bolstering staff engagement

## Injury rate



## Average hours of training per employee



## Labor productivity<sup>2</sup>, RUB mln/person



## 8 DECENT WORK AND ECONOMIC GROWTH



PROMOTE SUSTAINED, INCLUSIVE, AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT, AND DECENT WORK FOR ALL

## 4 QUALITY EDUCATION



ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

## 3 GOOD HEALTH AND WELL-BEING



ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

<sup>1</sup> Average staff numbers taking into account jointly controlled companies (including JSC Ekibastuzskaya TPP-2).

<sup>2</sup> EBITDA per average number of employees (according to the perimeter used for the Group's business planning).