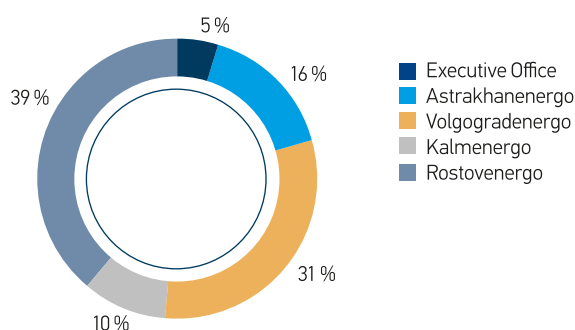


In 2018, IDGC of the South's average headcount was 13,599 employees, up 0.1% year-on-year. This insignificant increase in the average headcount was caused by the recruiting of production personnel at the RPGs.

Dynamics of the Company's average headcount from 2016 to 2018, persons



Average headcount by branch in 2018, %



The staffing level of IDGC of the South has been consistent for the last three years and maintained at a quite high level — not lower than 97%.

The average age of employees in 2018 remained at the level of 2017 and was 43. Staff turnover in 2018 stood at 4.2%. For the last three years, there is a decrease in the share of employees aged 50 years and older (-1.1 p.p.), while the share of employees aged between 25 and 50 years is increasing (+1.4 p.p.).

Employees of IDGC of the South are characterised by a fairly high level of qualification: 88% of employees have a professional education. This figure went up 5.9 p.p. over the last three years.