

In 2014, the Company's Board of Directors approved the Personnel and Social Policy formulated with the aim of employing personnel sufficient to achieve the current and long-range goals of electric grid companies, including the goals contained in the Strategy for Development of the Electric Grid Sector of the Russian Federation. This is the policy document establishing electric grid companies' priorities and defining the areas of their activities in human resource management, human resource development, and social management. The provisions of the Policy form the basis for the personnel policies of subsidiaries.

Goals of the Personnel and Social Policy:

- plan personnel requirements by ensuring the availability of reliable information about the current and forecasted quantitative and qualitative workforce requirements, provided that such information is necessary and sufficient for electric grid companies to accomplish their goals;
- provide electric grid companies in a timely manner with required personnel having necessary qualifications;
- ensure electric grid companies' high personnel efficiency and their workforce productivity growth.

Principles of pursuing the Personnel and Social Policy:

- introducing unified approaches to human resource management into electric grid companies with due consideration to the regional particularities of their operations;
- conforming to Russian and foreign best practices and standards in personnel management;
- establishing a unified approach to personnel management to enable electric grid companies to adapt quickly and effectively to corporate and external changes;
- creating a uniform personnel environment, employing uniform techniques, and using common information resources to improve personnel management efficiency and ensure cost reduction;
- providing employees with equal opportunities and preventing discrimination for any reason;
- creating the conditions for their maximal career development and investing in personnel development;
- creating the conditions where professionalism, effectiveness, motivation for professional growth, and the sharing of corporate values are the necessary requirements and only guarantee for career development;
- helping the ROSSETI Group to acquire a reputation as a socially responsible and preferable employer.