

Plans for reduction of the time period	Purpose	
Project	Days	% of the basis status
Optimization of the process of preparation for the beginning of dispatch of the MCC embedded parts from the manufacturing plant	16	53
Optimization of the process of the foundation slab concreting of Akkuyu NPP Unit 1 reactor building	<i>In process of implementation</i>	
Kudankulam NPP		
Optimization of the process of dispatching of the generator for Unit 3 turbine for Kudankulam NPP	0	Fulfilled in the time of basic status
Reduction of time of the process for agreement of the quality plans based on the example of Kudankulam NPP	<i>In process of implementation</i>	
Tianwan NPP		
Ensuring the timely physical start-up of Tianwan NPP Unit 4	36	27

Appendix 13. Additional information to chapter “Human Capital”

Table 13.1 - Number of employees dynamics, persons

Name of the company	2015 fact	2016 fact	2017 fact	2018 planned	2018 fact	(2018-2017)/2017, %
JSC ASE	749	504	637	968	1 524	139%
JSC ASE EC	4 057	4 349	4 635	5 068	4 741	2%
JSC “Atomenergoproekt”	2 806	2 409	2 497	2 522	2 508	0%
JSC ATOMPROEKT	3 150	2 086	2 292	2 333	2 498	9%
JSC “NIKIMT-Atomstroy”	2 058	1 708	2 163	2 053	3 640	68%
PJSC ESM	2 726	1 964	2 412	2 076	2 820	17%
TREST ROSSEM LTD.	2 209	1 542	2 031	3 253	5 823	187%
Total for Engineering Division	17 755	14 562	16 667	18 273	23 554	41%

* Number of employees means the aggregate value of the payroll staff (taking into account those on maternity leave), external part-timers and employees on civil law contract as of the end of the year.

Table 13.2 Total manpower - the breakdown by gender, age and employees categories

Company name	Employees categories	Total number of personnel*											
		2018											
		TOTAL:		Share of employees under 35 y.o.	Under 35 y.o.			36-50 y.o.			Over 50 y.o.		
		plan	fact		m	f	total	m	f	total	m	f	total
JSC ASE	Executives	154	241	11.6%	15	13	28	62	37	99	97	17	114
	Specialists	779	1,230	36.3%	227	220	447	192	261	453	157	173	330
	Other office staff	7	11	0.0%	0	0	0	0	5	5	0	6	6
	Workers	25	40	22.5%	8	1	9	9	2	11	17	3	20
	other**	3	2	50.0%	0	1	1	1	0	1	0	0	0
	Total	968	1,524	31.8%	250	235	485	264	305	569	271	199	470
JSC ASE EC	Executives	670	647	14.8%	72	24	96	231	99	330	153	68	221
	Specialists	4,104	3,792	48.4%	968	867	1,835	651	739	1,390	267	300	567
	Other office staff	31	37	18.9%	1	6	7	0	17	17	1	12	13
	Workers	259	263	18.6%	41	8	49	99	14	113	90	11	101
	other	4	2	50.0%	1	0	1	0	0	0	0	1	1
	Total	5,068	4,741	41.9%	1,083	905	1,988	981	869	1,850	511	392	903
JSC "Atomenergoproekt"	Executives	300	299	14.0%	36	6	42	101	43	144	76	37	113
	Specialists	2,014	2,011	41.9%	445	398	843	286	362	648	193	327	520
	Other office staff	24	22	27.3%	0	6	6	0	6	6	1	9	10
	Workers	176	176	19.3%	26	8	34	53	24	77	56	9	65
	other	8	0	0.0%	0	0	0	0	0	0	0	0	0
	Total	2,522	2,508	36.9%	507	418	925	440	435	875	326	382	708
JSC ATOMPPOEKT	Executives	274	274	16.8%	39	7	46	82	62	144	46	38	84
	Specialists	1,952	2,117	52.8%	558	559	1,117	241	355	596	155	249	404
	Other office	15	15	13.3%	0	2	2	0	4	4	0	9	9

Company name	Employees categories	Total number of personnel*											
		2018											
		TOTAL:		Share of employees under 35 y.o.	Under 35 y.o.			36-50 y.o.			Over 50 y.o.		
		plan	fact		m	f	total	m	f	total	m	f	total
	staff												
	Workers	92	92	19.6%	11	7	18	20	8	28	30	16	46
	Other***	0	0	0.0%	0	0	0	0	0	0	0	0	0
	Total	2,333	2,498	47.4%	608	575	1,183	343	429	772	231	312	543
JSC "NIKIMT-Atomstroy"	Executives	159	286	33.6%	83	13	96	68	25	93	80	17	97
	Specialists	360	656	49.1%	155	167	322	84	76	160	78	96	174
	Other office staff	10	18	72.2%	2	11	13	1	2	3	1	1	2
	Workers	1,487	2,670	39.2%	1,002	45	1,047	910	107	1,017	523	83	606
	other	38	10	40.0%	3	1	4	0	1	1	3	2	5
	Total	2,053	3,640	40.7%	1,245	237	1,482	1,063	211	1,274	685	199	884
PJSC ESM	Executives	162	250	43.6%	96	13	109	71	21	92	36	13	49
	Specialists	196	332	59.0%	80	116	196	37	65	102	9	25	34
	Other office staff	2	3	33.3%	0	1	1	0	2	2	0	0	0
	Workers	1,716	2,220	40.5%	832	68	900	799	54	853	421	46	467
	other		15	40.0%	4	2	6	5	1	6	2	1	3
	Total	2,076	2,820	43.0%	1,012	200	1,212	912	143	1,055	468	85	553
TREST ROSSEM LTD.	Executives	174	313	46.6%	131	15	146	89	20	109	46	12	58
	Specialists	236	424	59.9%	111	143	254	52	64	116	19	35	54
	Other office staff	7	11	72.7%	0	8	8	0	3	3	0	0	0
	Workers	2,830	5,065	52.7%	2 633	35	2,668	1,782	36	1,818	548	31	579
	other	6	10	20.0%	1	1	2	2	1	3	4	1	5
	Total	3,253	5,823	52.9%	2,876	202	3,078	1,925	124	2,049	617	79	696

Company name	Employees categories	Total number of personnel*											
		2018											
		TOTAL:		Share of employees under 35 y.o.	Under 35 y.o.			36-50 y.o.			Over 50 y.o.		
		plan	fact		m	f	total	m	f	total	m	f	total
Total for Engineering Division	Executives	1,893	2,310	24,4%	472	91	563	704	307	1,011	534	202	736
	Specialists	9,641	10,562	47.5%	2,544	2,470	5,014	1,543	1,922	3,465	878	1,205	2,083
	Other office staff	96	117	31.6%	3	34	37	1	39	40	3	37	40
	Workers	6,585	10,526	44.9%	4,553	172	4,725	3,672	245	3,917	1,685	199	1,884
	other	59	39	35.9%	9	5	14	8	3	11	9	5	14
	Total	18,273	23,554	44.0%	7,581	2,772	10,353	5,928	2,516	8,444	3,109	1,648	4,757

* Total manpower means the aggregate value of the payroll staff, external part-timers and employees under civil law contract as of the end of the year.

**“Other” category refers to the employees recruited on the basis of civil law contracts.

Table 13.3 - The total manpower with breakdown by the type of employment (full-time/part-time), employment contract (Temporary/Permanent), regular/non-regular (including male-female detailing) (GRI 102-8)

Company name	Employees categories	Total number of personnel*													
		2018													
		TOTAL:		Type of employment**				Employment contract**				Regular employees (staff members)		Non-regular employees (under civil contract)	
				full-time		part-time		Temporary		Permanent					
plan	fact	m	f	m	f	m	f	m	f	m	f	m	f		
JSC ASE (Nizhny Novgorod)	Executives	154	241	157	60	17	7	93	14	81	53	174	67	0	0
	Specialists	779	1 230	557	630	19	24	285	181	291	473	576	654	0	0
	Other office staff	7	11	0	11	0	0	0	0	0	11	0	11	0	0
	Workers	25	40	33	6	1	0	2	0	32	6	34	6	0	0
	other***	3	2	0	0	0	0	0	0	0	0	0	0	1	1
	Total	968	1,524	747	707	37	31	380	195	404	543	784	738	1	1
JSC ASE EC (Nizhny Novgorod)	Executives	670	647	433	185	23	6	53	24	403	167	456	191	0	0
	Specialists	4,104	3,792	1,818	1,854	68	52	406	393	1,480	1,513	1,886	1,906	0	0
	Other office staff	31	37	2	29	0	6	1	20	1	15	2	35	0	0
	Workers	259	263	218	32	12	1	95	17	135	16	230	33	0	0
	other***	4	2	0	0	0	0	0	0	0	0	0	0	1	1
	Total	5,068	4,741	2,471	2,100	103	65	555	454	2,019	1,711	2,574	2,165	1	1
JSC "Atomenergoproekt" (Moscow)	Executives	300	299	198	76	15	10	3	1	210	85	213	86	0	0
	Specialists	2,014	2,011	838	920	86	167	84	121	840	966	924	1,087	0	0
	Other office staff	24	22	1	20	0	1	1	1	0	20	1	21	0	0
	Workers	176	176	134	41	1	0	7	1	128	40	135	41	0	0
	other***	8	0	0	0	0	0	0	0	0	0	0	0	0	0

Company name	Employees categories	Total number of personnel*													
		2018													
		TOTAL:		Type of employment**				Employment contract**				Regular employees (staff members)		Non-regular employees (under civil contract)	
				full-time		part-time		Temporary		Permanent					
plan	fact	m	f	m	f	m	f	m	f	m	f	m	f		
	Total	2,522	2,508	1,171	1,057	102	178	95	124	1,178	1,111	1,273	1,235	0	0
JSC ATOMPROEKT Saint-Petersburg	Executives	274	274	154	98	13	9	7	10	160	97	167	107	0	0
	Specialists	1,952	2,117	892	1061	62	102	103	175	851	988	954	1,163	0	0
	Other office staff	15	15	0	10	0	5	0	6	0	9	0	15	0	0
	Workers	92	92	61	31	0	0	1	5	60	26	61	31	0	0
	other***	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	2,333	2,498	1,107	1,200	75	116	111	196	1,071	1,120	1,182	1,316	0	0
JSC "NIKIMT-Atomstroy" (Moscow)	Executives	159	286	226	53	5	2	18	5	213	50	231	55	0	0
	Specialists	360	656	298	312	19	27	59	42	258	297	317	339	0	0
	Other office staff	10	18	4	13	0	1	0	0	4	14	4	14	0	0
	Workers	1,487	2,670	2,412	233	23	2	955	86	1,480	149	2,435	235	0	0
	other***	38	10	0	0	0	0	0	0	0	0	0	0	6	4
	Total	2,053	3,640	2,940	611	47	32	1,032	133	1,955	510	2,987	643	6	4
PJSC ESM (Moscow)	Executives	162	250	199	46	4	1	22	5	181	42	203	47	0	0
	Specialists	196	332	124	200	2	6	17	25	109	181	126	206	0	0
	Other office staff	2	3	0	3	0	0	0	1	0	2	0	3	0	0
	Workers	1,716	2,220	2,039	165	13	3	403	32	1,649	136	2,052	168	0	0
	other***	0	15	0	0	0	0	0	0	0	0	0	0	11	4
	Total	2,076	2,820	2,362	414	19	10	442	63	1,939	361	2,381	424	11	4
TREST ROSSEM LTD. (Nizhny Novgorod)	Executives	174	313	264	47	2	0	212	32	54	15	266	47	0	0

Company name	Employees categories	Total number of personnel*													
		2018													
		TOTAL:		Type of employment**				Employment contract**				Regular employees (staff members)		Non-regular employees (under civil contract)	
				full-time		part-time		Temporary		Permanent					
plan	fact	m	f	m	f	m	f	m	f	m	f	m	f		
	Specialists	236	424	181	240	1	2	145	181	37	61	182	242	0	0
	Other office staff	7	11	0	11	0	0	0	7	0	4	0	11	0	0
	Workers	2,830	5,065	4,957	96	0	0	4,339	61	618	35	4,957	96	10	2
	other***	6	10											7	3
	Total	3,253	5,823	5,402	394	3	2	4,696	281	709	115	5,405	396	17	5
Total for Engineering Division	Executives	1,893	2,310	1,631	565	79	35	408	91	1,302	509	1,710	600	0	0
	Specialists	9,641	10,562	4,708	5,217	257	380	1,099	1,118	3,866	4,479	4,965	5,597	0	0
	Other office staff	96	117	7	97	0	13	2	35	5	75	7	110	0	0
	Workers	6,585	10,526	9,854	604	50	6	5,802	202	4,102	408	9,904	610	10	2
	other***	59	39	0	0	0	0	0	0	0	0	0	0	26	13
	Total	18,273	23,554	16,200	6,483	386	434	7,311	1,446	9,275	5,471	16,586	6,917	36	15

* Total manpower means the aggregate value of the payroll staff (taking into account those on maternity leave), external part-timers and employees under civil law contract as of the end of the year.

** without employees under civil contracts.

*** category "other" includes employees under civil contracts.

Table 13.4 - Share of new employees in the breakdown by the age group, gender and region

Company name	Employees categories	The share of newly recruited employees from the general manpower within the reporting period %									
		2018									
		TOTAL:	Under 35 y.o.			36-50 y.o.			Over 50 y.o.		
			m	f	total	m	f	total	m	f	total
JSC ASE EC (Nizhny Novgorod),	Executives	13.0%	20.6%	27.9%	22.0%	17.0%	12.5%	15.6%	9.7%	1.2%	6.9%
	Specialists	24.2%	36.4%	32.4%	34.7%	22.5%	17.0%	19.7%	10.5%	6.1%	8.1%
	Office workers	13.7%	0.0%	66.7%	60.0%	0.0%	6.5%	6.1%	0.0%	0.0%	0.0%
	Workers	59.5%	121.6%	23.3%	102.3%	54.1%	54.5%	54.2%	44.4%	29.3%	42.3%
	Total	25.1%	40.0%	32.4%	36.9%	25.2%	17.1%	21.5%	16.6%	5.9%	11.9%
JSC "Atomenergoproekt" (Moscow)	Executives	2.9%	3.4%	0.0%	2.8%	7.6%	0.0%	5.4%	0.0%	0.0%	0.0%
	Specialists	15.8%	27.4%	33.6%	29.8%	10.1%	11.0%	10.5%	6.7%	2.8%	4.2%
	Office workers	14.8%	0.0%	50.2%	42.3%	-	0.0%	0.0%	400.0%	0.0%	10.8%
	Workers	8.8%	29.1%	68.6%	38.3%	1.8%	13.5%	5.2%	0.0%	0.0%	0.0%
	Total	13.6%	25.8%	34.1%	28.9%	8.5%	9.8%	9.1%	4.1%	2.4%	3.2%
JSC ASE (Nizhny Novgorod)	Executives	34.7%	91.0%	29.1%	63.9%	46.1%	31.3%	41.0%	26.6%	15.8%	25.2%
	Specialists	50.6%	92.3%	64.0%	79.2%	65.3%	36.8%	49.4%	23.4%	21.4%	22.4%
	Office workers	0.0%	-	-	-	-	0.0%	0.0%	-	0.0%	0.0%
	Workers	10.2%	12.2%	0.0%	11.2%	18.7%	0.0%	16.1%	6.3%	0.0%	5.6%
	Total	46.2%	88.3%	61.9%	76.4%	58.5%	35.1%	46.4%	23.4%	20.1%	22.1%
JSC ATOMPROEKT (Saint Petersburg).	Executives	1.7%	0.0%	0.0%	0.0%	2.8%	1.8%	2.4%	2.5%	0.0%	1.4%
	Specialists	22.1%	33.0%	33.3%	33.1%	15.5%	9.9%	12.4%	10.0%	2.6%	5.7%
	Office workers	8.8%	-	0.0%	0.0%	-	0.0%	0.0%	-	14.6%	14.6%
	Workers	6.9%	0.0%	0.0%	0.0%	10.5%	39.5%	18.8%	0.0%	6.6%	2.3%
	Total	19.0%	30.1%	32.3%	31.1%	12.3%	9.2%	10.6%	7.2%	2.8%	4.8%
JSC "NIKIMT-	Executives	36.1%	46.4%	27.3%	43.8%	52.4%	11.1%	43.2%	27.6%	5.6%	23.4%

Company name	Employees categories	The share of newly recruited employees from the general manpower within the reporting period %									
		2018									
		TOTAL:	Under 35 y.o.			36-50 y.o.			Over 50 y.o.		
			m	f	total	m	f	total	m	f	total
Atomstroy” (Moscow)	Specialists	46.9%	75.2%	54.8%	65.4%	70.5%	43.9%	56.7%	21.3%	7.4%	13.5%
	Office workers	120.0%	200.0%	114.3%	125.0%	-	100.0%	200.0%	0.0%	-	0.0%
	Workers	123.8%	173.8%	171.4%	173.7%	122.4%	115.8%	121.7%	65.4%	49.4%	62.9%
	Total	99.7%	147.8%	75.8%	135.8%	112.3%	74.5%	105.6%	54.6%	24.2%	47.1%
PJSC ESM (Moscow)	Executives	37.1%	47.0%	15.7%	41.5%	38.6%	43.5%	39.5%	20.5%	36.1%	23.2%
	Specialists	49.7%	58.8%	57.5%	58.0%	51.7%	43.6%	46.8%	16.7%	16.5%	16.6%
	Office workers	33.3%	-	0.0%	0.0%	-	100.0%	100.0%	-	0.0%	0.0%
	Workers	74.4%	90.2%	74.9%	89.3%	74.6%	64.6%	74.0%	44.3%	78.5%	46.4%
	Total	69.1%	84.9%	58.5%	81.3%	71.4%	53.5%	69.4%	42.0%	51.6%	42.9%
TREST ROSSEM LTD. (Nizhny Novgorod)	Executives	25.1%	9.8%	161.0%	19.6%	20.5%	38.7%	23.8%	38.2%	52.1%	41.7%
	Specialists	60.2%	49.4%	34.1%	40.9%	86.8%	56.0%	70.5%	224.8%	62.2%	109.3%
	Office workers	171.1%	0.0%	221.2%	168.4%	-	63.1%	94.6%	-	1034.5%	1034.5%
	Workers	75.6%	71.2%	237.9%	73.2%	74.7%	72.1%	74.7%	89.4%	66.2%	87.9%
	Total	71.4%	66.8%	73.8%	67.3%	72.2%	57.2%	71.2%	89.5%	66.8%	86.4%
Total Share of new employees	Executives	19.3%	27.7%	30.7%	28.2%	22.4%	14.0%	19.9%	15.6%	6.0%	12.9%
	Specialists	28.2%	41.2%	38.0%	39.8%	28.5%	20.4%	24.2%	15.7%	8.0%	11.3%
	Office workers	34.3%	64.1%	87.3%	84.4%	240.0%	14.3%	19.6%	44.4%	12.0%	14.0%
	Workers	82.9%	98.6%	105.5%	98.9%	81.3%	76.6%	81.0%	58.2%	47.5%	57.1%
	Total	50.6%	71.4%	42.8%	63.9%	60.0%	25.0%	50.0%	37.9%	12.4%	28.9%

Table 13.5 - Personnel turnover - the breakdown by age, gender and region*

Company name	Age groups	Personnel turnover factor %								
		2016			2017			2018		
		m	f	total	m	f	total	m	f	total
JSC ASE (Nizhny Novgorod)	Total	6.1%	6.8%	6.3%	9.0%	3.8%	7.1%	10.2%	9.7%	10.0%
	Up to 35 y.o.	4.3%	17.6%	10.0%	28.6%	8.7%	18.2%	12.0%	13.2%	12.6%
	36 – 50 y.o.	6.8%	6.2%	6.5%	7.6%	4.5%	6.3%	14.0%	11.3%	12.6%
	Over 50 y.o.	5.7%	4.3%	5.4%	7.7%	0.0%	5.9%	5.6%	4.0%	5.0%
JSC ASE EC (Nizhny Novgorod),	Total	6.5%	5.4%	6.0%	6.9%	5.9%	6.5%	7.9%	6.5%	7.3%
	Up to 35 y.o.	13.2%	14.5%	13.8%	17.5%	19.5%	18.3%	9.3%	9.7%	9.4%
	36 – 50 y.o.	3.5%	2.8%	3.2%	4.3%	3.5%	4.0%	7.3%	6.3%	6.8%
	Over 50 y.o.	8.1%	4.7%	6.5%	5.9%	2.9%	4.5%	6.4%	2.3%	4.6%
JSC “Atomenergoproekt”(Moscow),	Total	6.8%	9.5%	8.1%	4.4%	4.6%	4.5%	5.9%	5.5%	5.7%
	Up to 35 y.o.	9.0%	11.4%	9.9%	6.2%	8.8%	7.1%	9.5%	9.7%	9.5%
	36 – 50 y.o.	3.5%	4.8%	4.1%	4.7%	3.3%	4.0%	3.3%	4.8%	4.0%
	Over 50 y.o.	7.4%	12.1%	10.0%	2.0%	3.0%	2.5%	4.2%	3.2%	3.7%
JSC ATOMPROEKT (Saint-Petersburg).	Total	2.2%	1.6%	1.8%	4.1%	5.8%	5.1%	3.6%	5.0%	4.3%
	Up to 35 y.o.	2.3%	0.9%	1.6%	4.0%	6.1%	5.0%	4.5%	6.6%	5.4%
	36 – 50 y.o.	2.9%	1.9%	2.3%	6.7%	6.7%	6.7%	2.6%	3.6%	3.1%
	Over 50 y.o.	1.1%	2.1%	1.7%	2.2%	4.8%	3.7%	2.9%	4.1%	3.5%
TREST ROSSEM LTD. (Nizhny Novgorod)	Total	15.6%	16.1%	15.6%	10.8%	15.1%	11.3%	12.9%	17.3%	13.2%
	Up to 35 y.o.	13.8%	11.8%	13.7%	12.1%	21.4%	13.0%	18.8%	18.5%	18.8%
	36 – 50 y.o.	14.8%	12.1%	14.6%	11.0%	18.8%	11.6%	8.0%	15.7%	8.4%
	Over 50 y.o.	20.8%	25.5%	21.4%	8.6%	5.5%	8.1%	11.6%	17.9%	12.5%
JSC “NIKIMT-Atomstroy” (Moscow)	Total	49.1%	20.8%	41.3%	25.3%	6.9%	21.1%	19.8%	10.2%	17.9%
	Up to 35 y.o.	67.3%	29.1%	55.8%	34.6%	11.9%	30.0%	25.1%	7.5%	22.2%
	36 – 50 y.o.	63.4%	21.0%	52.6%	26.8%	7.8%	23.1%	20.6%	14.9%	19.6%
	Over 50 y.o.	21.3%	14.7%	19.5%	13.6%	2.8%	10.5%	11.3%	8.5%	10.6%

Company name	Age groups	Personnel turnover factor %								
		2016			2017			2018		
		m	f	total	m	f	total	m	f	total
PJSC ESM (Moscow)	Total	29.4%	14.8%	26.8%	46.0%	35.5%	44.5%	55.7%	30.5%	52.7%
	Up to 35 y.o.	21.2%	10.2%	18.8%	61.6%	45.7%	59.3%	65.9%	36.7%	61.9%
	36 – 50 y.o.	44.3%	35.7%	43.3%	41.3%	28.7%	39.5%	53.6%	27.4%	50.6%
	Over 50 y.o.	24.9%	10.1%	22.3%	35.5%	35.2%	35.4%	39.2%	18.9%	37.2%
TOTAL Personnel turnover factor	Total	18.0%	8.0%	14.5%	17.4%	7.7%	14.0%	19.7%	8.7%	16.5%
	Up to 35 y.o.	18.7%	10.5%	16.0%	24.7%	13.6%	21.1%	24.9%	11.8%	21.4%
	36 – 50 y.o.	19.9%	6.0%	15.0%	15.7%	6.2%	12.4%	17.6%	8.5%	15.0%
	Over 50 y.o.	14.1%	8.3%	11.9%	12.1%	4.8%	9.3%	13.8%	5.0%	10.7%

*The reasons of turnover include resignations due to employees' dissatisfaction with the job or dismissals if the company is not satisfied with personnel's performance (voluntary resignation, dismissals due to absenteeism, violations of safety rules, absence for reasons not caused by production or state needs);

Table 13.6 Payroll budget and social payments, mln. RUR

Company name	2016 fact	2017 fact	2018 planned	2018 fact	(2018-2017)/2017, %
JSC ASE	827.4	850.0	1,502.5	1,789.6	110.5%
Payroll budget including	824.6	840.4	1,482.5	1,740.0	107.0%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	468.6	504.8	914.6	1,141.6	126.2%
Stimulating payments and incentives	292.7	126.2	245.8	248.6	97.0%
Compensation payments related to the terms of work and labor	24.1	8.9	12.8	24.7	178.8%
Bonuses and one-time incentive payments	11.2	182.3	298.4	304.9	67.2%
Other payments from the payroll budget	26.5	7.3	9.5	19.7	169.6%
Payments to persons who are not the company's employees but who participate in its activities	1.4	11.0	1.4	0.6	-94.3%
Other forms of personnel support including	2.8	9.6	20.0	49.5	416.8%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation	0.4	0.4	0.8	1.1	184.1%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	2.4	2.5	4.8	3.0	22.1%
Other social expenditures	0.1	6.7	14.4	45.4	575.3%
JSC ASE EC	5,711.0	6,315.0	7,772.0	7,274.7	15.2%
Payroll budget including	5,515.9	6,089.6	7,637.1	7,179.9	17.9%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	3,261.1	3,635.5	4,645.5	4,378.8	20.4%
Stimulating payments and incentives	745.8	522.0	680.4	620.8	18.9%
Compensation payments related to the terms of work and labor	12.4	102.9	14.8	85.4	-17.0%
Bonuses and one-time incentive payments	1,432.4	1,707.6	2,207.0	2,030.9	18.9%
Other payments from the payroll budget	63.0	67.2	87.2	61.9	-7.9%
Payments to persons who are not the company's employees but who participate in its activities	1.3	54.3	2.0	2.1	-96.1%
Other forms of personnel support including	195.1	225.4	135.0	94.8	-57.9%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation	13.6	9.0	10.7	9.2	2.6%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	24.1	24.3	30.8	25.4	4.7%
Other social expenditures	157.4	192.2	93.5	60.2	-68.7%
JSC "Atomenergoproekt"	3,870.8	3,500.0	3,735.6	3,556.4	1.6%
Payroll budget including	3,746.0	3,477.7	3,715.3	3,537.1	1.7%

Company name	2016 fact	2017 fact	2018 planned	2018 fact	(2018-2017)/2017, %
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked hours	2,017.8	2,002.2	2,184.2	2,008.3	0.3%
Stimulating payments and incentives	499.2	438.8	467.2	391.9	-10.7%
Compensation payments related to the terms of work and labor	11.3	82.9	71.7	85.9	3.6%
Bonuses and one-time incentive payments	1,168.7	887.4	961.7	972.2	9.6%
Other payments from the payroll budget	43.3	23.3	25.5	38.2	63.7%
Payments to persons who are not company's employees but who participate in its activities	5.8	43.2	5.0	40.7	-5.9%
Other forms of personnel support including	124.8	22.3	20.2	19.3	-13.6%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation	5.7	0.0	0.0	0.0	0.0%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	20.3	10.2	10.5	10.5	2.4%
Other social expenditures	98.8	12.1	9.7	8.8	-27.1%
JSC ATOMPROEKT	3,462.1	2,811.0	3,622.2	3,253.7	15.7%
Payroll budget including	3,346.2	2,797.0	3,607.5	3,238.3	15.8%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	1,295.0	1,636.0	1,997.0	1,778.2	8.7%
Stimulating payments and incentives	324.7	289.0	360.9	286.8	-0.8%
Compensation payments related to the terms of work and labor	211.9	93.0	93.5	132.3	42.2%
Bonuses and one-time incentive payments	1,197.5	699.7	1,135.5	1,009.5	44.3%
Other payments from the payroll budget	316.3	25.6	17.1	31.5	23.4%
Payments to persons who are not company's employees but who participate in its activities	0.7	53.7	3.5	0.0	-100.0%
Other forms of personnel support including	115.9	14.0	14.7	15.4	10.0%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation	8.9	2.81	3.0	3.0	7.5%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	19.1	4.89	5.1	6.1	25.4%
Other social expenditures	87.9	6.30	6.6	6.2	-0.9%
JSC "NIKIMT-Atomstroy"	1,333.9	1,422.9	1,657.8	2,135.0	50.0%
Payroll budget including	1,327.6	1,395.6	1,644.9	2,121.0	52.0%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	717.9	646.6	903.9	1,158.2	79.1%
Stimulating payments and incentives	47.6	48.0	48.0	61.5	28.1%
Compensation payments related to the terms of work and labor	76.5	75.3	16.7	21.4	-71.6%
Bonuses and one-time incentive payments	410.2	526.1	620.9	795.6	51.2%
Other payments from the payroll budget	60.2	39.8	31.5	40.3	1.2%

Company name	2016 fact	2017 fact	2018 planned	2018 fact	(2018-2017)/2017, %
Payments to persons who are not company's employees but who participate in its activities	15.3	59.8	23.9	44.0	-26.4%
Other forms of personnel support including	6.3	27.3	12.8	14.0	-48.8%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation	0.2	0.0	0.5	0.0	0.0%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	1.8	1.3	1.2	1.1	-16.9%
Other social expenditures	4.2	26.0	11.1	12.9	-50.4%
PJSC ESM	1,090.4	1,241.8	1,342.6	1,896.6	52.7%
Payroll budget including	1,085.7	1,240.8	1,338.1	1,895.6	52.8%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	688.6	767.1	826.1	1,078.4	40.6%
Stimulating payments and incentives	70.2	5.0	11.6	19.2	280.2%
Compensation payments related to the terms of work and labor	9.6	17.4	14.1	23.5	35.2%
Bonuses and one-time incentive payments	259.1	420.5	452.9	741.3	76.3%
Other payments from the payroll budget	50.5	17.7	19.0	19.0	7.4%
Payments to persons who are not company's employees but who participate in its activities	7.8	13.1	14.5	14.2	8.5%
Other forms of personnel support including	4.7	1.0	4.5	1.0	0.0%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation				0.0	0.0%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	3.9	0.9	4.3	0.9	-0.9%
Other social expenditures	0.8	0.1	0.2	0.1	7.3%
TREST ROSSEM LTD.	1,152.4	975.1	2,093.4	2,454.9	151.8%
Payroll budget including	1,150.8	967.9	2,088.8	2,453.5	153.5%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	754.5	449.5	970.8	1,208.0	168.7%
Stimulating payments and incentives	40.3	20.5	44.3	31.4	52.8%
Compensation payments related to the terms of work and labor	27.0	29.0	62.6	11.4	-60.6%
Bonuses and one-time incentive payments	222.4	416.1	898.7	1,037.4	149.3%
Other payments from the payroll budget	102.4	50.6	109.4	157.4	210.8%
Payments to persons who are not organization's employees but who participate in the organization's activities	4.2	2.1	3.0	7.9	277.3%
Other forms of personnel support including	1.6	7.2	4.6	1.4	-80.6%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation		0.0			0.0%

Company name	2016 fact	2017 fact	2018 planned	2018 fact	(2018-2017)/2017, %
Financial aid provided to individuals for family reasons, for medication, birth, funerals	0.9	0.4	1.5	0.7	89.7%
Other social expenditures	0.7	6.8	3.1	0.7	-89.8%
Total Remuneration and other payments and benefits to employees	17,448.0	17,116.0	21,726.1	22,360.8	30.6%
Payroll budget including	16,996.9	16,809.1	21,514.3	22,165.4	31.9%
Amounts of remuneration in cash and natural forms paid by the company over worked and non-worked time	9,203.5	9,641.7	12,442.1	12,751.4	32.3%
Stimulating payments and incentives	2,020.5	1,449.5	1,858.3	1,660.2	14.5%
Compensation payments related to the terms of work and labor	372.7	409.3	286.2	384.6	-6.0%
Bonuses and one-time incentive payments	4,701.5	4,839.8	6,575.1	6,891.7	42.4%
Other payments from the payroll budget	662.2	231.6	299.1	368.0	58.9%
Payments to persons who are not company's employees but who participate in its activities	36.5	237.3	53.4	109.5	-53.8%
Other forms of personnel support including	451.1	306.8	211.7	195.4	-36.3%
Payment of hotel vouchers (compensations) to employees and their families for treatment and recreation	28.9	12.2	15.0	13.4	9.7%
Financial aid provided to individuals for family reasons, for medication, birth, funerals	72.5	44.4	58.2	47.7	7.4%
Other social expenditures	349.8	250.2	138.6	134.3	-46.3%

* - data for payroll budget, social payments and payroll budget for employees under commercial contracts are given in accordance with the form of statistical reporting No 4 "Information on the number and salaries of employees" (Rosstat of RF) (item 8, 9, 10, 11).

Table 13.7 Level of average monthly salary in the scope of management of Engineering Division by regions regarding the average level on the labor market within the reporting period

Company name	Name of the branch office/ representative office	Region	2018		
			Average salary (thousand rubles) *	Average salary (thousand rubles) on the labor market in the regions**	Ratio of the salary
JSC ASE EC (Nizhny Novgorod),	Headquarters	Nizhny Novgorod region	153.5	32.9	4.7
	JSC ASE EC JSC Representative Office in the Republic of Belarus	Republic of Belarus, Grodno region	70.6	25.5	2.8
	Volgodonsk Branch Office	Rostov region	85.1	30.6	2.8
	Kursk Branch Office	Kursk region	75.4	29.9	2.5
	Moscow Branch Office	Moscow	133.3	83.6	1.6
JSC “Atomenergoproekt ”(Moscow),	JSC “Atomenergoproekt”	Moscow	149.3	83.6	1.8
	Maloyaroslavets Survey Branch of JSC “Atomenergoproekt”(MSB)	Kaluga region	99.2	37.7	2.6
	Balakovo Design and Survey Branch of JSC “Atomenergoproekt”(BDSB)	Saratov region	115.8	26.8	4.3
	Volgograd Design Branch of JSC “Atomenergoproekt”(BDB)	Volgograd region	115.2	30.4	3.8
	Kurchatov Design and Survey Branch of JSC	Kursk region	104.4	29.9	3.5

Company name	Name of the branch office/ representative office	Region	2018		
			Average salary (thousand rubles) *	Average salary (thousand rubles) on the labor market in the regions**	Ratio of the salary
	“Atomenergoproekt”(KDSB)				
	Desnogorsk Design and Survey Branch of JSC “Atomenergoproekt”(DDSB)	Smolensk region	88.8	29.3	3.0
	Novovoronezh Design and Survey Branch of JSC “Atomenergoproekt”(NDSB)	Voronezh region	114.3	31.3	3.7
	Novovoronezh Branch of JSC «Atomenergoproekt»- NVNPP-2 Construction Directorate (NB-DC)	Voronezh region	109.9	31.3	3.5
	Novovoronezh Branch of JSC “Atomenergoproekt”- “Don” hotel (NB-Hotel)	Voronezh region	39.4	31.3	1.3
	VNIPIET Branch of JSC “Atomenergoproekt”	Saint-Petersburg	126.8	60.2	2.1
JSC ASE (Nizhny Novgorod)	JSC ASE	Moscow	141.8	83.6	1.7
	JSC ASE	Nizhny Novgorod region	87.6	32.9	2.7
	JSC ASE	Saint-Petersburg	97.8	60.2	1.6

Company name	Name of the branch office/ representative office	Region	2018		
			Average salary (thousand rubles) *	Average salary (thousand rubles) on the labor market in the regions**	Ratio of the salary
	JSC ASE	Voronezh region	74.5	31.3	2.4
	Construction Directorate at Kudankulam NPP Site.	India	149.0	No data	-
	JSC ASE Representative Office in China (Lianyungang)	China	171.4	No data	-
	JSC ASE Branch Office in the People's Republic of Bangladesh	The People's Republic of Bangladesh	104.0	No data	-
	JSC ASE Branch Office in the Republic of Turkey	Turkey	193.8	No data	-
	JSC ASE Branch Office in the Arab Republic of Egypt	Egypt	206.7	No data	-
	JSC ASE Representative Office in the Republic of Belarus	Republic of Belarus, Grodno region	57.8	25.5	2.3
	JSC ASE Branch Office in Belene (Bulgaria)	Bulgaria	238.9	No data	-
	JSC ASE Representative Office in Slovakia (Bratislava)	Slovakia	304.4	No data	-

Company name	Name of the branch office/ representative office	Region	2018		
			Average salary (thousand rubles) *	Average salary (thousand rubles) on the labor market in the regions**	Ratio of the salary
	JSC ASE Representative Office in Hungary (Budapest)	Hungary	268.2	No data	-
JSC ATOMPROEKT (Saint Petersburg).	JSC ATOMPROEKT	Saint-Petersburg	129.1	60.2	2.1
TREST ROSSEM LTD. (St.Petersburg)	Directorate	Moscow	136.0	83.6	1.6
	Kursk Branch Office	Kursk region	49.0	29.9	1.6
	Representative Office of TREST ROSSEM LTD. in the Republic of Belarus	Republic of Belarus, Grodno region	50.0	25.5	2.0
	Branch Office in the Republic of Bangladesh	The People's Republic of Bangladesh	46.0	No data	-
	Branch Office in the Republic of Turkey	Republic of Turkey	113.0	No data	-
JSC "NIKIMT- Atomstroy" (Moscow)	Headquarters	Moscow	198.7	83.6	2.4
	JSC "NIKIMT-Atomstroy" Representative Office in the Republic of Belarus	Republic of Belarus, Grodno region	54.3	25.5	2.1
	JSC "NIKIMT-Atomstroy" Branch Office in the People's Republic of Bangladesh	The People's Republic of Bangladesh	40.8	No data	-

Company name	Name of the branch office/ representative office	Region	2018		
			Average salary (thousand rubles) *	Average salary (thousand rubles) on the labor market in the regions**	Ratio of the salary
	JSC «NIKIMT-Atomstroy» Branch Office - NIKIMT JRC	Kaluga region	73.5	37.7	1.9
	JSC «NIKIMT-Atomstroy» Branch Office - Directorate at Kursk NPP	Kursk region	48.7	29.9	1.6
	JSC «NIKIMT-Atomstroy» Branch Office - Directorate at Novovoronezh NPP	Voronezh region	60.5	31.3	1.9
	JSC «NIKIMT-Atomstroy» Branch Office - Directorate in Ozersk	Chelyabinsk region	99.4	35.0	2.8
	JSC «NIKIMT-Atomstroy» Branch Office - VNIPIET Tomsk Design&Survey Institute	Tomsk region	45.6	41.2	1.1
	JSC «NIKIMT-Atomstroy» Branch Office - Directorate at Smolensk NPP	Smolensk region	40.5	29.3	1.4
	PJSC ESM (Moscow)	Directorate	Moscow	116	83.6
Branch Office Voronezh Construction Directorate		Voronezh region	36	31.3	1.1
MSU-5 Branch Office		Voronezh region	51	31.3	1.6

Company name	Name of the branch office/ representative office	Region	2018		
			Average salary (thousand rubles) *	Average salary (thousand rubles) on the labor market in the regions**	Ratio of the salary
	North-West Branch Office	Voronezh region	54	31.3	1.7
		Kursk Region	32	29.9	1.1
	Branch Office Mechanization and Motor Transport Division	Voronezh region	34	31.3	1.1
	MSU-58 Branch Office	Udmurt Republic	44	31.7	1.4
	MSU-3 Branch Office	Rostov region	52	30.6	1.7
	Branch Office in the Republic of Bangladesh	The People's Republic of Bangladesh	88	No data	-
	Representative Office in the Republic of Belarus	The Republic of Belarus, Grodno region	71	25.5	2.8

Table 13.8 - Ratio between the average salary between 10% of the best-compensated employees and 10% of the least-compensated employees of Engineering Division

Company name	2016			2017			2018		
	Average monthly salary of 10% of the least-compensated employees, thousand rubles	Average monthly salary of 10% of the best-compensated employees, thousand rubles	Ratio of salary	Average monthly salary of 10% of the least-compensated employees, thousand rubles	Average monthly salary of 10% of the best-compensated employees, thousand rubles	Ratio of salary	Average monthly salary of 10% of the least-compensated employees, thousand rubles	Average monthly salary of 10% of the best-compensated employees, thousand rubles	ratio of the salary
JSC ASE	59.9	405.8	6.8	62.2	378.1	6.1	45.0	268.8	6.0
JSC ASE EC	37.1	336.1	9.1	39.6	447.3	11.3	44.6	453.9	10.2
JSC "Atomenergoproekt"	42.1	287.5	6.8	42.6	288.9	6.8	46.5	305.1	6.6
JSC ATOMPROEKT	33.9	231.0	6.8	58.2	324.7	5.6	47.5	257.2	5.4
JSC "NIKIMT-Atomstroy"	23.2	173.4	7.5	23.2	228.8	9.9	29.7	228.7	7.7
PJSC ESM	27.1	69.8	2.6	27.3	70.1	2.6	27.9	71.9	2.6
TREST ROSSEM LTD.	36.8	118.6	3.2	27.54	115.53	4.2	28.50	232.80	8.2

Table 13.9 - Annual total compensation ratio (GRI 102-38)

Percentage increase in annual total compensation ratio (GRI 102-39).

Company name and country	Annual total compensation ratio (GRI 102-38)	Percentage increase in annual total compensation ratio (GRI 102-39).	Comments
JSC ASE			
The Russian Federation	6.4	1.0	-
The People's Republic of Bangladesh	8.0	1.6	Keeping ahead of the growth rate of income of the best-compensated employee as compared to the average income of employees is due to his promotion to a higher position.
JSC ASE EC			
The Russian Federation	54.6	1.6	Keeping ahead of the growth rate of income of the best-compensated employee as compared to the average income of employees is due to payment in 2018 of remuneration for 3 preceding years
The Republic of Belarus	16.8	1.0	-
Hungary	4.0	1.2	-
JSC "Atomenergoproekt"			
The Russian Federation	8.2	0.8	Keeping behind in the growth rate of income of the best-compensated employee as compared to the average income of employees is due to a decrease of the fulfillment of key performance indicators by 2.6%, as well as the absence in 2018 of rewards for performing particularly important tasks. At the same time, the average income of workers increased by 3.9%, including due to indexation
JSC ATOMPROEKT			
The Russian Federation	9.4	1.2	Keeping ahead in the growth rate of income of the best-compensated employee as compared to the average income of employees is due to an increase of the fulfillment of key performance indicators by 21%
JSC "NIKIMT-Atomstroy"			
The Russian Federation	8.6	0.7	Decrease of the income of the best-compensated employee is due to his transition to the part-time employment. At the same time, the average income of workers increased by 6%, including due to indexation

Company name and country	Annual total compensation ratio (GRI 102-38)	Percentage increase in annual total compensation ratio (GRI 102-39).	Comments
The Republic of Belarus	9.1	1.0	-
The People's Republic of Bangladesh	2.2	-	The Branch Office was established in 2018.
PJSC ESM			
The Russian Federation	19.2	0.6	Keeping ahead in the growth rate of income of the best-compensated employee as compared to the average income of employees is due to a decrease of the fulfillment of key performance indicators. At the same time, the average income of workers increased by 36%, including due to the change of the personnel structure and indexation
The Republic of Belarus	5.0	1.6	The ratio of the growth of the total annual remuneration of the Branch Office Director was influenced by the fact that in 2017 the bonus by the results of work for 2016 was not paid in full (he was promoted to the position in May 2017)
The People's Republic of Bangladesh	1.6	-	The Branch Office was established in 2018.
TREST ROSSEM LTD.			
The Russian Federation	23.5	1.5	Keeping ahead in the growth rate of the head's income as compared to the average income of employees is mainly caused by the growth of the activities efficiency and the payment of an annual bonus in a larger amount. In 2017, the works mobilization at Kursk NPP was represented by highly paid engineers.
The Republic of Belarus	5.9	1.17	Keeping ahead of the growth rate of the best-compensated employee's income as compared to the average income of employees is mainly caused by the increase in the efficiency of his activities and the payment of the annual bonus in a larger amount, since in 2017 the share of revenue from Belarus NPP amounted to 85% of the total revenue from TREST ROSSEM LTD. In 2018, it was agreed to increase the monthly payroll rate of Director of the Representative Office in the Republic of Belarus from 01.07.2018 by 26%.
The People's Republic of Bangladesh	7.5	1.5	The mobilization of works at Rooppur NPP took place in 2017. The staff was represented by the highly paid engineers. In 2018, the construction employed the considerable amount of workers from the local personnel. The growth of the best-compensated employee's income in 2018 is caused by the partial payment of the annual bonus for 2018 and in 2017 this payment was not made since the recruitment in the Branch Office is implemented since 01.07.2017.
Total for Engineering Division	78.6	1.7	Keeping ahead of the growth rate of the best-compensated employee's income as compared to the average income of employees is due to payment of remuneration in 2018 over 3 preceding years

Table 13.11 - Average age of employees (as per categories)

Company name	Average age of employees, years		
	as of 31.12.2016	as of 31.12.2017	as of 31.12.2018
JSC ASE including:	47	45	44
Executives	52	50	49
Specialists	45	43	42
Office workers	53		50
Workers	48	47	49
JSC ASE EC including:	40	40	40
Executives	46	47	46
Specialists	38	39	38
Office workers	47	47	47
Workers	46	45	46
JSC "Atomenergoproekt" including:	42	42	42
Executives	47	47	47
Specialists	41	41	41
Office workers	42	43	45
Workers	46	47	46
JSC ATOMPROEKT including:	42	41	40
Executives	47	46	46
Specialists	41	39	39
Office workers	47	48	49
Workers	48	47	48
JSC "NIKIMT-Atomstroy" including:	43	43	41
Executives	45	44	44
Specialists	42	42	41
Office workers	33	33	35
Workers	44	43	40
PJSC ESM including:	41	39	39
Executives	42	40	40
Specialists	38	36	36
Office workers	35	32	35
Workers	41	40	40
TREST ROSSEM LTD. including:	40	39	37
Executives	43	40	39
Specialists	35	36	36
Office workers		27	32
Workers	40	39	36
Total Average age of Engineering Division's employees	41	41	40
Executives	46	46	45
Specialists	40	40	39
Office workers	43	44	43
Workers	42	41	39

Table 13.12 - Non-state pension provision of the Division's employees

Company name	2016	2017	2018	(2018-2017)/2017, %
JSC ASE				
The number of employees with non-state pension provision, persons	0	0	12	0%
Expenses for non-state public provision, mln. rubles	0	0	0.44	0%
JSC ASE EC				
The number of employees with non-state pension provision, persons	151	155	158	2%
Expenses for non-state public provision, mln. rubles	14.7	17.9	17.4	-3%
JSC "Atomenergoproekt"				
The number of employees with non-state pension provision, persons	45	0	0	0%
Expenses for non-state public provision, mln. rubles	20.6	0	0	0%
JSC ATOMPROEKT				
The number of employees with non-state pension provision, persons	0	0	0	0%
Expenses for non-state public provision, mln. rubles	0	0	0	0%
JSC "NIKIMT-Atomstroy"				
The number of employees with non-state pension provision, persons	0	0	0	0%
Expenses for non-state public provision, mln. rubles	0	0	0	0%
PJSC ESM				
The number of employees with non-state pension provision, persons	0	0	0	0%
Expenses for non-state public provision, mln. rubles	0	0	0	0%
TREST ROSSEM LTD.				
The number of employees with non-state pension provision, persons	0	0	0	0%
Expenses for non-state public provision, mln. rubles	0	0	0	0%
Total for Engineering Division				
The number of employees with non-state pension provision, persons	196	155	170	10%
Expenses for non-state public provision, mln. rubles	35.3	17.9	17.8	-1%

Table 13.13 - Expenses for labor protection measures in the Engineering Division, thousand rubles

Name of legal entity	2016	2017	2018	(2018-2017)/2017, %
JSC ASE EC	168,938	222,514	213,814	-4%
Medical programs (voluntary medical insurance and non-state insurance)	54,146	58,815	66,575	13%
Health promotion (health resort treatment and health improvement for employees and their families)	13,590	8,989	9,218	3%
Occupational health and safety	101,202	154,711	138,021	-11%
JSC ASE	12,964	15,440	18,727	21%
Medical programs (voluntary medical insurance and non-state insurance)	5,035	5,195	14,524	180%
Health promotion (health resort treatment and health improvement for employees and their families)	364	404	1,148	184%
Occupational health and safety	7,564	9,841	3,055	-69%
JSC "Atomenergoproekt"	247,574	137,394	145,938	6%
Medical programs (voluntary medical insurance and non-state insurance)	42,239	40,123	36,442	-9%
Health promotion (health resort treatment and health improvement for employees and their families)	5,718	5,785	6,011	4%
Occupational health and safety	199,617	91,486	103,485	13%
JSC ATOMPROEKT	61,344	56,821	72,654	28%
Medical programs (voluntary medical insurance and non-state insurance)	40,017	44,642	49,294	10%
Health promotion (health resort treatment and health improvement for employees and their families)	8,950	5,679	6,744	19%
Occupational health and safety	12,377	6,500	16,616	156%
JSC "NIKIMT-Atomstroy"	4,844	3,146	4,049	29%
Medical programs (voluntary medical insurance and non-state insurance)	1,148	1,591	1,979	24%
Health promotion (health resort treatment and health improvement for employees and their families)	231	0	0	0%
Occupational health and safety	3,465	1,555	2,070	33%
TREST ROSSEM LTD.	426	454	637	40%
Medical programs (voluntary medical insurance and non-state insurance)	426	454	637	40%
Health promotion (health resort treatment and health improvement for employees and their families)	0	0	0	0%
Occupational health and safety	0	0	0	0%
PJSC ESM	83	31	51	61%
Medical programs (voluntary medical insurance and non-state insurance)	0	0	0	0%
Health promotion (health resort treatment and health improvement for employees and their families)	0	0	0	0%
Occupational health and safety	83	31	51	61%
Total for Rosatom State Corporation Engineering Division	496,173	435,802	455,869	5%
Medical programs (voluntary medical insurance and non-state insurance)	143,012	150,820	169,451	12%

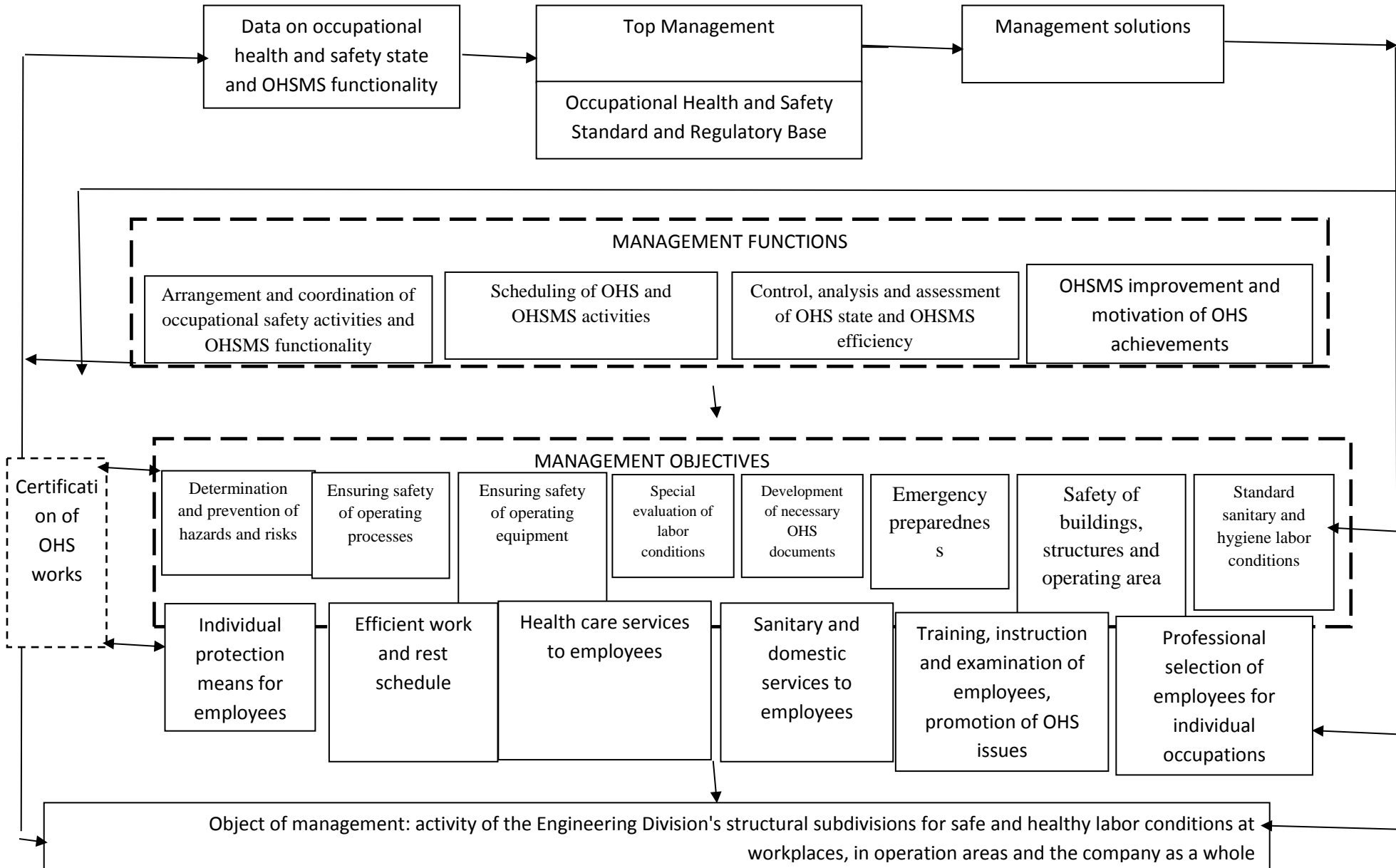
Health promotion (health resort treatment and health improvement for employees and their families)	28,853	20,857	23,120	11%
Occupational health and safety	324,309	264,125	263,298	0%

Table 13.14 Expenses for social programs, cultural and sports activities, thousand rubles

Company name	2016	2017	2018	2018/2017, %	Comments
JSC ASE					
Social programs including:	15,368	18,059	36,585	103%	In 2018, expenses grew due to recruitment of specialists in the design unit, Prospective Projects Division, Directorate for Projects in China, overseas branch offices.
Cultural and sports activities	2,259	5,618	12,678	126%	In 2018, the increasing amount of measures including the measures in overseas branch offices.
JSC ASE EC					
Social programs including:	194,627	191,103	206,070	8%	-
Cultural and sports activities	34,886	37,743	43,229	15%	-
JSC "Atomenergoproekt"					
Social programs including:	124,819	106,739	106,647	0%	-
Cultural and sports activities	12,837	26,115	28,961	11%	-
JSC ATOMPROEKT					
Social programs including:	99,571	93,105	91,940	-1%	-
Cultural and sports activities	18,884	18,086	20,026	11%	2018 1. The increase in the average headcount, the corresponding increase in the payroll budget, the size of which affects the obligations of the employer to transfer funds to the trade union organization to conduct mass culture and sports and recreation events. 2. The increase in the share of young people in the organization, the number of children covered by the obligations under the Collective Agreement, which, respectively, indicates the relevance or direct obligation to ensure the participation of these categories of people in the mass culture and sports and recreation events.

Company name	2016	2017	2018	2018/2017, %	Comments
JSC "NIKIMT-Atomstroy"					
Social programs including:	6,367	6,267	5,337	-15%	Due to the growth of the number of personnel in the company and the establishment of a new branch office in the People's Republic of Bangladesh, the social expenses have increased. This is primarily related to employees' insurance (voluntary medical insurance and non-state insurance) in overseas branch offices (in Bangladesh).
Cultural and sports activities	2,854	3,162	2,162	-32%	-
PJSC ESM					
Social programs including:	4,719	1,411	3,340	137%	The change of these data is due to the closure of MSU-3 Branch Office at Rostov NPP construction site and the growth of the average salary which led to the reduction of the planned applications for the financial aid.
Cultural and sports activities	699	520	2,346	351%	The increase of expenditures is due to the growth of the headcount of personnel that were given children's gifts for the New Year
TREST ROSSEM LTD.					
Social programs including:	1,595	911	1,391	53%	The overrun of expenditures is due to mobilization of overseas construction sites and additional expenditures for medical programs
Cultural and sports activities	282	89	55	-38%	-
Total for Engineering Division					
Social programs including:	447,066	417,595	451,311	8%	-
Cultural and sports activities	72,702	91,333	109,457	20%	-

Figure 13. 1 – Occupational Health and Safety Management System (OHSMS) of the Engineering Division (GRI 403-1)



The evaluation of production risks, measures for safety improvement at the workplace (GRI 403-2)

In order to identify and analyze hazardous situations arising in the process of production activities, assessment and management of possible risks, as well as to address the fundamental tasks of monitoring safety and preventing harm to life and health of workers, the standard STO 8841271.049-2018 "Hazard Identification and Occupational Risks Assessment" is introduced.

The hazard identification involves identifying of possible sources of unfavorable factors affecting the health and safety of workers during their work activities at workplaces, activities near the workplace related to work managed by companies (including seconded and outsourced personnel), and outside the workplace (business trip to construction sites and to third-party organizations, including transportation to the place of work).

Hazards during fulfillment of their duties, including observation of labor conditions and examination of workplaces, are identified by employees of structural subdivisions (with OHS authorized persons) annually before the 1st of May of the current year.

During the analysis of hazards, the main factors having an impact on safety of workplaces of respective divisions are traced, such as:

- production process;
- safety culture of the workplace;
- occupational safety during work at production equipment (when necessary);
- safety during the use of raw materials and materials (when necessary);
- qualification, work experience, personnel skills;
- personnel training
- human factor (behavior, capability, etc.);
- environmental factors at the workplace;
- ergonomic factors;
- passages and passways;
- the use of controls (technology, labels, signs, instructions, PPE);
- opportunities for salvation and the first aid.

To register the identified hazards, the OHS authorized employees of the structural subdivisions maintain records. All identified hazards are entered in the hazard register and sent to the OHS department for further assessment of the risks significance and development of risk mitigation measures. The register of hazards is formed for an independent structural subdivision.

In addition to the annual identification of hazards, all potentially dangerous events that did not lead to an injury or a minor injury are recorded by the person in charge of occupational health and safety of the structural subdivisions in the occupational health and safety monitoring log.

If the identified danger can provoke the risk of injury or impairment of health currently or in the immediate future, it is necessary to have it eliminated by employees of the structural subdivision (in cases where there is no threat to life or health) with informing the head of the structural subdivision and the occupational health and safety department, and, as to construction facilities - the occupational health and safety department, a branch office (representative office) at the construction site as established.

For familiarization with possible hazards and risks in branch offices, representative offices and at construction sites, an introductory briefing is conducted by occupational health and safety specialists or an employee appointed by an order (regulation) to conduct the introductory briefing. A record of the introductory briefing is made in the introductory briefing log.

Familiarization of employees with the possible hazards and risks of the head office in accordance with STO 8841271.049–2018 is available at JSC ASE internal website (Quality/IMS documents / Level 3 / Instructions). STO 8841271.049–2018 is sent to representative offices and construction sites by e-mail by the Integrated Management System Division.

Familiarization with the possible hazards and risks of workers performing construction, erection and other works on the territory of JSC ASE EC central office is ensured by JSC ASE EC Administrative and Economic Division, Procurement Division to support the company's activities, System Corporate Resource Division, the Application Systems Support Division with the registration in the introductory training log.

In JSC ASE EC branch offices and representative offices, employees are familiarized with the possible hazards and risks during the introductory training conducted by the occupational health and safety department. In order to familiarize themselves with possible hazards and risks, the heads of JSC ASE EC and JSC ASE structural subdivisions provide employees with primary, repeated, unscheduled, target briefings with registration in the workplace briefing log.

Investigation of accidents at work, causes of accidents and incidents in the Engineering Division of Rosatom State Corporation is carried out in accordance with regulations P 04.04-13 "Procedure for Investigating Accidents at NIAEP JSC", the guidelines of R GC.007-2016 "Procedure for Investigating the Causes of Accidents and Incidents in Atomstroyexport Joint-Stock Company, Moscow Branch of NIAEP JSC and Moscow Representative Office of NIAEP JSC" and R GK.019-2016 "Procedure for Investigating Accidents in Atomstroyexport JSC, Moscow Branch of NIAEP JSC and Moscow Representative Office of NIAEP JSC". STO 48546926.076-2018 "Procedure for Investigating the Accidents in Atomstroyexport Joint-Stock Company and Moscow Branch of ASE Engineering Company JSC" is at the stage of signing.

Functioning of Occupational Health and Safety Service

In order to ensure functioning of the occupational health and safety system in all independent and separate structural subdivisions of the Engineering Division, occupational health and safety services have been established.

The functioning of occupational health and safety services ensures the following (**GRI 403-3**):

- involvement and participation of employees in the process of hazard identification, risk assessment and management measures;
- involvement of workers in the development and analysis of occupational health and safety policies and objectives;
- advising workers on any changes affecting their occupational safety,
- meeting the requirements for the safety of buildings, structures, production areas and operation of production equipment;
- following the efficient work and rest schedule;
- workers performing work in harmful and (or) hazardous working conditions are provided with compensations based on the results of OHSMS;
- healthcare services are provided for employees;
- periodic medical examination of workers is carried out according to the results of the OHSMS and in accordance with the order of the RF Ministry of Health and Social Development No. 302n dd. 12.04.2011;
- daily pre-trip and post-trip medical examinations for car drivers are carried out;
- compliance of the employees' sanitary and hygienic working conditions with regulatory requirements is ensured;
- necessary medical care is provided in medical institutions in accordance with contracts concluded with insurance companies (voluntary medical insurance);
- equipment of workplaces is provided with means of collective protection against dangerous and (or) harmful production factors;
- equipment for industrial and office premises of companies of Rosatom State Corporation Engineering Division is provided with first-aid kits.

In 2018, in accordance with JSC ASE Order No. 007/122-P dd. 06.11.2018 "On Providing JSC ASE Employees with Personal Protective Equipment and Appointment of Responsible Persons", JSC ASE EC Order No. 40/1038-P dd. 29.06.2017 "On Providing Employees of JSC ASE EC Central Office with Personal Protective Equipment, Washing and Neutralizing Agents", JSC ASE EC Order No. 40/1353-P dd. 23.08.2017 "On Approval of the List of Positions of Managers, Specialists and Workers of JSC ASE EC Central Office Working in Harmful Working Conditions and the Rules for Issuing Free Individual Protective Equipment, Washing and Neutralizing Agents During These Works", the monitoring was conducted over the timely acquisition and delivery of free special clothing, footwear and individual

protective equipment (hereinafter - PPE). The OHS department was provided with the quarterly information on acquired and issued PPE at construction sites and in divisions.

In 2018, the works were continued for special assessment of the labor conditions (LCSA). LCSA data is given in i. 1.19

Consultation process and employees’ participation in OHSMS development, implementation and assessment (GRI 403-4)

OHS authorized persons are appointed in all companies of the Division.

Functions of the OHS authorized persons include:

- participation in development and analysis of occupational health and safety policies and objectives;
- participation in investigation of accidents in order to develop corrective measures and learn lessons;
- involvement and participation of employees in the processes of hazard identification, risk assessment and management measures;
- advising workers on any changes affecting their occupational safety,

The occupational health and safety services carry out quarterly workshops for persons responsible for occupational health and safety in order to inform them about change of the legislation, accidents and lessons learned, results of administrative control and other occupational health and safety issues.

Improving the skills of workers in the field of occupational health and safety, including the general preparation and preparedness for specific hazards related to work, hazardous activities or situations

In accordance with STO 48546926.048 – 2018, the following measures are annually taken in the Engineering Division to improve the skills of workers in the field of occupational health and safety, and prevention of occupational injuries:

- all newly recruited workers are given an introductory briefing on the day they are hired;
- primary, repeated and unscheduled briefings are conducted at the workplace;
- test of knowledge in occupational health and safety requirements;
- non-electrical personnel having the 1st group of electric safety are briefed once in a year in the area of electric safety.

Information about employees trained in vocational institutions with the subsequent qualification in 2018.

Company	Number of pers.
JSC ASE EC	343
JSC ASE EC Representative Office in the Republic of Belarus	4
Moscow Branch of JSC ASE EC	59
JSC ASE	219
JSC “Atomenergoproekt”	106
JSC ATOMPROEKT	38
VdMU LLC	14
TOTAL:	783

Information about employees trained in vocational institutions with the subsequent qualification in groups 2-5 of electrical safety in 2018.

Organization	Number of pers.
JSC ASE ECKursk Branch Office	27
JSC ASE EC Representative Office in the Republic of Belarus	36
Moscow Branch of JSC ASE EC	11
JSC ASE	27
JSC “Atomenergoproekt”	2
JSC ATOMPROEKT	7
VdMU LLC	3
TOTAL:	113

Table 13.15 Measures undertaken by the Engineering Division to prevent or mitigate the negative impact on the health and safety of employees (GRI 403-2, 403-6)

Factors and/or hazards	Consequences	Risk management action
Physical/elevated level of electromagnetic radiation. Enhanced electromagnetic field strength (office equipment, computer system unit, mobile phone, microwave oven)	Diseases of the cardiovascular and nerve system	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of health impairment and necessary protection measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or Instruction No. 38). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 3. Special assessment of labor conditions (R GK.017, P 04.03-14). 4. Organization of work on the operation and maintenance of buildings, structures, territories in accordance with the occupational health and safety rules and regulations. 5. Production control of the levels of electrical, magnetic, electromagnetic fields at workplaces (Production Control Program). 6. Periodical medical examination (Order of the Ministry of Social Development No. 302n dd. 12.04.2011). 7. Voluntary medical insurance (VMI). 8. Target examinations, operative control (STO 48546926.048).
Physical / Direct and reflected brightness Increased ripple of light flux (monitors)	Diseases of vision organs	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 3. Special assessment of labor conditions 4. Target examinations, operative control (STO 48546926.048). 5. Special assessment of labor conditions (Federal Law No.426-FZ). 6. Production control of the levels of indicators and light parameters at workplaces (Production Control Program). 7. Periodical medical examination (Order of the Ministry of Social Development No. 302n dd. 12.04.2011). 8. Voluntary medical insurance
Physical / electrical current (exposed wires, devices without grounding)	Burn, cut, electric shock, etc.	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injuries and necessary protection measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program)), I GK.022). 2. Assignment of electrical safety Group 1 to JSC ASE EC non-electrical personnel (Order No. 40/543-P dd. 02.04.2018). 3. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 4. Target inspections to check the trouble-free operation of all protective devices, reliability of grounding

Physical / glaze ice.	Fracture, strain, bruising, etc.	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or Instruction No. 1). 2. Carrying out seasonal activities (cleaning of pedestrian paths; sand and salt mixture treatment of territories; restriction of hazardous areas with signal tape; provision of entrance groups of buildings with anti-slip mats) 3. Training of employees and testing of their knowledge in the area of occupational health and safety (STO 48546926.048). 4. Target examinations (STO 48546926.048).
Physical / Movement of vehicles (including transport)	Fracture, strain, bruises, brain injury, thermal or chemical burn, poisoning, death	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or Instruction No. 30). 2. Employee training and control of knowledge of driving regulations. 3. Keeping of motor vehicles in serviceable state 4. Special assessment of labor conditions (R GK.017, P 04.03-14).
Physical / Uneven surfaces (gratings, ladders, etc.)	Fracture, strain, bruising, etc.	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 1). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (STO 48546926.048).
Physical / slippery surfaces (slippery floor, staircases, stepladders)	Fracture, strain, bruising, etc.	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 1). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 3. Systematic checks of stepladders and staircases 4. Target examinations, operative control (STO 48546926.048).
Physical/Height, falling objects Stormy wind Thaw Hurricane	Bruising, brain injury etc.	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 3. Limitation of dangerous areas by the warning line 4. Target examinations, operative control (STO 48546926.048).
Human factor/errors in work	Prick, cut, abrasion, scratch, etc.	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 3. Target examinations, operative control (STO 48546926.048).

<p>Physical / Flames, sparks, smoke, low air concentration</p> <p>Chemical nature of the effects on the human body / Toxic</p>	<p>Poisoning by burning products, burns, fractures, strains, bruises, etc.</p>	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injuries - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Employee training and control of knowledge of fire safety regulations and emergency response (I GK.015, Order No.40/422-P dd. 16.03.2018). 3. Carrying out planned inspections of the building for fire safety (Order No. 40/422-P dd. 16.03.2018). 4. Carrying out of the planned training for the evacuation of people from the building (R GK.011, Order No. 40/422-P dd.16.03.2018).
<p>Biological/Microorganisms, insects, animals and reptiles</p>	<p>Allergic reaction, edema, wound, dangerous infection (encephalitis, malaria, dysentery, etc.)</p>	<ol style="list-style-type: none"> 1. Informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings before secondments (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Vaccination against tick-borne encephalitis according to epidemiological indications (voluntary health insurance) 3. Seasonal flu vaccination (voluntary health insurance). 4. Vaccination of employees sent on missions to countries with unfavorable sanitary and epidemiological situation against infections in accordance with WHO recommendations.
<p>Physical/Increased or reduced air temperature in the working area. Air mobility</p>	<p>Disease, cold, reduced immunity, exacerbation of chronic diseases, heat stroke</p>	<ol style="list-style-type: none"> 1. Organization of work on the operation and maintenance of buildings, structures, territories in accordance with the occupational health and safety rules and regulations. 2. Systematic informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 3. Target examinations, operative control (STO 48546926.048). 4. Production control of the indicators of microclimate at workplaces (Production Control Program). 5. Periodical medical examination (Order of the Ministry of Social Development No. 302n dd. 12.04.2011). 4. Voluntary medical insurance
<p>Physical/Increased temperature of equipment surfaces, materials</p>	<p>Burn, slit</p>	<ol style="list-style-type: none"> 1. Organization of work on the operation and maintenance of buildings, structures, territories in accordance with the occupational health and safety rules and regulations. 2. Systematic informing of employees about the existing risk - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 3. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 4. Target examinations, operative control (STO 48546926.048). 5. Production control of the indicators of microclimate at workplaces (Production Control Program). 6. Periodical medical examination (Order of the Ministry of Social Development No. 302n dd. 12.04.2011). 7. Voluntary medical insurance

Physical/Movement of mechanisms	Fracture, strain, contusion, brain injury, death	<ol style="list-style-type: none"> 1. Organization of work on the operation and maintenance of buildings, structures, territories in accordance with the occupational health and safety rules and regulations. 2. Systematic informing of employees about the existing risk of injuries - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 3. Maintenance and inspection of elevators 4. Operative control, control of management, target inspections (RF Gosstroy, Order No. 158 dd. 30.06.99)
Chemical/ By penetration into the human body through the respiratory organs (scanner, printer, etc.)	Poisoning (by penetration into the human body through the respiratory organs)	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of health impairment and necessary protection measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Training of employees and testing of their knowledge in the area of occupational health and safety (R GK.003). 3. Rational organization of working places 4. Regular airing of premises
Chemical/ By penetration into the human body through the gastrointestinal tract (food and drugs)	Disease of the digestive tract (by the entry into the human body through the gastrointestinal tract)	<ol style="list-style-type: none"> 1. Informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30).
Physical / Staircases, doorways, doors	Fracture, brain injury, contusion	<ol style="list-style-type: none"> 1. Systematic informing of employees about the existing risk of injuries - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 1).
Psycho-physiological - physical stress / Static overstress of analyzers, monotonous labor	Physical inactivity, hypomnesia, reduced vision	<ol style="list-style-type: none"> 1. Informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Familiarization with the Instruction on Occupational Health and Safety When Working at a Personal Computer (I GK.018 or No. 38) 3. Prevention of visual and general stress
Psychophysiological - neuropsychiatric / Mental overstrain, stress, mental workload, emotional stress	Nervous breakdown, chronic fatigue, apathy, depression	<ol style="list-style-type: none"> 1. Informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Rational organization of work and rest (organization of 10-15 minute breaks every 45-60 minutes of work). 3. Performance of activities aimed at a healthy lifestyle (sports, cycling, walking, outdoor activities, etc.). 4. Periodical medical examination (Order of the Ministry of Social Development No. 302n dd. 12.04.2011). 5. Voluntary medical insurance
Physical/increased levels of static electricity;	Burn, reflex movement leading to a possible injury	<ol style="list-style-type: none"> 1. Informing of employees about the existing risk of health impairment and necessary protection and preventive measures - repeated and unscheduled briefings (I GK.019 (introductory briefing program), I GK.022 or No. 30). 2. Check of reliable earthing 3. Control of relative humidity at working places

Audits (GRI 403-8)

In order to analyze the functioning and effectiveness of the OHSMS and its elements ensuring the safety and health of workers and prevent incidents, internal and external audits of the OHSMS performance are regularly carried out in the Engineering Division.

In 2018, the following types of occupational health and safety control were carried out in companies of the Engineering Division:

- operational control in the workplace;
- quarterly local control conducted by the heads of independent structural subdivisions with or without occupational health and safety specialists. The risk assessment and all violations identified during the monitoring of the occupational health and safety status were recorded in the occupational health and safety monitoring log of an independent structural subdivision according to JSC ASE EC IMS documents and JSC ASE STO 48546926.048-2018 and STO 8841271.049-2018 "Hazard Identification and Professional Risks Assessment";

- target inspection; results of the monitoring are presented in the form of acts enclosed with a plan of measures for the elimination of the revealed violations, indicating the responsible executors and deadlines for implementation; 4 (four) target audits were carried out in the Head Office of JSC ASE EC companies and JSC ASE (inspection acts No. 40/91/30/15/7-1 dd. 19.03.2018; No. 40/91/30/15/13-1 dd. 09.06.2018; No. 40/91/30/15/49-1 dd. 12.09.2018, No. 40/91/30/15/50-1 dd. 29.12.2018, comments are eliminated following the inspections);

- assessment of the occupational health and safety status in independent and independent / separate structural subdivisions carried out during internal audits. Bureau Veritas Certification Rus JSC conducted a certification audit from May 14 to May 18, 2018, during which the activity on the implementation of the occupational health and safety was checked in JSC ASE.

- assessment of the state of the occupational health and safety in independent and independent / separate structural subdivisions carried out during the external audit. 7 (seven) IMS internal audits were conducted, when the compliance with occupational health and safety requirements was verified against requirements of OHSAS 18001: 2007, as well as compliance with the state regulatory requirements that are contained in the federal laws and other RF regulatory acts was verified, as well as compliance with internal regulatory requirements in the IMS documents.

In March 2018, a scheduled inspection of the safety status was carried out in JSC ASE EC Representative Office in the Republic of Belarus.

Data on types of injuries as per contractors

In order to ensure injury prevention in the Engineering Division, the work was organized to inform workers about accidents that occurred in other companies of the industry, at the NPP construction sites in 2018, indicating the causes and circumstances contributing to the occurrence of these cases. From the beginning of 2018, six accidents occurred in the Engineering Division's and subcontractors' companies.

Engineering Division's companies of JSC ASE EC

No.	Date	Scope of management	Injury severity	Investigation complete/incomplete
1	17.03.2018	Within ASE scope of management	Light*	Completed (Certificate H-1 dd. 22.03.2018)
2	21.06.2018	Within ASE scope of management	Severe*	Completed (Certificate H-1 dd. 26.07.2018)

*The severity of damage to health is determined in accordance with the requirements of the RF legislation.

JSC ASE EC contractors

No.	Date	Scope of management	Injury severity	Investigation complete/incomplete
1	09.07.2018	Outside the scope of management	Severe**	Completed (Certificate H-1 dd. 30.08.2018)
2	10.07.2018	Outside the scope of management	Severe**	Completed (Certificate H-1 dd. 08.08.2018)

3	16.07.2018	Outside the scope of management	Fatal**	Completed (Certificate H-1 dd. 21.09.2018)
4	21.12.2018	Outside the scope of management	Fatal**	Investigation incomplete

*The severity of damage to health is determined in accordance with the requirements of the RF legislation.

*The severity of damage to health is determined in accordance with the requirements of the legislation in the country of operation.

Table 13.17 Information on the lost day rate (LDR) and absentee rate (AR)

Company name	Total number of days lost due to occupational injuries	Total amount of time worked by all enterprise employees in the reporting period (hours)	Workplace absence due to any disability (except for maternity leave and leave for the care of child under 3), days	Total amount of time to be worked by all enterprise employees in the reporting period (scheduled production resource, days)	Lost day rate (LDR)	Absentee rate (AR)
Engineering Division	354	35,837,452 (42,305,072)	135,138	4,798,547	1.97 (1.67)	5,632.4
including:						
JSC ASE EC	90	8,027,745	36,494	1,189,624	2.24	6,135.3
JSC "Atomenergoproekt"	0	3,889,612	17,251	609,780	0	5,658.1
JSC ATOMPROEKT	0	3,743,200	20,799	573,213	0	7,256.9
JSC ASE	0	2,028,541	4,652	300,803	0	3,093
JSC "NIKIMT-Atomstroy"	0	5,123,502	17,482	625,289	0	5,591.6
TREST ROSSEM LTD.	264	7,837,754	13,760	948,512	6.73	2,901.4
PJSC ESM	0	5,187,098	24,700	551,326	0	8,960.2

Projects/events/topics which took place in the field of occupational health and safety within the reporting year

From July 30 to August 03, 2018, occupational health and safety experts of JSC ASE EC , Moscow Branch, JSC ASE, JSC “Atomenergoproekt”, TREST ROSSEM LTD., SPB Research and Survey Institute JSC took part for the first time in the 3rd industry championship Atomskills, in the competence “Occupational health and safety”.

Within the reporting period, JSC “NIKIMT-Atomstroy” signed subcontracts at Kursk NPP-2, Rooppur NPP, binding the contract parties to use in their activities Standard Regulations on the Occupational Safety Management System at NPP Construction Sites. These Regulations establish the procedure for occupational safety control and management, which is uniform for all participants of NPP units construction, in accordance with the legislation of the Russian Federation and industry regulations, establish basic requirements and procedures for interface generation and assurance. Standard Regulations on the Occupational Safety Management System at NPP Construction Sites contain 12 mandatory procedures, including: “Safety Lineups”, “Construction Site Patrolling”, “Office for the Safe Execution of Works”. In 2018, JSC “NIKIMT-Atomstroy” was certified for occupational health and safety management system in accordance with the requirements of OHSAS 18001 international standard (GOST R 54934), certificate No. 18.2226.026 dd. 07.12.2018.

The first workshop meeting on the occupational health and safety issues was held in the Engineering Division within the framework of safety culture achieving. The topic of the meeting was “Behavioral safety audit as demonstration of the executive’s personal responsibility for the safety and feedback from the employees”. This cumbersome title implies a very simple meaning that is expressed in the basic safety culture principles adopted in the nuclear industry, namely: - safety culture development and involvement shall be the priorities in all the employees’ activities and executives shall demonstrate the priority of safety and compliance with job practices by their own examples; - violation of safety requirements shall be perceived by all employees as an unacceptable event. The first workshop meeting on the occupational health and safety issues was held in the Engineering Division within the framework of safety culture achieving. Representatives of the Division’s occupational health and safety units, inspection services and delegates from all overseas sites took part in this event. The talk was very business-like and constructive. The current situation was evaluated, areas for occupational health and safety management system improvement and for work improvement in this field in general were defined. Having noted a clear progress in the occupational safety activities in the Division, the workshop meeting participants concurred that it was too early to be complacent as there is a long way to go to avoid and prevent occupational incidents and accidents.

Table 13.18 Summary list of labor conditions special assessment results

Company name	Title	Number of workplaces and number of employees engaged in these workplaces		Number of workplaces and number of engaged employees by labor conditions classes (sub-classes) out of the number of workplaces specified in column 3 (items)						
		total	including the ones for which a special assessment of labor conditions is made	class 1	class 2	class 3				class 4
						3.1	3.2	3.3	3.4	
JSC ASE EC	Workplaces (items)	3,248	3,248	0	3,182	51	6	9	0	0
	Employees engaged at workplaces (people)	3,347	3,347	0	3,182	55	6	9	0	0
	Including women	1,421	1,421	0	1,419	1	1	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	1	1	0	1	0	0	0	0	0
JSC ASE	Workplaces (items)	1,523	744	0	744	0	0	0	0	0
	Employees engaged at workplaces (people)	1,523	744	0	744	0	0	0	0	0
	Including women	738	255	0	255	0	0	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	0	0	0	0	0	0	0	0	0
JSC “Atomenergoproekt”	Workplaces (items)	2,339	2,339	5	2,334	21	1	-	-	-
	Employees engaged at workplaces (people)	2,241	2,241	5	2,236	23	1	0	0	0
	Including women	1,029	1,029	2	1,027	0	0	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	0	0	0	0	0	0	0	0	0
JSC ATOMPROEKT	Workplaces (items)	2,204	600	0	600	0	0	0	0	0
	Employees engaged at workplaces (people)	2,224	600	0	600	0	0	0	0	0
	Including women	1,105	342	0	329	0	0	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	16	3	0	5	0	0	0	0	0
VdMU LLC	Workplaces (items)	345	345	0	140	167	38	0	0	0
	Employees engaged at workplaces (people)	354	354	0	145	171	38	0	0	0
	Including women	87	87	0	74	13	0	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	0	0	0	0	0	0	0	0	0

Company name	Title	Number of workplaces and number of employees engaged in these workplaces		Number of workplaces and number of engaged employees by labor conditions classes (sub-classes) out of the number of workplaces specified in column 3 (items)						
		total	including the ones for which a special assessment of labor conditions is made	class 1	class 2	class 3				class 4
						3.1	3.2	3.3	3.4	
SMU No.1 LLC	Workplaces (items)	949	0	0	0	0	0	0	0	0
	Employees engaged at workplaces (people)	949	0	0	0	0	0	0	0	0
	Including women	97	0	0	0	0	0	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	0	0	0	0	0	0	0	0	0
TREST ROSSEM LTD.	Workplaces (items)	818	818	0	403	62	353	0	0	0
	Employees engaged at workplaces (people)	1,892	1,892	0	572	128	1,192	0	0	0
	Including women	195	195	0	174	19	2	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	0	0	0	0	0	0	0	0	0
JSC "NIKIMT-Atomstroy"	Workplaces (items)	435	435	0	324	10	101	0	0	0
	Employees engaged at workplaces (people)	448	448	0	333	10	105	0	0	0
	Including women	65	65	0	56	2	7	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	1	1	0	1	0	0	0	0	0
PJSC ESM	Workplaces (items)	2,072	2,020	38	380	1,185	402	15	0	0
	Employees engaged at workplaces (people)	2,955	2,698	32	507	1,376	768	15	0	0
	Including women	354	349	32	257	45	15	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	0	0	0	0	0	0	0	0	0
TOTAL:	Workplaces (items)	13,933	10,549	43	8,107	1,496	901	24	0	0
	Employees engaged at workplaces (people)	15,933	9,975	37	8,319	1,763	2,110	15	0	0
	Including women	5,091	3,743	34	3,334	80	16	0	0	0
	Including ones at the age of under 18	0	0	0	0	0	0	0	0	0
	Including the disabled	18	5	0	7	0	0	0	0	0

Table 13.19 Documents regulating representation of employees as regards health and safety

Company*	Documents
JSC ASE EC	“Regulations for Occupational Health and Safety Authorized Persons” P 04.07-13, approved by order No. 40/4118-P dd. 19.11.2013
JSC ASE	PF GK.007-2016 Regulations for Occupational Health and Safety Authorized Persons in ASE Structural Subdivisions”
Rospetsenergmontazh Complex LLC	“Regulations for Occupational Health and Safety Authorized Persons” approved by Order No. 334-04/622-P dd. 29.06.2018
JSC “NIKIMT-Atomstroy”	“Regulations for Occupational Health and Safety Authorized Persons” P SM 02-OT-04-2016, approved by order No. 39/755-P dd. 19.12.2016
JSC ATOMPROEKT	PrOT 14-2018 “Regulations for Joint Occupational Health and Safety Committee of JSC ATOMPROEKT”
VdMU LLC	“Regulations for Occupational Health and Safety Authorized Persons from the Labor Collective” P-OOO VdMU-15-06-2015, approved by Order No. 226/319-P dd. 22.09.2015

* In JSC «Atomenergoproekt»and PJSC ESM, functions of occupational health and safety authorized persons are assigned to representatives of trade union committees

(GRI 404-1) Table 13.20 Average hours of training per year per employee, man/hour

Company name	2016	2017	2018	(2018-2017)/2017, %	Analytical comment
JSC ASE EC	23.4	38.4	36.6	-4.82	Decrease in the number of hours is related to the increase of training programs in a remote format.
JSC “Atomenergoproekt”	24.4	25.4	53.8	+112	-
JSC ASE	3.7	3.8	23.2	+509	Increase in the average number of training hours is caused by the change in the staff structure
JSC ATOMPROEKT	10.4	30.3	57.5	+90	The increase is caused by the fact that mandatory training of the executives was held in 2018 (frequency is once in 3 years)
JSC “NIKIMT-Atomstroy”	30.3	31.5	16.9	-46.4	Decrease in the number of hours is caused by the increase of training programs in a remote format.
PJSC ESM	30.5	27.4	20.1	-26.45	-
TREST ROSSEM LTD.	8.0	9.2	34.5	+275	The growth is caused by increased number of workers’ training hours in 2018
Total for Engineering Division	21.3	28.4	34.37	+21	-

(GRI 404-1) Table 13.21 Average hours of training per year per employee of different categories

Company name	2016	2017	2018	(2018-2017)/2017, %	Analytical comment
JSC ASE EC	23.4	38.4	36.6	-4.8%	the number of employees is minimal, there is no specific information on this category, we can estimate the indicators as 0.0-0.05
Executives	54.2	55	40.0	-	
Specialists	15.5	37.4	36.7	-	
Office workers	the number of employees is minimal, there is no specific information on this category, we can estimate the indicators as 0.0-0.05		-	-	
Workers	12.5	6.2	29.3	-	
JSC “Atomenergoproekt”	24.4	25.4	53.8	112%	-
Executives	56.6	53.2	93.0	-	there are no “office workers” and “workers” categories
Specialists	20.2	22.5	50.7	-	
Office workers				-	
Workers	16.8	16.3	23.8	-	
JSC ASE	3.7	3.8	23.2	509%	
Executives	7.9	5.2	54.1	-	the increase is caused by the fact that mandatory training of the executives was held in 2018 (frequency is once in 3 years)
Specialists	1.74	1.9	17.9	-	
Office workers	-	-	-	-	
Workers	-	-	-	-	
JSC ATOMPROEKT	10.4	30.3	57.5	90%	
Executives	34.8	50.02	82.6	-	-
Specialists	8.1	26.1	56.9	-	
Office workers	0	0	0.0	-	
Workers	0	38.6	1.6	-	
JSC “NIKIMT-Atomstroy”	30.3	31.5	16.9	-46.4%	
Executives	58.8	56.8	28.3	-	-
Specialists	10.5	11.1	9.5	-	
Office workers				-	
Workers	21.5	28.3	17.5	-	
PJSC ESM	30.45	27.37	20.1	-26.45%	
Executives	47.1	63.81	43.6	-	-
Specialists	15.3	65.11	7.7	-	
Office workers			0.0	-	
Workers	30.6	21.62	19.1	-	
TREST ROSSEM LTD.	8	9.2	34.5	275.00%	
Executives	14	15.6	5.6	-	The growth is caused by increased number of workers’ training hours in 2018
Specialists	11	11.2	9.5	-	
Office workers	-	-	0.0	-	
Workers	7	9.2	38.8	-	
Total for Engineering Division	21.3	28.4	34.4	21%	

(GRI 404-1) Table 13.22 Average hours of training per year per one male employee

Company name	2016	2017	2018	(2018-2017)/2017, %
JSC ASE EC	30.1	44.8	40.9	-9%
JSC “Atomenergoproekt”	29.3	30.2	58.7	+94%
JSC ASE	4.4	4.1	28.7	+599%
JSC ATOMPROEKT	13.3	30.6	60.4	+97%
JSC “NIKIMT-Atomstroy”	37.6	36.5	15.9	-56%
PJSC ESM	35.5	26.8	20.8	-22%
TREST ROSSEM LTD.	8.2	10.4	36.5	+251%
Total for Engineering Division	26.1	30.3	34.50	+14%

(GRI 404-1) Table 13.23 Average hours of training per year per one female employee

Company name	2016	2017	2018	(2018-2017)/2017, %
JSC ASE EC	15.4	25.7	30.9	+20%
JSC “Atomenergoproekt”	19.4	20.2	48.0	+137%
JSC ASE	2.6	3.7	16.6	+348%
JSC ATOMPROEKT	10.7	29.6	54.6	+84%
JSC “NIKIMT-Atomstroy”	38.7	32.0	20.8	-35%
PJSC ESM	6.4	52.2	15.0	-71%
TREST ROSSEM LTD.	7.0	7.6	9.4	-23%
Total for Engineering Division	15.9	26.5	34.05	28%

Table 13.24 Programs of skills development and lifelong learning intended to sustain the employees' working abilities and assist in their retirement

Company name	Programs for upgrading employee skills and transition assistance programs Skills (GRI 404-2).	Type and nature of programs and assistance in the employees' advanced training implemented in the Engineering Division.	Support programs offered to employees in their search of further employment or career ending management in case of retirement or work termination.
JSC ASE	-	Advanced training is held if required (employee's re-qualifying in a certain field), at the employee's will if agreed by his/her manager and such training is available in the annual plan.	Assistance to the employees dismissed due to job cuts in new employment in other companies of the group and in CV preparation.
JSC ASE EC	There was no employees' training under such programs.	There was no employees' training under such programs.	There was no employees' training under such programs.
JSC «Atomenergoproekt»	JSC «Atomenergoproekt» JSC «Atomenergoproekt» uses the PROGRAM of coaching system development, under which specialists with high qualification (including those who are retired) share their important knowledge with young specialists.	Employees' Training and Qualification Enhancement Program is approved in JSC «Atomenergoproekt» JSC «Atomenergoproekt» for every year. Upon agreement with their managers, every employee can apply for training required for their professional activities.	A comprehensive program is being implemented in JSC «Atomenergoproekt» JSC «Atomenergoproekt» for pensioners and veterans. Various events are organized annually for support of pensioners and honored employees, their special importance for the company.
JSC ATOMPROEKT	arrangement of qualification maintenance training for the employees; arrangement of English classes for the employees; English clubs for the employees.	employees' mandatory training (in accordance with the requirements of the RF state supervisory authorities); advanced training for the employees; English classes (group studies, speaking clubs); industry training programs (candidate pool, globalizer leaders); management skills development in the employees hired/promoted to executive positions.	-
JSC «NIKIMT-Atomstroy»	- English classes; - active participation in various professional skills contests.	Employees' training and advanced training are held in accordance with the annual Training and Development Plan.	There are no programs in this area.
PJSC ESM	English classes; improvement of professional competencies; management skills development; remote learning	English classes; improvement of professional competencies; management skills development; remote learning	-

Company name	Programs for upgrading employee skills and transition assistance programs Skills (GRI 404-2).	Type and nature of programs and assistance in the employees' advanced training implemented in the Engineering Division.	Support programs offered to employees in their search of further employment or career ending management in case of retirement or work termination.
TREST ROSSEM LTD.	<ul style="list-style-type: none"> - English classes; - active participation in various professional skills contests. - coach training in branch offices 	Employees' training and advanced training are held in accordance with the annual Training and Development Plan.	-

Table 13.25 Structure of Rosatom State Corporation Engineering Division expenses on the employees' training in the reporting period, million rubles

Company name	Expenses, million rubles	Key partners
JSC ASE EC	63.25	
Mandatory professional training	6.46	ANO CPE Rosatom Technical Academy, NEI CPE Professional Development Center for the Employees of the Nuclear Industry Construction Complex, JSC «NIKIMT-Atomstroy»
Industry training and development programs	14.33	ANO Rosatom Corporate Academy
Additional training	40.73	ANO Rosatom Corporate Academy, ANO CPE Rosatom Technical Academy, PEI CPE TsNTI Progress, PI CPE Branch Project Management University, PI CE EMS MASTERCLASS, Softline Training Center
Other expenses for training, assessment and development	1.73	ANO Rosatom Corporate Academy, PEI CPE TsNTI Progress
JSC ASE	7.57	
Mandatory professional training	0.78	ANO CPE Specialists Advanced Training Institute; ANO CPE Rosatom Technical Academy;
Industry training and development programs	2.03	ANO Rosatom Corporate Academy
Additional training	2.28	ANO Rosatom Corporate Academy
Other expenses for training, assessment and development	2.48	ANO Rosatom Corporate Academy
JSC «Atomenergoproekt»	38.41	
Mandatory professional training	1.91	ANO CPE Rosatom Technical Academy; ANO CPE Intra-industry Technological Advanced Training Institute; NEI CPE Balakovo Institute of Retraining and Advanced Training; PI CPE Professional, Integral Institute for Continuing Education and Training
Industry training and development programs	3.60	ANO Rosatom Corporate Academy
Additional training	30.74	ANO Rosatom Corporate Academy, ANO CPE Rosatom Technical Academy, PMSOFT Group of Companies, TsNTI Progress, Strategic Analysis and Entrepreneurial Development Institute LLC
Other expenses for training, assessment and development	2.16	ANO Rosatom Corporate Academy
JSC ATOMPROEKT	51.87	
Mandatory professional training	0.46	PEI CPE Institute for Occupational Health and Safety and Social Partnership
Industry training and development programs	3.04	ANO Rosatom Corporate Academy
Additional training	44.89	ANO Rosatom Corporate Academy, ANO CPE Rosatom Technical Academy, TsNTI Progress, FSAEI CPE St. Petersburg Energy Institute for Advanced Training.
Other expenses for training, assessment and development	3.48	ANO Rosatom Corporate Academy
JSC «NIKIMT-Atomstroy»	16.44	
Mandatory professional training	7.16	NEI CPE Professional Development Center for the Employees of the Nuclear Industry Construction Complex; Professional JSC; ANO CPE PromEnergо Garant
Industry training and development	4.53	ANO Rosatom Corporate Academy

Company name	Expenses, million rubles	Key partners
programs		
Additional training	3.97	ANO Rosatom Corporate Academy; ANO CPE Rosatom Technical Academy
Other expenses for training, assessment and development	0.78	ANO Rosatom Corporate Academy
PJSC ESM	14.33	
Mandatory professional training	10.19	Professional Training Center LLC, Occupational Safety and Labor Conditions Center LLC, Occupational Safety Departmental Certification Center LLC, Znanie PRO LLC, PEI CPE Znanie PRO in Volgodonsk, Training and Production Cooperative Bezopasnost Dvizheniya
Industry training and development programs	2.06	ANO Rosatom Corporate Academy
Additional training	1.27	Professional Training Center LLC, NEI CPE Professional Development Center for the Employees of the Nuclear Industry Construction Complex
Other expenses for training, assessment and development	0.81	
TREST ROSSEM LTD.	13.65	
Mandatory professional training	4.96	ANO CPE TC PRIS, ANO CPE TC Region Study Center, Urban Economy Evaluation Center LLC, JSC «NIKIMT-Atomstroy»
Industry training and development programs	1.69	ANO Rosatom Corporate Academy
Additional training	2.90	ANO CPE Rosatom Technical Academy and other external training centers
Other expenses for training, assessment and development	4.10	NEI CPE Professional Development Center for the Employees of the Nuclear Industry Construction Complex
Total for Engineering Division	205.52	

Table 13.26 Expenditure of resources for personnel training (with a breakdown by Rosatom State Corporation Engineering Division companies), million rubles²

Company name	Employees' categories	2016		2017		2018		Provide an analytical comment to the table
		m	f	m	f	m	f	
JSC ASE EC	Heads	13.20	5.70	21.90	4.30	16.90	3.90	Personnel training expenses are not represented in the expenditure - the number of employees is minimal, there is no specific information on this category, we can estimate the indicators as 0.0-0.05
	Specialists	12.30	7.50	16.80	14.80	22.70	17.50	
	Office workers	-	-	-	-	0.00	0.00	
	Workers	0.20	0.03	0.10	-	0.50	0.03	
	Total	38.93		57.90		61.53		
JSC "Atomenergoproekt"	Heads	7.50	3.90	9.60	3.80	6.90	2.80	The total sum of expenditure excludes the expenses for training and certification
	Specialists	8.60	8.50	15.60	10.60	15.60	11.20	
	Office workers	-	-	-	-	-	-	
	Workers	0.20	0.05	0.16	0.11	0.17	0.02	
	Total	28.75		39.88		36.69		
JSC ASE	Heads	0.70	0.50	0.80	0.40	2.34	0.53	Training expenses are indicated in terms of mandatory and additional programs arranged through external contracting parties (sole and competitive service providers). The total sum of expenditure excludes other expenses on personnel assessment, training and development.
	Specialists	0.20	0.20	5.10	3.30	1.73	0.63	
	Office workers	0.00	0.00	0.00	0.00	0.00	0.00	
	Workers	0.00	0.00	0.50	0.20	0.00	0.00	
	Total	1.60		10.30		5.23		
JSC ATOMPROEKT	Heads	1.10	2.10	3.90	2.60	6.23	3.23	-
	Specialists	4.80	5.40	14.80	13.30	20.55	18.53	
	Office workers	0.00	0.00	0.00	0.00	0.00	0.00	
	Workers	0.00	0.00	0.03	0.04	0.02	0.02	
	Total	13.40		34.66		48.58		
TREST ROSSEM LTD.	Heads	0.31	0.26	0.33	0.27	0.42	0.18	-
	Specialists	0.80	0.35	0.90	0.40	1.50	0.34	
	Office workers	-	-	-	-	-	-	
	Workers	1.40	0.03	1.70	0.00	9.81	1.40	
	Total	3.15		3.60		13.65		
JSC "NIKIMT-Atomstroy"	Heads	4.82	0.72	6.01	0.92	6.53	0.84	Expenses on the workers' training have been increased due to large-scale recruitment
	Specialists	1.37	0.65	1.70	1.09	1.41	2.09	
	Office workers	-	-	-	-	-	-	

² In the table on expenditure of resources for personnel training, other expenditures for assessment, training and development are not taken into account for the personnel that are not registered in the breakdown as per categories of employees

Company name	Employees' categories	2016		2017		2018		Provide an analytical comment to the table
		m	f	m	f	m	f	
	Workers	2.44	0.15	3.82	0.10	5.57		of personnel (workers) in the PRB
	Total	10.15		13.64		16.44		
PJSC ESM	Executives	0.86	0.20	0.56	0.13	0.98	0.23	
	Specialists	0.16	0.27	0.31	0.51	0.61	0.99	
	Office workers	-	-	-	-	0.00	0.00	
	Workers	7.15	0.59	6.01	0.49	9.90	0.81	
	Total	9.22		8.01		13.51		
Total for Engineering Division	Executives	28.49	13.38	43.10	12.42	40.30	11.71	-
	Specialists	28.23	22.87	55.21	44.00	64.10	51.28	
	Office workers	0.00	0.00	0.00	0.00	0.00	0.00	
	Workers	11.39	0.85	12.31	0.94	25.97	2.28	
	Total	105.21		167.99		195.64		

GRI 404-3) Table 13.27

Percentage of employees receiving regular performance and career development reviews with a breakdown by the employees' gender and categories

Company and region of operation	Employees' categories	2018			Analytical comment
		m	f	%	
JSC ASE EC (Nizhny Novgorod),	Executives	420	179	92.58	The increase in the number of employees to be assessed is due to the extension of the list of positions included in the RECORD assessment system
	Specialists	687	419	29.17	
	Office workers	-	-	-	
	Workers	-	-	-	
	Total	1,705		35.96	
JSC "Atomenergoproekt" (Moscow)	Executives	174	81	85.28	-
	Specialists	14	31	2.24	
	Office workers	0	3	13.64	
	Workers	0	0	-	
	Total	303	-	12.08	
JSC ASE (Nizhny Novgorod)	Executives	79	19	40.66	there are no "office workers" and "workers" categories
	Specialists	-	-	-	
	Office workers	-	-	-	
	Workers	-	-	-	
	Total	98	-	6.43	
JSC ATOMPROEKT (Saint Petersburg)	Executives	129	88	79.20	The increase in the number of employees to be assessed is due to the extension of the list of positions included in the RECORD assessment system
	Specialists	26	0	1.23	
	Office workers	-	-	-	
	Workers	-	-	-	
	Total	243	-	9.73	
TREST ROSSEM LTD. (St.Petersburg)	Executives	11	2	4.15	-
	Specialists	-	-	-	
	Office workers	-	-	-	
	Workers	-	-	-	
	Total	13	-	0.22	
JSC "NIKIMT-Atomstroy" (Moscow)	Executives	98	52	52.45	-
	Specialists	3	7	1.52	
	Office workers	-	-	-	
	Workers	-	-	-	
	Total	160	-	4.40	
PJSC ESM (Moscow)	Executives	27	6	13.20	-
	Specialists	34	43	23.19	
	Office workers	-	-	-	
	Workers	-	-	-	
	Total	110	-	3.90	
TOTAL for the Engineering Division	Executives	938	427	59.09	The increase in the number of employees to be assessed is due to the extension of the list of
	Specialists	764	500	11.97	

Company and region of operation	Employees' categories	2018			Analytical comment	
		m	f	%		
	Office workers	0	3	2.56		positions included in the RECORD assessment system
	Workers	-	-	-		
	Total	2,632	-	11.17		

Table 13.28 Information on the number of students who have undergone practical training and the number of the students who were given a job offer upon the results of such practical training

Company name	2016	2017	2018	(2018-2017)/2017
JSC ASE EC				
Number of students educated according to programs of target training	2	26	26	100 %
Number of students who were given a job offer	2	0	0	0
JSC "Atomenergoproekt"				
Number of students educated according to programs of target training	43	50	42	-16 %
Number of students who were given a job offer	-	1	12	83 %
JSC "NIKIMT-Atomstroy"				
Number of students educated according to programs of target training	3	3	3	100 %
Number of students who were given a job offer	0	0	0	0
PJSC ESM				
Number of students educated according to programs of target training	7	7	7	100 %
Number of students who were given a job offer	0	0	0	0
Total for Engineering Division				
Number of students educated according to programs of target training	105	86	78	2.84
Number of students who were given a job offer	2	1	12	0.83