

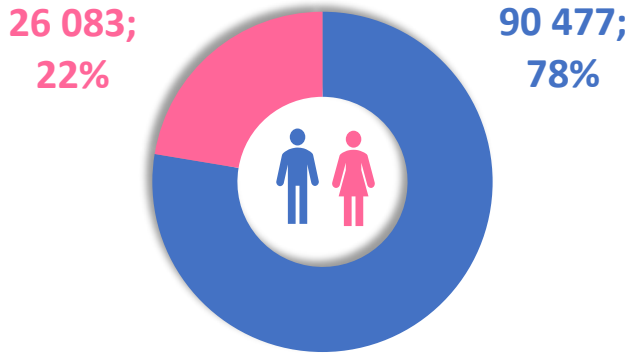


# Social Policy and HR Report

# GENDER EQUALITY 2023

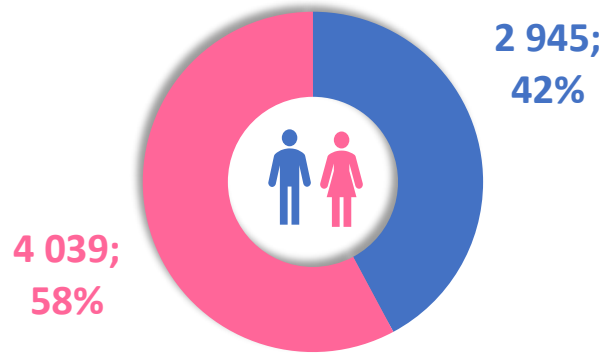
## 116 560

**Total number  
Number of staff**



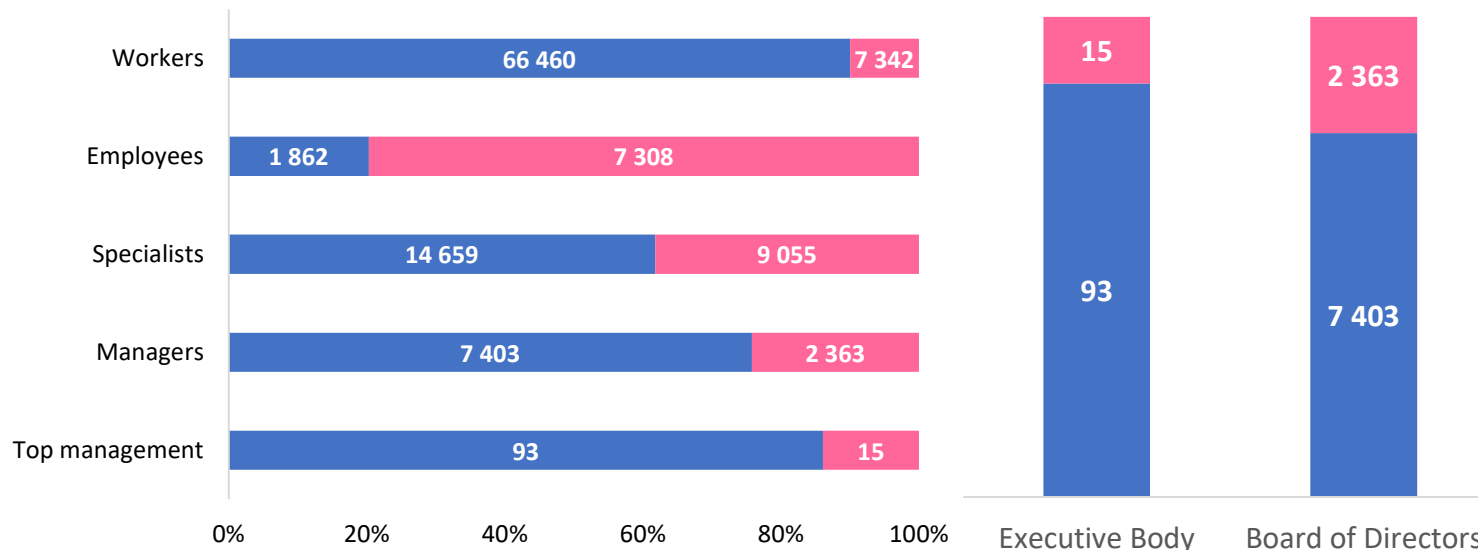
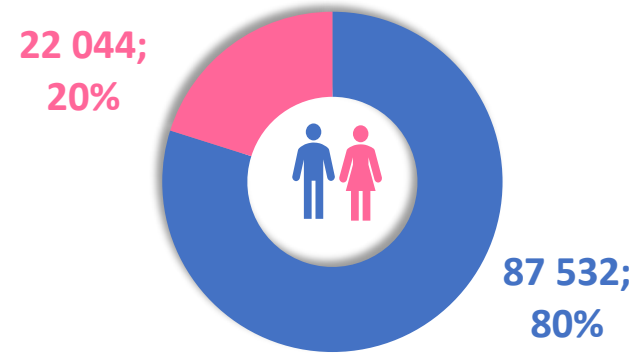
## 90 477

**Men  
Management Staff**



## 26 083

**Women  
Operational Staff**



**Gender pay gap for 2023, male/female relationship %**

Name	%
The average gender gap	4
Median gender gap	4
Average bonus gap	4
Average bonus gap by median	4

There are no differences in the Company's base salary and remuneration system depending on gender differences. Wages are determined according to the position, men and women in the same position receive the same salary and other payments in accordance with the rules of remuneration in the Company.

**The average gender pay gap for 2023 is 4 % due to the specifics of the enterprise**

# STAFF TURNOVER 2023

**Total turnover**  
all dismissals, including  
internal transfers

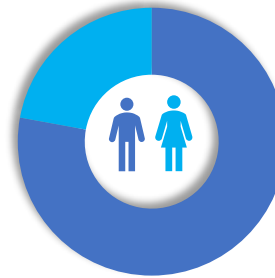
**15793**

dismissed

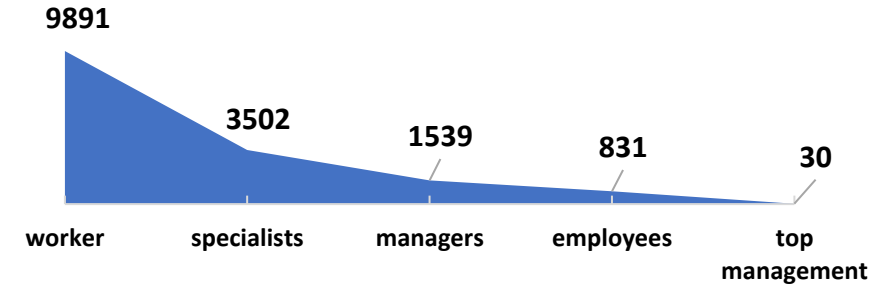
**13,5%**

staff turnover

Dismissed by gender



Dismissed by category



**Voluntary turnover**

dismissals at the  
initiative of the  
employee and by  
agreement of the  
parties

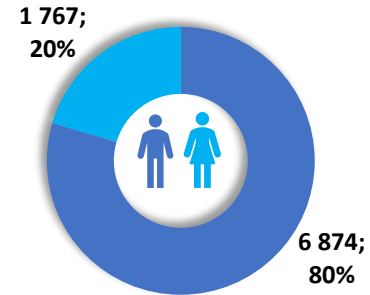
**8641**

dismissed

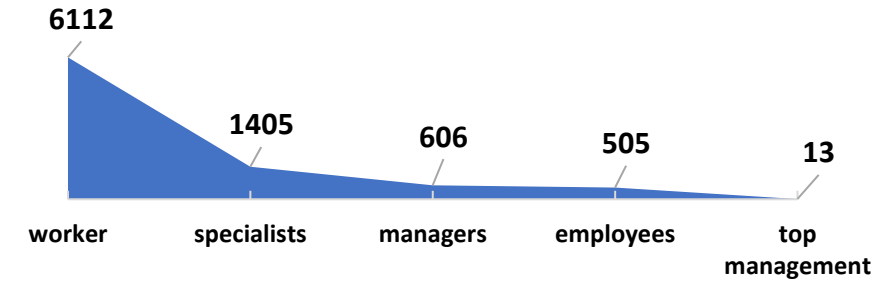
**7,5%**

staff turnover

Dismissed by gender



Dismissed by category



**For reasons of turnover**

dismissals on the  
initiative of an  
employee, by agreement  
of the parties,  
as well as related to  
violation of labor  
discipline

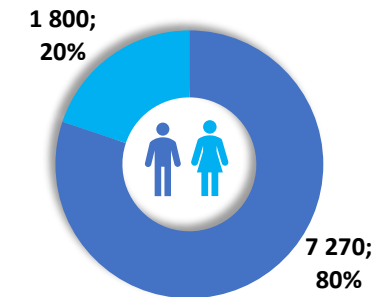
**9070**

dismissed

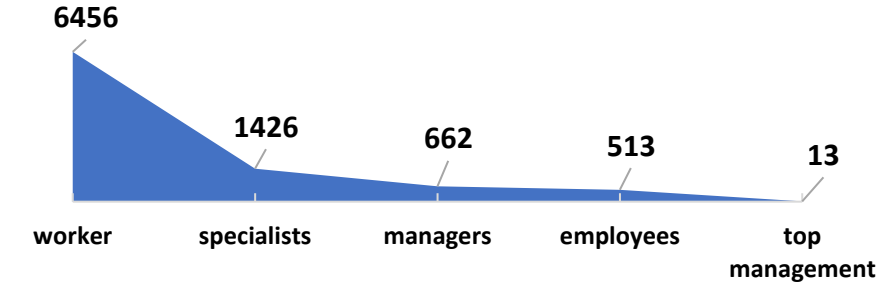
**7,91%**

staff turnover

Dismissed by gender



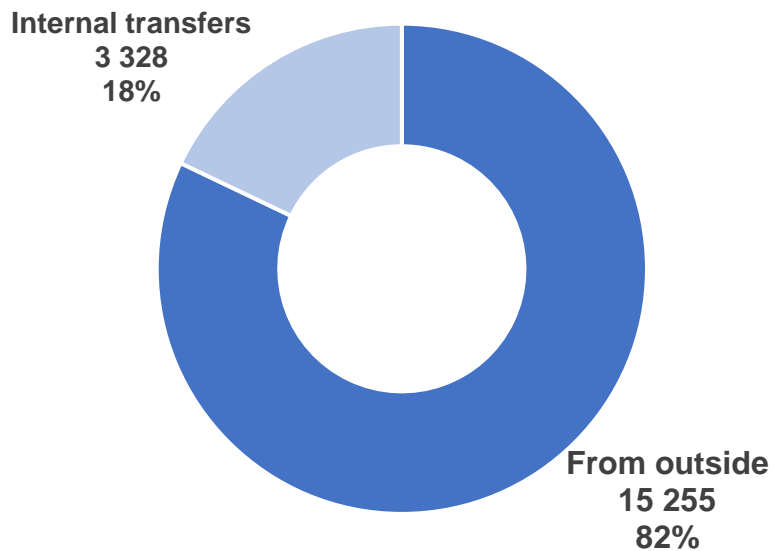
Dismissed by category



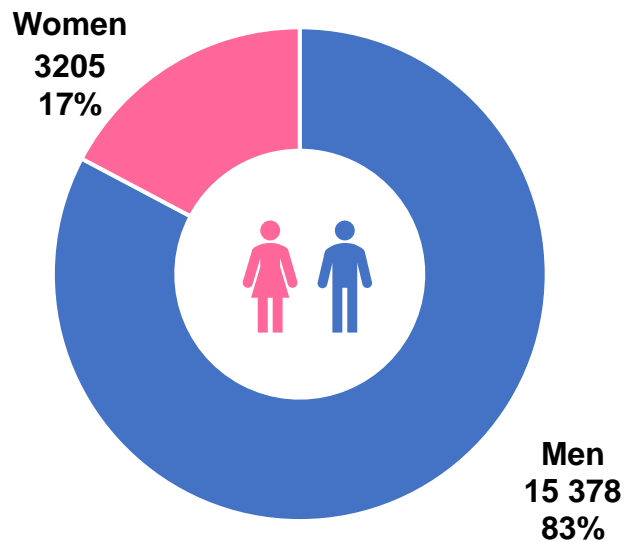
# INFORMATION ABOUT EMPLOYED EMPLOYEES IN THE COMPANY FOR 2023

A total of 18 583 employees arrived

Accepted/arrived employees



On gender equality



By age

