

<b>Mandatory occupational safety activities in the Group</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Occupational safety training for heads of units (number of heads)	64	120	9
Operational control (number of workplaces)	19	820	900
Pre-employment and scheduled medical examinations (number of people)	66	8	108
Special evaluation of working conditions (workplace declaration), number of workplaces	145	19	1101
Psychiatric examinations	-	16	-
First aid training	-	45	136

## ORGANIZATIONAL STRUCTURE

MOEX pays close attention to continually improving efficiency of its business processes and management systems.

In 2018, two key areas – sales and product development – were separated as part of an effort to ensure standard market division structures. To promote the Exchange’s products and services for designated segments of customers and to facilitate cross-market activities, as well as to organize complex cross-market work with key customers and issuers, new business units were established. These changes were aimed at enhancing the efficiency of each market, optimizing business processes and unifying the customer engagement process, including with the aim of improving customer satisfaction and the total volume of services. This transformation was designed to introduce a flatter management structure within business units, which is in line with the goals of implementing MOEX’s cross-market strategic initiatives, and growing career opportunities for employees. In 2018, a new business unit was established to create a financial product Marketplace platform.

The organizational chart is shown in Appendix .

At the end of the reporting year, the membership of the MOEX’s Executive Board decreased from six to five members as Sergey Polyakov, Managing Director for IT, left for another company. Since December, Dmitry Shcheglov, Managing Director for Operations, a member of the Executive Board, has overseen the IT business units. Igor Marich, Managing Director of the Money and Derivatives Markets took responsibility for project management and process optimization.

## REMUNERATION POLICY

Moscow Exchange pays a competitive level of remuneration to attract, retain and incentivize employees. MOEX’s remuneration principles set out the fixed (base salary) and variable (annual bonus) components of remuneration. The fixed portion of remuneration and targeted size of the variable portion is determined based on the applicable system of basic salaries (grades) and data of the salary market. The variable portion of remuneration correlates with the performance of the Group and individual results of each employee, both of which are evaluated as part of the performance management process.

The Supervisory Board of Moscow Exchange approved corporate targets for 2018, including financial performance, progress on key projects as well as development of the MOEX’s business and technologies.

Corporate targets of NCC and NSD differ from those of Moscow Exchange due to the specific nature of NCC and NSD’s businesses (as a central counterparty and a central securities depository, respectively) and different legal requirements for credit institutions. As a result, the corporate targets for NCC and NSD are reviewed on a standalone basis and approved by their respective supervisory boards.

The Supervisory Board of the Exchange also approved the principles and parameters of a stock-based long-term remuneration program intended to help the Group retain key personnel and motivate them to contribute to the long-term sustainable growth of the Group.