

Every year the company holds a Week of Knowledge for Group employees to familiarize themselves with educational trends. In 2018, over 400 employees attended master classes dedicated to development of the critical thinking and emotional intelligence.

Educational programs for senior executives include both individual and group trainings. To ensure continuous development of the company's management, a leading European business school developed and implemented a program to develop strategic management and leadership skills.

Special attention was given to performance management, particularly the feedback component of performance management. The working instruments of the company's leadership in this regard were the results obtained from MOEX FeedBack and the updated 360-degree survey. Plans for 2019 consist of launch of Dialogue Workshop, a specialized training course for senior managers of all levels.

In 2018, MOEX upgraded its talent management program, seeking to put in place a consistent performance and capabilities assessment process to establish long-term individual plans for professional and career development. The program places particular emphasis on discussions around succession planning and building a pool of potential successors to key positions. The Group runs a succession planning program for members of executive bodies, including at the subsidiaries, to define a pool of successors to key positions and put in place individual succession development plans.

SOCIAL SUPPORT

Providing social support above and beyond the mandatory minimums prescribed by law is a part of the Group's social policy and is designed to ensure a sense of security for employees and to improve workforce performance and loyalty. Corporate social support is provided as per the Regulations on Corporate Social Support to Employees of Moscow Exchange approved by the Group's executive bodies in 2016. Healthcare, maternity leave and childcare are the key elements of the social support policy. All Group companies provide voluntary health insurance (VHI),

international health insurance, medical insurance for travellers as well as personal accident and disease insurance plans for all employees. Insurance programs are subject to annual audits, including following the results of employee surveys assessing the quality of medical insurance coverage. Employees can have family members covered under VHI programs at the expense of the Group (subject to the predefined individual limit).

The Group has a standing Support Committee to handle such issues as providing financial assistance (and determining the size thereof) to employees who suffered an accident or emergency not covered by existing insurance plans.

Employees with work experience of six months or more are entitled to additional temporary incapacity payments if they fall ill or need to care for an ailing family member; while those with a track record of at least two years can also claim additional maternity leave payments.

The Group also promotes a healthy lifestyle among its employees, and offers influenza and viral respiratory infection vaccinations. A Health Days campaign was launched. Employees are entitled to special corporate discounts at leading fitness centers and can join a number of sports clubs (for running, triathlon, mini football, hockey, basketball, volleyball, yachting and chess), they can also use a small gym and showers, and for those who ride a bike to work, bicycle storage facilities are available. Employees can access special rates at leading fitness centers.

The Group established and successfully runs corporate clubs for entertainment and intellectual development, including: intellectual club MOEX Smart Club, scientific club MOEX Data Science, educational club MOEX Walk, culinary club MOEX Kitchen and dancing club MOEX Dance. These initiatives serve to strengthen the corporate culture and create a favorable environment for employees, including by promoting a healthy lifestyle.

The Group strictly adheres to labor laws providing social guarantees to certain categories of employees (including those with a family) and granting additional days off to parents taking care of disabled children and additional unpaid leave to employees taking care of babies.