

Recruitment, training, and development (continued)

Retraining programme

In 2022, Magnit's Corporate Academy launched a retraining programme for professionals from various retail segments and people who have lost their jobs and distressed people. Under the programme, subsequent employment is offered. In particular, we provide training to those working in fashion retail, construction materials, household goods, and catering, etc. Our retraining programmes include both theory and practice, feature online learning technology and a robust onboarding and mentoring system.

All digital learning opportunities are available to future professionals: the corporate training system's mobile app, training on dedicated digital platforms.

In logistics, would-be drivers take a mandatory course on Safe and Fuel-Efficient Driving, practise skills with instructing drivers and join the ranks after they pass all the tests.

DIXY

DIXY, which became part of Magnit Group in 2021, works hard to train staff. In the reporting year, basic training programmes were developed and implemented for each level of positions in a store. Professional training covers 80% of new DIXY employees.

DIXY is introducing a mentoring culture and provides hands-on training for newcomers supported by experienced employees for all positions in a store. In the reporting year, DIXY developed a mentoring methodology according to which 246 mentors were trained and certified.

The company assessed the knowledge of experienced retail employees with a randomised testing tool which helped identify areas for development and provide additional training. To keep the quality of our work at a high level, we launched an online channel for direct communication between sales vertical managers and experts; we are also developing additional training programmes for DIXY employees.

Business school

This is an ambitious initiative implemented in the Central Federal District where Magnit provides trainings, works on a variety of projects to improve the leadership and professional skills of the managers working in the district. As part of the initiative, we have already conducted an offline training for the district's territorial managers, an offline conference on operations and HR, a two-day offline Effective Management training for the district's functional managers featuring a guest speaker, and online training sessions. Moreover, the School has developed a framework to provide individual feedback to participants from the District Director, HRD and the format's COO. Its purpose is to discuss performance, draw special attention to strengths and weaknesses, set the right course of action and draw up a quality customised development plan.

Each participant is assigned a project for which they are responsible and which they develop not only in their own territory but also across the whole district. The projects included programmes such as Contactless Acceptance, Everything in the Box and Active Magnit Cosmetics Sales

Magnit Group employees take an active part in volunteering activities, helping socially disadvantaged groups, holding environmental events and supporting animal shelters.

▲ For more details on Magnit's volunteering projects, see the Engaging with Local Communities section, page 121–123.

Corporate culture

Benefits and financial support

Our employees enjoy a wide range of benefits and social programmes, including compensation of expenses, insurance programmes, financial support, discounts, etc.

In 2022, Magnit spent a total of RUB 130.9 mln on employee health insurance, up 45% YoY, as the number of insured employees had grown.

