

Recruitment, training, and development

Recruitment

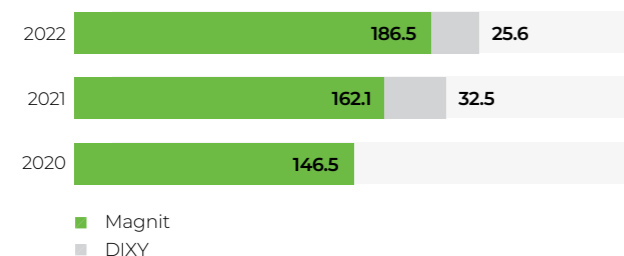
As our Company grows, opens new stores and expands its geography, we are constantly looking for new talent. When hiring new staff, we evaluate all applicants based on their professional merits, without discriminating them by gender, ethnicity, age, political or religious beliefs, and treat everyone equally.

We offer potential employees attractive wages, social support, a friendly corporate culture and favourable working environment.

Magnit's recruitment tools

- ▶ Magnit's recruitment website <https://rabota.magnit.ru/shop> and other dedicated websites
- ▶ Social media
- ▶ Targeted advertising
- ▶ Unified AI-driven recruitment system.

New hires at the Magnit Group, thous. people



In 2022, the number of the Magnit Group's new employees increased by 15% to 212,100. This was mostly driven by the expansion of our retail network.

▲ For more details on our newly hired personnel structure, see the Appendix to the Our Employees section.

Cooperation with the state employment centre

In the reporting year, Magnit and the Moscow Employment Centre entered into a cooperation agreement to source and select candidates to meet the Company's needs. A recruitment centre will be set up in Moscow to source and select candidates for Magnit. It will be powered by state-of-the-art digital technology that will make the process as fast and effective as possible and help us share and exchange information with the Employment Centre. Our experts will train the Centre's staff in recruitment specifically for the retail sector, provide guidance, and share job interview scenarios.

Dream job

In 2022, we went ahead with our Dream Job project. This is an official employment programme for 16–17 year old children of our employees at Magnit Cosmetics stores in the Central District of Russia. Colleagues train and intern young people in stores, talk about the Company and the format, and share their work experience and stories of success at Magnit.



Training and development

In 2022, we conducted 32.5 hours of training per employee, with training courses and seminars delivered across various operational divisions and staff levels, including training in health and safety, corporate ethics. The Company's training programme with the broadest coverage is on occupational health and safety, with more than 131,000 employees trained in 2022. The total number of Magnit employees who received training under professional development and retraining programmes reached nearly 7,300. More than 12,400 people took part in corporate ethics trainings.

In 2022, the primary focus was on training programmes involving internal resources and the development of programmes featuring individuals in positions of leadership as trainers.

GRI 404-1

Corporate training programmes

Metric	2022
Average training time (all types) per employee, hours:	
managers, experts, and other office staff	32.5
Total training time per employee, thous. hours, including breakdown by gender:	9,737
▶ men	2,921
▶ women	6,816
Number of employees who received training under professional development and retraining programmes, thous. people:	7,289
managers, experts, and other office staff who received training under professional development and retraining programmes;	7,289
Number of employees who received training in occupational health, people¹	131,335
Number of employees who received training in corporate ethics, people	12,414
Total number of employees who completed all types of training, employees	411,618

32.5 training time per employee, hours

131 thous. participants training programme with the broadest coverage is on occupational health and safety

¹ The data covers managers, experts, and other office employees who took pre-certification training in occupational health and safety, etc. The number of employees trained is specified in individual training cycles (if one person was trained twice, they are counted twice).