

APPENDIX 5. A Table of Stakeholders' Suggestions Pertaining to the Disclosure of Information in the Report, Voiced at the Dialogue on 05.04.2013 and at the Public Hearings on 26.04.2013.

No	The Description of the Stakeholders' Suggestions	As Disclosed in the Report
Suggestions on the Disclosure of Information in the 2012 Report		
Recommendations suggested by the representatives of higher education establishments		
1	To include the information on the changes in HR management (if any) pursuant to the new state regulation requirements in line with ISO, ISAE, OHSAS, etc. standards (in connection with joining the WTO)	The information will be acquired during the preparation of the 2013 Report
2	To include the personnel involvement assessment	The information will be acquired during the preparation of the 2013 Report
3	To include the analysis of HR lifts	The information will be acquired during the preparation of the 2013 Report
4	To describe the cooperation of Federal Grid Company with the Ivanovo State Energy University and other higher education establishments	Paragraph 6.2
5	To include a paragraph on the provision of occupational health and psychological training of employees	The information will be acquired during the preparation of the 2013 Report
6	To describe an approach to the development of the production culture	The information will be acquired during the preparation of the 2013 Report
7	To include the information on the development of occupational standards	The information will be acquired during the preparation of the 2013 Report
8	To disclose the information on the Company interaction with the academic scientific community and the collegial university government bodies, and with expert councils attached to the partner higher education establishments	Paragraph 6.2
9	To describe the students support mechanisms in the regions, meaning education payments, social benefits, etc.	The information will be acquired during the preparation of the 2013 Report
10	To disclose the information on the Company's scholarship programs for students	The information will be acquired during the preparation of the 2013 Report
Recommendations suggested by the representatives of the state authorities		
11	To include the data on working efficiency calculations	The information will be acquired during the preparation of the 2013 Report
12	To assess the HR reserve turnover	The information will be acquired during the preparation of the 2013 Report
13	To include the statistical data on the decrease of failure rate or the increase of reliability in the result of training, as an indicator of the training quality	The information will be acquired during the preparation of the 2013 Report
14	To include the indicators of training centers' efficiency	The information will be acquired during the preparation of the 2013 Report
15	To describe an approach to talent management	The information will be acquired during the preparation of the 2013 Report
Recommendations suggested by the environmental protection organizations		
16	To disclose the statistical data on birds mortality rate resulting from the operations of Federal Grid Company	Paragraph 9.2
17	To describe the indirect hothouse gas emissions calculation method	Paragraph 9.2
18	To disclose the information on all compensation initiatives in "The Key Environmental Impact Indicators" section under "Impacts on the Flora and Fauna, and the Soils" provision	Paragraph 9.2
19	To improve the content of sections describing biological diversity, the natural areas under preferred protection and birds mortality	The information will be acquired during the preparation of the 2013 Report
20	To describe the "Impact on Biological Diversity" in "The Environment Protection Company Initiatives" section in greater detail	The information will be acquired during the preparation of the 2013 Report
Recommendations suggested by the experts and business community		
21	To include the information on HR management KPIs	Paragraph 6.5
22	To list the key HR management documents	Paragraph 6.1
23	To describe the comprehensive and continuous leadership's approach to HR management and to emphasize the goals for the investments in human capital	The information will be acquired during the preparation of the 2013 Report

№	The Description of the Stakeholders' Suggestions	As Disclosed in the Report
24	To focus on high-performance workplaces, stressing the fact that an increase in working efficiency is not possible without the workforce reductions (to show that the Company analyses the situation)	The information will be acquired during the preparation of the 2013 Report
25	To describe the activities pertaining to the development of competency profiles and position certificates	The information will be acquired during the preparation of the 2013 Report
26	To describe the employee assessment procedure in place for HR reserve	Paragraph 6.1
27	To explain, whether there is a division into the promising reserve (young specialists) and the reserve composed of experienced employees	Paragraph 6.1
28	To describe how the HR reserve formation experience acquired in the past (from 2006) is used today	Paragraph 6.1
29	To include the HR reserve dynamics numbers	Paragraph 6.1
30	To describe the effects of the HR reserve members assessment on the development of occupational standards	The information will be acquired during the preparation of the 2013 Report
31	To explain (if necessary) if there is a division in Federal Grid Company between the labor protection and labor safety training	The information will be acquired during the preparation of the 2013 Report
32	To include the information on special training (if any) on document development	The information will be acquired during the preparation of the 2013 Report
33	To include the information on the Company participation in the presidential program on engineer training and whether any of the subprograms are implemented jointly with higher education establishments	The information will be acquired during the preparation of the 2013 Report
34	To provide information on the implementation of the behavioral audits in the Company (if any)	The information will be acquired during the preparation of the 2013 Report
35	To describe the employee loyalty assessment program results, including the things employees like and those they do not, and the Company's response	The information will be acquired during the preparation of the 2013 Report
Recommendations suggested by the representatives of the industry organizations		
36	To include the information on the number of employees in need of housing conditions improvement, and to describe the interaction of such employees with the Company management	The information will be acquired during the preparation of the 2013 Report
37	To provide information on the waste disposal procedures adopted by the Company, and whether the waste disposal contractors comply with the international environment protection standards	Paragraph 9.2
38	To include the Company employee satisfaction survey results, specifying the mechanisms used during the survey	The information will be acquired during the preparation of the 2013 Report
39	To describe the conflict settlement procedures adopted by the Company	The information will be acquired during the preparation of the 2013 Report
40	To complement the Report with the information on the internal HR substitution ratio and working efficiency	The information will be acquired during the preparation of the 2013 Report
41	To disclose the information on labor compensation fund	The information will be acquired during the preparation of the 2013 Report