

STAFF APPOINTMENTS

Effective HR policy and a variety of recruitment methods traditionally used at TransContainer keep staffing at a high level of 96.5%.

The staff turnover rate for dismissed employees is steadily decreasing and was 4.6% in 2020.

Total number of employed and dismissed employees in 2020 by age and gender (people) **GRI 401-1**

Employed

Below 30		31–40 years		41–50 years		51–55 years		55+ years		Total
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
65	55	69	48	46	38	15	3	12	9	360

Dismissed

Below 30		31–40 years		41–50 years		51–55 years		55+ years		Total
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
43	38	63	59	53	40	18	7	29	41	391

Staff Turnover Rate (%) **GRI 401-1**



In the reporting year, 391 people were dismissed, including:

- resigned – 37.3%;
- retired – 12.5%;
- reduced – 6.6%;
- dismissed as agreed by the parties – 24.3%;
- re-appointed within the Company (to the executive office, from branch to branch) – 6.6%;
- dismissed for violation of labor discipline – 0.3%;
- dismissed for appointment to another employer – 1%;
- took leave to care for children up to 14 years – 0.8%;
- dismissed for health reasons – 0.8%;
- dismissed for reasons not subject to influence (expiration of employment contract, conscription, death of employee, change of residence, decision of the Board of Directors) – 9.2%.