

SIBUR



SIBURENTECH

SIBURENTECH ENGINEERS'
CENTRE OF EXCELLENCE

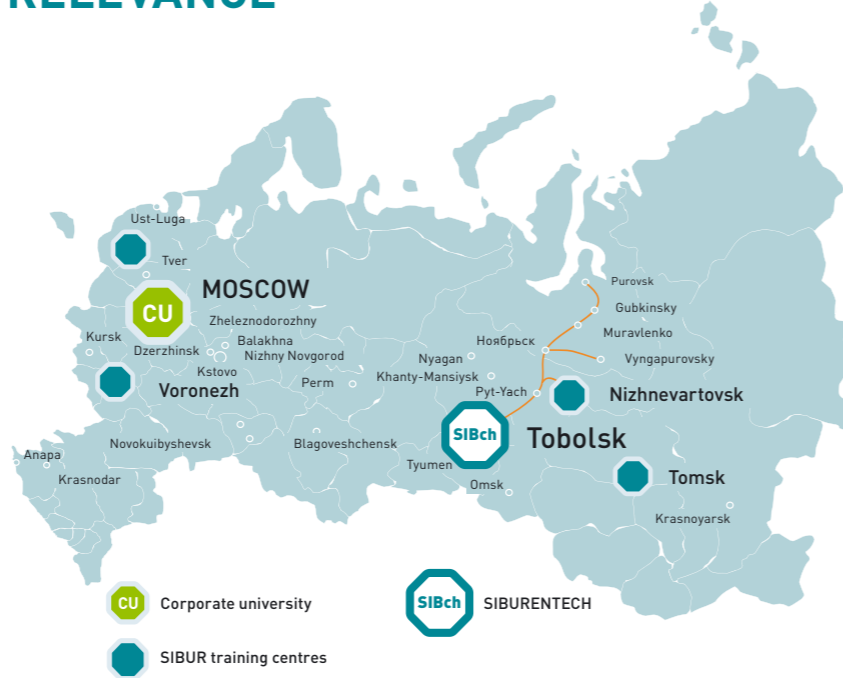
SIBURENTECH | PROJECT RELEVANCE

TRAINING CENTRES OF THE COMPANY

SIBUR has some training centres at manufacturing plants, including 6 licensed support centres.

PREREQUISITES FOR BUILDING A NEW FORMAT TRAINING CENTRE IN TOBOLSK:

- Tobolsk accommodates production facilities that generate a significant part of SIBUR's EBITDA
- Building a profile of a future engineer in close proximity to one of the Customers
- Changing requirements for employees due to the development of technologies, processes automation and digitalisation
- Competition for talented employees
- Changing requirements for an employer



SIBURENTECH | PART OF THE TRAINING SYSTEM OF SIBUR HOLDING

SIBURENTECH

Technical innovation and support for digitalisation
 Technical knowledge management
 Staff training for business needs
 Staff performance improvement
 Corporate culture guide
 Compulsory Education Centre

DEVELOPMENT OF LEADERSHIP AND MANAGEMENT COMPETENCIES

Development of corporate culture
 Business education
 Development of leadership practices

FUNCTIONAL DEVELOPMENT

Development of professional competencies based on target vision
 Creation of programmes based on priority development areas
 Modular development programmes
 Cross-functional development sessions

COOPERATION WITH TRAINING INSTITUTIONS

Long term planning
 Work with recruiting young specialists
 Creating educational infrastructure
 Basic vocational training of students and schoolchildren
 Implementation of network profile programmes
 Development of World Skills competences

CORPORATE TRAINING AND KNOWLEDGE MANAGEMENT

E-learning and promotion of Corporate University's products
 Learning performance management and data analytics
 Functional development
 Project management, analytics and knowledge management

TRAINING FLEXIBILITY AND CUSTOMISATION CAPABILITY

High potential of training programmes, equipment, organisation of trainers' work is able to accommodate the needs and corporate culture of the Company, partners and modern production requirements

INTRODUCTION OF CROSS-CUTTING THEMES

Due to the structure of programmes, additional modules (statistics, digital technologies, economic literacy etc.) can be introduced naturally into technical training to shape the owner's mentality among the staff

COMPANY STRATEGY SUPPORT

Training programmes reflect the Company's strategy to create multifunctional positions, as well as build a culture of cross-functional interaction between subdivisions

CREATION OF FLEXIBLE PRODUCTS

The developed model for training of in-house trainers resulted in the development of methodological standards to create replicable and completely alienable products related to the technical training solutions

BUILDING A PROACTIVE POSITION

More focused motivation of trainees helps them to be involved in the production system of the Company, to develop a culture of production interaction

CREATING PROFESSIONAL COMMUNITIES

In-house trainers form professional communities of experts in the Company and exchange knowledge outside the Company



OVER 5200 SQ. M OF HIGH-TECH SPACE,

including models, booths, simulators, AR / VR laboratories, 3D modeling equipment etc

26 CLASSROOMS FOR VARIOUS DISCIPLINES:

mechanics, metrology, energy, occupational and industrial safety, technologies and production plants, APCS

OVER 260 IN-HOUSE TRAINERS

OVER 100 TRAINING PROGRAMMES

technical training covering all the disciplines

6 VR ROOMS WITH SIMULATORS IN THE DISCIPLINES:

UAV operator, 3D modeling specialist, laboratory analyst, I&C fitter, welder, operational switching

SIBURENTECH | SPECIAL TRAINING EQUIPMENT

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Training equipment is designed for modern plants and current needs of the Company.

Equipment vendors are leading Russian and foreign manufacturers — key leaders in their industries:

Siemens, Schneider Electric, Festo, Yokogawa, Sulzer, KBR East, Baltech, UPS Eaton, Metrologiya-Komplekt, IQB etc.

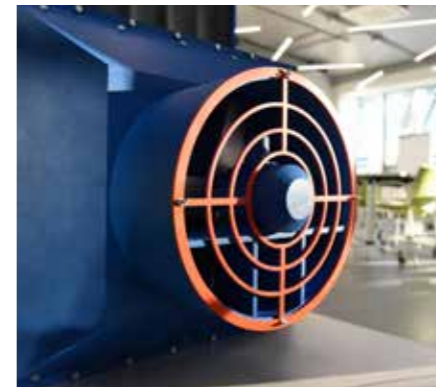
Flexible class configuration can be adapted to business needs. Some of the training programmes can be offsite.

The equipment meets current production goals and modern trends.



SIBURENTECH | OPTIONS

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DEVELOPMENT PROGRAMMES

- Internships
- Open doors days
- Vocational guidance
- Motivational workshops

MANAGEMENT OF PROFESSIONAL SKILLS EVENTS

- Conferences
- Reference visits
- Professional championships
- Workshops from leading industry experts

MAKING TECHNICAL TRAINING MODERN AND INNOVATIVE

- Partnership with educational organisations in Russia and worldwide
- Participation in professional communities
- Arrangement of forums, exhibitions

SIBURENTECH ENGINEERS' CENTRE OF EXCELLENCE

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