



DRIVING SUSTAINABLE DIGITAL CONNECTIVITY

Scope & sources of information

Scope

The financial data is sourced from consolidated IFRS statements and refers to PJSC Rostelecom including consolidated subsidiaries unless stated otherwise.

The social data for 2017–2020 refers to PJSC Rostelecom including most significant subsidiaries (>95% of the Group by headcount) unless stated otherwise.

The environmental data has the following scope unless stated otherwise:

- data for 2019–2020 refers to PJSC Rostelecom including most significant subsidiaries (>95% of the Group by headcount),
- data for 2017–2018 refers to PJSC Rostelecom not including subsidiaries (>80% of the Group by headcount).

Additional sources of ESG information

1. [ESG information portal](#)
2. [Annual report](#) (incl. ESG report in Annual Report 2020 pp. 220–259)
3. [Sustainability report](#)

Focus on sustainable development in the midst of digitalization

We use technology to transform global challenges into infinite possibilities, empower people and communities, and protect the planet.



2020 ESG highlights



Environmental

-8%

reduction in direct & indirect GHG emissions (Scope 1 & 2)

-7%

reduction in energy consumption

-23%

reduction in water consumption

174

Environmental investments and expenditures

RUB mn



Social

42%

of female employees

14%

increase in employee productivity

88k

employees completed training at the Corporate Online University⁽¹⁾

1.9

Spending on Health and Safety (2.4x yoy)

RUB bn



Governance

91%

of independent & non-executive directors in the Board

77%

of FCF recommended for distribution as 2020 dividends

29%






free float

1






A woman joined the Board of Directors for the first time in 2020

Progress made towards UN Sustainable Development Goals in 2020

First level priority

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<ul style="list-style-type: none"> • RUB 136 bn of capital investments • 38 mn of households cumulative passed by fibre • 13 mn of broadband subscribers cumulative
8 DECENT WORK AND ECONOMIC GROWTH 	<ul style="list-style-type: none"> • 14% growth in productivity • 2.2x increase in health & safety investment (8% excluding COVID-19 protective equipment) • 100% employees covered by the Collective bargaining agreement
4 QUALITY EDUCATION 	<ul style="list-style-type: none"> • Employee training expenditures of RUB 0.5 bn ⁽¹⁾ • 38k of senior citizens had an Internet training • Developing E-education platform
11 SUSTAINABLE CITIES AND COMMUNITIES 	<ul style="list-style-type: none"> • SmartCity projects are being implemented in over 50 regions • 12k settlements cumulative connected to Internet under the BDD project • 19k public institutions cumulative connected to Internet within the 'Digital Economy' programme
10 REDUCED INEQUALITIES 	<ul style="list-style-type: none"> • RUB 211 mn spent on charity • 17% gender pay gap (-1 pp yoy) • 1% of employees with disabilities

Second level priority

12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<ul style="list-style-type: none"> • ↓ 23% water consumption • ↓ 7% waste generated
13 CLIMATE ACTION 	<ul style="list-style-type: none"> • ↓ 8% reduction in Scope 1 & 2 emissions • ↓ 7% energy consumption
15 LIFE ON LAND 	<ul style="list-style-type: none"> • ↓ 14% waste paper volumes • Collecting paper and batteries for recycling
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	<ul style="list-style-type: none"> • ~77k employees had online training on the Code of Ethics • RUB 14.3 bn taxes paid
17 PARTNERSHIPS FOR THE GOALS 	<ul style="list-style-type: none"> • Member of Autonomous NGO 'Digital Economy', Internet of Things Association, RSPP • JV with VEON and MegaFon to develop 5G networks in Russia

Notes: (1) Data for PJSC Rostelecom not including subsidiaries.

Strategic ESG initiatives



E

Environmental

- Reduce energy consumption by 15% by 2025 (excl. Data Centres and Cloud cluster)
- Increase renewable energy use
- Programmes to collect and recycle used cables, network equipment and devices
- Launch of Green Office environmental management systems across all offices by 2025

S

Social

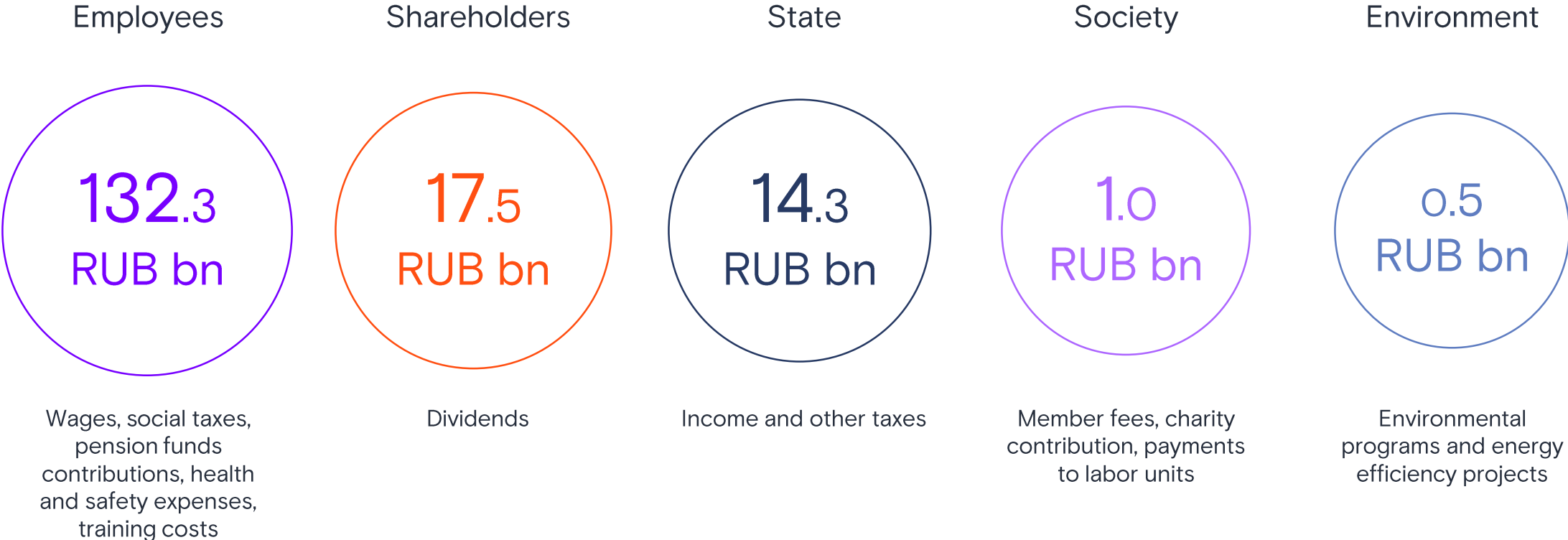
- Gender equality: achieve female representation both at management and across the company at 40% by 2025
- Regional equality: functional decentralisation through company-wide competence centres in regions and creation of equal opportunities for career migration

G

Corporate governance

- Integration of ESG in procurement and supply management by 2025
- Promote ESG principles among clients by offering products and solutions that drive responsibility

Contribution to society in 2020





Environment



Commitment to environmental progress & consistent reduction in emissions



ISO 14001
EMS certified

174 RUB mn

Expenditures on environmental programmes in 2020

+7% yoy

-2%

Reduction in Direct GHG (Scope 1) emissions in 2020 yoy

-9%

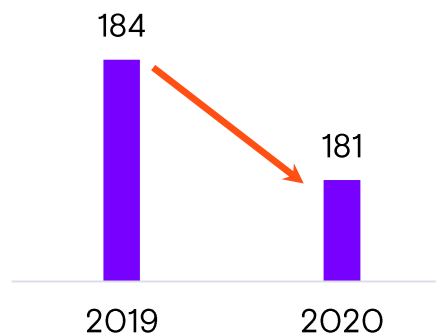
Reduction in Indirect GHG (Scope 2) emissions in 2020 yoy

304 RUB mn

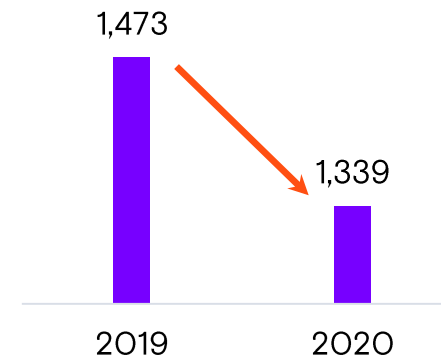
Expenditures on internal energy efficiency projects in 2020

+24% yoy

Direct GHG emissions (Scope 1)
metric tonnes CO2 equivalents



Indirect GHG emissions (Scope 2)
metric tonnes CO2 equivalents

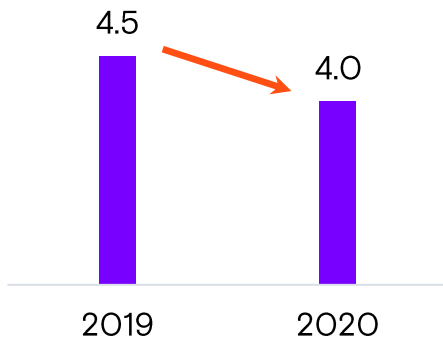


Energy efficiency as a priority

-11%

reduction in total energy consumption in 2020 yoy

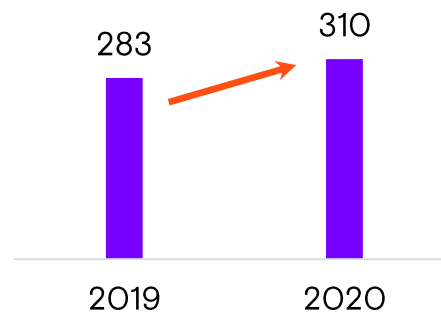
Energy consumption
MWh mn



10%

increase in energy used in data-centers in 2020 yoy

Energy used in data-centres
MWh k



2025 Energy target:

Reduce energy consumption by 15% by 2025 (excl. Data Centres and Cloud cluster)

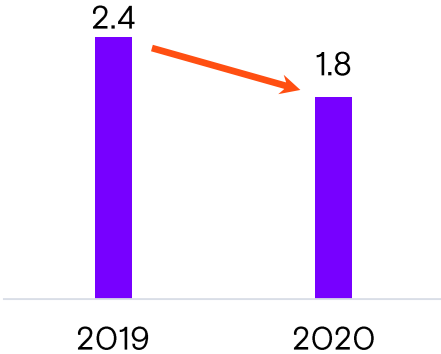
Smart approach to water consumption and waste generation



-23%

reduction in water consumption in 2020 yoy

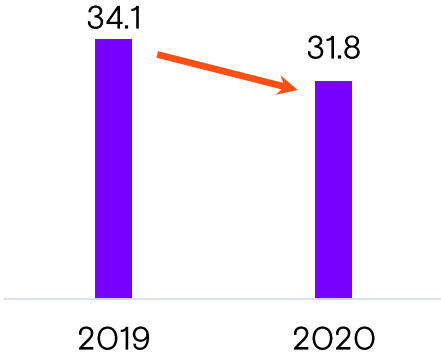
Water consumption ⁽¹⁾
mn cu m



-7%

reduction in waste generated in 2020 yoy

Waste generated
K tonnes



1.8 tonnes

batteries collected by employees for recycling in 2020 (flat yoy)



-14%

Reduction in paper used in 2020 yoy

Notes: (1) The data on water consumption does not include Tele2.

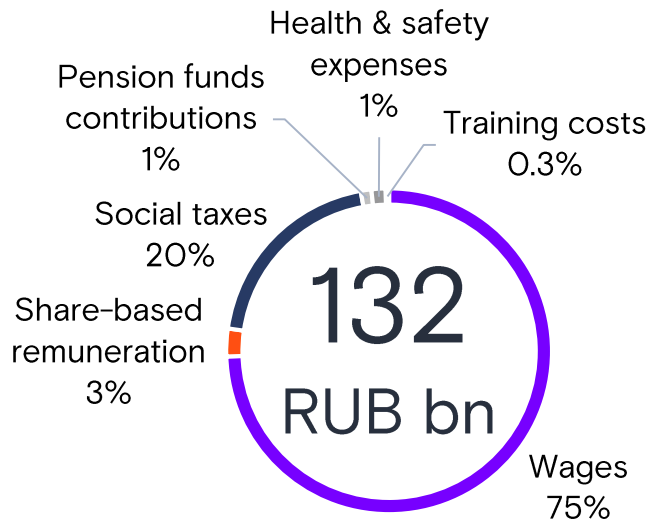


Social



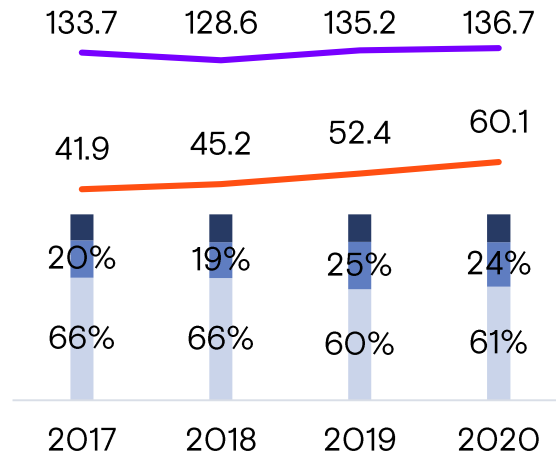
Employee highlights

Contribution to employees in 2020



+15%

Increase in average salary in 2020 yoy



- Employee headcount, k
- Average salary, k RUB / month
- Technical ■ Admin & other
- Commercial

87%

Employee engagement level (+12 pp since 2018)

100%

Employees covered by the Collective bargaining agreement

37k

Employees - members of the corporate pension scheme

113k

Employees - members of the voluntary health insurance program

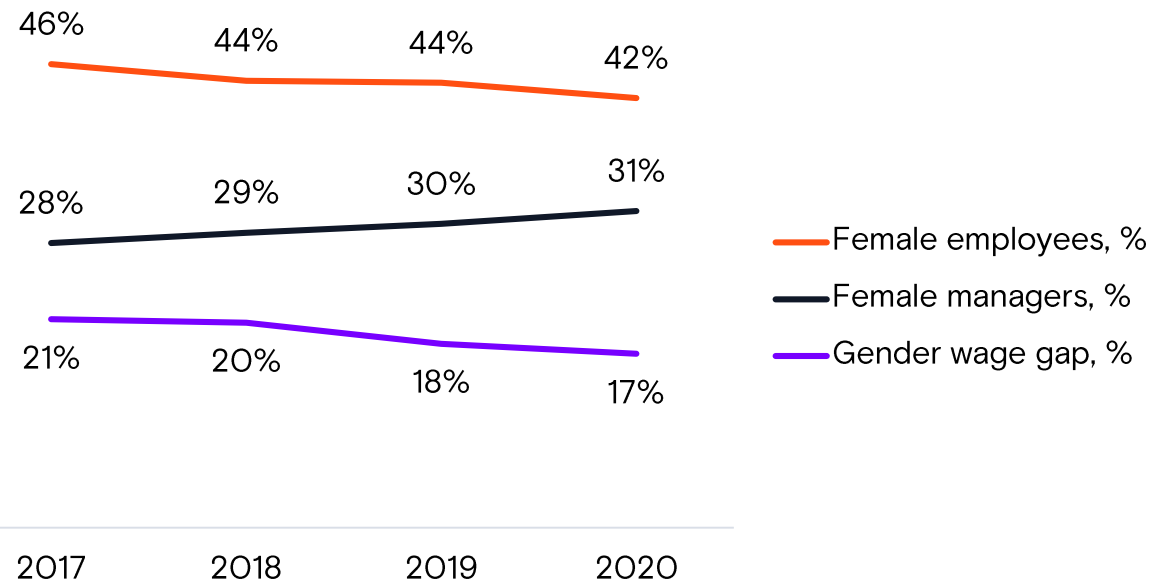
Notes: The data above refers to PJSC Rostelecom not including subsidiaries.

Supporting diversity

42%

of female employees among the workforce

Gender diversity & equality



Rostelecom was included in Bloomberg Gender-Equality Index in 2020-2021

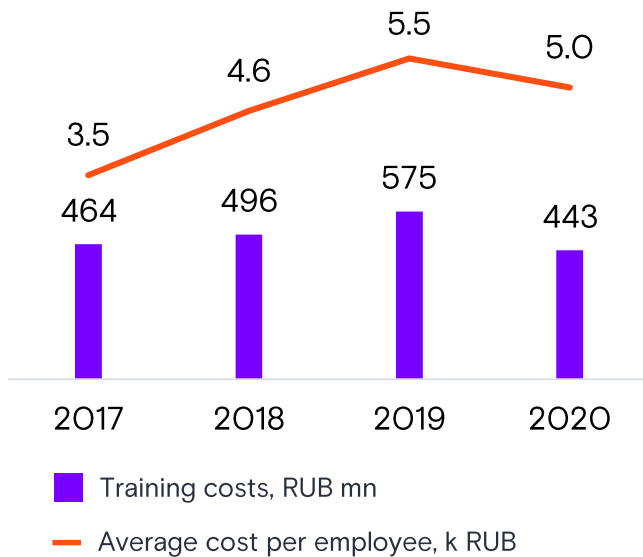


Employee training & safety

RUB 443 mn

Training expenses in 2020

Employee training investment



+9%

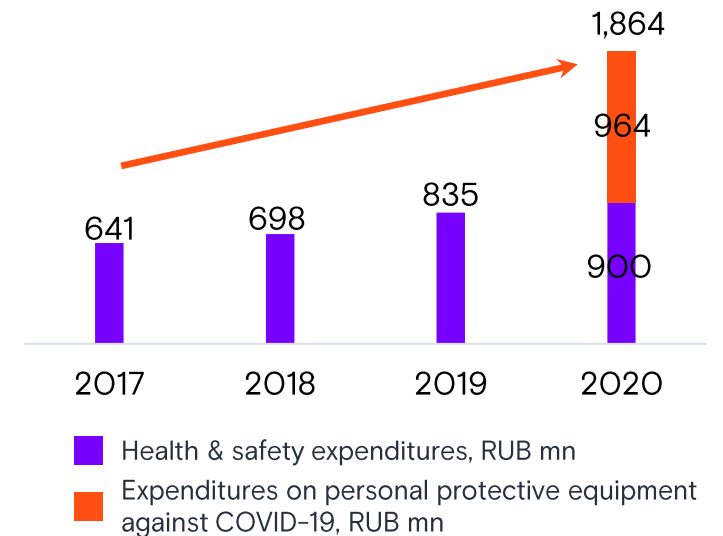
CAGR of training expenses per employee since 2016

31 hours

Average time of training per employee in 2020 (flat yoy)

1.9 RUB bn

Health & safety expenditures in 2020

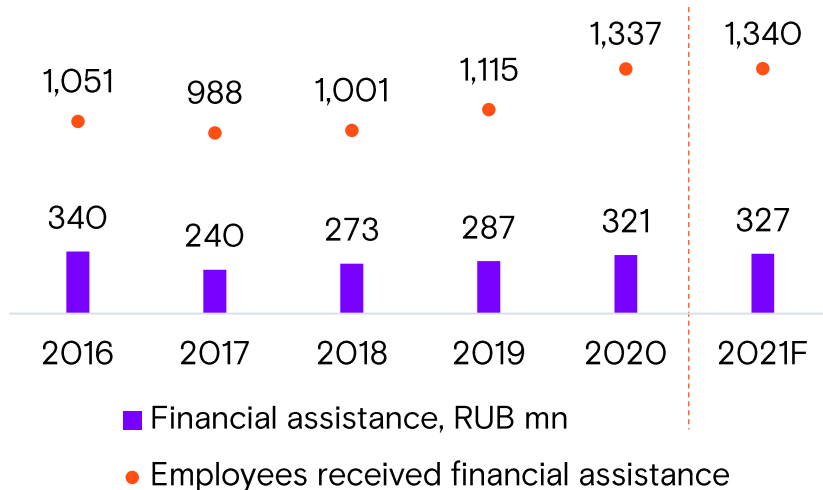


Improving employees' living conditions through Housing Programme

5.5k

Employees received financial assistance through the programme in 2016-2020

Programme statistics



RUB 1.5 bn

Allocated to the Program in 2016-2020 as interest-free loans and/or interest expense reimbursements

up to 10 years

Period of financial assistance

up to RUB 1 mn

Interest expenses per person reimbursed

Charity & social programme 'Digital Equality'

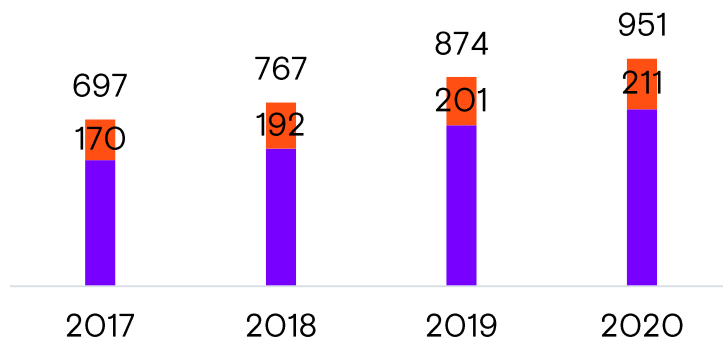
Key goal of the social programme 'Digital Equality' – better access to education for children and elderly

RUB 0.2 bn

Funds distributed for charitable causes in 2020

+5% yoy

Member fees, charity contribution & payments to labour units



■ Contributions to charity, RUB mn
■ Member fees, payments to labour units, RUB mn

3k

Employees regularly involved in volunteering projects

38k

Seniors participated in 'Internet ABC' in 2020

158

Volunteering projects carried out in 2020

55k

Children covered by the 'KnowTeach' programme in 2020

Making social impact through unique infrastructure...

Physical infrastructure

Commercial

38 mn

Households covered by fibre

13.2k

Racks in data centers

Digital infrastructure



E-Government services portal



Unified Biometric System

Under 'Digital Economy' programme

12.4k

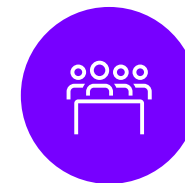
Settlements connected under the BDD project (Target-2024: 14k)

19k

Public institutions connected to the Internet (Target-2022: 30k)



Video surveillance & broadcasting for the Unified State Exam and Elections



Digital infrastructure for the All-Russian Population Census

... and Smart City projects



+32%

Revenue growth from Smart City projects in 2020



310k

Video cameras installed in 15 regions (+24% yoy)



63k

Smart metering devices installed (+27% yoy)



3.9k

Complexes of photo and video recording of traffic violations in 57 regions (+26% yoy)



85

Regions covered by 112 Hot Line system



116

Weight-dimensional control systems installed in 30 regions (+45% yoy)

Protecting privacy with information security services

Highlights 2020

2.2x

Revenue growth from information security services

70%

Share of internally developed services in portfolio

140

Clients of Solar JSOC – largest commercial centre monitoring and responding to cyber threats & market leader

Targets 2025

#1

Leadership in the information security market for B2B/G in Russia

20%+

Revenue CAGR over 5 years



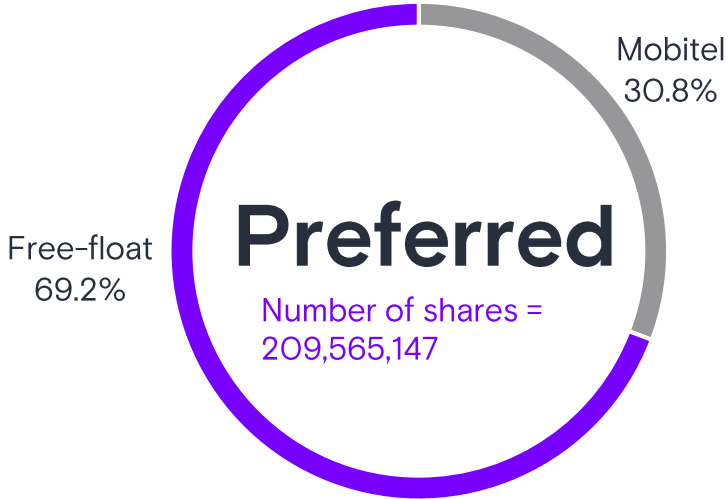
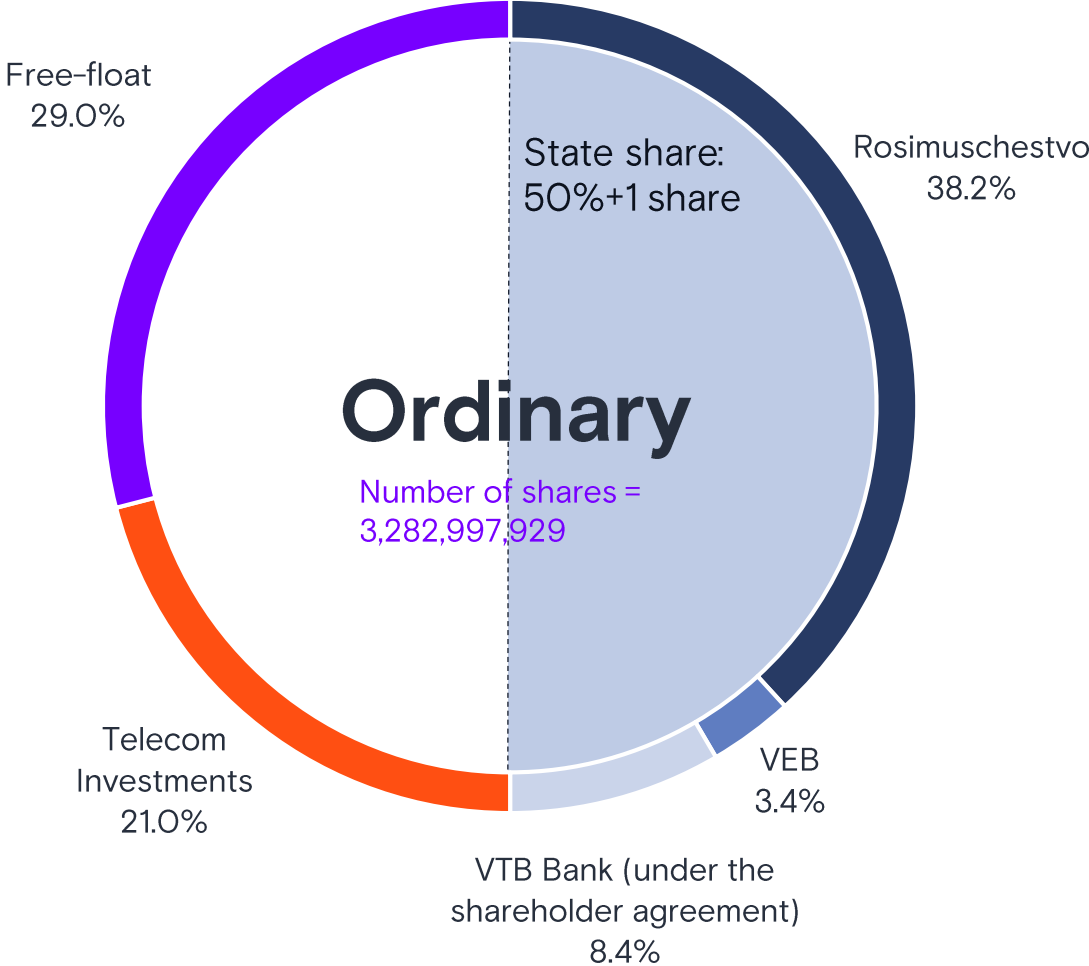
Note: The yoy growth for 2020 vs. 2019 is shown unless stated otherwise.



Governance



Ownership structure



Note: Information as of May 31, 2021. Mobitel is a subsidiary of PJSC Rostelecom.

Progressive dividend policy 2021–2023

Dividend increase
y-o-y

$\geq 5\%$

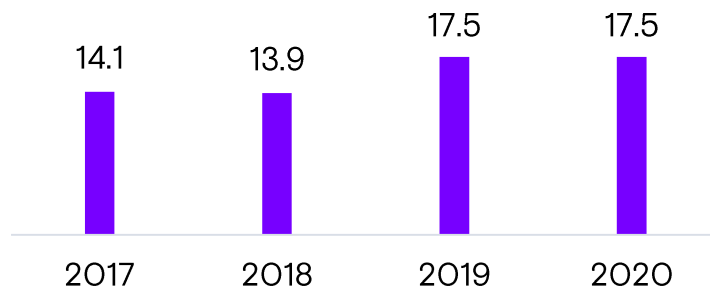
Dividend per share

≥ 5
RUB

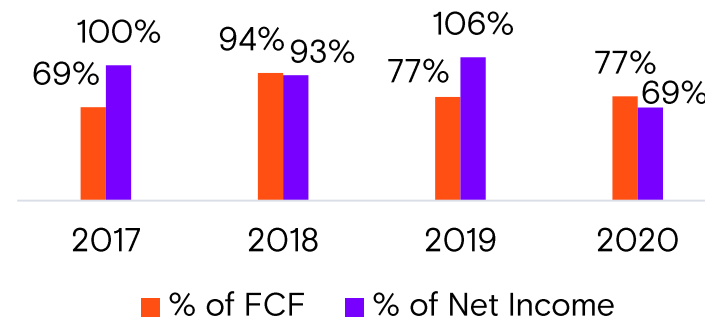
Total dividend
payout as share of
Net Profit

$\geq 50\%$ &
 $\leq 100\%$

Historic dividends total (RUB bn)

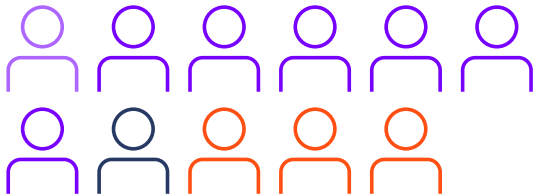


Historic dividend payout



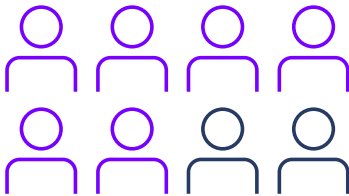
Governing bodies

Board of directors

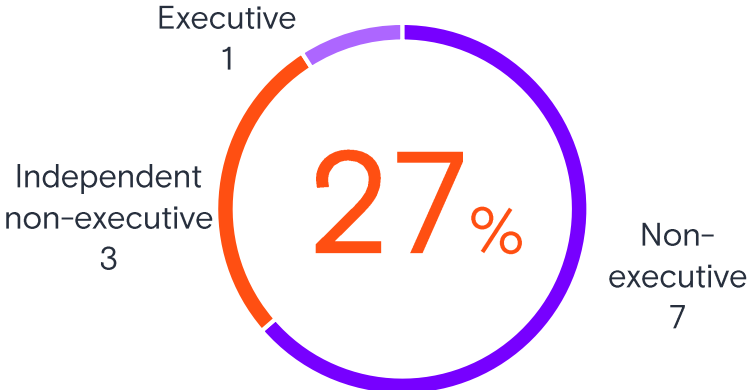


11 members

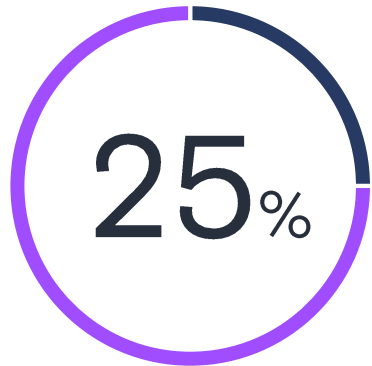
Management board



8 members



of independent directors in the Board



of female members in the Management board

52.3

years old - average age of Board of directors

4.3

years - average tenure of Board of directors

46.5






years old - average age of Management board

6.0

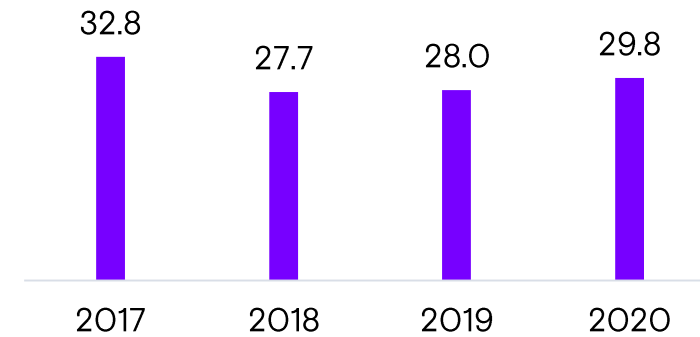
years - average tenure of Management board

Board expertise & remuneration

Board members' competences

Economics & Finance		11
Strategy		11
Corporate Governance		11
Telecommunications		6
Risks		8

Board members' remuneration ⁽²⁾ RUB mn



Board remuneration ⁽¹⁾

Fixed annual compensation per member of the board = RUB 4 mn

Reasons for increase:		Reasons for reduction:	
Chairman position	1.5x	<25% of meetings missed	-10%
Committee Chairman position	1.25x	25-50% meetings missed	-30%
Audit Committee	+ RUB 0.44 mn	>50% meetings missed	-100%
Other Committee	+ RUB 0.32 mn		

Notes: (1) No annual remuneration is paid to the members of the Board of Directors holding public offices or employed by the Company, or to the members who renounced their remuneration. In 2018 five members of the Board of directors did not receive annual remuneration. (2) Remuneration is paid to a member of the Board of Directors not later than one month after the Annual General Shareholders' Meeting for the year when he/she was elected to the Board of Directors.

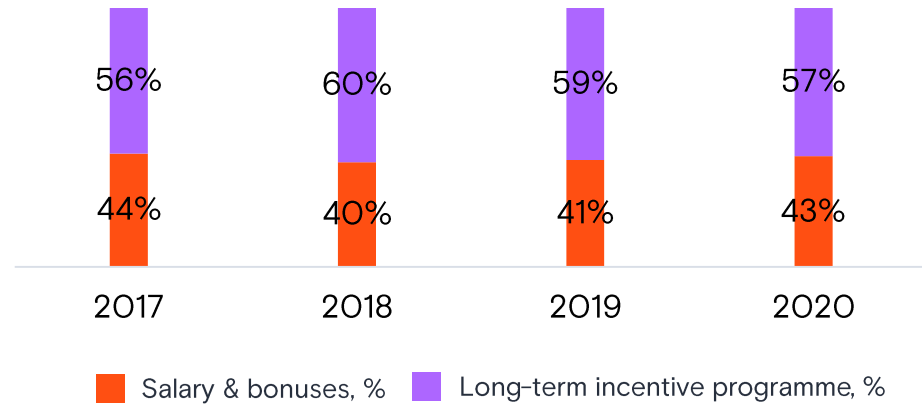
Management remuneration

Remuneration structure of the Management board

Basic salary

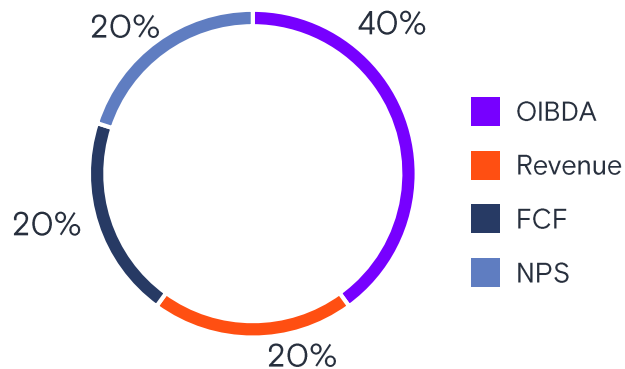


Historical structure

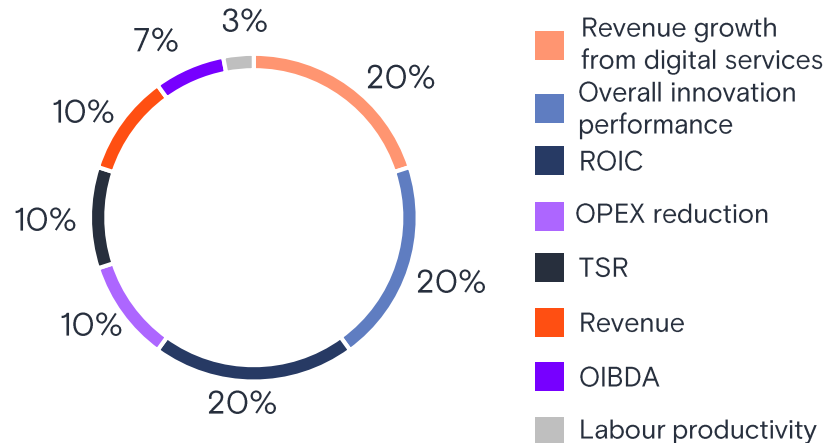


System of KPIs for short-term remuneration

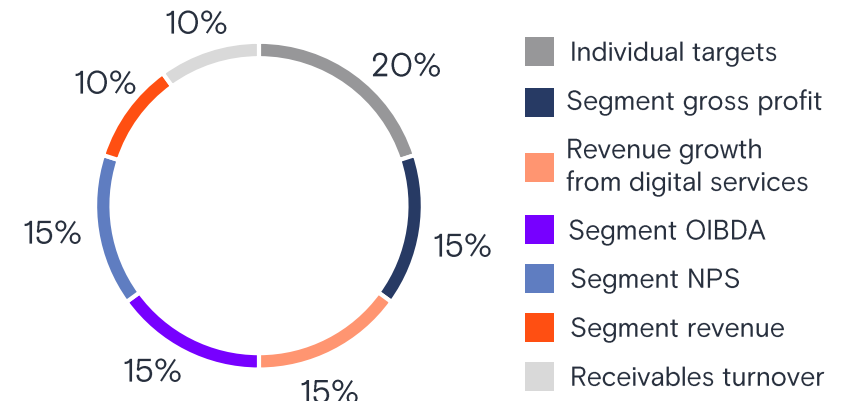
Corporate KPIs



Business KPIs: President & Management board



Business KPIs: Heads of business segments (B2C, B2B/G, B2O)



Long-term incentive programme

SMP

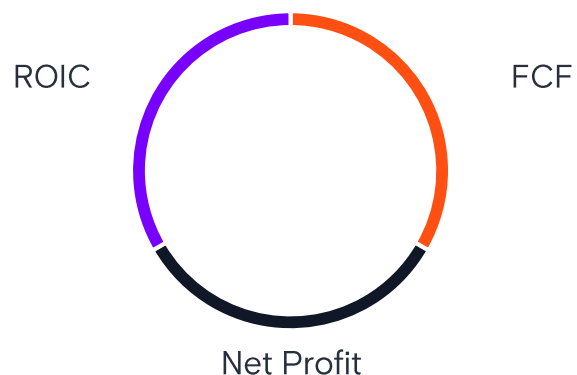
Co-financing principle
(share matching plan)

up to **2%**
of share capital dedicated to
the programme each cycle

3 cycles

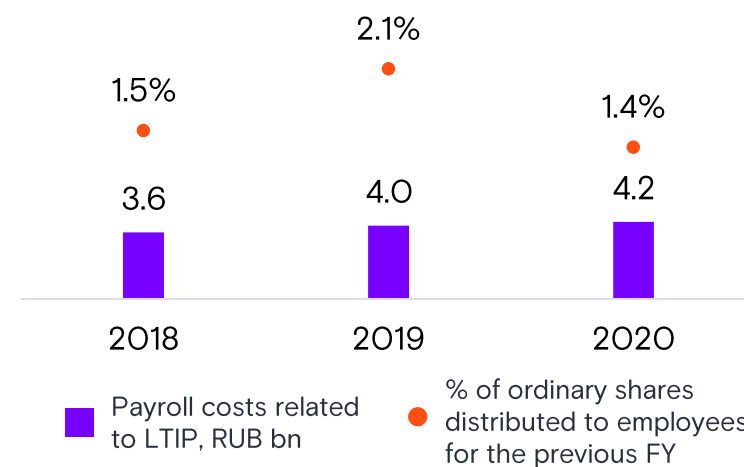
2020-2021, 2021-2022 and
2022-2023

KPIs



≥50%
of additional shares granted under
previous cycles senior
management has to keep to
participate in the 2nd & 3rd cycles

LTIP history



Indices and ratings

ЭКСПЕРТ

In 2020 among Top 10 Russian companies of the Expert magazine's sustainability ranking (the highest score among telcos)



Included in Bloomberg's 2021 Gender-Equality Index (for the second year in a row)



FTSE4Good

Constituent of the FTSE4Good Index series since 2017



Providing annual climate change reports to CDP since 2015: "C" rating confirmed in 2020 ⁽¹⁾



MOSCOW
EXCHANGE



Constituent of the two MOEX-RSPP sustainability indices: the Responsibility and Transparency Index and the Sustainable Development Vector Index

S&P Global

ESG Score by S&P Global evaluation - 30 in 2020 with the social and environmental scores above industry averages⁽¹⁾



ESG data



Environmental data

Operational data	Units	2017	2018	2019	2020	2020 / 2019	Operational data	Units	2017	2018	2019	2020	2020 / 2019
Greenhouse gas (GHG) emissions							Waste disposed						
Direct GHG emissions (Scope 1)	metric tonnes of CO2 equivalents	187,173	181,429	184,436	180,943	-2%	Total waste disposed	tonnes	30,281	30,617	30,591	28,888	-6%
Indirect GHG emissions (Scope 2)	metric tonnes of CO2 equivalents	994,849	973,255	1,473,334	1,338,655	-9%	Total waste generated	tonnes	34,607	34,109	34,115	31,838	-7%
Total GHG emissions (Scope 1 & 2)	metric tonnes of CO2 equivalents	1,182,022	1,154,684	1,657,770	1,519,598	-8%	Total waste used/recycled/sold	tonnes	4,326	3,493	3,523	2,950	-16%
Indirect GHG emissions (Scope 3) (1)	metric tonnes of CO2 equivalents	86,234	85,812	80,115	69,303	-13%	Responsible consumption						
Total energy consumption	MWh	2,999,429	2,854,350	4,478,408	3,988,342	-11%	Paper used	tonnes	1,368	1,568	1,672	1,439	-14%
Fuel and energy consumption							Emission of pollutants to the atmosphere						
Electricity	MWh	1,397,559	1,344,116	3,042,452	2,817,344	-7%	Carbon monoxide	tonnes	904	857	769	843	10%
Heat	Gcal	1,377,361	1,298,568	1,234,700	1,006,877	-18%	Nitrogen dioxide	tonnes	117	131	141	217	54%
Natural gas	k cubic meters	30,540	27,208	23,499	21,694	-8%	Sulphur dioxide	tonnes	106	116	103	101	-2%
Liquefied gas	mn litres	11	11	0.9	12	33%	Nitrogen oxide	tonnes	22	23	24	38	58%
Coal	tonnes	10,011	10,695	10,846	7,375	-32%	Carbon black	tonnes	147	179	160	164	2%
Firewood	cubic meters	9,861	9,238	7,367	6,100	-17%	Total	tonnes	1,296	1,306	1,197	1,363	14%
Fuel briquettes (pellets)	cubic meters	475	503	231	260	13%	Expenses						
Diesel fuel	mn litres	8.5	8.0	8.3	7.9	-5%	Expenses on environmental programs	RUB mn	145.51	159.49	162.35	174.01	7%
Petrol	mn litres	24.4	28.6	37.8	37.6	0%	Training	RUB mn	2.35	1.57	1.58	1.89	20%
Renewable energy (biomass combustion)	MWh	25,560	24,197	18,558	15,662	-16%	Waste disposal	RUB mn	83.50	99.83	100.63	108.68	8%
Electricity consumption / total area	MWh / sq m	0.167	0.166	0.343	0.326	-5%	Protection against pollution of land and water	RUB mn	5.61	5.91	6.48	6.99	8%
Heat consumption / total area	Gcal / sq m	0.165	0.160	0.139	0.117	-16%	Air protection	RUB mn	2.43	5.75	5.74	9.75	70%
Energy used in data-centers	MWh	n/a	238,869	282,544	310,017	10%	Landscaping	RUB mn	1.64	2.13	2.50	5.16	106%
Power Usage Effectiveness (PUE)	n/a	n/a	1.86	1.67	1.76	5%	Payment for negative impact on the environment (air pollution, waste disposal)	RUB mn	19.59	11.18	8.38	7.05	-16%
Water consumption							Other						
Total water use	mn cubic meters	2,801	2,496	2,368	1,824	-22.97%	Penalties for breaching the environmental legislation	RUB mn	0.15	0.09	0.09	0.003	-97%
Groundwater	mn cubic meters	0.376	0.230	0.206	0.175	-15%	Energy efficiency projects expenditure	RUB mn	173.57	198.13	244.52	304.00	24%
Public and other water systems	mn cubic meters	2.425	2.267	2.162	1.649	-24%							

Notes: The data for 2019-2020 refers to PJSC Rostelecom including most significant subsidiaries (>95% of the Group by headcount), data for 2017-2018 refers to PJSC Rostelecom not including subsidiaries (>80% of the Group by headcount).

(1) Business travel and Waste generated in operations.

Social data

	Units	2017	2018	2019 restated	2020	Comments
Average number of employees						(1) Scope 1
Group	people	133,685	128,584	135,178	136,679	
PJSC Rostelecom standalone	people	112,595	107,984	105,754	105,450	
Consolidated subsidiaries	people	21,090	20,600	29,424	31,229	
Payroll						(1) Scope 1
Wages, salaries, other benefits and payroll taxes	RUB mn	93,381	97,350	119,822	136,389	
Salary expenses	RUB mn	67,238	69,812	85,019	98,555	
Share-based remuneration	RUB mn	2,016	3,162	3,449	3,641	
Social taxes	RUB mn	19,287	19,866	23,708	26,411	
Loss / (gain) for pension plans	RUB mn	-223	-198	1,273	1,074	
Other personnel costs	RUB mn	5,063	4,708	6,373	6,708	
Average salary	RUB k / month	419	45.2	52.4	60.1	
Charity						(1) Scope 1
Member fees, charity contribution, payments to labour units incl. charity contributions	RUB mn	697	767	874	951	
	RUB mn	170	192	201	211	
Personnel structure						(1) Scope 2
Number of employees, incl.:	people YE	140,874	138,230	149,065	146,801	(2)
Part-time employees	people YE	14,240	14,774	16,291	13,974	
Temporary employees	people YE	11,476	11,520	12,084	12,400	
Employees under a civil law contract (GPC)	people YE	6,347	12,200	27,723	47,309	
Headcount movements						
Employees fired	people	18,444	22,154	20,850	20,189	
Employee turnover rate	%	14.2%	17.6%	15.7%	15.1%	(3)
Newly hired employees	people	27,978	32,265	37,109	30,809	
female	people	16,731	17,069	16,171	12,792	
Share of women among newly hired employees	%	59.8%	52.9%	43.6%	41.5%	

Notes: The indicators shown in the table for 2015-2016 refer to PJSC Rostelecom not including subsidiaries. For 2017-2020:

(1) Scope 1 - Consolidated data for the Group (PJSC Rostelecom and its subsidiaries). Scope 2 - PJSC Rostelecom and the most significant subsidiaries, including Tele2. Scope 3 - PJSC Rostelecom not including subsidiaries.

(2) Number of employees - the total number of employees at the year end, taking into account employees on maternity leave but without GPC and internal part-timers.

(3) Turnover = Number of employees fired / Average headcount * 100%. (4) All groups of disabilities are considered.

Social data (cont.)

	Units	2017	2018	2019 restated	2020	Comments
Diversity						
Number of women among employees	people YE	64,474	60,999	65,486	62,274	
Share of women among employees	%	45.8%	44.1%	43.9%	42.4%	
Share of women among management	%	28.1%	29.1%	30.0%	31.3%	
Gender wage gap (based on total income)	%	20.6%	20.2%	18.2%	17.2%	
Employees with disabilities	people YE	1,832	1,698	1,774	1,219	(4)
Share of employees with disabilities	%	1.3%	1.2%	1.2%	0.8%	
Health & Safety						
						(1) Scope 2
Recordable incident rate						
The number of injured	people	63	55	64	46	
<i>incl. fatal</i>	people	1	1	1	0	
Incidents total	incidents	116	71	95	39	
Incidents per 1000 employees	incidents	0.82	0.51	0.64	0.27	
Lost time injury frequency rate	days	9,851	7,390	6,962	3,000	
Health & safety expenditures	RUB mn	641	698	835	1,864	
Employee training & development (PJSC Rostelecom)						
						(1) Scope 3
Employee training costs	RUB mn	464	496	575	443	
Training costs per FTE	RUB	3.5	4.6	5.5	5.0	
Average hours per FTE of training	hours	38.1	21.0	31.1	31.3	
Employee support						
						(1) Scope 2
Maternity / Paternity and Parental Leave - Total Employees						
- took the maternity/paternity leave	people	2,022	1,716	3,524	3,338	
female	people	1,916	1,640	3,421	3,271	
male	people	106	76	103	67	
- went back to work after the leave	people	928	1,437	2,871	2,549	
female	people	839	1,328	2,784	2,481	
male	people	89	109	87	68	
Housing program						
						(1) Scope 3
Employees received financial assistance	people	988	1,001	1,115	1,337	
Financial assistance	RUB mn	240	273	287	321	
Employee engagement	%	na	69%	na	81%	(1) Scope 3

Notes: The indicators shown in the table for 2015-2016 refer to PJSC Rostelecom not including subsidiaries. For 2017-2020:

(1) Scope 1 - Consolidated data for the Group (PJSC Rostelecom and its subsidiaries). Scope 2 - PJSC Rostelecom and the most significant subsidiaries, including Tele2. Scope 3 - PJSC Rostelecom not including subsidiaries.

(2) Number of employees - the total number of employees at the year end, taking into account employees on maternity leave but without GPC and internal part-timers.

(3) Turnover = Number of employees fired / Average headcount * 100%. (4) All groups of disabilities are considered.

Governance data

Board of Directors & Management Board						Dividends					
	Units	2017	2018	2019	2020		Units	2017	2018	2019	2020
Board of Directors						Dividends for FY					
Size	people	11.0	11.0	11.0	11.0	Dividends gross	RUB mn	14,050	13,922	17,463	17,463
# Independent directors	people	4.0	3.0	3.0	3.0	Ordinary shares	RUB mn	12,993	12,875	16,415	16,415
# Non-executive directors	people	10.0	10.0	10.0	10.0	Preferred shares	RUB mn	1,057	1,048	1,048	1,048
# Executive directors	people	1.0	1.0	1.0	1.0	DPS					
% Independent directors	%	36%	27%	27%	27%	Ordinary shares	RUB/share	5.05	5.00	5.00	5.00
% Non-executive directors	%	91%	91%	91%	91%	Preferred shares	RUB/share	5.05	5.00	5.00	5.00
CEO-Chairman duality		No	No	No	No	Payout					
Independent lead director		Yes	Yes	Yes	Yes	% of FCF	%	69%	94%	77%	77%
Board gender diversity	%	0%	0%	0%	9%	% of Net Income	%	100%	93%	106%	69%
# Board meetings	meetings	24.0	27.0	20.0	17.0						
Board member average age	years	51.0	50.0	50.0	52.3						
Board member average tenure	years	4.3	4.3	4.5	4.3						
Management Board											
Size of the Board	people	9.0	9.0	8.0	8.0						
# Female Executives	people	2.0	2.0	2.0	2.0						
% Female Executives	%	22%	22%	25%	25%						
Average age	years	44.0	44.2	45.6	46.5						
Average tenure	years	4.9	5.3	6.3	6.0						
Remuneration											
Board of Directors	RUB mn	32.8	27.7	28.0	29.8						
Management Board	RUB mn	574.6	960.0	972.6	1,160.1						
Salary	RUB mn	177.1	241.8	236.7	307.0						
Bonuses	RUB mn	397.6	718.1	735.9	853.1						
short-term incentives	RUB mn	74.7	146.7	165.5	189.0						
long-term incentives (LTIP)	RUB mn	322.9	571.4	570.4	664.1						
Other compensation	RUB mn										

Governance data: share capital

	Units	2017	2018	2019	2020
Share capital					
Ordinary shares	shares	2,574,914,954	2,574,914,954	2,574,914,954	3,282,997,929
Preferred shares	shares	209,565,147	209,565,147	209,565,147	209,565,147
Total number of shares	shares	2,784,480,101	2,784,480,101	2,784,480,101	3,492,563,076
Shareholder structure					
Ordinary shares					
Russian Federation represented by Federal Agency for State Property Management	%	48.71%	48.71%	48.71%	38.20%
JSC Telecom Investments	%	-	-	-	20.98%
VTB Bank (PJSC)	%	-	-	-	8.44%
State Development Corporation VEB.RF	%	4.29%	4.29%	4.29%	3.36%
Mobitel	%	10.49%	10.49%	10.49%	-
Other	%	36.52%	36.52%	36.52%	29.02%
Preferred shares					
Mobitel	%	30.79%	30.79%	30.79%	30.79%
Other	%	69.21%	69.21%	69.21%	69.21%
Share capital					
Russian Federation represented by Federal Agency for State Property Management	%	45.04%	45.04%	45.04%	35.91%
JSC Telecom Investments	%	-	-	-	19.72%
VTB Bank (PJSC)	%	-	-	-	7.93%
State Development Corporation VEB.RF	%	3.96%	3.96%	3.96%	3.16%
Mobitel	%	12.01%	12.01%	12.01%	1.85%
Other	%	38.98%	38.98%	38.98%	31.44%
Management ownership					
CEO					
Share capital	%	0.000%	0.074%	0.173%	0.195%
Ordinary shares	%	0.000%	0.080%	0.182%	0.203%
Management Board					
Share capital	%	0.086%	0.279%	0.549%	0.558%
Ordinary shares	%	0.097%	0.302%	0.589%	0.588%
Long-term incentive program (LTIP)					
Shares distributed within LTIP	shares	18,322,439	39,445,687	53,958,975	45,342,745
% of ordinary shares granted to employees for the previous FY	%	0.712%	1.532%	2.096%	1.381%
Payroll costs related to LTIP	RUB mn	2,344	3,638	4,007	4,205

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