

ENVIRONMENT									
	Units	2015	2016	2017	2018	2019	2020	2021	2021/2020
<b>Operational data</b>									
<b>Greenhouse gas (GHG) emissions</b>									
Direct GHG emissions (Scope 1)	metric tonnes of CO2 equivalents	220 622	178 625	187 173	181 429	184 436	180 943	173 249	-4%
Indirect GHG emissions (Scope 2)	metric tonnes of CO2 equivalents	1 147 930	1 032 015	994 849	973 255	1 402 598	1 261 440	1 462 888	16%
<b>Total GHG emissions (Scope 1 &amp; 2)</b>	<b>metric tonnes of CO2 equivalents</b>	<b>1 368 552</b>	<b>1 210 640</b>	<b>1 182 022</b>	<b>1 154 684</b>	<b>1 587 034</b>	<b>1 442 383</b>	<b>1 636 137</b>	<b>13%</b>
Indirect GHG emissions (Scope 3) (1)	metric tonnes of CO2 equivalents	72 318	93 482	86 234	85 812	80 115	69 303	70 326	1%
<b>Total energy consumption</b>	MWh	3 483 684	3 411 839	2 999 429	2 854 350	4 478 408	3 988 342	4 448 304	12%
<b>Fuel and energy consumption</b>									
Electricity	MWh	1 678 785	1 685 223	1 397 559	1 344 116	3 042 452	2 817 344	3 224 728	14%
Heat	Gcal	1 332 291	1 484 623	1 377 361	1 298 568	1 234 700	1 006 877	1 052 086	4%
Natural gas	k cubic meters	19 246	38 317	30 540	27 208	23 499	21 694	22 969	6%
Liquefied gas	mn litres	n/a	1,3	1,1	1,1	0,9	1,2	1,4	23%
Coal	tonnes	14 233	12 364	10 011	10 695	10 846	7 375	5 815	-21%
Firewood	cubic meters	9 641	10 128	9 861	9 238	7 367	6 100	6 077	0%
Fuel briquettes (pellets)	cubic meters	408	485	475	503	231	260	291	12%
Diesel fuel	mn litres	n/a	8,6	8,5	8,0	8,3	7,9	7,8	-2%
Petrol	mn litres	n/a	25,8	24,4	28,6	37,8	37,6	37,2	-1%
Renewable energy (biomass combustion)	MWh	20 568	26 239	25 560	24 197	18 558	15 662	15 745	1%
Electricity consumption / total area	MWh / sq m	n/a	n/a	0,167	0,166	0,343	0,326	0,366	12%
Heat consumption / total area	Gcal / sq m	n/a	n/a	0,165	0,160	0,139	0,117	0,119	2%
Energy used in data-centers	MWh	n/a	85 637	n/a	238 869	282 544	310 017	391 935	26%
Power Usage Effectiveness (PUE)		n/a	1,64	n/a	1,86	1,67	1,76	1,54	-13%
<b>Water consumption (2)</b>									
Total water use	mn cubic meters	3,397	3,151	2,801	2,496	2,368	1,824	1,938	6%
<i>Groundwater</i>	<i>mn cubic meters</i>	<i>0,397</i>	<i>0,378</i>	<i>0,376</i>	<i>0,230</i>	<i>0,206</i>	<i>0,175</i>	<i>0,168</i>	<i>-4%</i>
<i>Public and other water systems</i>	<i>mn cubic meters</i>	<i>3,001</i>	<i>2,773</i>	<i>2,425</i>	<i>2,267</i>	<i>2,162</i>	<i>1,649</i>	<i>1,770</i>	<i>7%</i>
<b>Waste disposed</b>									
Total waste disposed	tonnes	35 014	33 826	30 281	30 617	30 591	28 888	31 024	7%
<i>Total waste generated</i>	<i>tonnes</i>	<i>39 299</i>	<i>37 103</i>	<i>34 607</i>	<i>34 109</i>	<i>34 115</i>	<i>31 838</i>	<i>33 310</i>	<i>5%</i>
<i>Total waste used/recycled/sold</i>	<i>tonnes</i>	<i>4 286</i>	<i>3 277</i>	<i>4 326</i>	<i>3 493</i>	<i>3 523</i>	<i>2 950</i>	<i>2 286</i>	<i>-23%</i>
<b>Responsible consumption</b>									
Paper used	tonnes			1 368	1 568	1 672	1 439	1 155	-20%
Paper handed over for recycling	tonnes	86	146	346	270	321	211	188	-11%
Batteries collected for recycling	tonnes			0,3	1,1	1,8	1,8	3,6	101%

**Emission of pollutants to the atmosphere**

Carbon monoxide	tonnes	910	916	904	857	769	843	814	-3%
Nitrogen dioxide	tonnes	112	112	117	131	141	217	214	-1%
Sulphur dioxide	tonnes	117	107	106	116	103	101	96	-5%
Nitrogen oxide	tonnes	24	23	22	23	24	38	37	-3%
Carbon black	tonnes	260	159	147	179	160	164	181	10%
<b>Total</b>	<b>tonnes</b>	<b>1 422</b>	<b>1 317</b>	<b>1 296</b>	<b>1 306</b>	<b>1 197</b>	<b>1 363</b>	<b>1 342</b>	<b>-2%</b>

**Expenses**

Expenses on environmental programs	RUB mn	155,67	172,85	145,51	159,49	162,35	174,01	163,90	-6%
<i>Training</i>	<i>RUB mn</i>	<i>1,90</i>	<i>1,49</i>	<i>2,35</i>	<i>1,57</i>	<i>1,58</i>	<i>1,89</i>	<i>0,90</i>	<i>-52%</i>
<i>Waste disposal</i>	<i>RUB mn</i>	<i>93,60</i>	<i>93,55</i>	<i>83,50</i>	<i>99,83</i>	<i>100,63</i>	<i>108,68</i>	<i>106,01</i>	<i>-2%</i>
<i>Protection against pollution of land and water</i>	<i>RUB mn</i>	<i>3,57</i>	<i>3,26</i>	<i>5,61</i>	<i>5,91</i>	<i>6,48</i>	<i>6,99</i>	<i>3,80</i>	<i>-46%</i>
<i>Air protection</i>	<i>RUB mn</i>	<i>0,71</i>	<i>2,33</i>	<i>2,43</i>	<i>5,75</i>	<i>5,74</i>	<i>9,75</i>	<i>8,44</i>	<i>-13%</i>
<i>Landscaping</i>	<i>RUB mn</i>	<i>0,23</i>	<i>2,19</i>	<i>1,64</i>	<i>2,13</i>	<i>2,50</i>	<i>5,16</i>	<i>2,93</i>	<i>-43%</i>
<i>Payment for negative impact on the environment (air)</i>	<i>RUB mn</i>	<i>34,20</i>	<i>33,78</i>	<i>19,59</i>	<i>11,18</i>	<i>8,38</i>	<i>7,05</i>	<i>2,63</i>	<i>-63%</i>
<i>Other</i>	<i>RUB mn</i>	<i>21,46</i>	<i>36,24</i>	<i>30,39</i>	<i>33,12</i>	<i>37,05</i>	<i>34,49</i>	<i>39,20</i>	<i>14%</i>
Penalties for breaching the environmental legislation	RUB mn	0,13	0,07	0,15	0,09	0,09	0,003	0,170	5567%
Energy efficiency projects expenditure	RUB mn	n/a	n/a	173,57	198,13	244,52	304,01	175,18	-42%

Notes: The data for 2019-2020 refers to PJSC Rostelecom including most significant subsidiaries (>95% of the Group by headcount); data for 2015-2018 refers to PJSC Rostelecom not including subsidiaries (>80% of the Group by headcount).

(1) Business travel and Waste generated in operations.

(2) The data does not include Tele2.

**SOCIAL**

	Units	2016	2017	2018	2019	2020	2021	Comments
<b>Average number of employees</b>								
<b>Group</b>	<b>people</b>	<b>142 532</b>	<b>133 685</b>	<b>128 584</b>	<b>135 178</b>	<b>136 679</b>	<b>126 812</b>	
PJSC Rostelecom standalone	people	121 316	112 595	107 984	105 754	105 450	95 150	
Consolidated subsidiaries	people	21 216	21 090	20 600	29 424	31 229	31 662	
<b>Payroll</b>								
<b>(1) Scope 1</b>								
<b>Wages, salaries, other benefits and payroll taxes</b>	<b>RUB mn</b>	<b>90 340</b>	<b>93 381</b>	<b>97 350</b>	<b>119 822</b>	<b>136 389</b>	<b>137 209</b>	
Salary expenses	RUB mn	66 018	67 238	69 812	85 019	98 555	99 523	
Share-based remuneration	RUB mn	1 186	2 016	3 162	3 449	3 641	3 247	
Social taxes	RUB mn	18 987	19 287	19 866	23 708	26 411	25 751	
Loss / (gain) for pension plans	RUB mn	-546	-223	-198	1 273	1 074	1 202	
Other personnel costs	RUB mn	4 695	5 063	4 708	6 373	6 708	7 486	
<b>Average income</b>	<b>RUB k / month</b>	<b>н/д</b>	<b>36,5</b>	<b>41,4</b>	<b>46,2</b>	<b>53,5</b>	<b>53,7</b>	
<b>Charity</b>								
<b>(1) Scope 1</b>								
Member fees, charity contribution, payments to labour units	RUB mn	660	697	767	874	951	992	
incl. charity contributions	RUB mn	181	170	192	201	211	177	
<b>Personnel structure</b>								
<b>(1) Scope 2</b>								
Number of employees, incl.:	people YE		140 874	138 230	149 065	146 801	129 773	(2)
<i>Part-time employees</i>	people YE		14 240	14 774	16 291	13 612	13 447	
<i>Temporary employees</i>	people YE		11 476	11 520	12 084	12 840	11 082	
Employees under a civil law contract (GPC)	people YE		6 347	12 200	27 723	47 301	42 556	
<b>Headcount movements</b>								
Employees fired	people		18 444	22 154	20 850	20 940	25 789	
Employee turnover rate	%		14,2%	17,6%	15,7%	16,4%	20,8%	(3)
Newly hired employees	people		27 978	32 265	37 109	28 090	24 202	
<i>female</i>	people		16 731	17 069	16 171	12 792	10 866	
Share of women among newly hired employees	%		59,8%	52,9%	43,6%	45,5%	44,9%	

<b>Diversity</b>							
Number of women among employees	people YE		64 474	60 999	63 896	60 744	52 664
Share of women among employees	%		45,8%	44,1%	46,2%	44,4%	44,1%
Share of women among management	%		28,1%	29,1%	30,0%	32,4%	35,1%
Gender wage gap (based on total income)	%		20,6%	20,2%	21,1%	20,2%	25,1%
Employees with disabilities	people YE		1 832	1 698	1 774	1 219	1 367 (4)
Share of employees with disabilities	%		1,3%	1,2%	1,2%	0,8%	1,1%
<b>Health &amp; Safety (1) Scope 2</b>							
<b>Recordable incident rate</b>							
The number of injured	people		63	55	47	40	35
<i>incl. fatal</i>	people		1	1	3	0	3
Incidents total	incidents		116	71	95	40	35
Incidents per 1000 employees	incidents		0,82	0,51	0,64	0,27	0,27
Lost time injury frequency rate	days		9 851	7 390	6 962	3 000	3 251
Health & safety expenditures	RUB mn	551	641	698	835	1 864	1 590
<b>Employee training &amp; development (PJSC Rostelecom) (1) Scope 3</b>							
Employee training costs	RUB mn	453	464	496	575	443	479
Training costs per FTE	RUB	3,6	3,5	4,6	5,5	5,0	5,5
Average hours per FTE of training	hours	32,7	38,1	21,0	31,1	31,3	31,5
<b>Employee support</b>							
<b>Maternity / Paternity and Parental Leave - Total Employees (1) Scope 2</b>							
- took the maternity/paternity leave	people	2 337	2 022	1 716	3 169	3 093	3 400
female	people	2 251	1 916	1 640	1 749	1 868	2 258
male	people	86	106	76	1 420	1 225	1 142
- went back to work after the leave	people	587	928	1 437	1 674	1 638	1 005
female	people	518	839	1 328	780	728	341
male	people	69	89	109	894	910	664

<b>Housing program</b>								<b>(1) Scope 3</b>
Employees received financial assistance	people	1 051	988	1 001	1 115	1 337	1 017	
Financial assistance	RUB mn	340	240	273	287	321	287	
<b>Employee engagement</b>	<b>%</b>	<b>55%</b>	<b>na</b>	<b>69%</b>	<b>na</b>	<b>81%</b>	<b>na</b>	<b>(1) Scope 3</b>

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.

Additional:

Average headcount	people							
Scope 1	people	142 532	133 685	128 584	135 178	136 679	126 812	
Scope 2	people	na	130 152	125 752	132 396	127 683	123 986	
Scope 3	people	121 316	112 595	107 984	105 754	105 450	95 150	

Coverage of the total headcount

Scope 1	%	100%	100%	100%	100%	100%	100%	
Scope 2	%		97%	98%	98%	93%	98%	
Scope 3	%	85%	84%	84%	78%	77%	75%	

## GOVERNANCE

	Units	2015	2016	2017	2018	2019	2020	2021 *
<b>Board of Directors &amp; Management Board</b>								
<b>Board of Directors</b>								
Size	people	11,0	11,0	11,0	11,0	11,0	11,0	11,0
# Independent directors	people	4,0	4,0	4,0	3,0	3,0	3,0	3,0
# Non-executive directors	people	10,0	10,0	10,0	10,0	10,0	10,0	10,0
# Executive directors	people	1,0	1,0	1,0	1,0	1,0	1,0	1,0
% Independent directors	%	36%	36%	36%	27%	27%	27%	27%
% Non-executive directors	%	91%	91%	91%	91%	91%	91%	91%
CEO-Chairman duality		No	No	No	No	No	No	No
Independent lead director		No	Yes	Yes	Yes	Yes	Yes	Yes
Board gender diversity	%	0%	0%	0%	0%	0%	9%	9%
# Board meetings	meetings	40,0	27,0	24,0	27,0	20,0	17,0	15,0
Board member average age	years	47,5	49,5	51,0	50,0	50,0	52,3	53,7
Board member average tenure	years			4,3	4,3	4,5	4,3	5,1
<b>Management Board</b>								
Size of the Board	people	6,0	6,0	9,0	9,0	8,0	8,0	8,0
# Female Executives	people	3,0	1,0	2,0	2,0	2,0	2,0	2,0
% Female Executives	%	50%	17%	22%	22%	25%	25%	25%
Average age	years			44,0	44,2	45,6	46,5	47,5
Average tenure	years			4,9	5,3	6,3	6,0	7,0
<b>Remuneration</b>								
Board of Directors	RUB mn	27,4	32,2	32,8	27,7	28,0	29,8	-
Management Board	RUB mn	568,4	403,8	574,6	960,0	972,6	1 160,1	-
Salary	RUB mn	208,1	144,4	177,1	241,8	236,7	307,0	-
Bonuses	RUB mn	313,7	255,8	397,6	718,1	735,9	853,1	-
short-term incentives	RUB mn	132,9	64,4	74,7	146,7	165,5	189,0	-
long-term incentives (LTIP)	RUB mn	180,7	191,4	322,9	571,4	570,4	664,1	-
Other compensation	RUB mn	46,6	3,5					

## Share capital

Ordinary shares	shares	2 574 914 954	2 574 914 954	2 574 914 954	2 574 914 954	2 574 914 954	3 282 997 929	3 282 997 929
Preferred shares	shares	209 565 147	209 565 147	209 565 147	209 565 147	209 565 147	209 565 147	209 565 147
<b>Total number of shares</b>	<b>shares</b>	<b>2 784 480 101</b>	<b>2 784 480 101</b>	<b>2 784 480 101</b>	<b>2 784 480 101</b>	<b>2 784 480 101</b>	<b>3 492 563 076</b>	<b>3 492 563 076</b>

## Shareholder structure

Ordinary shares								
Russian Federation represented by Rosimuschestvo	%	48,71%	48,71%	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%	4,29%	4,29%	3,36%	-
Mobitel	%	15,06%	15,06%	10,49%	10,49%	10,49%	0,00%	-
Other	%	31,95%	31,95%	36,52%	36,52%	36,52%	29,02%	-

## Preferred shares

Mobitel	%	30,79%	30,79%	30,79%	30,79%	30,79%	30,79%	-
Other	%	69,21%	69,21%	69,21%	69,21%	69,21%	69,21%	-

## Share capital

Russian Federation represented by Rosimuschestvo	%	45,04%	45,04%	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%	3,96%	3,96%	3,16%	-
Mobitel	%	16,24%	16,24%	12,01%	12,01%	12,01%	1,85%	-
Other	%	34,75%	34,75%	38,98%	38,98%	38,98%	31,44%	-

## Management ownership

CEO								
Share capital	%	0,420%	0,453%	0,000%	0,074%	0,173%	0,195%	-
Ordinary shares	%	0,190%	0,226%	0,000%	0,080%	0,182%	0,203%	-
Management Board								
Share capital	%	0,485%	0,553%	0,086%	0,279%	0,549%	0,558%	-
Ordinary shares	%	0,228%	0,304%	0,097%	0,302%	0,589%	0,588%	-

## Long-term incentive program (LTIP)

Shares distributed within LTIP	shares	6 818 718	12 855 030	18 322 439	39 445 687	53 958 975	45 342 745	43 306 833
% of ordinary shares granted to employees for the previous FY	%	0,265%	0,499%	0,712%	1,532%	2,096%	1,381%	1,319%
Payroll costs related to LTIP	RUB mn	1 654	1 347	2 344	3 638	4 007	4 205	3 744

## Dividends

### Dividends for FY

Dividends gross	RUB mn	16 472	15 000	14 050	13 922	17 463	17 463	15 926
Ordinary shares	RUB mn	15 232	13 871	12 993	12 875	16 415	16 415	14 970
Preferred shares	RUB mn	1 240	1 129	1 057	1 048	1 048	1 048	956
DPS								
Ordinary shares	RUB/share	5,92	5,39	5,05	5,00	5,00	5,00	4,56
Preferred shares	RUB/share	5,92	5,39	5,05	5,00	5,00	5,00	4,56
Payout								
% of FCF	%	75%	113%	69%	94%	77%	77%	49%
% of Net Income	%	114%	122%	100%	93%	106%	69%	50%
Free Cash Flow	RUB mn	21 962	13 298	20 385	14 751	22 810	22 659	32 499
Net Income	RUB mn	14 391	12 249	14 050	15 012	16 474	25 348	31 832

Notes: All the data is presented on a consolidated basis unless stated otherwise.

Dividends for the financial year are usually paid during the next financial year.

\* The disclosure of some data has been temporary suspended in line with Decree of the Government of the Russian Federation of March 12, 2022 No. 351