Sustainability Report

’25

Rostelecom

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Dear Shareholders, Colleagues, Partners, and Customers,

2025 was a period of steady progress and reaffirmed leadership for us. We successfully completed our five-year strategy, delivering outstanding operating results and demonstrating strong financial resilience. In a tight monetary environment, this highlights the maturity of our business model, driven by digital products and services.

Mikhail Oseevsky

President and Chairman
of the Management Board
of PJSC Rostelecom

Operational and financial performance

Revenue for the reporting year reached RUB 873 billion (+12% year-on-year), while operating income before depreciation and amortisation rose to RUB 331 billion (+10%), net profit stood at RUB 19 billion (–22%), and free cash flow increased to around RUB 38 billion (down 3% year-on-year). The net debt (including lease liabilities) to OIBDA ratio stood at 2.1x at the end of 2025.

Mobile services, which accounted for over 34% of Rostelecom's revenue in 2025, and innovative digital products, which contributed over 25%, remain the key drivers of the Company's development.

Our mobile operator T2 not only maintained its leadership in service quality but also brought the pace of network infrastructure rollout to a record level, commissioning more than 7.7 thousand cell sites and 37 thousand base stations, including around 1.8 thousand Russian-made stations produced by BULAT, a company within Rostelecom Group. In addition, T2 launched the SafeWall security platform to protect subscribers against digital threats and fraud, as well as Voice Assistant to filter unwanted calls across all regions where it operates. T2's subscriber base, including Rostelecom's MVNO[1] project, reached 48.9 million users, maintaining third place in the Russian market by subscriber count.

In the B2C segment, I would like to highlight the launch of the Rostelecom Games platform, which combines a marketplace for gamers and a launcher with convenient integration options for gaming industry partners. In just three months, the platform attracted over 500 thousand registered users, winning a Runet Prize. At our own production line in Moscow, we launched mass production of sixth-generation Wi-Fi routers, with capacity of up to 100 thousand devices per month.

Our Wink video service has firmly established itself among the top three Russian online video streaming services. In 2025, 16 original series premiered, and new services, Wink Music and Wink Books, were launched commercially. We also began piloting Wink Entertainment Agent, an AI assistant that helps users choose a film or series not only by specific preferences but also according to their mood.

We have brought together strong digital assets and capabilities within our ecosystem, enabling us not only to pursue import substitution but also to become one of the industry's driving forces on the path towards the country's technological sovereignty. Our Group's acquisition of a stake in BaseALT, a leading developer of system software, marked a logical step in further strengthening the Company's Commercial IT cluster. Today, we offer the market truly comprehensive Russian solutions, with control over the entire technology stack – from the hardware layer and operating systems to application services.

RTK-DC maintains its leadership in the Russian commercial data centre market, with a 32% share and more than 27.6 thousand rack spaces in a geographically dispersed network across the country. In 2025, the new Medvedkovo-2 site was launched, and the capacity of the Borovaya-2 data centre was significantly expanded. The Company brought Turbo Cloud to the market, a flagship cloud-based B2B platform with a wide range of services, which has already been recognised by the professional community, winning a number of prestigious industry awards.

To reliably protect the data and business processes of customers of any scale, Rostelecom Group offers comprehensive domestic solutions. Our subsidiary Solar is steadily strengthening its position as a leader in the Russian cybersecurity market. In 2025, the company introduced Solar SIEM to the market, its flagship solution and a unified information security incident management platform. Today, Solar protects around 1.5 thousand of Russia's largest companies and government agencies.

In the reporting year, Rostelecom's public Wi-Fi networks played an important role in ensuring connectivity when security measures were strengthened in a number of regions, leading to mobile internet shutdowns. We reinforced our existing network capacity to handle the several-fold increase in loads and expanded the number of Wi-Fi hotspots. Rostelecom also provided cybersecurity services for key federal events in 2025, including the Direct Line with the Russian President, elections at various levels, the St Petersburg International Economic Forum (SPIEF), and others.

We continued to serve business and government customers, focusing on shifting sales from stand-alone services to fully integrated solutions for various industries. The Company also offers innovative IT solutions for the HoReCa industry: in 2025, we launched an online video streaming service for the hospitality sector and presented the Digital Hotel and Digital Restaurant ecosystem solutions.

At the same time, Rostelecom remains a key partner for the state in implementing the Data Economy and Digital Transformation of the State national project, contributing to the enhancement of key state digital platforms and information systems. In 2025, we focused on expanding the capacity and strengthening the cybersecurity of the Public Services Portal, while adding new services to the platform, such as a self-ban on loans and microloans, a mobile number list check service, and an access restriction mechanism triggered by suspected fraudulent activity. The number of registered users of the Public Services Portal and the relevant app exceeded 118 million, with more than 906 million service requests submitted over the year.

[1] Mobile Virtual Network Operator – a company that provides mobile services under its own brand by leasing network access from an underlying operator.

In healthcare digitalisation, we strengthened our position by becoming the sole provider responsible for operating the Unified State Healthcare Information System (USHIS), created new subsystems (the Clinical Services Platform and the Medicinal Products Registry), and launched 25 new types of medical documents on the Public Services Portal. In 2025, the total number of registered electronic medical documents in the USHIS increased by 35% to 2.3 billion, while the number of electronic medical appointments grew by 6% to 72 million. We also advanced our projects in remote patient health monitoring, with a particular focus on supporting pregnant women and expanding telemedicine capabilities.

In 2025, Rostelecom actively scaled its integrated solutions for the urban environment and infrastructure. We strengthened our positions in smart urban video surveillance, smart transport system development, traffic enforcement cameras, automatic weight and dimension control, and the digitisation of energy, lighting, and utility infrastructure.

Sustainability

Following its adopted business strategy to meet operating and financial targets, the Company is making a significant contribution to global and national sustainable development goals and to the implementation of priority national projects. We regularly disclose information on our contribution to building the digital economy, bridging the digital divide, promoting social-impact initiatives, supporting employees, and implementing environmental programmes.

We continue to expand digital infrastructure in remote, hard-to-reach, and sparsely populated parts of the country so that everyone in Russia, regardless of location, has equal access to core telecom services. In 2025, the number of communities where base stations were installed under the Bridging the Digital Divide federal project reached 7,881, giving around 1.8 million people access to high-speed internet and high-quality mobile connectivity.

Environment. In line with our environmental policy, we focus on three key areas: reducing electricity consumption, promoting responsible waste management, and advancing the Green Office concept. In 2025, we reduced our direct greenhouse gas emissions by 7% through lower consumption of most fossil fuels.

To reduce GHG emissions, the Company is converting part of its vehicle fleet to natural gas and uses outside air cooling for server rooms. As part of the Energy Saving and Energy Efficiency Programme for 2024–2026, we are carrying out a major upgrade of utility infrastructure and buildings, installing automated energy metering systems, energy-saving lighting fixtures and heating controllers, as well as automated shutdown systems for idle equipment. In 2025, investments in this area totalled RUB 552 million (RUB 551 million in 2024), while the economic benefit delivered by the programme reached RUB 112 million (RUB 122 million in 2024). In 2025, we also reduced our paper use by 11% year-on-year.

Human capital. Rostelecom views human capital development as another top strategic priority. The professional skills, resilience, engagement, and loyalty of our large team are a real asset for the Company. We encourage employees to embrace lifelong learning and develop their potential, while offering various training and onboarding programmes. As a result, Rostelecom has been ranked among Russia's platinum employers by Forbes for four consecutive years, with continued strong performance in ESG ratings.

We also consistently promote equal opportunity and gender equality, eliminate all forms of discrimination, ensure equal pay for work of equal value, provide targeted social support to our people, and run adaptation programmes for silver-age employees and employees with disabilities.

Our programmes for engaging young people and training young talent for the IT industry warrant special attention. We cooperate with universities, hold skills championships and competitions for university and school students, run secondary and higher education programmes, launch additional courses, and conduct extracurricular activities in information technology. In 2025, RTK IT School received state accreditation, opening up new opportunities for collaboration with universities in training qualified IT specialists.

The Company places a strong focus on social and charitable projects. In the reporting year, we delivered more than 650 projects across five key areas: the environment, education, sports, spiritual heritage, and care.

Rostelecom actively delivers educational projects in cybersecurity and digital literacy, paying particular attention to key population groups – children and older people. In 2025, the ABC of the Internet, our joint project with the Social Fund of Russia, reached more than 50 thousand people.

I would like to make special mention of the Victory Drive, a series of Rostelecom's themed events dedicated to the 80th anniversary of Victory in the Great Patriotic War. In 2025, as part of the ABC of the Internet project, we developed a special training course on searching for information about war veterans and, as part of the nationwide Thank You, Internet! 2025 competition, held a contest of user stories about the military feats of their family members. A special Victory Dictation section was added to the Rostelecom Lyceum educational platform, helping school students and their parents prepare for the country's leading military history knowledge test.

We consider helping children in difficult situations to be an important area of our work. Our projects with the Life Line Charity Foundation to raise funds for the treatment of rare diseases, the Polden (Midday) Foundation to support the education of children in boarding schools, and the Downside Up foundation to help children with Down syndrome bring hope to people facing the most difficult life circumstances.

We are navigating a complex environment that continually presents new challenges for both companies and individuals. I believe that, now more than ever, it is important to foster a culture of volunteering and social engagement within our team. We support employees' individual initiatives and run a corporate competition to identify and promote the most impactful volunteering practices. Over the eight years of its existence, our competition has attracted 267 entries. This extensive work has been recognised by the expert community. Rostelecom was once again named a winner of the Corporate Philanthropy Leaders ranking, an annual nationwide competition for socially responsible businesses. Based on its 2025 performance, the Company received a high score in Group A of the charity management quality ranking.

In addition, in 2025, Rostelecom and T2 had their AAA+ rating affirmed by the Anti-Corruption Rating of the Russian Union of Industrialists and Entrepreneurs (RSPP), as companies demonstrating the highest level of anti-corruption compliance. The Company also retained its leading position in Group A of RSPP's Sustainability Vector Index, reflecting its robust socioeconomic and environmental performance as well as its systematic approach to sustainability management. The AK&M rating agency affirmed Rostelecom's ESG rating at RESG 1 for a fifth time, meaning the highest level of non-financial disclosure in public reporting of companies. According to the agency's methodology, Rostelecom's Sustainability Report 2025 scored 94.6 points.

We look to the future with confidence

In December, the Board of Directors approved PJSC Rostelecom's Development Strategy for 2026–2030. The Company is entering the next strategic cycle as a leader in the digitalisation of key sectors, from public services and healthcare to industry and financial services.

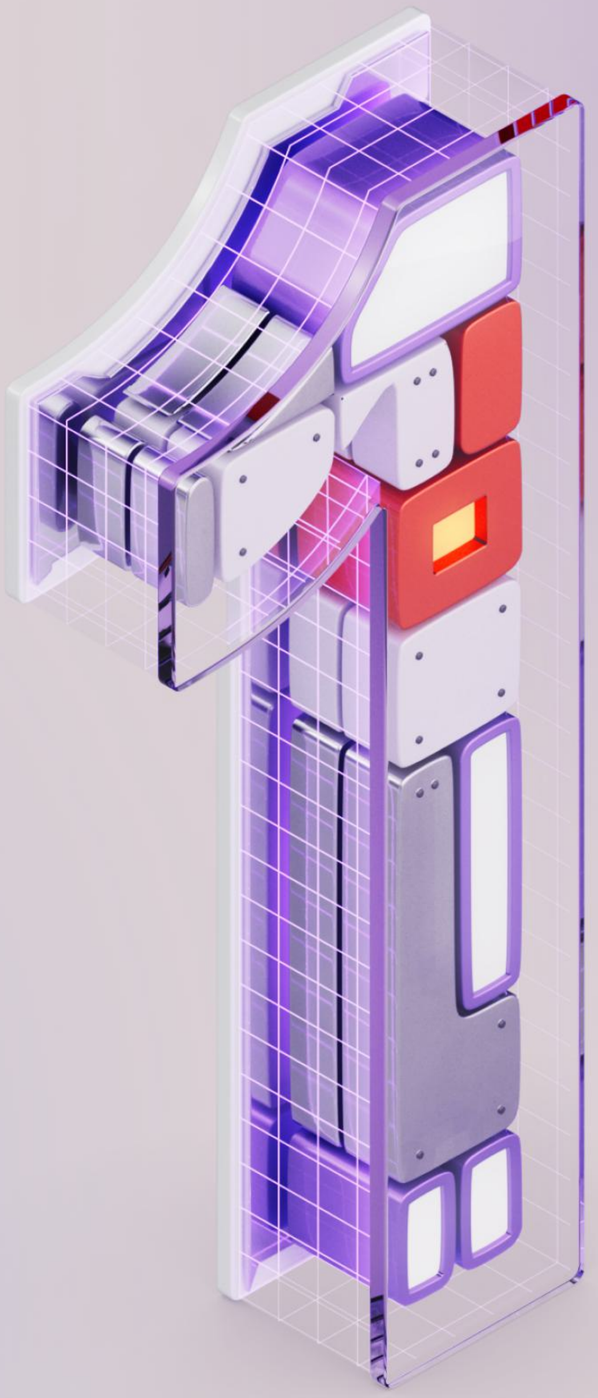
I would like to thank our shareholders for their trust, our partners for their joint projects and productive cooperation, and our customers for choosing our products and services. And, of course, I would like to extend special thanks to our team – the employees of Rostelecom and all Group companies. Your professionalism, engagement and dedication to our shared goals are the driving force behind our achievements. Together, we will overcome any challenges and continue moving forward with confidence, strengthening our country's economy and making people's lives more comfortable and fulfilling.

Mikhail Oseevsky

President and Chairman of the
Management Board of PJSC Rostelecom

Company profile

8–32



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Rostelecom is Russia's largest integrated provider of digital services and solutions operating in all segments of the telecom market.

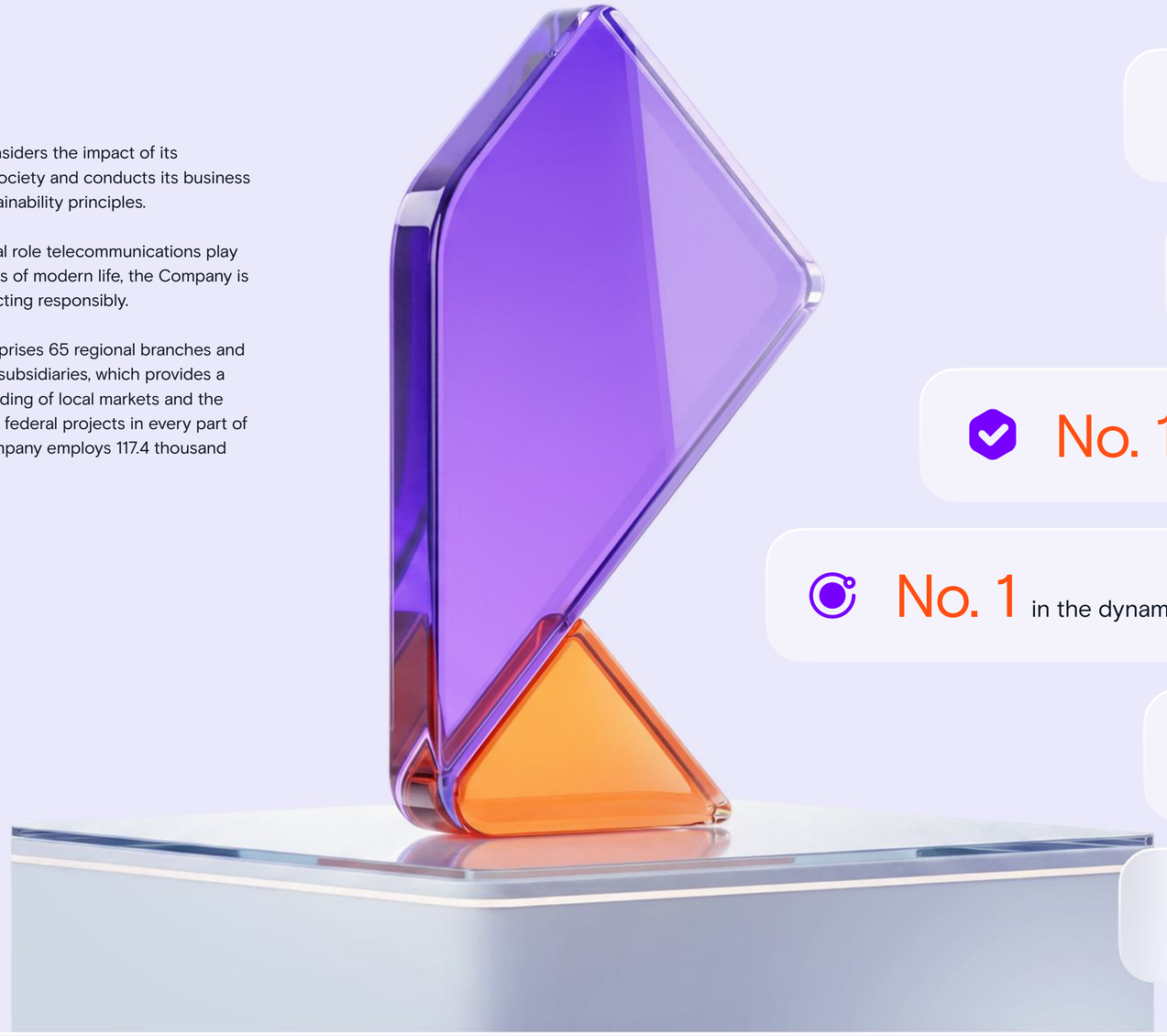
The Rostelecom brand is building a powerful ecosystem that serves millions of households, as well as private and public sector organisations, across the entire country. One of our priorities is to ensure reliable connectivity and digital access across Russia, including for residents in remote and sparsely populated areas.

The Company is a key participant in the Digital Economy national priority programme, implementing nationwide technological and IT projects and opening up new opportunities across all areas of life for Russian citizens.

Rostelecom considers the impact of its operations on society and conducts its business in line with sustainability principles.

Given the critical role telecommunications play in all key aspects of modern life, the Company is committed to acting responsibly.

The Group comprises 65 regional branches and more than 250 subsidiaries, which provides a deep understanding of local markets and the ability to deliver federal projects in every part of Russia. The Company employs 117.4 thousand people.[1]



No. 1 in the broadband market[2]

No. 1 in the pay TV market[3]

No. 1 by NPS[4] among the largest mobile operators

No. 1 in the dynamic infrastructure management software market[5]

No. 1 in new service markets[6]

No. 1 in the data centre market[7]

[1] Average headcount includes data for PJSC Rostelecom and the Group's wholly owned subsidiaries within the IFRS consolidation scope.
[2] Source: TMT Consulting.
[3] Source: TMT Consulting.
[4] Net promoter score – an index reflecting consumer loyalty to a product or company (likelihood to recommend).
[5] According to iKS-Consulting's study of the dynamic IT infrastructure management software market.
[6] Source: TMT Consulting. New services include new telephony, 8-800 numbers, and Wi-Fi.
[7] By number of racks, according to iKS-Consulting and Company data.

Rostelecom's mission is to provide convenient and high quality digital services **for a comfortable life and effective business.**

Our sustainability approach is consistent with Rostelecom's corporate values

Rostelecom's corporate values

Adaptability

Adapting technology to find a solution

Human touch

Working for people

Simplicity

Making complex things simple

Development

Creating the future

1.2 Business model

Rostelecom's vision for its future development is focused on becoming a digital customer-centric group of companies, driven by human capital and cutting-edge digital data processing and transmission technologies.

Key strategic priorities

- Pursue smart growth in traditional business segments
- Deliver outpaced growth in new business segments
- Maintain and expand Rostelecom's role as the key partner of the state
- Improve operational efficiency in traditional business segments

National goals

- Technological Leadership
- Digital Transformation

Partner of the national project

- Data Economy and Digital Transformation of the State

United Nations Sustainable Development Goals

Resource stewardship

1 Capital (resources)

Intellectual

>300

proprietary technologies and products in the Russian software register of Russia's Ministry of Digital Development, Communications, and Mass Media

Productive

28 thsd
data centre rack spaces

98.5 Tbps
backbone network capacity

Financial

158.0 RUB bn
CAPEX

175.6 RUB bn
in intangible assets under IFRS[1]

Human

117.4 thsd
workforce

Social and reputational

Top 15
most valuable Russian brand[2]

Platinum
in the Russia's Best Employers rating[3]

Natural

4,581.7 million kWh
of total electricity and heat consumption

Focus on digital services and IT products for millions of households, public entities, and private enterprises

2 Leadership in the key markets

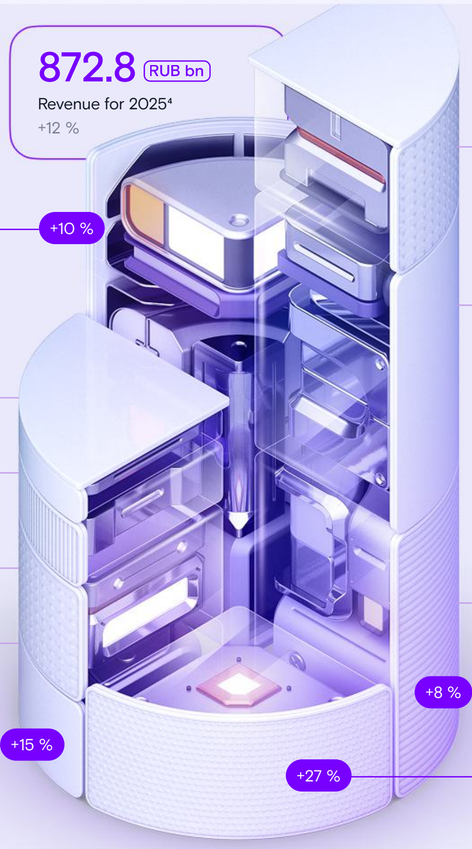
No. 1 in broadband and IPTV in Russia

No. 1 by NPS in the mobile market among the largest players

No. 1 in data centres in Russia

Revenue by management segment

872.8 RUB bn
Revenue for 2025[4]
+12 %



Mobile business
306.4
+10 %

Information Security
25.7

Digital Region
37.9

Data Centres and Cloud Services
75.7

Other clusters
61.9

Digital clusters
201.2
+15 %

B2O
82.3

B2C
170.6

B2B/G
176.0

Segments
428.9
+8 %

Other
81.4
+27 %

Engagement and dialogue

3 Value creation for stakeholders

Shareholders and investors

10.2 RUB bn
in total dividends for 2024[5]

Customers and consumers

>7.8 thsd
localities covered by the BDD 2.0 project

Business partners and suppliers

100 %
share of contracts awarded to local suppliers

Employees

231.9 RUB bn
in wages, salaries, other benefits, and payroll taxes

Government

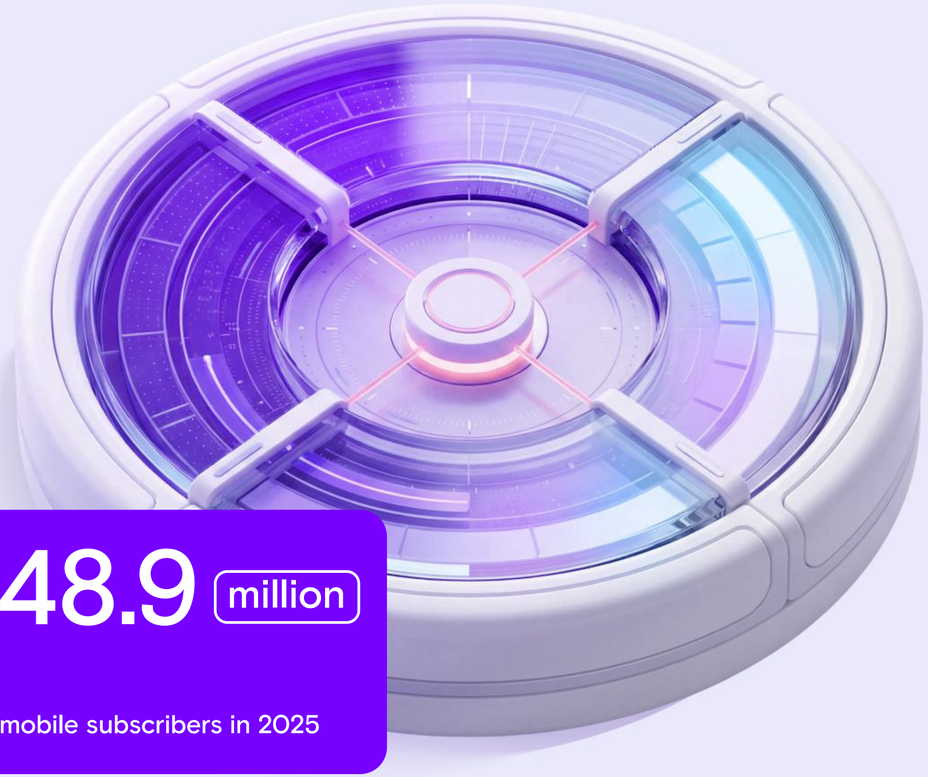
7.6 RUB bn
in income tax

Society

1.8 RUB bn
in membership fees, payments to trade unions, and charitable programmes

[1] Excluding goodwill. [2] Source: BrandLab, Top 100 Most Valuable Russian Brands 2025 ranking. [3] Source: Forbes, Russia's Best Employers rating 2025. [4] Including eliminations and other adjustments totalling RUB 145.1 billion. [5] Total dividends declared and approved for 2024 (paid out in 2025).

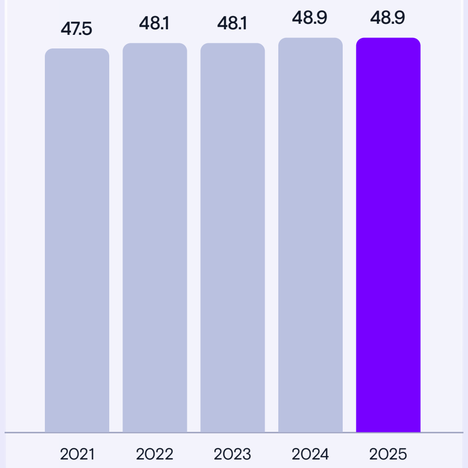
Our key sustainability performance metrics are presented below. Further data and comments are provided in the relevant sections of the Report.



48.9 million

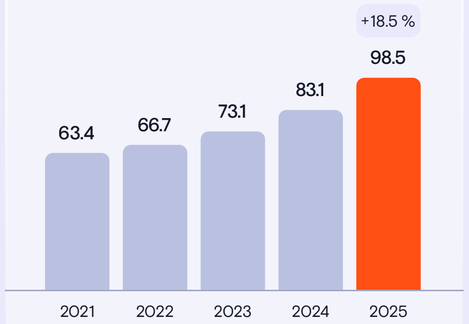
mobile subscribers in 2025

Mobile subscribers, million

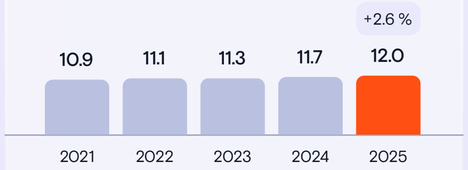


Broadband and VPN[1] subscribers, million

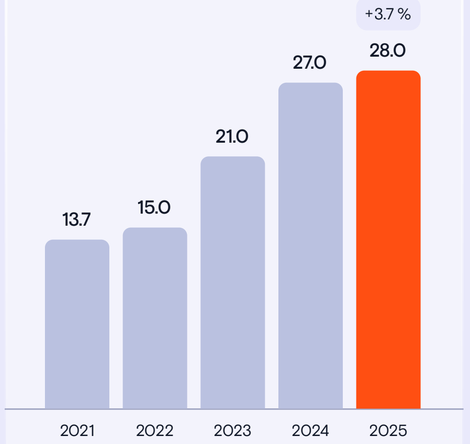
Backbone network capacity, Tbps



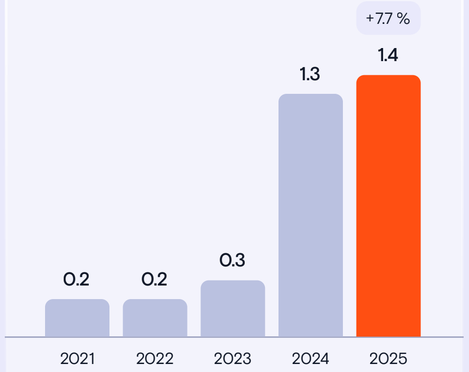
Pay TV subscribers, million



Data centre racks, thsd



Virtual PBX customers, million

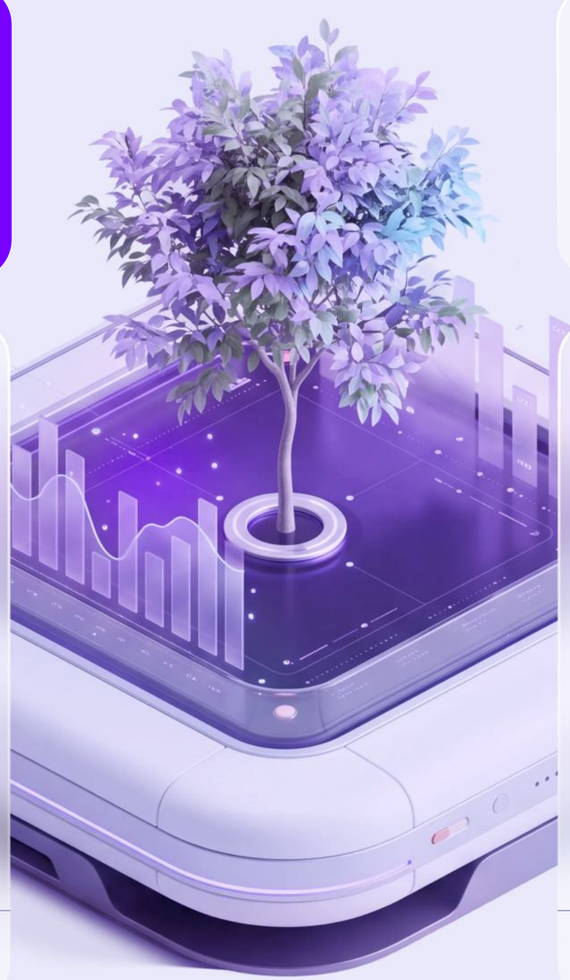


[1] Virtual Private Network – a technology that extends a dedicated network over a public infrastructure, such as the internet, enabling a computer to send and receive data over a shared or public network as if it were directly connected to the private network, while taking advantage of the public infrastructure's functionality, security policies, and management capabilities.

Financial performance[1]

872.8 RUB bn
Revenue in 2025

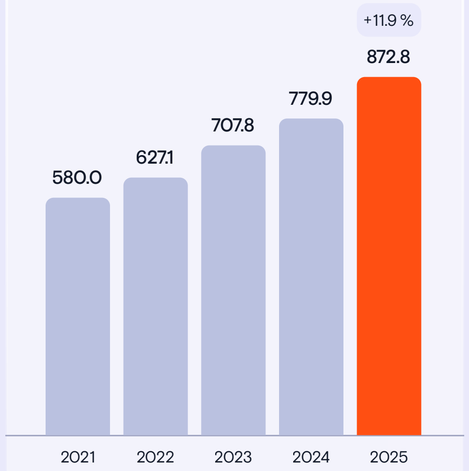
18.7 RUB bn
Net profit in 2025



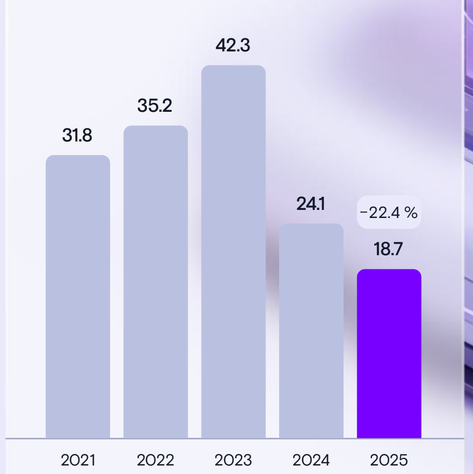
331.0 RUB bn
OIBDA in 2025

158.0 RUB bn
CAPEX in 2025

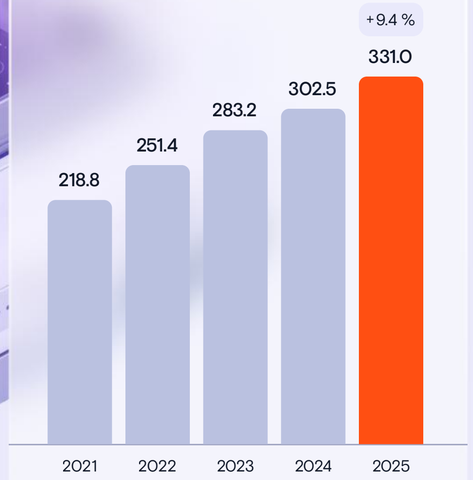
Revenue, RUB bn



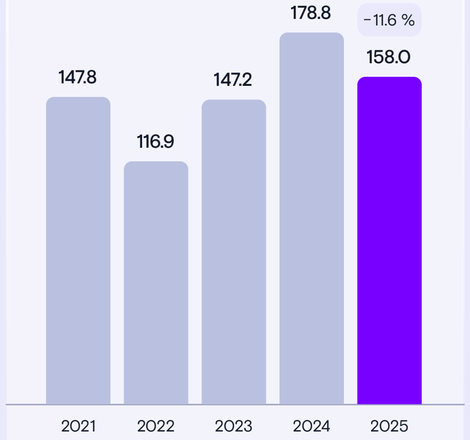
Net profit, RUB bn



OIBDA, RUB bn



CAPEX, RUB bn



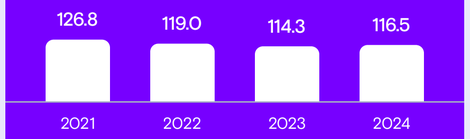
[1] Data are as per the methodology in place at the time results for respective periods were published.

Average headcount, thsd people

117.4

in 2025

+9.4 %

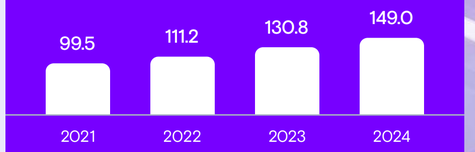


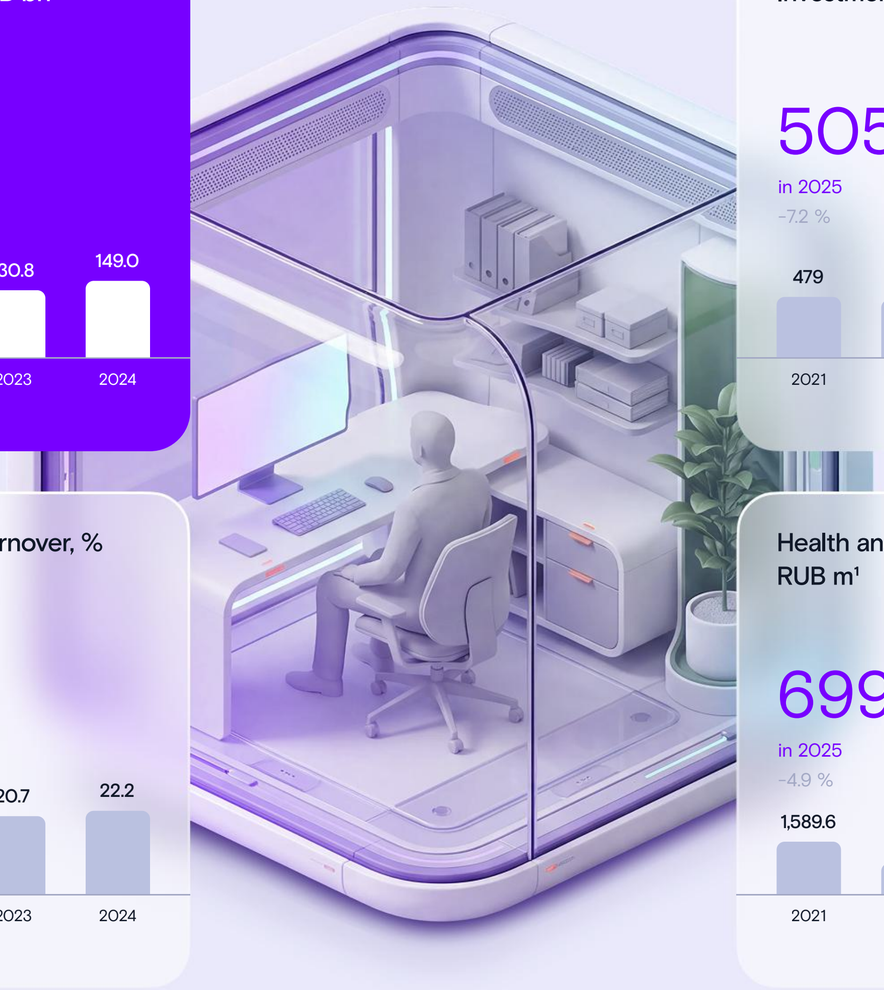
Salary expenses, RUB bn

177.0

in 2025

+18.8 %



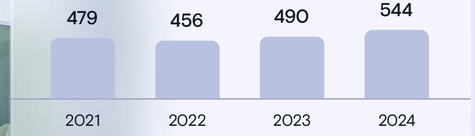


Investment in training, RUB m

505

in 2025

-7.2 %

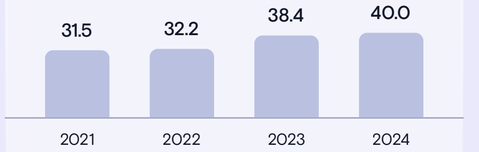


Average hours of training per year per employee

42.0

in 2025

+5.0 %

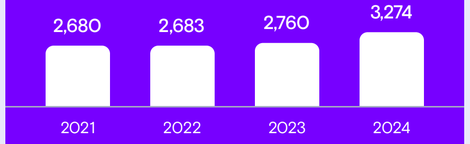


Funding for employee social programmes, RUB m

4,037

in 2025

+23.3 %

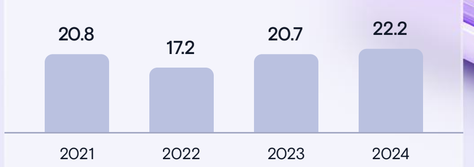


Overall employee turnover, %

17.7

in 2025

-4.5 п. п.

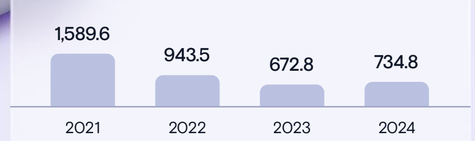


Health and safety expenses, RUB m[1]

699.0

in 2025

-4.9 %

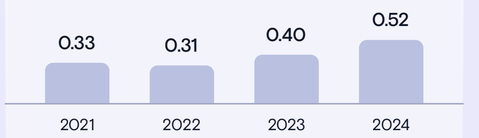


Rate of work-related injuries per thsd employees[2]

0.55

in 2025

+0.03



[1] Expenses of PJSC Rostelecom excluding subsidiaries and affiliates.

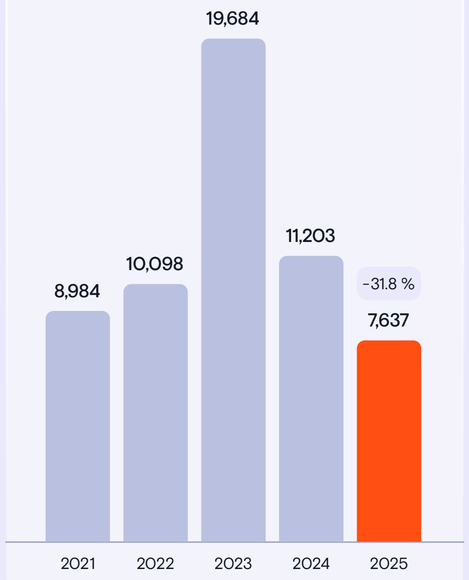
[2] For all insured events.

872,8 RUB m

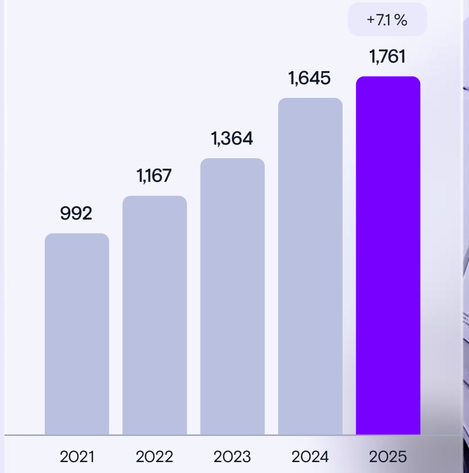
Income tax in 2025

+3.3 %

Income tax, RUB m



Membership fees, payments to trade unions, and charitable programmes, RUB m



1,761 RUB m

Membership fees, payments to trade unions, and charitable programmes in 2025

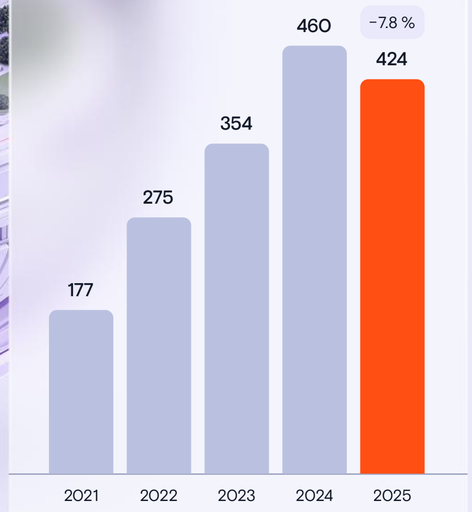
+7.1 %

424 RUB m

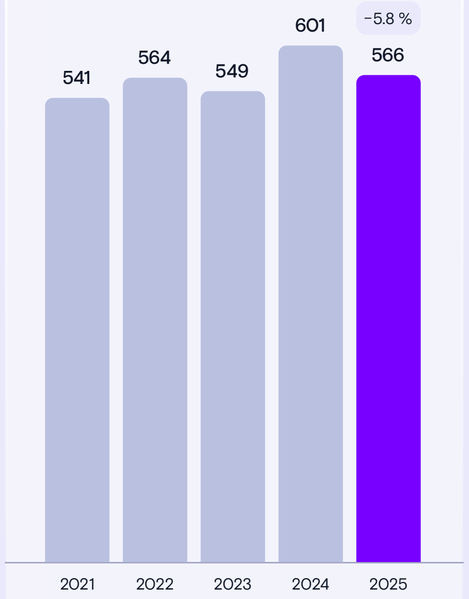
Charitable expenses in 2025

-7.8 %

Charitable expenses, RUB m



Procurement, RUB bn



566 RUB bn

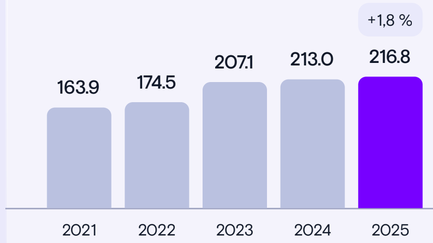
Procurement in 2025

-5.8 %

Environmental expenditure, RUB m

216.8 RUB m

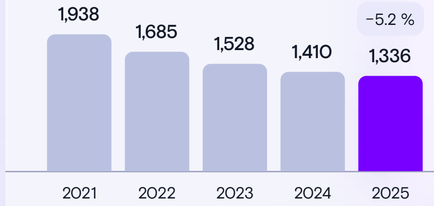
environmental expenditure in 2025

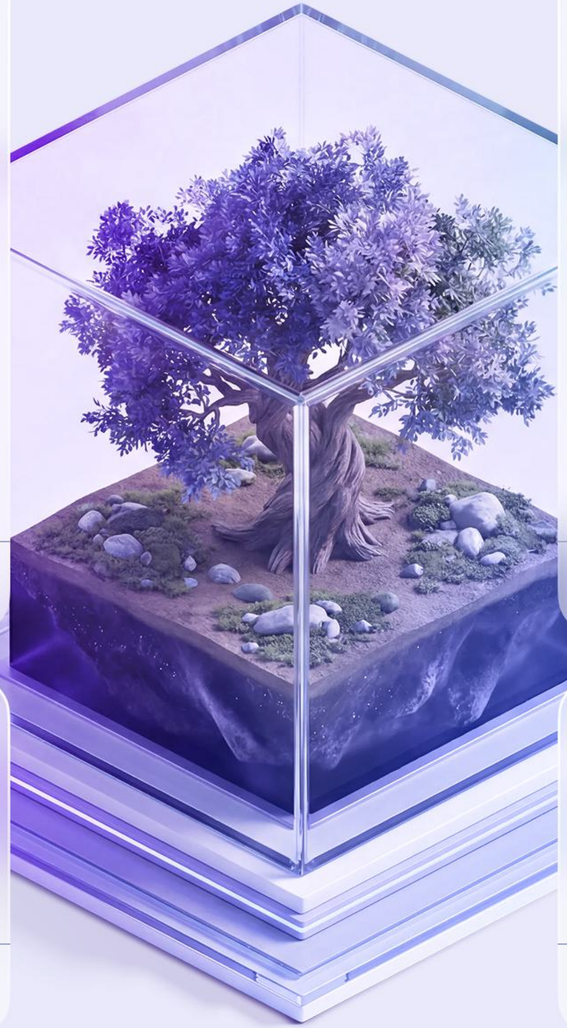


Water withdrawal, thsd cu m

−5.2 %

year-on-year reduction in water withdrawal in 2025

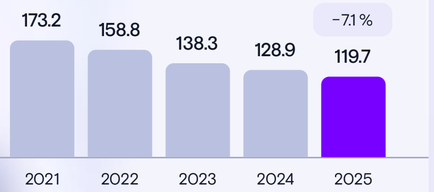




Direct (Scope 1) GHG emissions, thsd tonnes

−7.1 %

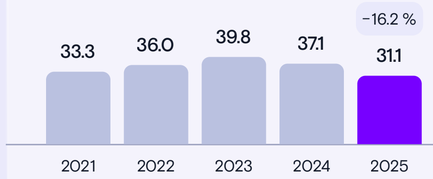
year-on-year reduction in direct GHG emissions in 2025



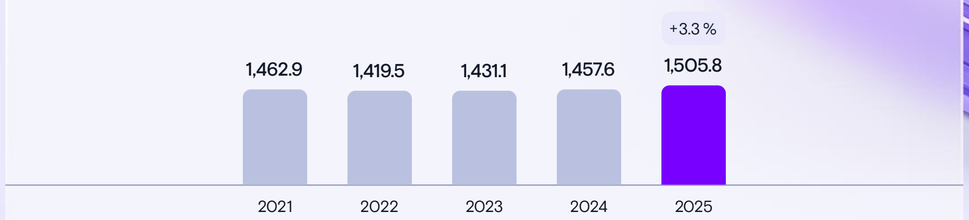
Waste generated, thsd tonnes

−16.2 %

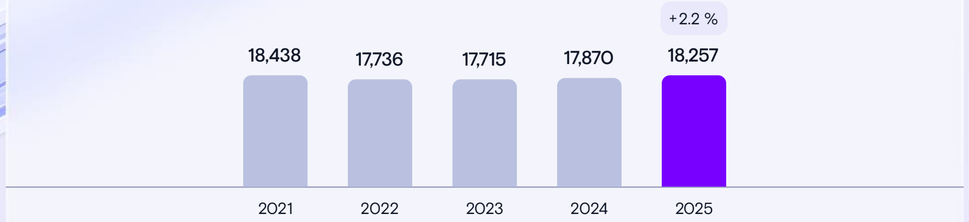
year-on-year reduction in waste generation in 2025



Indirect (Scope 2) GHG emissions, thsd tonnes



Total energy consumption, TJ



Business practice

Dmitry Medvedev was re-elected Chairman of Rostelecom's Board of Directors

Rostelecom's Board of Directors adopted a new three-year dividend policy and approved the Company's Development Strategy until 2030

RTK-DC's Medvedkovo data centre was recognised as Data Centre Cluster of the Year at the Data Centres.RF awards

The Russian Government included Rostelecom in the list of hosting providers for state information systems (SIS)

Basis, a Rostelecom Group company and Russia's largest developer of dynamic IT infrastructure management software, listed its shares on the Moscow Exchange

Rostelecom's healthcare platform was included in the register of IT systems of the Russian Ministry of Health

Rostelecom was awarded sole supplier status for the operation of the Unified State Healthcare Information System (USHIS) and the GosTech project

Strengthening technological sovereignty and import substitution

16

new Rostelecom products were added to the Russian industrial products register, and four new products were added to the register of Russian software

Rostelecom acquired a stake in BaseALT, one of the leading developers of Linux-based system software

Our subsidiary Basis released Basis SDN, Russia's first fully import-independent solution for software-defined networking

>27 thsd

the total number of rack spaces across the Group's data centres

Share of the commercial data centre market

32 %

Rostelecom embarked on the migration to broadband remote access servers (BRAS) produced by Russian manufacturer EcoRouter (RDP Innovations), with the solution capable of being scaled across all federal districts of Russia

Together with PROTEI R&D Centre, a Russian-made 4G mobile core was commissioned in pilot regions

Rostelecom signed a memorandum with Gazprom ID Operator, a developer of high-tech electronic services, to expand the use of Russian-made software products across the energy sector, other major Russian companies, and educational institutions

An agreement was signed with Moscow Thermal Automation Plant to create an integrated hardware and software system for industrial process control systems at Russian enterprises

The CII Cloud platform was certified for hosting critical information infrastructure facilities

The Company teamed up with MyOffice to start marketing hardware and software systems based on the Iron laptop with Russian operating systems and document editors

Together with the Technical Centre of the Internet, the operator of the national .RU, .РФ, and .SU domain zones, Rostelecom launched the rollout of Russian-made BULAT servers

Rostelecom, in association with payment company Pay2Me, presented a pilot project for a Russian-made secure payment terminal based on Aurora OS

Basis entered into an agreement to pilot its products within the infrastructure of Brazil's largest banks

Rostelecom completed the deployment of a national media network based on the Russian-made MediaXGate hardware platform across

87

Russian regions

The migration of the Unified Electronic Document Management System (UEDMS) was completed

120 thsd

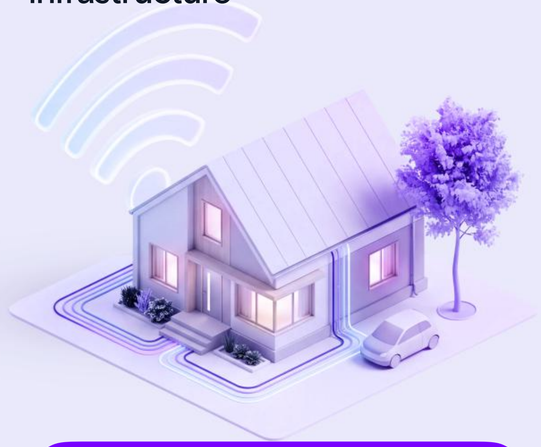
Company employees transferred to the Russian-made Avandoc platform

Rostelecom completed the migration from a foreign platform to the Russian Basis Dynamix platform

>15 thsd

virtual servers

Development of digital infrastructure



7.9 thsd

The number of communities where base stations were installed under the Bridging the Digital Divide (BDD 2.0) federal project

~1.8 million people

access to high-speed internet and high-quality mobile connectivity

+13 %

expanding infrastructure

Were built:

>7.7 thsd
new sites

>37 thsd
base stations

Subscribers in all 70 regions where T2 operates gained access to:

VoWiFi[1] VoLTE[2]

A virtual private network (VPN) was created for 27 Russian airports

7.9 thsd km

high-speed fibre-optic lines were laid

>330 thsd

apartment buildings and private homes were connected to fibre

An agreement was signed with Belarusian company Beltelecom to seamlessly extend the Trans-EurAsian Fibre-Optic Communication Line (TEA NEXT FOCL) infrastructure beyond Russia

Restoration work on the submarine fibre-optic links was successfully completed

St Petersburg > Kaliningrad

Taman > Kerch

1,441

rack spaces were commissioned across our data centres

expanding the capacity of the Company's own data centres by more than 5.5%

2.4 thsd

base stations were commissioned as part of the BDD 2.0 project

including 1.9 thousand Russian-made BULAT base stations

6.1 thsd km

fibre were built on the Torzhok–Kyakhta section, including a technically challenging crossing of the Kama River, as part of the TEA NEXT project

Under the O2O project were installed

1.4 thsd km
fibre

3.6 thsd
base stations

Backbone networks were upgraded, and the capacity of the backbone and regional segments was increased

In partnership with MegaFon, the Company expanded access to satellite TV, mobile data, and home internet services in five regions of the Far Eastern Federal District: the Amur, Magadan, and Sakhalin Regions, the Kamchatka Territory, and the Republic of Sakha (Yakutia)

A system was implemented to automate the technical inventory of Vainakh Telecom's network infrastructure

Vympelcom and Rostelecom successfully completed the first stage of their joint project for integrating two IT platforms: Beeline's Resource Allocation Request Integrator and Rostelecom's B2O CRM system

[1] Voice over Wi-Fi – a technology for making voice calls over Wi-Fi networks rather than a mobile operator's network.
[2] Voice over LTE – a technology for making voice calls over a 4G data network, offering high-definition sound (HD Voice), instant connection within 1–2 seconds, and the ability to use the internet during a call.

Technological advances and digital services

An updated platform for seamless operation of IT systems was unveiled

Authorisation via Sber ID and Alfa ID was launched on Rostelecom's public Wi-Fi networks

Turnkey scalable mobile data centres were launched

An integrated B2C CRM automation system deployed, unifying query processing and reducing average service time

A service for finding available parking spaces in residential areas across Russian cities was launched in the Rostelecom Key app

The Turbo Cloud technology platform was created for B2B customers

enabling rapid delivery of virtual infrastructure, database management, and specialised cloud services for critical facilities

A new High Capacity cluster was launched as part of the cloud platform for processing big data

WINK

The Wink online video streaming service strengthened its leadership position by releasing multiple original series, launching Wink Music, Wink Books, and Stories, a vertical series showcase, and presenting Entertainment Agent, an AI-powered content selection assistant. In 2025, the Wink video service entered the Belarusian market

Игры Ростелеком

Rostelecom Games was unveiled

>500 thsd users

gaming platform attracting in just three months

A digital solution for remote medical examinations of drivers was launched jointly with the Scientific and Research Institute of Motor Transport

The RTK Sharing network of digital office spaces was launched

Rostelecom call booths were installed in the Moscow Metro to provide a comfortable space for conversations

Agreements were signed:

- with the Ecvi platform's developer Ertek on a strategic partnership to develop services for the hospitality industry
- with the Agency of Creative Industries and the Skolkovo Foundation on developing the animation, video game, and esports industry in Russia

Cybersecurity and data protection

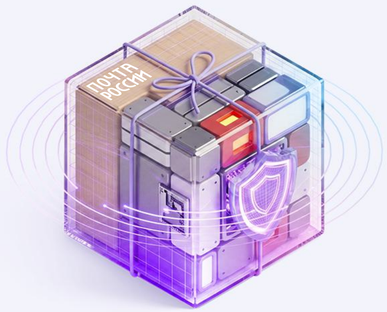
Russian TLS security certificates were recognised by Russian operating systems.

Rostelecom embraced the industry data protection standard.

A certificate of conformity from Russia's Federal Service for Technical and Export Control (FSTEC) was obtained for RT.DataLake as a Trust Level 4 product.

Enhanced information security requirements for contractors were introduced.

Russia's first cyber resilience project was presented for Russian Post



The Information Security cluster launched Solar SIEM, its flagship product combining technologies:

SIEM[1] SOAR[2]

During the Unified State Examination 2025 period, Solar solutions blocked

1.4 billion

attempts to access malicious online resources in schools across Russia

The Cyberindex tool was developed to assess data security at subsidiaries.

Anti-phishing services were launched

attempts to access malicious resources were blocked

400 thsd

The Security product was unveiled

Bringing together the services into a single ecosystem

- Unwanted Websites Filter
- Personal Data Leak Monitoring
- Scam Call Interruption

T2 launched:

- SafeWall service to protect subscribers against current digital threats
- Voice Assistant to filter unwanted calls

Fuzzy Logic Labs specialists presented a combined AI-based system for protection against online fraudsters and a new Advertising Fraud Detection module, which detects and blocks click fraud in real time as part of the Smart Fraud Detection platform.

A cooperation agreement was signed

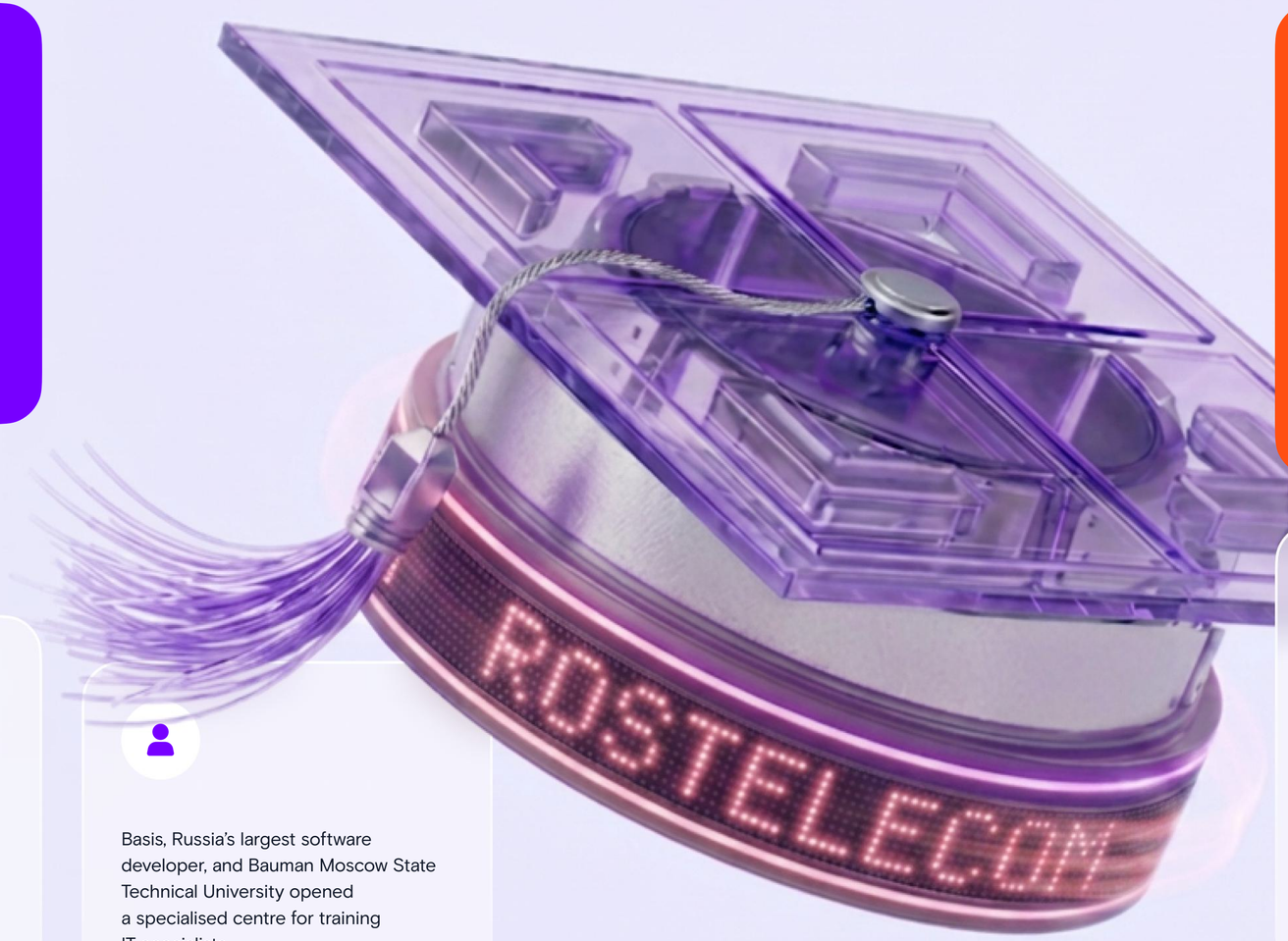
– with RusHydro to develop an industry standard for cyber resilience in the energy sector

– with Transneft to counter information security threats

[1] Security Information and Event Management – a class of software solutions for centralised collection, storage, and analysis of information security events from multiple IT infrastructure sources (networks, servers, and applications).
[2] Security Orchestration, Automation and Response – a system for coordinating, orchestrating, automating, and responding to cyberincidents, improving the effectiveness of incident response.

Building a talent pipeline for the IT industry

Rostelecom presented its own standard for cooperation with universities in IT specialist training



Rostelecom's IT School (RTK IT) received state accreditation to partner with universities and train IT specialists through secondary and higher education programmes, additional courses, and extracurricular activities in information technology

Together with the Coordination Centre for TLD .RU/.RF, the 14th nationwide online championship for school and university students, Learn the Internet – Manage It!, was held

5.5 thsd

students from 45 Russian regions taking part

Basis, Russia's largest software developer, and Bauman Moscow State Technical University opened a specialised centre for training IT specialists

Rostelecom's IT School, together with the Human Capital Development autonomous non-profit organisation, the Sigma education holding group, and industry partners, held the Grow in IT! case competition

>730

IT students and graduates participated in the case competition

Rostelecom's IT school, together with the Lukomorye IT ecosystem, launched no-code web development on the Akola platform

for 12

Russian universities

Environment

The Company obtained a certificate confirming that its environmental management system complies with GOST R ISO 14001-2016, valid for 2025–2027

A cooperation agreement was signed with Energomera to deploy smart electricity metering systems in the utilities sector

Together with the mining enterprise Dalur, Rostelecom implemented the ATOM-RTK Ecosystem solution for autonomous environmental monitoring

1.3 thsd

Rostelecom vehicles were fitted with methane fuel systems

under a partnership agreement with Gazprom gazomotornoye toplivo

~60 thsd

juvenile sterlet was released by the Company into the Votkinskoye Reservoir in the Perm Territory

Social policy

WINK

The third and fourth seasons of Because We Are Family, a documentary project featuring heartfelt films about family values, were released on Wink.ru

The Story of Our Victory, a documentary about the deeds of Great Patriotic War heroes as seen through family stories

SVOi Lyudi is a film featuring Rostelecom employees and their relatives who went to serve in the Special Military Operation; premiere screenings for Company employees were held in 30 Russian regions

Educational materials on searching for information about Great Patriotic War heroes were produced together with the Social Fund of Russia.

>700

school students participated in nine tournaments of the Safe Internet board game

Company employees from 42 cities participated in the annual Become a Father Frost pre-New Year campaign

>1.7 thsd

children from orphanages and children undergoing long-term treatment at oncology centres presented gifts

>4.3 thsd people

took part in the I Run and Help sports and charity project

3 RUB m

donated to the Life Line Charity Foundation

The annual corporate volunteer forum was held winning the competition

25

projects across five volunteering areas (care, sport, spiritual heritage, the environment, and education)

>12

online webinars were held as part of the Volunteer School project

The Digital Equality programme continued to develop:

5.7 thsd

older people from 79 Russian regions took part in the 11th All-Russian Computer Literacy Contest for Retirees, Thank You, Internet! 2025, held with support from Rostelecom and the Social Fund of Russia

A new AI-focused module of the ABC of the Internet programme was released jointly with the Social Fund The ABC of the Internet educational project reached across Russia

50 thsd people

The Class Magazine project, designed to develop a safe internet segment for children and teenagers, was implemented

534 thsd

registered readers

An agreement was signed with the Union of Theatre Workers of Russia to hold the Theatre Olympiad, a nationwide educational campaign, on the Rostelecom Lyceum educational platform

100 thsd

preschool and school-age children took part in the UchimZnaem / WeTeachTheyLearn social and educational project

40 thousand in Moscow and around 60 thousand children at 72 regional sites across Russia

In 2025, GROWTH, a distance learning and socialisation project for children in orphanages and foster homes, care leavers, and children without parental care, reached

492 participants

The Polden (Midday) volunteer project for the socialisation of children from orphanages and boarding schools was implemented

92

play sessions held

284

children from 13 boarding institutions

Responsible business practices

AAA+

Anti-Corruption Rating of Russian Business.

The Company was honoured with the National Anti-Corruption Compliance Leader special award by the Russian Union of Industrialists and Entrepreneurs (RSPP)

Russian Institute of Directors

7++

advanced corporate governance practice

Sustainability and Reporting Awards

84th

in the ESG ranking of Russian companies[1]

41st

in the ESG transparency ranking of Russian companies and banks in 2025

RESG 1

in the ESG reporting rating, meaning the highest level of non-financial disclosure in an organisation's public reporting[2]

1st

among Russian companies by R&D intensity[3] (2.2%)

Winner of the Corporate Philanthropy Leaders rating, an annual nationwide competition for socially responsible businesses

Group A

Best Practices[4]

Rostelecom is included in the MOEX – RSPP sustainable development indices

Group A

Sustainability Vector Index

Group B+

Responsibility and Transparency Index

Business reputation index (EKG rating – Environment, Human Resources, Government)

61 points

[1] As at December 2025.
[2] akmrating.ru/pressrelizy2/2025/press-relizy2025
[3] The indicator is calculated as the ratio of R&D spending for the reporting year to consolidated revenue.
[4] www.company.rt.ru/press/news/d476097/?sphrase_id=1973501

Human capital development awards

Forbes

Platinum

in the Russia's Best Employers rating in 2025

Employer Branding Awards 2025

Grand Prix

in the Telecom Employer Brand of the Year

Recruitment Awards

Grand Prix

in the Creative Recruitment category

HR Force Awards

Grand Prix

in the Corporate University of the Year and Best Recruitment System categories

Crystal Pyramid

Grand Prix

in the Talent Management Executive of the Year category

2nd

in the HR Team of the Year category

3rd

in the Best Practice in Young Talent Development category

SMART Pyramid 2025

Grand Prix

in the Best Digital Solution of the Year for Corporate Training category

Grand Prix

in the Best Digital Solution for Children's Education category

2nd

training team in the Best Corporate Education Project category

2nd

training team in the Best Top Management Training Programme category

Moscow Employers Club

Winner

in the Cultural Code (Company DNA) category

InterComm 2025

Winner

in the Lifestyle category

Habr Awards

Winner

in the Master of Special Projects category

KPD Rating

44 points[1]

A comprehensive assessment of employers aimed at determining their contribution to Russia's demographic and family policy

АНАЛИТИЧЕСКИЙ ЦЕНТР ВЦИОМ

National Social Reputation Rating: Russian business as perceived by Russians

10th

in the Public Benefit and Breakthrough to the Future categories of the National Social Reputation Rating

[1] For PJSC Rostelecom.

GRI 203-2

Rostelecom makes a significant contribution to the development of national telecommunications infrastructure and implements its import substitution policy by using domestic equipment and proprietary developments.

Rostelecom companies retain their status as systemically important and accredited IT companies, while data in Russian product registers and the State Industry Information System are kept up to date.

The Company not only meets its own network equipment needs but also offers Russian-made solutions to other players in the Russian telecom market.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

“By digital sovereignty, we mean the state’s ability to independently control and manage digital infrastructure, data transmission, and technologies, as well as to regulate the digital space in order to minimise reliance on foreign solutions and mitigate external threats.

Key aspects of Russia’s digital sovereignty include technological independence, including the development of and transition to domestic software; oversight of personal data processing; cyber and information security; protecting citizens from illegal content; advancing infrastructure and national projects; and workforce training.”

Eldar Gaifutdinov

Deputy Chief of the Presidential Directorate for the Development of Information and Communication Technology and Communication Infrastructure

Discussing digital sovereignty at the Global Digital Forum

Global Digital Forum

In May 2025, the Digital Sovereignty: A Path to Resilience and Connectivity, Not Fragmentation session was held in Nizhny Novgorod as part of the first Global Digital Forum.

The Russian Government, Rostelecom, and communications ministries from around the world shared their experience in ensuring digital sovereignty and promoting international cooperation on technology and infrastructure projects. The speakers also addressed education and training in information technology and discussed critical infrastructure security and the protection of personal data amid global digitalisation.

With major investments in domestic developments, the Company is well positioned to drive the digitalisation of key sectors of the economy. More than 300 proprietary technologies and IT products have been added to the register of the Russian Ministry of Digital Development, Communications, and Mass Media. Over 100 commercial solutions are leaders in their respective market segments, confirming their strong demand and competitiveness.

In 2024, Rostelecom established the Commercial IT cluster, bringing together advanced developments and expertise from its IT subsidiaries. This has created a strong platform for serving a broad range of external customers and further consolidating the Company's market leadership.

For more details on the performance of the Company's Commercial IT cluster, see the Commercial IT Cluster and Infrastructure Development sections of PJSC Rostelecom's Annual Report.

Standard for IT infrastructure management on state cloud platforms

>230

state information systems deployed on the Group's infrastructure software

Leader in Russian IT solution development

>300

proprietary technologies and products in the Russian software register of Russia's Ministry of Digital Development, Communications, and Mass Media

>50

products included in the register in 2025

18.7 RUB bn

total expenditures on research and development

Key contributor of leading IT industry associations

>30

CII[1] facilities in the telecom industry

РСПП · АКПО · ИЦК Мобильная связь · Экономика · Открытый код · Ассоциация документальной электросвязи

[1] Critical information infrastructure.

Key 2025 results of Rostelecom subsidiaries in the development and production of high-tech equipment

In 2025, Rostelecom acquired an equity stake in BaseALT, a leading system software developer. The Company's equity investment in the developer will help accelerate the replacement of foreign software in the domestic market, strengthen technological sovereignty, and improve IT infrastructure security across the board.

Development of new equipment

- Pre-production samples of IP/MPLS routers, DWDM,[1] Wi-Fi 6 routers, GPON optical line terminals (OLTs), L2+ access switches, and antenna systems have been developed and are being refined and tested.
- Development has commenced on GPON OLT equipment with an extended operating temperature range for deployment in outdoor cabinets.
- New data centre switches powered by a Russian-made Baikal Electronics processor have been developed and included in the register.
- Work is underway to improve the performance of BULAT base stations and expand the range of supported frequency bands.
- New lines of computing equipment based on modern processors are being developed.

Equipment production and commissioning

- BULAT base stations are mass-produced at the St Petersburg facilities of NPO RTT, a Rostelecom subsidiary. In 2025, NPO RTT upgraded its production equipment, and produced 250 base stations.
- Mass production of data centre switches and Wi-Fi routers was launched, with 50 thousand units produced. Production capacity for customer premises equipment reached 100 thousand units per month from Q4 2025.
- Mass production of GPON[2] customer premises equipment, FTTB[3] routers, and video cameras continued.

Testing and launching of base stations

- Dedicated test zones for base stations were established. In 2025, testing was carried out in the laboratories of MegaFon, VimpelCom, and MTS.
- As part of the BDD 2.0 project, 1.8 thousand BULAT base stations were installed and launched on Rostelecom's network.

16

new products were added to the register of Russian industrial products

4

new products were added to the register of Russian software in 2025

[1] Dense wavelength division multiplexing – a technology for multiplexing optical channels that increases data transmission capacity over fibre.
[2] GPON stands for gigabit passive optical network. A cost-efficient broadband technology.
[3] Fibre to the building – broadband network architecture using optical fibre to provide all or part of the local loop used for last mile telecommunications.

Critical digital solutions and projects launched in 2025

Turbo Cloud

In 2025, Rostelecom launched Turbo Cloud, a technology platform for B2B customers that enables virtual infrastructure, managed databases, and scalable business applications to be deployed from a customer account within minutes. The cloud platform includes more than 50 proprietary services and 65 partner services. Its key benefits include nationwide coverage and high performance across 20 sites in five federal districts.

In 2025, Turbo Cloud's product portfolio was expanded with nine innovative services, including virtual infrastructure with GPUs[1] based on the latest NVIDIA H200 graphics processors, the first such offering in the Russian market. The platform launch is an important step towards strengthening Rostelecom's role as a trusted provider of IT products and services for business customers.

50
proprietary services

65
partner services

20
sites in five federal districts

A breakthrough in infrastructure software

Basis released Basis SDN, Russia's first fully import-independent solution for software-defined networking. The company also successfully integrated neural network technologies into business processes related to incident response and technical product support.

Bercut HIP 2.0 integration platform

In 2025, Bercut brought a new product to market – the Bercut HIP 2.0 hybrid integration platform. The platform can be used to address specific project tasks and then scaled without unnecessary complexity. It integrates legacy systems,[2] cloud services, and partner APIs,[3] enabling automated, high-performance, and secure data exchange between them.

The deployment of the IN@Voice convergent billing system for Afghanistan's largest telecom operator, Roshan, demonstrated the competitiveness of Bercut's solutions in international markets.

The company also ensured that the IN@Voice system complies with new regulatory requirements under Federal Law No. 303-FZ (limits on the number of subscriber numbers for Russian and foreign nationals, as well as identification of foreign nationals when signing contracts) and Federal Law No. 41-FZ (a ban on text messages from the Public Services Portal).

[1] Graphics Processing Unit – a specialised computer chip designed to rapidly process graphics data, render 3D graphics, display images on screen, and perform complex mathematical calculations.

[2] Legacy systems are outdated software, IT systems, or hardware that continue to be used despite the availability of more modern alternatives. Such systems are often decades old but remain critical to business operations.

[3] Application programming interface – a set of rules, protocols, and tools that enables software applications to communicate with each other.

Russian-made software and hardware systems based on the Iron laptop

Rostelecom IT teamed up with MyOffice to start marketing hardware and software systems based on the Russian-made Iron laptop with pre-installed Russian operating systems and document editors.

"Customers need more than just a replacement for foreign hardware and software, and more than just a set of components. They need a ready-to-use, high-performance, and secure domestic out-of-the-box solution. This holistic approach has already become an industry standard. Through a partnership with RTK-IT, we are creating a product for the Russian market with fully compatible components. Customer IT specialists will be able to deploy ready-to-use laptops within minutes."

Vyacheslav Zakorzewsky
CEO of MyOffice

Integration bus for industrial systems

Rostelecom and Moscow Thermal Automation Plant have started developing an open Open Connectivity Framework (OCF) data integration bus for Russian metallurgical, petrochemical, and mining enterprises; the solution will enable equipment from different vendors to be brought into a single digital space.

"Together with Moscow Thermal Automation Plant, we are creating not just a product but the missing element needed for the technological sovereignty of key industries. Our OCF data integration bus addresses a market need that is not currently met by any full-fledged domestic equivalent."

Vladimir Volkov
Vice President for Large Corporate Customers at Rostelecom

Broadband Remote Access Servers (BRAS)

Rostelecom embarked on the migration to broadband remote access servers (BRAS) produced by Russian manufacturer EcoRouter (RDP Innovations).
The deployment of domestic BRAS based on IP/MPLS routers, a key and technologically sophisticated network element, marked another milestone in the critical infrastructure upgrade programme aimed at enhancing the capacity, reliability, and technological sovereignty of the telecom operator's backbone network.

Pilot launches took place in:

- Abakan
- Kazan
- Kostroma
- Kurgan
- Pskov
- Khabarovsk
- Elista

The project is expected to be rolled out across all federal districts of Russia in the future.

Russian-made sixth-generation Wi-Fi routers (Wi-Fi 6)

Mass production of Wi-Fi 6 routers commenced on Elektra's own full-cycle production line.

In October 2025, Russia's first large-scale production of Wi-Fi 6 routers was launched at the in-house production line of Rostelecom subsidiary Electra, with capacity of up to 150 thousand devices per month. The new routers are equipped with a Russian-made integrated circuit, run fully domestic software developed within Rostelecom, and offer a high level of protection against cyber risks.

The flagship Electra F30AX Wi-Fi 6 router offers maximum data speeds of up to 3 Gbps and does not require multiple signal relay modules to ensure high-quality connectivity in multi-room environments.

150 thsd
devices per month

AI-powered software products

Neurogate

A flagship AI platform integrating more than 30 neural networks for data processing as well as AI model training and deployment.

The product processes

~550 ТЫС.

requests per year

ranging from meeting transcription and document analysis to speech recognition and presentation generation

Using Neurogate saves employees

40 %

of time spent on routine operations

Aurora OS

A product developed by Open Mobile Platform (OMP), part of Rostelecom Group. It is a technologically independent operating system that enables remote control of data processing on mobile devices. Aurora OS is designed for use in the business and public sectors, helping build mobile infrastructure resilient to external risks and cyberthreats.

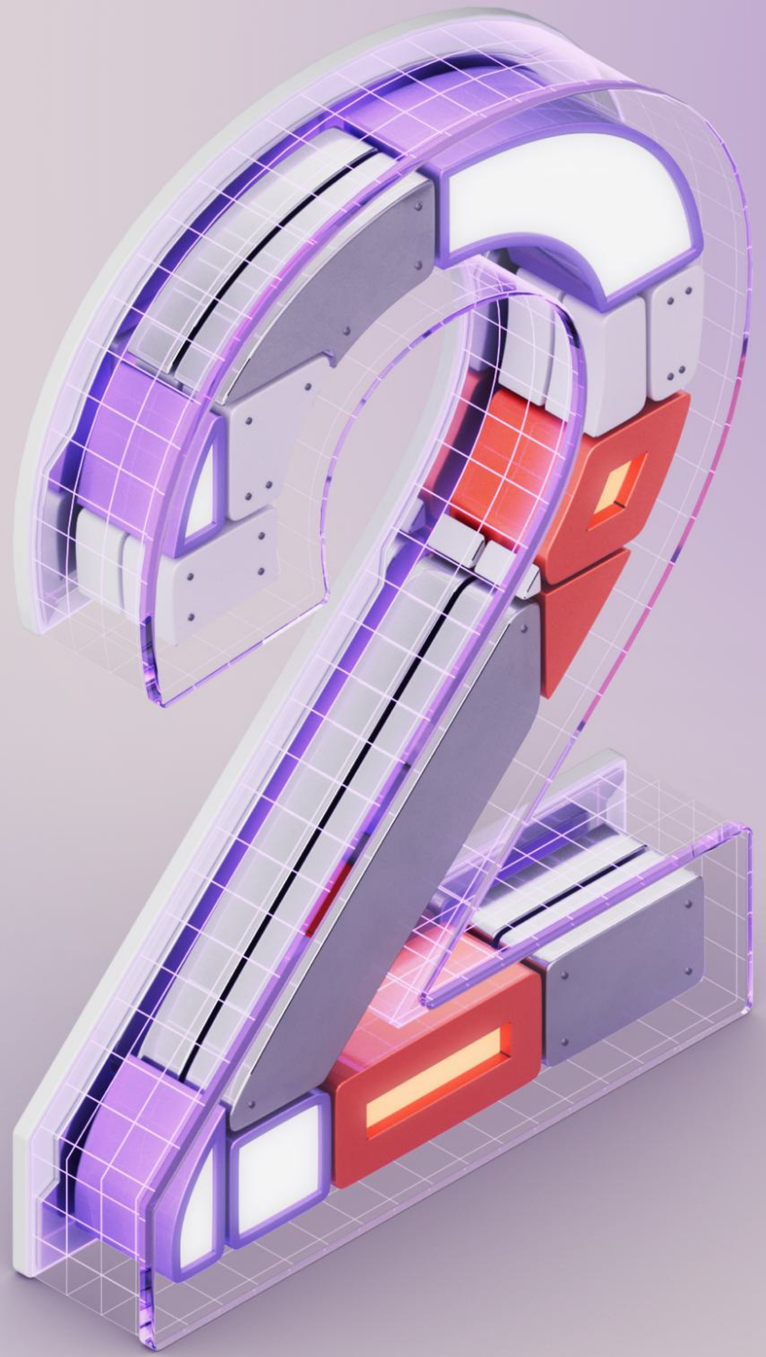
Aurora Automotive OS

An operating system for the vehicle's digital environment. The product is being developed to enhance the technological independence of the Russian automotive industry and unlock a new level of customer experience. Aurora Automotive OS serves as the basis for the Aurora Auto software product, which includes a graphical user interface, services, and an app store. The innovative solution is intended to enable deep integration with vehicle systems and unlock the broad functionality of multimedia and information products.

For more details on the Company's AI-enabled products and technologies, see the AI Development and Ethical Use section of this Report and the Business Overview section of PJSC Rostelecom's Annual Report.

Sustainability management

34–55



2.1 Sustainability management system 35

2.2 The Company’s development strategy and strategic ESG priorities 37

2.3 Contribution to global and national development goals and national projects 40

2.4 Stakeholder engagement 47

Rostelecom builds its business in line with sustainability principles, ensuring balance between pursuing commercial interests and addressing social and environmental challenges. Sustainability principles are embedded in the Company's strategy and key business processes.

Rostelecom's approach to sustainability management is focused on compliance with regulatory and legal requirements, effective management of ESG risks, continuous dialogue with stakeholders to effectively address the most significant sustainability issues, and the consistent implementation of industry best practices and guidance of international sustainability standards.

Our key sustainability activities in 2025

- Russia's digital economy project
- Protecting employees and creating comfortable working conditions
- Digital Equality integrated social programme
- Offering customers enhanced innovative services
- Maintaining corporate transparency amid a challenging environment
- Supporting social, volunteering, and charitable projects
- Enhancing technology to address environmental challenges
- Providing training and career guidance for young people

The Company has established and continuously improves its sustainability management system. Functional responsibilities for achieving goals and addressing tasks across sustainability areas have been defined and assigned. In addition, internal regulations governing the relevant activities have been adopted and remain in force.

Rostelecom Group's sustainability policies and commitments

GRI 2-23 GRI 2-24 GRI 2-25

The Sustainability section of PJSC Rostelecom's corporate portal features key sustainability indicators, documents, and policies.

PJSC Rostelecom's key internal regulations on sustainability

- Rostelecom's 2021–2025 Development Strategy
- Rostelecom's 2021–2025 Long-Term Development Programme
- HR Management Strategy until 2025
- Code of Ethics
- Code of Supplier Business Ethics
- Anti-Corruption Policy
- Responsible Sourcing Policy
- Personal Data Processing Policy
- Information Security Policy
- Occupational Health and Safety Policy
- Human Rights Policy
- Environmental Impact Assessment Policy
- Policy on Engagement with Local Communities
- Regulations on Charitable Activities
- Regulations on the Occupational Health and Safety System
- Corporate OHS standards
- Regulations on the Procedure for Preparing and Conducting Procurement of Goods, Works, and Services
- Collective bargaining agreement
- Talent Pool Regulations
- Regulations on the Organisation of Employee Professional Training and Development
- Regulations on Recruitment and Hiring
- Regulations on the Industrial Safety Management System
- Environmental Policy

Sustainability governance bodies

As the Company's highest governance body, the **General Shareholders' Meeting** sets strategic directions for the Company, including the sustainability agenda. The General Shareholders' Meeting is responsible for approving annual reports, including non-financial reports detailing the Company's environmental, social, and governance (ESG) performance.

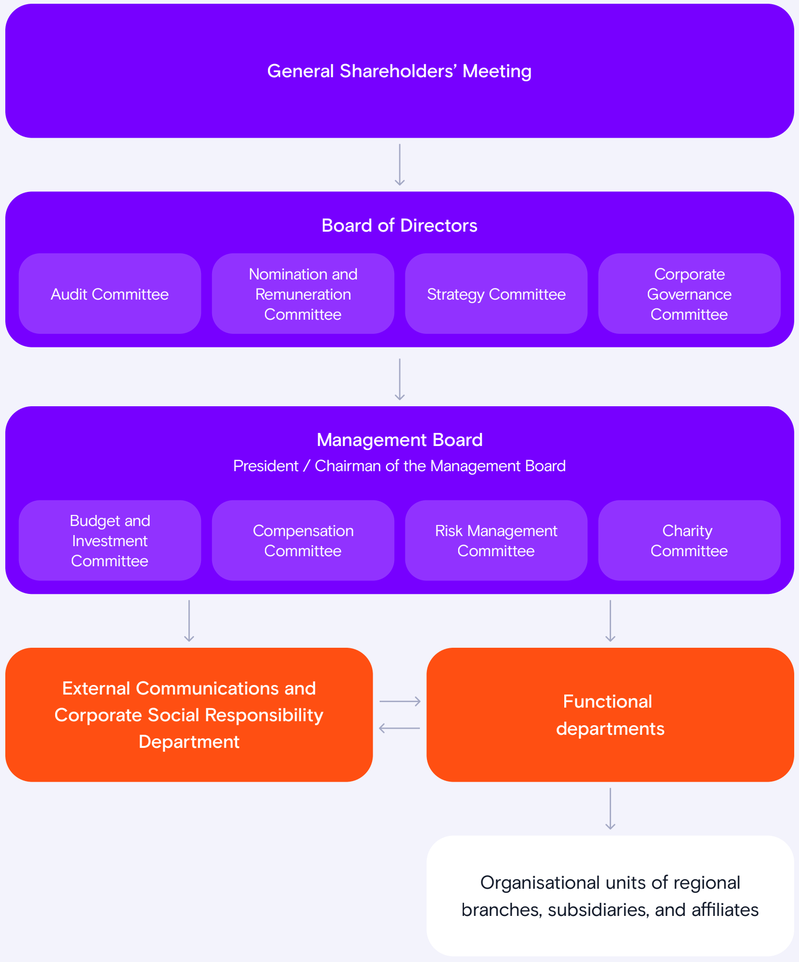
The Board of Directors defines strategic sustainability goals, determines approaches to managing related risks, and oversees the implementation of sustainability initiatives, including through its dedicated committees. The Board of Directors approves key policies and programmes governing the Company's sustainability activities.

The Management Board oversees day-to-day sustainability activities, including the operation of dedicated committees. The Management Board is also responsible for approving internal regulations governing the Company's sustainability activities, coordinating departments in implementing approved initiatives, and ensuring the integration of sustainability principles into the Company's day-to-day operations.

The External Communications and Corporate Social Responsibility Department, along with other organisational units, reports directly to the Management Board of PJSC Rostelecom. The Department is responsible for developing and implementing corporate social responsibility (CSR) programmes. In cooperation with other Company units, the External Communications and Corporate Social Responsibility Department prepares non-financial reports showcasing the Company's sustainability achievements.

Functional departments are charged with the operational management of sustainability aspects within their respective areas of functional responsibilities. The tasks of the Company's organisational units include implementing themed ESG initiatives relevant to the unit's areas of activity, analysing specific risks within the department's areas of responsibility, and developing mitigation measures as well as collecting and preparing data for the sustainability report.

Sustainability governance framework



Key ESG risks

Within its overall risk register, the Company identifies the following key current sustainability risks:

1. HSE risks
2. Cyberthreat and data leak risks
3. Business continuity risks
4. Risk of skills shortages
5. Corruption risks
6. Supply chain disruption risks

For more details on risk management, see Section 3.3 of this Report, Risk Management System.

2.2 The Company's development strategy and strategic ESG priorities

Rostelecom's vision for its future development is focused on becoming a digital customer-centric group of companies, driven by human capital and cutting-edge digital data processing and transmission technologies.[1]

In 2021, Rostelecom adopted the 2021–2025 Strategy,[2] with the following key priorities:

- Pursue smart growth in traditional business segments
- Deliver outpaced growth in new business segments
- Maintain and expand Rostelecom's role as the state's key partner in digitising socially significant services and projects
- Improve operational efficiency in traditional business segments

Rostelecom's 2021–2025 Development Strategy

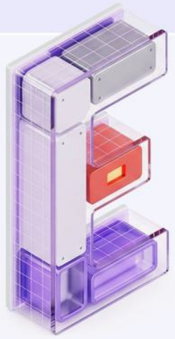
Priorities	1	2	3	4
	Pursue smart growth in traditional business segments to deliver higher returns on investments and a stronger cash flow	Deliver outpaced growth in selected new business segments – achieve leadership	Maintain and expand Rostelecom's role as the state's key partner in digitising socially significant services and projects	Improve operational efficiency in traditional business segments
2025 goals	• Revenue at >RUB 700 bn	• Become the No. 1 player in each selected market	• Remain the state's key digitalisation partner • Retain leadership in digitising selected public services	• Boost OIBDA by 1.5x • OIBDA margin at >40% • 2x net profit growth
Objectives	• Become a powerhouse that shapes the Russian telecommunications market[3] • Secure leadership in traditional telecommunications services in terms of subscribers and revenue, growing its retail customer base • Maintain a leading position as a partner of choice for business and the state	Actively develop new business areas, demonstrating growth rates above or in line with the market: • Data Centres and Cloud Services; • Digital Health; • Public Sector Digital Services and Products; • Information Security; • Digital Region.	Implement the following projects: • Expansion of the Public Services Portal functionality • Digital health projects • Remote e-voting Reinforce a leading position in delivering advanced digital services and solutions to the government	• Reduce the share of personnel costs in revenue, including by increasing labour productivity • Optimise other indirect costs • Improve operational efficiency

[1] For more details on the new strategy's targets, see our Annual Report 2021.
[2] Approved by the Board of Directors on 19 April 2021 (Minutes No. 9 dated 20 April 2021).
[3] Sources: market forecasts by TMT Consulting, J'son & Partners Consulting, and IKS-Media; operator filings; Company data.

The Company’s current strategic priorities in sustainability have been defined.[1]

Rostelecom’s strategic priorities in sustainability for 2021–2025

Environmental



Priorities

- Effective environmental control and management system
- Energy efficiency
- Emissions reductions
- Waste management
- Responsible consumption

2025 goal

- Reduce electricity consumption (excluding the Data Centres and Cloud Services cluster) by 15% by the end of 2025
- Carry out programmes to collect and recycle legacy cable networks, network equipment, and subscriber devices
- Launch Green Office environmental management systems across all Company offices by 2025

Social

- Employee training and development
- Workplace safety
- Support to employees and stronger employee engagement
- Philanthropy
- Digital services for better quality of life

- Gender equality: maintain women’s representation at 40% both in management positions and across the Company’s overall workforce by 2025
- Regional equality: functional decentralisation through the establishment of Company-wide centres of excellence in the regions and the creation of equal opportunities for career mobility

Governance

- Good governance
- Fair remuneration
- Shareholder rights
- Anti-corruption
- High procurement standards

- Integrate ESG into procurement and supply management by 2025
- Promote and instil ESG principles among customers, including by offering commercial products and solutions that enable their ESG journeys

[1] PJSC Rostelecom’s corporate website has a dedicated ESG Information section which highlights the Company’s key ESG metrics, documents, and policies. This section also features ESG presentations and the Company’s ESG data book.

Rostelecom's new strategy for 2026–2030: a course towards digital leadership

In December 2025, PJSC Rostelecom's Board of Directors approved the Group's new Development Strategy for 2026–2030.

The strategy was publicly unveiled in May 2026 at the CIPR conference. The document sets out the next stage in the Company's evolution: from its successful transformation into an IT company to becoming a fast-growing digital leader underpinned by its own unique technology foundation.

The successful delivery of the objectives of the previous strategic cycle, spanning 2021–2025, enabled Rostelecom not only to cement its leadership in the traditional telecom industry but also to secure a place among the country's top five IT companies. The new strategy reflects this step change and sets ambitious targets for further growth in digital businesses, efficiency gains, and value creation for shareholders.

Key strategic priorities to 2030

Digital business growth

Increasing lead over competitors and growing digital business revenue to RUB 0.5 trillion by 2030

Focus on efficiency

Improving operational efficiency and doubling dividend payments to shareholders compared with the previous five-year cycle

Technological sovereignty

Playing an active role in ensuring the digital independence of the state and business

Strengthening the technology foundation

Making smart investments in IT assets, building industry expertise, and deploying advanced technologies, including AI, cybersecurity, and cloud solutions

Telecom leader

Maintaining the position as the No. 1 provider of choice for retail, business, and government customers, while generating average annual revenue of over RUB 1 trillion

Rostelecom's 2030 targets

Average annual revenue

>1 RUB tn

Growth in dividends to PJSC Rostelecom shareholders[1]

×2

The strategy is based on a three-pillar development model that creates synergies between the traditional telecom business, fast-growing digital clusters, and technology infrastructure. The key growth drivers will include the Information Security cluster (Solar Group), the Data Centres and Cloud Services cluster (RTK-DC), Digital Region, and the Commercial IT cluster, which brings together leading software developers, including Basis and BaseALT.

The strategy also places a particular focus on artificial intelligence: the Company seeks to become a vertical AI integrator and provider of trusted AI solutions based on its own GPU cluster and AI MLOps platform.

For more details on Rostelecom's strategic initiatives for 2026–2030, see the Company website.

A detailed description of all initiatives, targets for each cluster and segment, and the related implementation plans will be presented in PJSC Rostelecom's Annual Report 2026.

[1] Dividends accrued for 2026–2030 compared with 2021–2025.

2.3 Contribution to global and national development goals and national projects

GRI 203-2

As a systemically important telecommunications company, Rostelecom contributes through its operations to the achievement of global and national sustainable development goals and supports the implementation of Russia's national projects.

We develop infrastructure, solutions, and services that make digital technologies accessible, convenient, and beneficial for millions of people and thousands of organisations. Through social and educational initiatives and investments in human capital and technology, we help unlock human potential, strengthen societal values, improve quality of life, and reduce environmental impact.

2036 national development goals of the Russian Federation to which Rostelecom contributes

Priority 1

- Technology leadership
- Digital transformation

Priority 2

- Preservation of the population, strengthening health and improving the well-being of people, supporting families
- Self-fulfilment of each person, unlocking their talents, and educating a patriotic and socially responsible person
- Comfortable and safe living environment
- Ecological well-being
- Stable and dynamic economy

UN SDGs to which Rostelecom contributes

National projects of the Russian Federation to which Rostelecom contributes

НАЦИОНАЛЬНЫЕ ПРОЕКТЫ РОССИИ

1. Family
2. Youth and Children
3. Personnel
4. Long and Active Life
5. Infrastructure for Life
6. Ecological Well-Being
7. Efficient and Competitive Economy
8. Data Economy and Digital Transformation of the State
9. Tourism and Hospitality
10. Means of Production and Automation
11. Efficient Transport System
12. New Health Saving Technologies

The Company's contribution to national projects of the Russian Federation, the UN SDGs, and the national development goals of the Russian Federation in 2025

Global and national goals, and national projects of the Russian Federation

National goals:

- Technology leadership
- Digital transformation

National projects:

- Data Economy and Digital Transformation of the State
- Means of Production and Automation

The Company's key projects and activities

- Engaged in the development of digital public services, along with the enhancement and operation of critical state information systems and platforms, Rostelecom serves as a key technology partner of the Data Economy and Digital Transformation of the State priority national project.
- Rostelecom is a recognised leader in areas such as cybersecurity, data centres and cloud services as well as in the digitalisation of regions, manufacturing industries, agribusiness, healthcare, education, and other sectors.
- Rostelecom has played a consistent role in advancing the country's technological sovereignty by expanding the in-house production of telecom equipment and developing software solutions that are included in Russian registers.
- In 2025, Rostelecom carried on upgrading its access networks to provide customers with high-quality digital services through advanced fibre technology.
- Rostelecom is a universal service provider and has a universal service obligation under the Federal Law On Communications with regard to mobile radio telephony services, data transmission, provision of internet access, and payphone services

Performance in 2025

>300

proprietary technologies and products in the Russian software register of Russia's Ministry of Digital Development, Communications, and Mass Media

>50

products included in the register in 2025

43.3 million

households passed by fibre in 2025

8.2 thsd km

of fibre installed under the Bridging the Digital Divide project in 2025

2,366

communities provided with access to mobile radio telephony services in 2025

For more details on the Company's digital transformation activities, see the Business Overview section of our Annual Report 2025.

For more details on the Company's import substitution activities and its contribution to strengthening Russia's technological sovereignty, see the Contribution to Strengthening Russia's Technological Sovereignty section

Global and national goals, and national projects of the Russian Federation	The Company's key projects and activities	Performance in 2025
 National goals: • Preservation of the population, strengthening health and improving the well-being of people, supporting families • Stable and dynamic economy **National projects:** • Family • Personnel • Efficient and Competitive Economy • Tourism and Hospitality	• Rostelecom offers fair remuneration, additional social benefits, and work safety. The Company is committed to respecting human rights. • The Company operates a private pension insurance programme as part of its social policy. • The Company develops digital solutions to improve business efficiency and resilience across various industries, including hospitality and restaurant businesses.	**1,491** RUB thsd employees' average annual income in 2025 **27.3** thsd people participate in the corporate pension scheme **840.9** RUB m defined contributions by the Company in 2025
 National goals: • Self-fulfilment of each person, unlocking their talents, and educating a patriotic and socially responsible person • Stable and dynamic economy **National projects:** • Youth and Children	• Rostelecom operates the Corporate Online University, a company-wide platform for employee training and development. The training team supports employees from their very first day, offering programmes for onboarding, professional growth, and personal fulfilment. • Rostelecom engages with educational institutions through career and professional events, strategic partnerships, mentoring programmes, and internships and work placements for school and university students. It also holds competitions and academic contests, and helps school and university students develop digital literacy. In 2025, Rostelecom's IT School (LLC RTK IT) received state accreditation to cooperate with universities and train IT specialists. • The Company also cooperates with the Movement of the First	**97** % of employees covered by training **505** RUB m investment in employee training **42** hours average amount of training per year per employee **In 65** regions where Rostelecom's branches operate, the Company is engaged in comprehensive collaboration with colleges and universities **233** interns were selected for the internship programme from over 30 thousand applicants in 2025 with 73 of them offered permanent positions within the Company **In 30** cities Rostelecom's paid internship programme was launched. The programme was available to students and graduates studying for Bachelor's, Master's, and Specialist's degrees in 2021–2025

Global and national goals, and national projects of the Russian Federation	The Company's key projects and activities	Performance in 2025
 National goals: • Self-fulfilment of each person, unlocking their talents, and educating a patriotic and socially responsible person • Comfortable and safe living environment **National projects:** • Family • Infrastructure for Life • Efficient Transport System	• Rostelecom is piloting the Smart City standard in several Russian cities. The standard involves the digital transformation of various aspects of urban life: road safety, maintaining courtyards, enhancing education platforms, etc. The Company plans to roll out its Smart City projects to other cities. • The Company supports employees facing housing difficulties through a corporate housing programme. Under this initiative, employees can receive an interest-free loan to purchase housing or reimbursement of mortgage interest payments. • Rostelecom improves its facilities by greening and enhancing the areas around them. • The Company makes efforts to improve the energy efficiency of its operations, including as part of its infrastructure projects.	**10** thsd new cameras were installed under the Digital Region / Smart City project in 2025 **606** employees received assistance under the housing programme, totalling RUB 317.5 million in 2025 **4,135** sq m of land improved in 2025 **20.92** GJ/RUB m specific energy consumption per RUB 1 million of revenue down 8.7% year-on-year
 National goals: • Self-fulfilment of each person, unlocking their talents, and educating a patriotic and socially responsible person **National projects:** • Efficient and Competitive Economy • Long and Active Life	• Rostelecom does not tolerate any form of discrimination against its employees and strictly upholds their rights and freedoms. • The Company promotes small business in Russia, organises competitions and educational programmes for entrepreneurs, and financially supports the most prominent and promising initiatives. • Rostelecom also helps socially vulnerable groups integrate into the digital environment through projects under the Digital Equality programme.	**50** thsd people completed the ABC of the Internet computer literacy course in 2025, including 12.5 thousand at community centres for elderly people operated by the Social Fund of Russia **40** % proportion of female employees **32.5** % proportion of women in management positions **56** % proportion of all contracts awarded to SMEs in 2025 **11.37** % proportion of senior employees in the total headcount **1.02** % share of employees with disabilities

Global and national goals, and national projects of the Russian Federation	The Company's key projects and activities	Performance in 2025

National goals:

- Preservation of the population, strengthening health and improving the well-being of people, supporting families

National projects:

- Family
- Long and Active Life
- New Health Saving Technologies

- Rostelecom operates a social support system aimed at ensuring comfortable and safe working conditions. The Company is also committed to Vision Zero and develops digital solutions for workplace safety and injury monitoring.
- Rostelecom's healthcare platform was included in the register of IT systems of the Russian Ministry of Health.
- Rostelecom was awarded sole supplier status for the operation of the Unified State Healthcare Information System (USHIS) for 2025–2026.
- Rostelecom and the Scientific and Research Institute of Motor Transport launched a digital solution for remote medical examinations of drivers.
- Rostelecom supports NPOs developing sustainability projects, including to promote sports, raise funds to treat children with rare diseases, and support the social adaptation of children from orphanages.

73.8 thsd people

were covered by the Company's voluntary health insurance (VHI) programme in 2025

115.4 RUB bn

total insurance coverage under the VHI contract

0.19 тыс. человек

lost time injury frequency rate (LTIFR)[1]

1.9 thsd employees

took parental leave in 2025
+29.7% year-on-year

699 RUB m

expenditures on employee health and safety in 2025

9.4 RUB thsd

expenditures on health and safety per employee

424 RUB m

charitable investments

[1] PJSC Rostelecom.

National goals:

- Ecological well-being

National projects:

- Ecological Well-Being

- Rostelecom is committed to reducing its resource consumption and increasing its recycling rate.
- The Company has introduced separate waste collection and is implementing the Green Office concept.
- The Company is working to build a culture of responsible consumption.

4.4 thsd tonnes

of waste sent for recycling in 2025

10 %

reduction year on year in electricity consumption per Mbps of the backbone data network's capacity

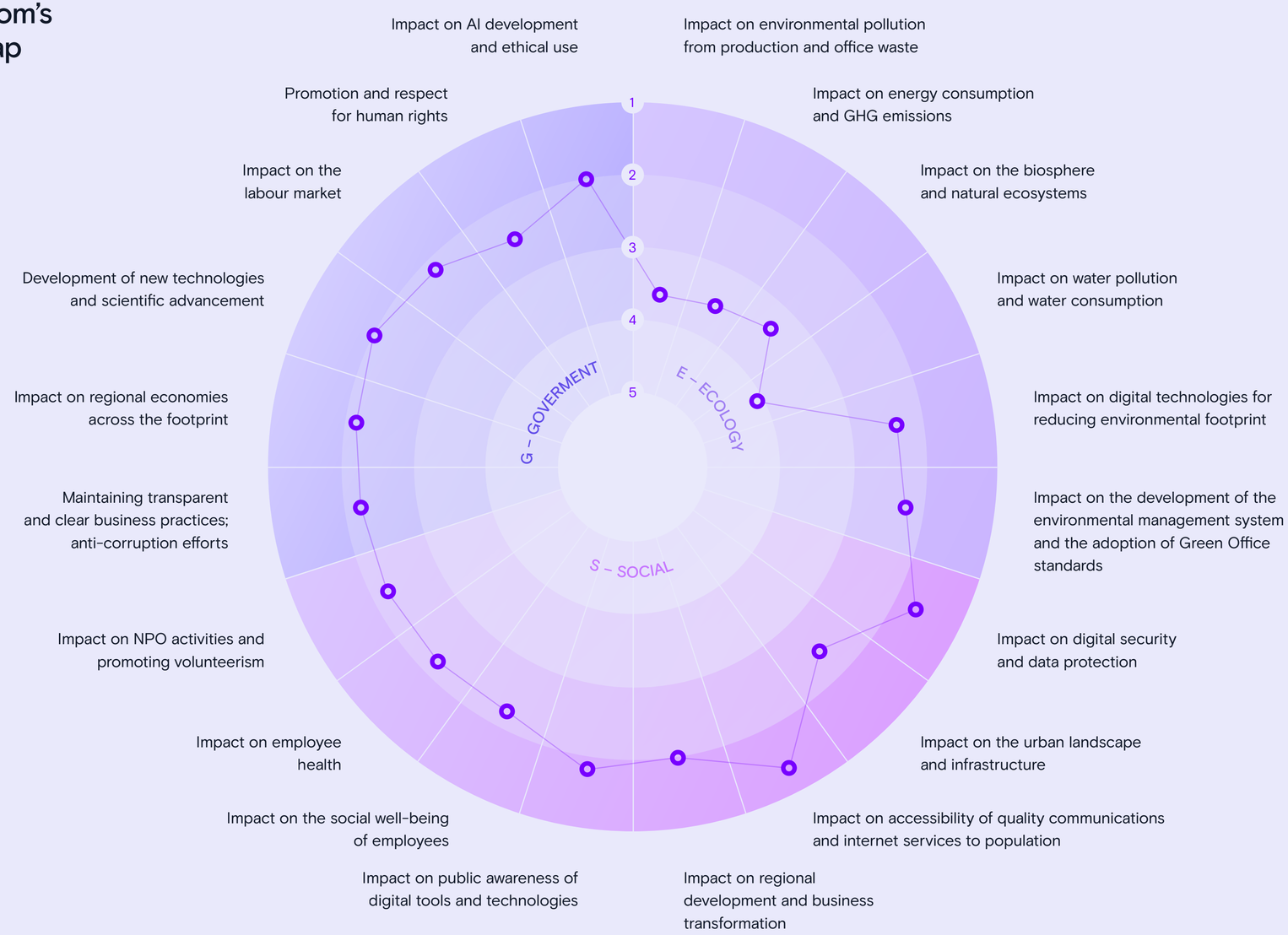
Global and national goals, and national projects of the Russian Federation	The Company's key projects and activities	Performance in 2025
13 CLIMATE ACTION **National goals:** • Comfortable and safe living environment • Stable and dynamic economy **National projects:** • Ecological Well-Being • Efficient and Competitive Economy	• Rostelecom strives to reduce its greenhouse gas (GHG) emissions by cutting down its fossil fuel use, driving energy efficiency and energy-saving initiatives, and cutting waste sent to landfill. • The Company upgrades networks and infrastructure, deploys more energy-efficient equipment, and is committed to using natural resources sustainably. • The Company develops integrated solutions to reduce energy consumption within the utilities sector, upgrading gas, water, and heat supply systems and installing energy-efficient lighting. • Rostelecom developed and rolled out a forest fire monitoring system in several Russian regions. It enables early detection of wildfires at the incipient stage and significantly shortens firefighter response times.	**7 %** reduction year on year in direct GHG emissions **1,345** Rostelecom vehicles were equipped with methane fuel systems in 2025, generating total savings of more than RUB 60 million **~500 thsd hectares** of forest in the Trans-Ural region were brought under Rostelecom's video surveillance coverage as part of a remote monitoring and early forest fire detection project, with an additional 15 video surveillance cameras connected.
15 LIFE ON LAND **National goals:** • Ecological well-being **National projects:** • Ecological Well-Being	• The Company is taking active steps to conserve terrestrial ecosystems. Initiatives include organising cleanup days across the Company's operations, developing digital solutions with minimal environmental impact, and releasing fish fry into water bodies. • The Company mitigates its environmental impact by decreasing the consumption of fossil fuels, implementing separate waste collection, reducing water withdrawal from natural sources, and engaging in various environmental campaigns and initiatives. • Rostelecom has developed solutions to detect illegal logging activities. Video recording systems are used to recognise the type of vehicle and cargo, in particular round timber. Video surveillance data are transmitted to government services, where specialists monitor the legality of each haul of timber trucks.	**216.8 RUB m** the Group's environmental protection expenditures and investments **31.1 thsd tonnes** of waste generated by Rostelecom down 16% year-on-year **~60 thsd** juvenile sterlet released into the Votkinskoye Reservoir in the Perm Territory

Global and national goals, and national projects of the Russian Federation	The Company's key projects and activities	Performance in 2025
	Rostelecom ensures legal compliance and expects the same from its stakeholders. A number of independent assessments have shown that the Company maintains a high level of transparency	**AAA+** The Company was assigned the highest AAA+ grade in RSPP's Anti-Corruption Rating of Russian Business **RESG 1** AK&M's RESG 1 rating representing the highest level of non-financial disclosure in an organisation's public reporting
	Rostelecom also expects its contractors and suppliers to integrate sustainability principles. We work with universities, NPOs, and the government on sustainability projects. We also develop technologies and specific solutions to enable our customers to improve their environmental and occupational safety performance	**>5 thsd** employees engaged in volunteering activities in 2025 **650** social projects implemented jointly with the government and non-profit organisations

Rostelecom strives to foster open and constructive relationships with its stakeholders. The key stakeholder groups most affected by the Company include employees, business partners, and customers.

Engagement with these groups is guided by the principles of responsibility and transparency. Our systematic approach to managing social investments helps reduce social risks and build stronger connections with the regions in which we operate.

PJSC Rostelecom's stakeholder map



1. No impact
2. Low impact
3. Moderate impact
4. Significant impact
5. Strongest impact

10 REDUCED INEQUALITIES

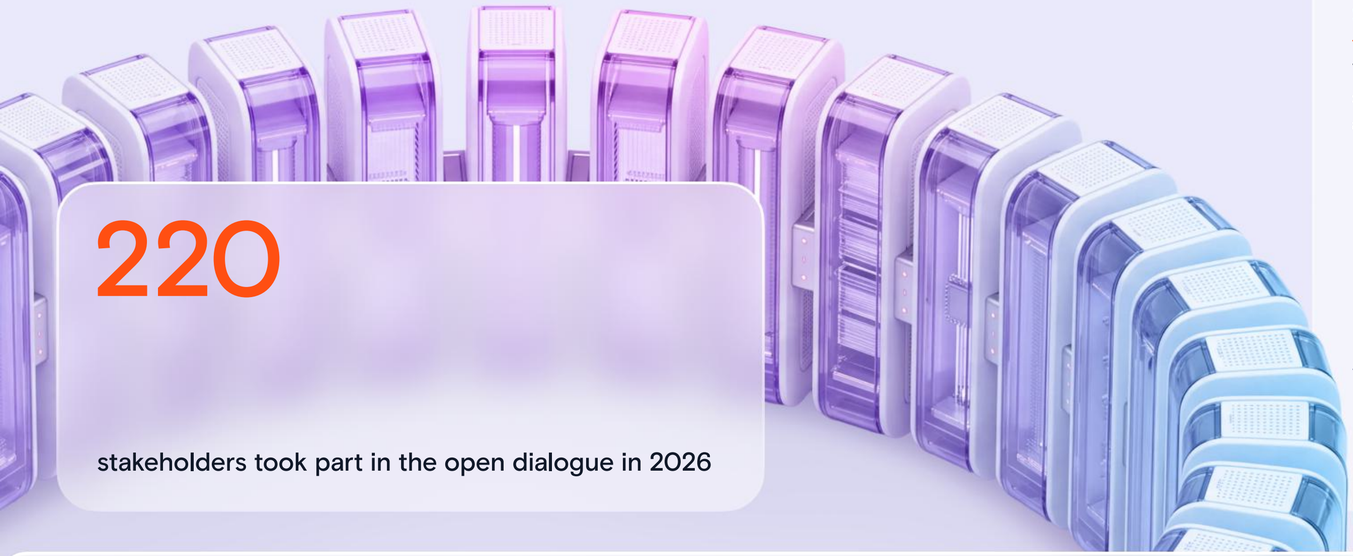
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Following an expert review of last year's report and through a preparation dialogue for this report, our stakeholders brought forward a number of recommendations to improve Rostelecom's reporting.

Recommendations for improving PJSC Rostelecom's Sustainability Report voiced by stakeholders during the 2025 dialogue

Recommendation	Response
Disclose information on climate risk assessment as well as mitigation and prevention measures	To be considered in the preparation of future reports
Expand disclosure around the role of the board of directors in sustainability management	To be considered in the preparation of future reports



220

stakeholders took part in the open dialogue in 2026

Recommendations for improving PJSC Rostelecom's Sustainability Report voiced by stakeholders during the 2026 dialogue

Recommendation	Response
2025 dialogue	
Disclose information on climate risk assessment as well as mitigation and prevention measures	To be considered in the preparation of future reports
Expand disclosure around the role of the board of directors in sustainability management	The recommendations were taken into account when preparing the Report. Section 2.1. Sustainability management system
2026 dialogue	
Take into account new metrics and standards, such as the Business Social Capital Standard and economic development guidelines	The recommendations were taken into account when preparing the Report. Appendix 7.7. Disclosure of information in accordance with Order No. 764 of the Russian Ministry of Economic Development dated 1 November 2023 Appendix 7.8. List of sustainability reporting indicators as per Resolution of the Russian Government No. 2230, On the Business Public Capital Standard, dated 30 December 2025 Appendix 7.9. List of sustainability reporting indicators as per the Bank of Russia's XBRL Taxonomy, version 7.5.1.0

Recommendation	Response
Take stakeholder expectations and contribution to national goals into account in the Company's activities	The recommendations were taken into account when preparing the Report. Section 2.3. Contribution to global and national development goals and national projects
Expand disclosure around the Company's social policy and its contribution to national goals	
Expand disclosure beyond direct economic performance to cover the Company's contribution to public benefit	
Review the Company's activities more closely in terms of their alignment with national goals and assess the impacts of its economic activities	
Place greater emphasis on the availability of information about the impact of technology on improving lives and well-being	The recommendations were taken into account when preparing the Report. Section 4. Rostelecom technologies for the benefit of the country and society
Consider the Company's technological achievements in the context of addressing social challenges, especially access to information technology and security, and focus on finding tools to better reflect its contribution to national development goals	The recommendations were taken into account when preparing the Report. Section 2.3. Contribution to global and national development goals and national projects Section 4. Rostelecom technologies for the benefit of the country and society

Recommendation	Response
Give more colour to advanced technologies, showcase the Company's potential in developing them, and disclose the digital foundations that enable the entire economy to transition to a new technological paradigm	The recommendations were taken into account when preparing the Report. Section 1.6. Contribution to strengthening Russia's technological sovereignty Section 3.8. AI development and ethical use
Provide more detailed disclosure on digital responsibility, highlighting the Company's responsibility not only for its own digital maturity but also for the broader social and environmental impacts of the latest technologies it offers	The recommendations were taken into account when preparing the Report. Section 3.6. Information security Section 3.8. AI development and ethical use
Consider the topic of ethical AI use	This will be considered by the Company in its future activities. The recommendations were taken into account when preparing the Report. Section 3.8. AI development and ethical use The recommendations will also be taken into account by the Company in its future activities.
Disclose how technology can be used to develop and expand opportunities for people and society	The recommendations were taken into account when preparing the Report. Section 4. Rostelecom technologies for the benefit of the country and society
Add more colour to Rostelecom's contribution to digital equality through the latest technologies	The recommendations were taken into account when preparing the Report. Section 4.3. Digital Equality integrated social programme

Recommendation	Response
Provide more detailed disclosure on technological maturity and innovation, the role of digitalisation in advancing the sustainable development goals, and investment in R&D	The recommendations were taken into account when preparing the Report. Section 1.6. Contribution to strengthening Russia's technological sovereignty Section 2.3. Contribution to global and national development goals and national projects
Add more colour to Rostelecom's contribution to national development goals with reference to the Business Public Capital Standard	The recommendations were taken into account when preparing the Report. Appendix 7.8. List of sustainability reporting indicators as per Resolution of the Russian Government No. 2230, On the Business Public Capital Standard, dated 30 December 2025
Expand disclosure around the use of information technologies in launching start-ups and small businesses, as well as about information and digital security	The recommendations were taken into account when preparing the Report. Section 3.6. Information security Section 4.1. Customer experience and digital service ecosystem

Information transparency

2.4

Rostelecom responds to stakeholder requests in a timely manner, publishes data on its performance as well as environmental and social impact, and reports on the quality of corporate governance. This helps to maintain a balance of interests and minimise risks, including those related to the protection of trade secrets.

Rostelecom Group discloses information in line with:

- Russian laws
- requirements and recommendations of the Bank of Russia
- requirements of the Moscow Exchange
- international sustainability standards
- internal documents of PJSC Rostelecom, its subsidiaries and affiliates

Rostelecom mainly discloses information by publishing:

- resolutions of the Board of Directors
- information on stages of the procedure to issue securities
- annual reports
- annual accounting (financial) statements
- sustainability reports

Our Board of Directors establishes the rules of, and approaches to, disclosures, which are formalised in the Company's Information Disclosure Policy.

The key principles of the Policy are:

- timely, consistent, and prompt provision of information
- accessibility, objectivity, completeness, accuracy, and comparability of disclosed information
- equal rights of all stakeholders to obtain information in accordance with applicable laws, standards, and regulations
- information disclosure regardless of specific individual or group interests
- reasonable balance between the Company's transparency and protection of its business interests
- confidentiality of information that constitutes a state secret or a trade secret in accordance with the Company's internal documents
- control over the use of insider information

Rostelecom is improving the performance of its press service. The function's KPIs include the structure of media flow by customer (product), social, and corporate news as well as quality assessment of published content. We survey media members at events about the performance of our press office, striving to incorporate all their feedback into its activities.

Communication channels

Key channels of engagement:

- General Shareholders' Meetings
- Exhibitions, forums, and presentations
- Mass media, social networks, and corporate publications
- Employee hotlines
- Federal and regional communications projects

All Group subsidiaries and affiliates also have their own programmes for engaging with local communities.

External communication channels

Rostelecom Group actively engages with stakeholders, ensuring transparency and openness in its operations. The Company regularly publishes information on its performance, environmental impact, social initiatives, and the quality of corporate governance, helping to balance stakeholder interests and minimise risks, including those related to the protection of trade secrets.

To communicate with stakeholders, Rostelecom uses a variety of channels, including its official website, social media, and Telegram, where user queries are promptly handled. In addition, the Company discloses key information via specialised platforms such as Interfax's Corporate Information Disclosure Centre, as well as through the publication of its annual report and sustainability report.

In 2025, Rostelecom actively promoted its key projects and products across federal and regional media.

Press releases by region:

- Far East — 97;
- Siberia — 285;
- Urals — 156;
- Volga — 209;
- South — 192;
- North-West — 288;
- Centre — 319.

The Company continues to enhance the performance of its press office. Its KPIs reflect the structure of media coverage across customer, social, and corporate topics as well as the quality of published content. At public events, members of the media are invited to evaluate the press office's work, and this feedback helps improve communication.

Over the year, more than 222 thousand publications mentioning Rostelecom appeared in the media, on government websites, and across corporate platforms. These publications had a total reach of 390 million potential users.

Multiple press releases were issued, with a breakdown by topic provided below:

366
operations

157
charitable and social initiatives

157
bridging the digital divide initiative

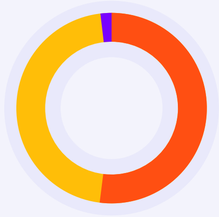
52
expanding digital infrastructure in Russia's regions

20
participation in organising the Unified State Examination campaign

130
Wink

Breakdown by source:

- Federal media — 116.4 thousand publications **(52.39%)**
- Regional media — 105.18 thousand publications **(47.34%)**
- Foreign media — 590 **(0.27%)**



On social media, the Group maintained three accounts and one Telegram channel with an audience of over 1 million subscribers. Over the year, the Rostelecom team handled more than 533 thousand user queries via social media, providing prompt responses to every question.

Internal communication channels

The Company continues to consistently strengthen its internal communications by streamlining the mix of channels used to keep employees informed. The **corporate intranet portal** remains the key tool in this area, helping to uphold, develop, and promote the core values of the Company's culture: simplicity, human touch, adaptability, and development.

The portal is regularly updated with new content, and sections popular with employees are continuously created and refreshed. User engagement is on the rise, along with the popularity of non-financial incentives and gamification tools. Regional branches are also gaining increasingly more opportunities to communicate through the portal.

The portal development team continues to refine services and tools, giving employees access to up-to-date information, support, and interactive opportunities – all of which help them adapt to change and strengthen our corporate environment.

Stakeholder engagement map

Stakeholders	Core interests	Engagement mechanisms	2025 highlights
Shareholders and investors	• Strategy implementation • Financial results • Stable position in a competitive market • Dividend policy • Robust corporate governance • Compliance with high business ethics standards • Openness and transparency • Risk management	• Participation in investment forums and conferences • General Shareholders' Meetings • Disclosures via an external website • Regular reporting • Communications with investment bank analysts	• A total of RUB 10.21 billion was paid in dividends in 2025. • The Analytical Credit Rating Agency (ACRA) affirmed Rostelecom's credit rating at AA+(RU), stable outlook. • National Credit Ratings (NCR) affirmed the issuer's credit rating at AAA.ru, stable outlook. • The Annual General Shareholders' Meeting was held on 25 July 2025.
Company employees and trade unions	• Decent pay • Safe and comfortable work conditions • Fair remuneration and social programmes for employees • Respect for human rights • Opportunities for professional development and career growth	• Project performance-based monetary incentives for employees • Incentive programmes • Corporate training programmes • Social benefits • Brand ambassadors • Gamification of business processes	• The Company approved a collective bargaining agreement for 2025, covering 100% of Rostelecom employees. • In 2025, 40% of employees were women. • Rostelecom was named platinum employer in the Forbes rating for the fourth year running. • The average training time per employee was 42 hours.
Business partners, suppliers, and contractors	• Transparent competitive procurement • Market-based pricing • Compliance with high business ethics standards • The Company's long-term sustainability • Mutually beneficial engagements • Anti-corruption	• Agreements signed with manufacturers • Handling complaints and queries • Participation in exhibitions and conferences, joint workshops • Satisfaction monitoring • Bilateral visits • Open tenders • Signing long-term agreements with transparent pricing rules	• In 2025, the Group engaged with 23,244 counterparties and completed 12,632 procurement procedures. • SME contracts awarded by the Company accounted for 56% of total contracts. • Together with RSMB Corporation, the Company held five workshops in 2025, aimed at expanding the supplier network and increasing the information transparency of the procurement process.

Stakeholders	Core interests	Engagement mechanisms	2025 highlights	
Customers and consumers	• Quality and reliable services • Information security	• Engagements under contracts, agreements, and cooperation arrangements • Regular consumer surveys • Security of services • Higher service quality • Enhanced customer experience • Communication through blogs • Ensuring service accessibility	• Rostelecom secured the top spot in Russia's broadband and pay TV market. • Rostelecom reaffirmed its market leadership by number of Wi-Fi access points. • 43.3 million households passed by fibre.	• 12.8 million fibre broadband subscribers (+7.8% y/y). • 2.2 thousand sites were built in small communities with populations between 100 and 1,000 people as part of the Bridging the Digital Divide project. • No. 1 in the mobile market by NPS.[1]
Legislative and executive federal authorities	• Delivering projects and programmes of national significance • Tax payments and social investments	• Cooperation agreements • Participation in public events • Working as experts on committees and commissions • Participation in national programmes	• The Digital Education Environment project has continued in 29 Russian regions.	• Support for the infrastructure of the Modern Digital Education Environment state information system.
State control and supervisory bodies	• Legal compliance and improvements to the regulatory framework • Information transparency	• Timely reporting • Addressing deficiencies identified by audits	• The Company developed and implemented its 2025 compliance programme.	
Regional government authorities	• Tax payments • Social programmes and investments • Contribution to the development of the Company's regions of operation • Promoting employment and supporting entrepreneurship	• Cooperation agreements • Participation in public events	• Developing platform solutions for the digital government.	• Further strong advances in Digital Region cluster projects.
Local self-government authorities	• Tax payments and social investments • Contribution to the development of the Company's regions of operation • Creating jobs • Supporting local entrepreneurship	• Cooperation agreements • Participation in public events	• Rostelecom has been consistently delivering on its commitments to connect social infrastructure facilities to the internet.	• The Company continued implementing the Digital Equality social programme.

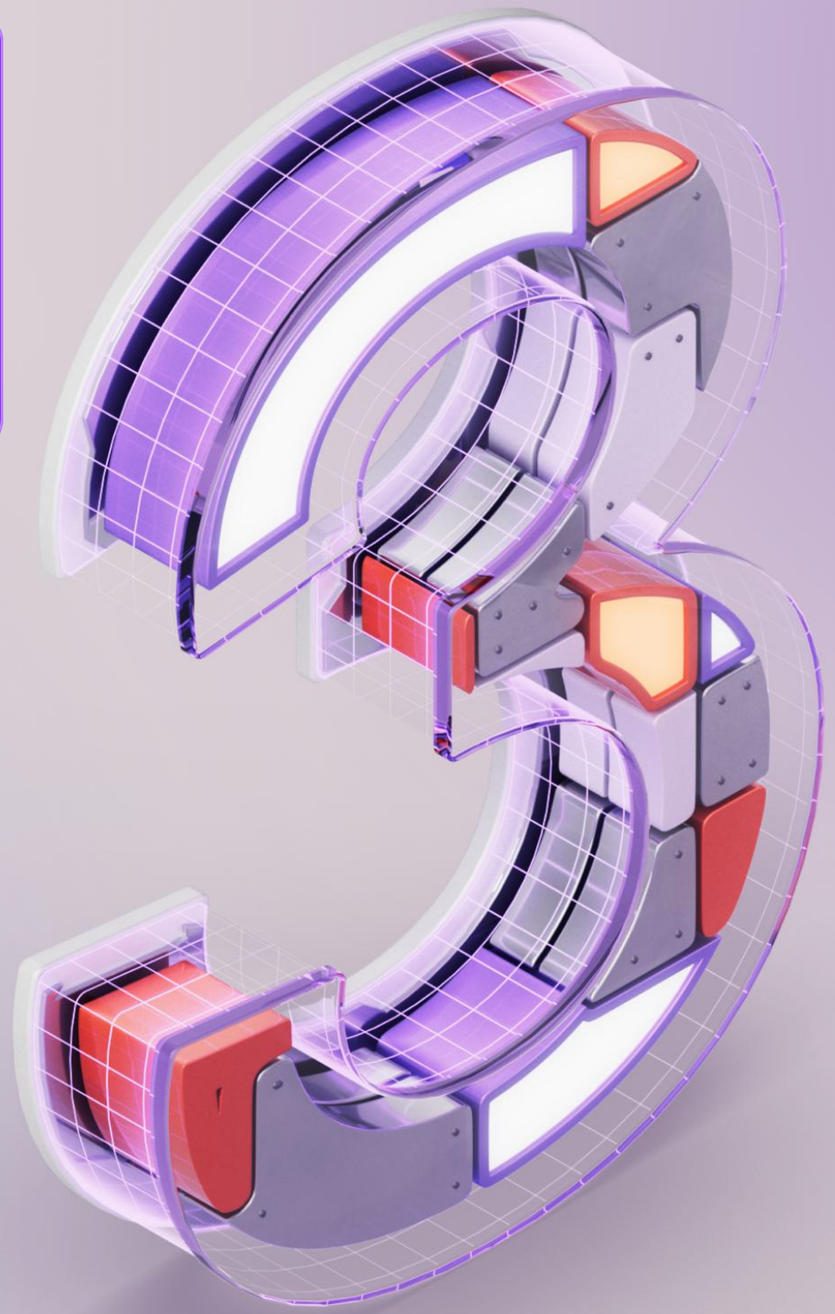
[1] Net promoter score – an index reflecting consumer loyalty to a product or company (likelihood to recommend).

Stakeholders	Core interests	Engagement mechanisms	2025 highlights	
Environmental groups	• Reducing environmental impact	• Cooperation agreements • Public reporting	• Implementation of projects in environmental monitoring.	
Research and educational institutions	• Partnership programmes and projects • Social and charitable programmes • Public reporting	• Cooperation agreements • Academic conferences • Public reporting	• Over 300 technologies and IT products included in the unified Russian software register of Russia's Ministry of Digital Development, Communications, and Mass Media.	
Expert communities, rating agencies, and business associations	• Promoting science and technology • Adopting innovations • Compliance with, and promotion of, sustainability principles	• Forums • Conferences • Exhibitions • Round tables • Working groups and expert teams • Public reporting	• AK&M affirmed Rostelecom's top sustainability reporting rating for the fourth time.	• Rostelecom achieved the top AAA+ rating in the Anti-Corruption Ranking of Russian Business and was awarded the National Anti-Corruption Compliance Leader special award by the Russian Union of Industrialists and Entrepreneurs.
Local communities within the Company's footprint	• Transparent information about the Company's services and outlooks • Social and charitable programmes • Creating jobs • Supporting local entrepreneurship	• Working groups and expert teams • Cooperation agreements • Joint activities, cleanup days, trainings, and drills • Sponsorship and charitable programmes • Public reporting	• Cybersecurity initiatives.	• 650 social-impact projects delivered by Rostelecom in 2025.
Social non-profit organisations (NPOs)	• Compliance with, and promotion of, sustainability principles • Social and charitable programmes • Joint projects	• Cooperation agreements • Sponsorship and charitable programmes • Public reporting	• In 2025, 55 thousand people received training through the ABC of the Internet computer literacy project, including 12.5 thousand at Community Centres for Elderly People operated by the Social Fund of Russia.	• Rostelecom reaffirmed its leadership in corporate philanthropy, once again topping the Corporate Philanthropy Leaders ranking, an annual nationwide competition for socially responsible businesses. In 2025, the Company received a high rating of A (Best Practices).

Stakeholders	Core interests	Engagement mechanisms	2025 highlights
Mass media	• Transparency of business processes • Ensuring quick access to information on the Company's activities	• Organising media events (briefings, media scrums, press conferences, etc.) • Prompt updates of websites and social media accounts • Handling requests and queries from mass media • Media tours for mass media and bloggers	• Over the year, more than 222 thousand publications mentioning Rostelecom appeared in the media, on government websites, and across corporate platforms. Our total audience reach exceeded 390 million potential users. The bulk of mentions was identified: – in federal sources – 116.4 thousand publications (52.39% of the media flow) – in regional media – 105.18 thousand publications (47.34%) – in foreign media – 590 publications (0.27%). • The 14th Together into the eFuture regional journalist and blogger competition was held in 2025. More than 1.75 thousand entries from over 1.2 thousand journalists across all regions of Russia were admitted to the competition. The largest number of entries was submitted in the Online Media (535 publications), TV (368 stories), and Print Media (234 articles) categories. The Social Media category featured 108 posts, while Radio and Podcasts drew 89 stories. • A total of 381 entries were submitted in the special categories Russian Solutions for the IT Industry: Challenges and Prospects (established by the Russian Ministry of Digital Development, Communications, and Mass Media), Technological Foundation for the Smart Home (sponsored by Rostelecom), and Cyber Risks in the Children's Environment (announced by the Alliance for the Protection of Children in the Digital Environment). • In 2025, Rostelecom and its subsidiaries maintained a total of three social media accounts and a Telegram channel with an aggregate subscriber base of more than 1 million. Every day, our employees promptly handle queries submitted via social media, processing over 533 thousand such queries in 2025. • A total of 132 media events were held, including media tours hosted by various Rostelecom units: – Headquarters – 10 events – Ural – 4 events – Siberia – 11 events – Far East – 16 events – Volga – 20 events – South – 4 events – Centre – 38 events – North-West – 29 events

Responsible business practices

57–101



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4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

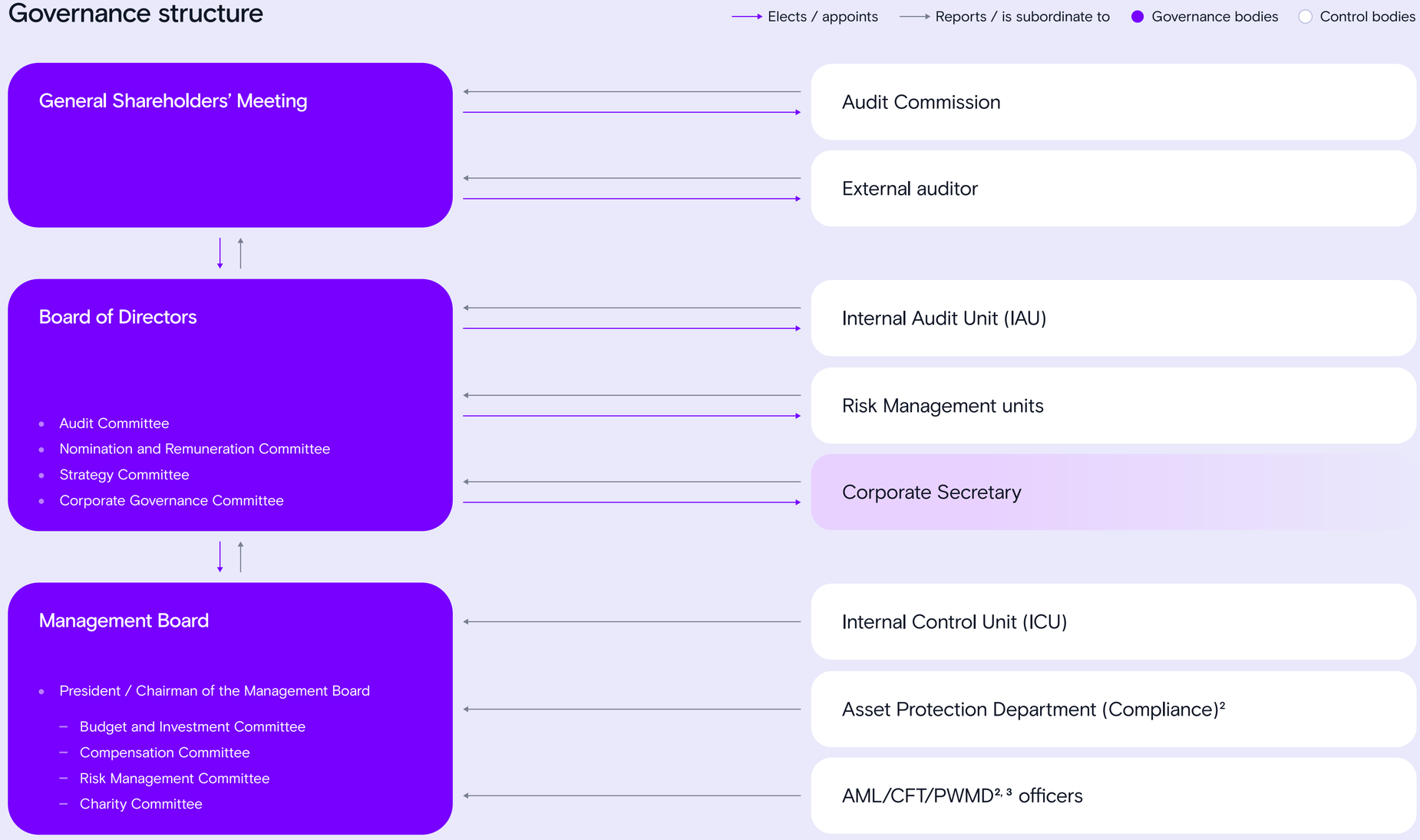
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

3.1 Corporate governance structure

In accordance with its Charter,[1] PJSC Rostelecom is governed by:

- **General Shareholders' Meeting**
- **the Board of Directors** elected by the General Shareholders' Meeting to provide strategic leadership for the Company
- **the President and the Management Board** appointed by the Board of Directors to manage the Company's day-to-day operations

Governance structure



[1] The new version No. 23 was approved by the Company's Annual General Shareholders' Meeting on 16 September 2024 (Minutes No. 1 dated 16 September 2024). The full text of the new version is available at website.
[2] For more details, see the Anti-Corruption section.
[3] AML/CFT/PWMD – anti-money laundering, combating the financing of terrorism and proliferation of weapons of mass destruction.

General Shareholders' Meeting

The General Shareholders' Meeting is the Company's highest governance body. Its proceedings are regulated by Russian laws and Rostelecom's Charter and Regulations on the General Shareholders' Meeting.[1]

In 2025, Rostelecom's Annual General Shareholders' Meeting[2] was held on 24 July. Apart from discussing traditional Annual General Shareholders' Meeting agenda items, such as approving financial statements and resolving on a dividend payment, the Meeting approved new versions of the Company's Charter and the Regulations on the General Shareholders' Meeting.

[1] The new version, Version No. 12, was approved by the Company's Annual General Shareholders' Meeting on 30 June 2022 (Minutes No. 1 dated 1 July 2022). The full text of the new version is available at https://www.company.rt.ru/en/ir/corporate_governance/docs/.

[2] The Voting Report dated 25 July 2025 is available at https://www.company.rt.ru/ir/agm/events/gm/detail/2024/.

Board of Directors

The Board of Directors is a collective governance body responsible for the Company's development strategy and the overall management of its activities. The powers of the Board are detailed in the Company's Charter and its Regulations on the Board of Directors.[3]

Evaluation of the Board of Directors' performance[4]

In February and March 2025, an independent consultancy, JSC VTB Registrar, evaluated the overall performance of the Board of Directors that served in 2024, as well as the performance of its committees and each Board member, including the Chairman.

The weighted average score of the Board was five out of five. The consultancy noted the balanced composition of the Board and the sound performance of the Board and its committees. Following the evaluation, it was recommended that the Company continue developing its import substitution policy and focus on updating its development strategy in the context of macroeconomic changes.

In March and April 2026, the Board of Directors conducted a self-evaluation of its performance for the 2025 corporate year. The performance evaluation covered the Board of Directors as a whole, its committees, and each Board member individually, including the Chairman. The individual performance of Board members was evaluated by the Company's Corporate Secretary in accordance with the approved methodology aligned with guidance of the Federal Agency for State Property Management on individual performance evaluation of boards of directors at partially state-owned joint stock companies. The average score for each evaluation area was five out of five. Following the evaluation, the Board of Directors recommended that the Company uphold its tradition of quality and maintain a high level of corporate, strategic, and operational management, including paying particular attention to having a sufficient number of independent directors, which ensures a balanced composition of the Board of Directors to take into account the interests of all groups of the Company's shareholders.

5/5 points

weighted average score of Rostelecom's Board of Directors in 2023–2025

[3] The new version, Version No. 17, was approved by the Company's Annual General Shareholders' Meeting on 30 June 2022 (Minutes No. 1 dated 1 July 2022). The full text of the new version is available at https://www.company.rt.ru/en/ir/corporate_governance/docs/.

[4] For more details on the performance evaluation of the Board of Directors in 20245 and 2025, see Appendix 2, Governance and Control Bodies, to the Annual Report at https://www.company.rt.ru/ir/agm/files/2024/Appendices_to_Annual_report_rus_abriged.zip.

Requirements for nominees to the Board of Directors

When selecting nominees to the Board of Directors, Rostelecom is guided by Russian and international corporate governance standards. The Company strives to compose the Board of Directors in such a way that it is able to make objective and independent judgements and adopt appropriate corporate resolutions in a timely and effective manner.

Key objectives of the Board of Directors

1. Set and advance the business objectives and strategic goals of the Company
2. Protect the rights and legitimate interests of shareholders
3. Ensure the completeness, reliability, and objectivity of public information about the Company

No conflict of interest

A conflict of interest gives a well-founded reason to doubt that the nominee will remain objective and unbiased to act in the best interests of the Company, and it is therefore not advisable to nominate to the Board of Directors anyone who holds an interest in, sits on the executive bodies of, or is employed by, Rostelecom's competitors.

Independence

Independent directors make a positive contribution to making objective assessments when the Board of Directors makes decisions on all matters within its remit, thus ensuring the balancing of the interests of all Rostelecom shareholders.

Business reputation and qualifications

Board nominees must have an impeccable business and personal reputation as well as the professional qualifications necessary for effective decision making by the Board and must not raise any doubt as to whether they will act in the interests of the Company and its shareholders.

Composition of the Board of Directors[1]

55 years

average age of a Board member[2]

11 directors

elected annually

7.4 years

average tenure of a Board member

Proportion of women on the Board

Director independence

9 %

proportion of executive directors

1 executive director out of 11

91 %

proportion of non-executive directors

10 directors

All Board members fill in quarterly questionnaires listing all potential factors that may contribute to a conflict of interest.

No conflicts of interest involving members of the Board of Directors were identified in 2025

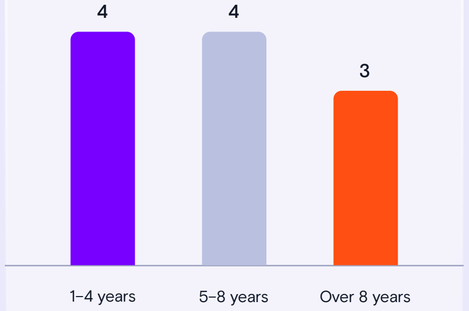
Qualifications of the Board of Directors, persons[3]

[1] Board membership at 31 December 2025. There were no changes in the Board membership in 2025. For the biographies of all directors that served on the Board in 2025, see Appendix 2, Governance and Control Bodies, to this Annual Report at https://www.company.rt.ru/ir/agm/files/2025/Appendices_to_Annual_report_rus_abriged.zip.

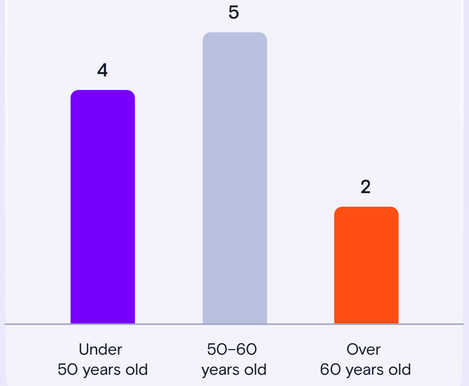
[2] Average age and tenure of Board members at 31 December 2025. There were no changes in the Board membership in 2025.

[3] Board membership at 31 December 2025.

Tenure of members on the Board of Directors, persons



Age of Board members, persons



Board of Directors' and its committees' performance report[1]

7

meetings / absentee votes of the Board of Directors held in the reporting year

57
matters discussed

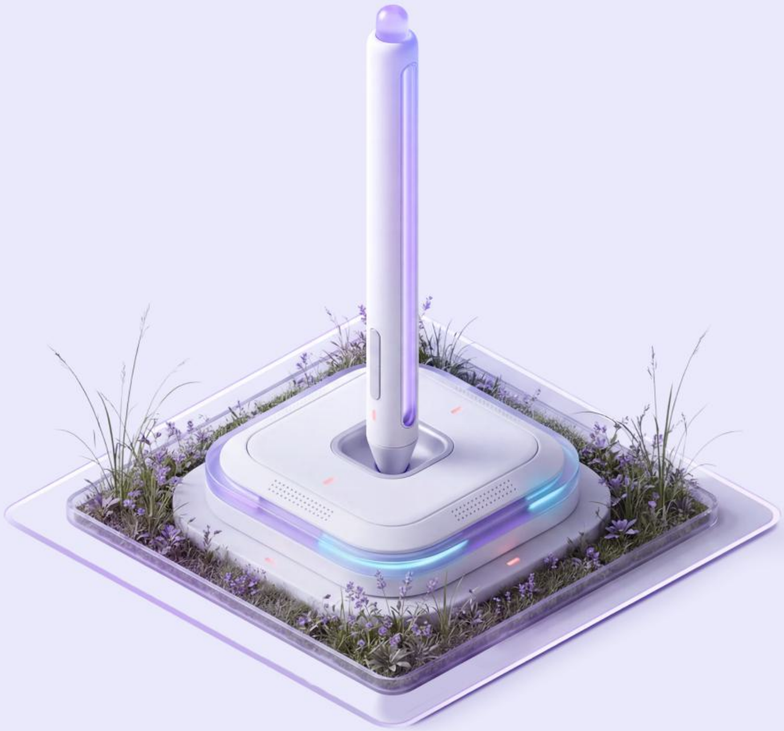
5
meetings

2
absentee votes

Matters discussed by the Board of Directors

Topic	Number of matters discussed
Matters reviewed by General Shareholders' Meetings	15
Strategy and development	11
Organising the proceedings of the Board of Directors and its committees	7
Approval of transactions regulated by the Charter	5
HR management	5
Approval of interested-party transactions	3
Miscellaneous	3
Securities	3
Audit, risk management, and internal control	2
Approval of internal documents	2
Management of non-core assets	1

Corporate Secretary[2]



The Corporate Secretary facilitates the coordination between the Company and its shareholders and assists the Company's governance bodies in providing governance. The Corporate Secretary is approved by the Board of Directors. The Corporate Secretary reports to the Board of Directors.

[1] For more details on the matters discussed at the meetings of the Board of Directors and its committees, see Appendix 3, Information on Meetings of the Board of Directors and Its Committees, to this Annual Report at https://www.company.rt.ru/ir/agm/files/2024/Appendices_to_Annual_report_rus_abriged.zip.

[2] For more details on the Corporate Secretary, see Appendix 2, Governance and Control Bodies, to the Company's Annual Report 2025 at https://www.company.rt.ru/ir/agm/files/2025/Appendices_to_Annual_report_rus_abriged.zip.

President and Management Board

Management Board membership[1]

9

members of the Management Board

33 %

proportion of women in the Management Board

50.7 years

average age of a Management Board member

12.6 years

average tenure of a Management Board member at Rostelecom Group

No conflicts of interest involving members of the Management Board were identified in 2025.

[1] The information is provided for Management Board members who sat on the Management Board as at 31 December 2025. For the biographies of Management Board members, see Appendix 2, Governance and Control Bodies, to the Company's Annual Report 2025 at https://www.company.rt.ru/ir/agm/files/2025/Appendices_to_Annual_report_rus_abriged.zip.

Management Board's performance report

Key matters discussed by the Management Board

1 Operations and operational excellence

- The 2025 business plan performance reports and drafting the 2026 business plan
- Enhancing the corporate project management system
- Streamlining procurement activities in the context of import substitution
- Streamlining the relations with subsidiaries and affiliates
- Monitoring progress on key projects:
  - Arranging for video surveillance and ensuring the operation of the broadcasting portal during elections in Russia
  - Digital transformation of public administration
  - Developing the Wink service
  - Changing the Company's branch structure and optimising employee performance across production verticals

2 The Company's growth

- The Company's digital transformation
- Strategies to be pursued by business segments and key subsidiaries and affiliates
- Building the target IT architecture and transforming the telecom networks
- Developing digital services in healthcare

3 Risk management

- Progress on the Risk Management Programme

4 Evolving corporate governance standards

- Developing and approving the Risk Management Programme

5 Preparing materials and matters referred to the Board of Directors

- Preliminary review of interested-party transactions

6 Social

- Charitable and sponsorship initiatives

20

meetings of the Management Board held in the reporting year

3.2 Anti-corruption

GRI 2-27 GRI 205-2 GRI 205-3

Rostelecom is committed to the principles of openness, transparency, and integrity. The Company and all its employees are required to comply with anti-corruption laws as well as the principles of ethical business conduct.

The procedures ensuring compliance with anti-corruption laws are set out in the Company's business process regulations. Similar documents and compliance processes are implemented at subsidiaries and affiliates where PJSC Rostelecom holds an effective interest of over 50%.

Key anti-corruption focus areas of PJSC Rostelecom:

- Employee training
- Management of conflicts of interest
- Subsidiary and affiliate relations
- Feedback channels
- Counterparty relations

Key regulations on anti-corruption compliance procedures:

- Anti-Corruption Policy[1];
- Code of Ethics[2];
- Code of Supplier Business Ethics
- Regulations on Conflict of Interest Management
- Regulations on Giving and Receiving Gifts
- Regulations on Donations and Charitable Giving
- Regulations on Receiving and Processing Reports Received via Feedback Channels

There were no public legal cases regarding corruption brought against the Company during the reporting year.

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

[1] For more details on Rostelecom's Anti-Corruption Policy, see the Company website.
[2] For more details on Rostelecom's Code of Ethics, see the Company website.

Asset Protection Department

Key functions

1. Enhancing corporate culture to focus on preventing and combating corruption, preventing embezzlement and conflicts of interest, and ensuring compliance with ethical standards
2. Analysing and monitoring the activities of the Company and its subsidiaries and affiliates in terms of asset protection
3. Maintaining a Whistleblowing Hotline and an Anti-Corruption Portal

Plans for 2026

- Conduct an anti-corruption review of internal regulations, contracts, agreements, and administrative documents
- Update compliance-related internal regulations (as necessary)
- Verify conflict of interest declarations filed by Company employees
- Review reports received via feedback channels
- Conduct due diligence on M&A and joint venture deals
- Validate requests for charitable support
- Regularly update the Anti-Corruption Portal
- Train Company employees
- Hold compliance events
- Advise subsidiaries and affiliates on anti-corruption

Key results for 2025

- For the sixth consecutive year, Rostelecom ranked high in the national Anti-Corruption Ranking of Russian Business, earning the highest rating, AAA+, from RSPP experts.
- With support from Roseltorg, Rostelecom held a Doors Open Day event (both offline and online) for the Company's existing and potential suppliers. Participants discussed the Company's anti-corruption efforts, procurement procedures, and the principles of e-procurement platform operation. Over 200 business partners of Rostelecom took part in the event, which included a Q&A session.
- The Company developed and implemented its 2025 compliance programme.
- Over 260 internal regulations, contracts, agreements, and administrative documents passed an anti-corruption review and were approved.
- Rostelecom employees took part in more than 14.6 thousand online compliance trainings in 2025.
- We continued to roll out anti-corruption programmes to the Group's new subsidiaries and affiliates while providing guidance to those where anti-corruption programmes were already in place.

Training employees on anti-corruption practices

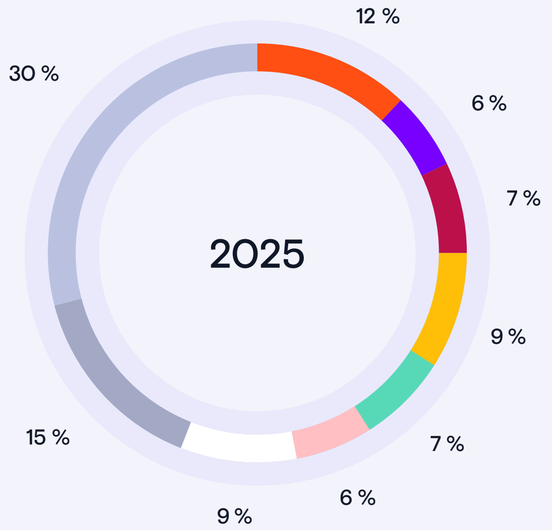
Upon joining Rostelecom, all employees are briefed on the Company's anti-corruption policies and procedures. When updates are made to anti-corruption procedures, the revised documents are circulated to all employees who have workstations.

Rostelecom holds regular anti-corruption trainings for its employees. All new permanent employees who have a workstation take a mandatory online induction course on the key principles set out in the Code of Ethics. In 2025, 7,200 employees completed the course.

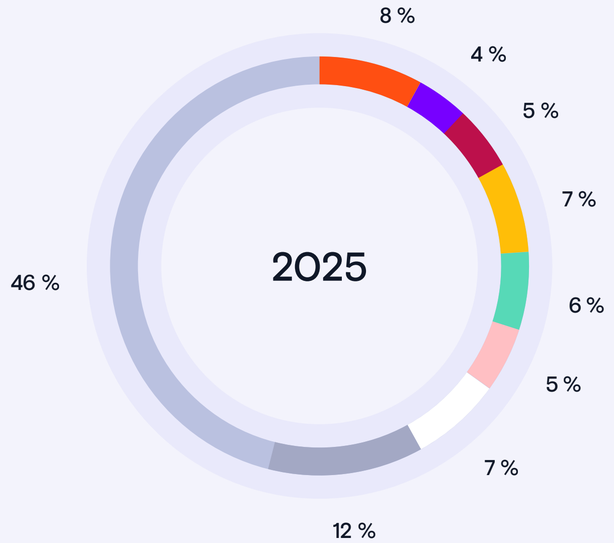
Employees in management and corruption-prone positions take an in-depth course on preventing and combating corruption in addition to the Code of Ethics course. In the reporting year, 7,400 employees completed the course online. Every subsidiary and affiliate of the Group builds its own anti-corruption training processes based on the materials provided by the Company. To make our anti-corruption efforts more effective and reduce the workload on anti-corruption officers across subsidiaries and affiliates, we have decided to connect subsidiaries and affiliates, where technically feasible, to Rostelecom's Corporate Online University for their employees to take the Code of Ethics and the Preventing and Combating Corruption courses. A total of 80 subsidiaries and affiliates have already been connected to Rostelecom's Corporate Online University.

Indicator	2023	2024	2025
Average hours of anti-corruption training per year per employee	0.15	0.45	0.39

Employees who completed the Code of Ethics online course in 2025, by Company unit



Employees who completed the Preventing and Combating Corruption online course in 2025, by Company unit



Conflict of interest management

Since 2018, Rostelecom has been using the automated Compliance Control system to address conflicts of interest.

Rostelecom employees with a conflict of interest and employees in positions exposed to an increased corruption risk regularly submit electronic declarations. The system automatically identifies employees who need to complete the declaration and monitors the deadlines, eliminating human error from the mandatory declaration process.

In 2025, we maintained our focus on the risk of employees not filing a declaration or having affiliation with business partners. This risk is included in PJSC Rostelecom's Risk Management Programme.

Structuring anti-corruption efforts at PJSC Rostelecom's subsidiaries and affiliates 3.2

The implementation of anti-corruption programmes at PJSC Rostelecom's subsidiaries and affiliates began in 2017. The anti-corruption programme for subsidiaries and affiliates includes:

1. Adjustments to model anti-corruption regulations developed by the Company
2. Assessment of corruption risks
3. Implementation of controls
4. Management of conflicts of interest
5. Anti-corruption training
6. Handling reports received via feedback channels

An anti-corruption clause is also included into expenditure contracts signed by subsidiaries and affiliates. Under its terms, subsidiaries and affiliates may terminate a contract with a counterparty in the event of a corruption offence.

12

subsidiaries and affiliates of Rostelecom rolled out anti-corruption programmes in 2025

Counterparty relations

The Company is committed to engaging only those counterparties that demonstrate legal compliance and adhere to anti-corruption laws.

To expand business relations with counterparties supporting Rostelecom's Anti-Corruption Policy and demonstrating zero tolerance for corruption, the Company has a Code of Supplier Business Ethics in place and includes an anti-corruption clause into its contracts that allows the termination of a counterparty contract in the event of a corruption offence. The clause is included in all expenditure contracts exceeding RUB 500 thousand.

The Company has developed an interactive online course for contractors and suppliers,[1] educating them on anti-corruption laws and Rostelecom's ethical standards.

93 partners

received training via our Anti-Corruption portal in 2024–2025

[1] Rostelecom's interactive online course for contractors and suppliers is available on the dedicated Company website.

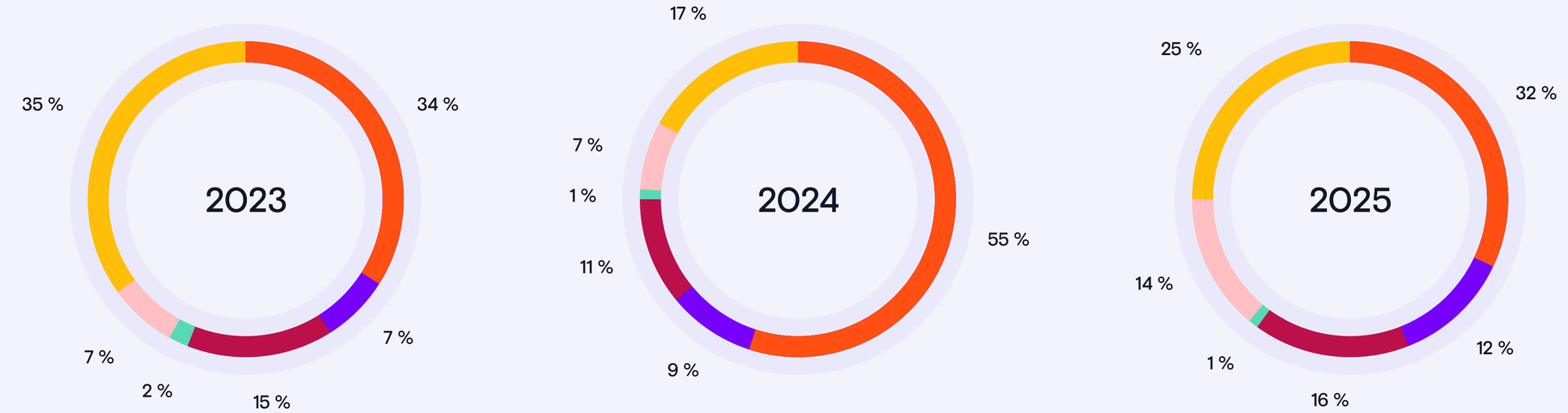
Feedback channels

In line with its existing strategy of digital coverage of anti-corruption efforts, Rostelecom is continuously evolving its dedicated Anti-Corruption Portal (nocorruption.rt.ru). The Portal comprises Rostelecom's internal anti-corruption regulations, compliance tests for employees and suppliers, resources on preventing and combating corruption, and information on all available channels for reporting corruption offences.

Since 2020, reports received via PJSC Rostelecom's Whistleblowing Hotline and Anti-Corruption Portal have been automatically recorded, processed, and addressed by the Reports module of the Compliance Control system. The system enables its users to upload reports received via feedback channels, track turnaround times, provide timely feedback to whistleblowers, monitor the performance of the units responsible for handling whistleblower complaints, and generate reports.

For anonymous whistleblowers, the Anti-Corruption Portal's functionality enables reporting without revealing the whistleblower's name and e-mail. However, whistleblowers can obtain feedback from the compliance team regarding the status or outcome of their complaint using the PIN generated by the system upon report registration.

Topics of reports received via the Whistleblowing Hotline and the Anti-Corruption Portal in 2023–2025



Feedback channels for reporting violations of the Anti-Corruption Policy and the Code of Ethics

Anti-Corruption Portal:
nocorruption.rt.ru

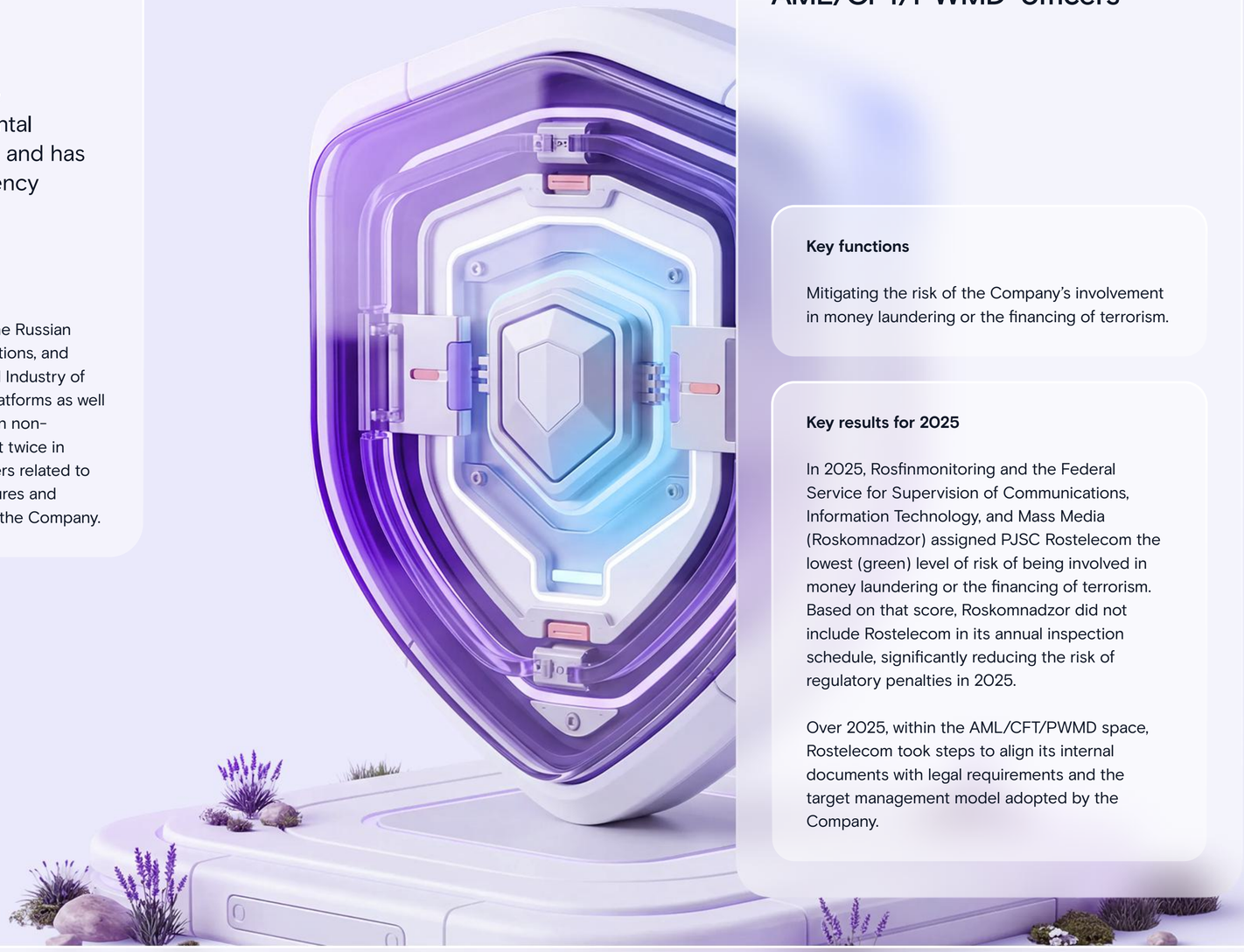
Whistleblowing Hotline:
8 (800) 1-811-811

Ethics Hotline:
ethics@rt.ru

Council for Business Transparency

Rostelecom cooperates with the government and non-governmental organisations on anti-corruption and has a Council for Business Transparency in place.

The Council includes representatives from the Russian Ministry of Digital Development, Communications, and Mass Media, the Chamber of Commerce and Industry of the Russian Federation, electronic trading platforms as well as members of the media and anti-corruption non-governmental organisations. The Council met twice in 2025, in July and December, reviewing matters related to the implementation of anti-corruption measures and procurement transparency and openness at the Company.



AML/CFT/PWMD[1] officers

Key functions

Mitigating the risk of the Company's involvement in money laundering or the financing of terrorism.

Key results for 2025

In 2025, Rosfinmonitoring and the Federal Service for Supervision of Communications, Information Technology, and Mass Media (Roskomnadzor) assigned PJSC Rostelecom the lowest (green) level of risk of being involved in money laundering or the financing of terrorism. Based on that score, Roskomnadzor did not include Rostelecom in its annual inspection schedule, significantly reducing the risk of regulatory penalties in 2025.

Over 2025, within the AML/CFT/PWMD space, Rostelecom took steps to align its internal documents with legal requirements and the target management model adopted by the Company.

Measures against the laundering of proceeds of crime and the financing of terrorism and proliferation of weapons of mass destruction

PJSC Rostelecom fully implements internal controls to counter the laundering of proceeds of crime as well as the financing of extremism, terrorism, and proliferation of weapons of mass destruction.

In 2025, significant amendments were introduced to legislation governing identification procedures, as well as to the requirements for Internal Control Rules. To reflect these changes, PJSC Rostelecom conducted scheduled and unscheduled briefings and amended its Internal Control Rules.

During the year, we streamlined our information systems to automate the identification of customers blacklisted by Rosfinmonitoring and included in internal lists of undesirable customers. A standalone workstation was set up to calculate due diligence risk and handle high-risk customers.

[1] AML/CFT/PWMD is a framework for anti-money laundering and combating the financing of terrorism and proliferation of weapons of mass destruction. Regulated by Law No. 115-FZ requiring banks and businesses to monitor transactions and report suspicious transactions to the Federal Financial Monitoring Service (Rosfinmonitoring).

3.3 Risk management system

Rostelecom has built a robust risk management system (RMS), which enables optimal management decisions in situations of uncertainty and related risks as well as helps identify opportunities supporting the Company's strategic goals.

Rostelecom's risk management complies with the requirements of international and Russian regulators and meets best practices. To achieve this, the Company regularly updates its internal documents and upskills its employees. The key focus areas to enhance the system include further automation and digitisation.

Rostelecom's internal documents regulating risk management:

- PJSC Rostelecom's Charter
- Risk Management Policy
- Regulations on the Board of Directors
- Regulations on the Audit Committee of the Board of Directors
- Regulations on the Integrated Risk Management System
- Regulations on the Risk Management Committee of the Management Board
- Risk Management Procedure

Risk management stakeholders

Stakeholder	Roles and responsibilities
Board of Directors	Determines the operating principles and improvement areas for the RMS; monitors risk management performance
Audit Committee	Oversees the operation of the RMS, identifies gaps, and makes recommendations to the Board of Directors
The Company's management	Manages the most significant risks and regularly monitors the RMS
Internal Audit and Internal Control units	Assess RMS performance and advise on improvements to the system
Chief Risk Officer (CRO) and Risk Management units	Build, monitor, and maintain the RMS
Units and employees	Manage risks within their areas of responsibility

The key risks in 2025 remained the same: the **risks of business continuity, components crunch, and import substitution** due to continued sanctions imposed by the United States and the European Union against Russia and China.

To manage business continuity risks, the Company has adopted:

- Business Continuity Policy[1]
- procedure rules for the P15.1 Business Continuity Management business process.[2]

Measures taken to develop the risk management system in 2025:

- Updating a registry of critical business processes
- Updating products/services by criticality to ensure their continuity and identifying the most critical ones
- Expanding the register of key information systems within the area of responsibility of the IT Division and the Technical Infrastructure Division
- Testing recovery plans as part of business continuity efforts for the 34 most critical IT systems
- Expanded the scope of systems requiring recovery plans, with 44 plans developed for the IT Division and 22 for the Technical Infrastructure Division

Plans for the development of the risk management system for 2026:

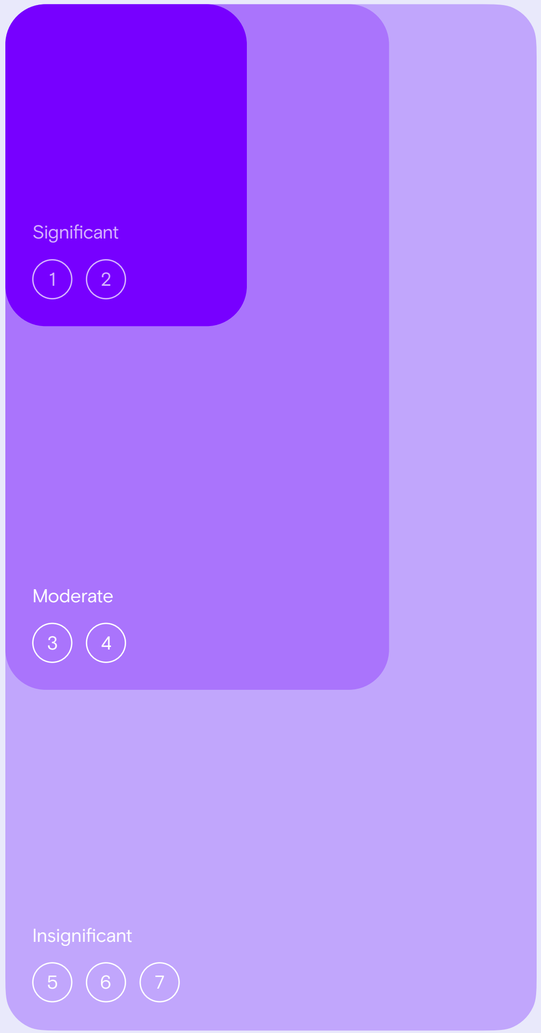
In 2026, the Company will continue developing and testing business continuity and recovery plans, and will update the scores required under the Business Continuity Policy on an ongoing basis.

To address the components crunch and import substitution, the Company is focusing on ensuring the availability of core process equipment, stocks in fast-moving warehouse zones, parallel imports, and the compliance with procurement quotas. All these efforts help mitigate the impacts of the sanctions regimes.

[1] Order No. 01/01/3173/23 dated 10 November 2023, version No. 1.
[2] Order No. 01/01/3730/23 dated 27 November 2023, version No. 1.

Key risks of Rostelecom Group

Risk radar



Key risk map

Risk	Source	Mitigation
1 **Infrastructure risks**	Breach of integrity or confidentiality, or unavailability of assets/data in protected information systems due to an increase in the share of attacks against Company customers and resources	The Company regularly monitors and tracks the weakest links in its defence system to address vulnerabilities at all levels and maintain the confidentiality of information resources
2 **Technology risks**	Business interruption due to failure of key infrastructure	Rostelecom has in place the necessary business continuity policies and procedure rules. We maintain a register of critical business processes, identify which products and services are required for their operation, and develop business continuity and disaster recovery plans
3 **Financial risks**	Deviation of the Bank of Russia key rate from the budgeted level, exchange rate movements, and the proportion of debt exposed to interest rate risk	The Company constantly monitors money market conditions and refinances its debt when necessary. To mitigate foreign exchange risk, Rostelecom sticks to the policy of denominating supply contracts for equipment and services primarily in the national currency. Managing the mix of floating- and fixed-rate debt is a strategic component of risk and cost management, helping to reduce uncertainty, strengthen financial resilience, optimise borrowing costs, and build confidence among investors and lenders.
4 **HR risks**	Workforce instability, lower employee loyalty, and reduced productivity	As part of HR risk management, the Company is developing a comprehensive approach, which includes assessing the current situation, developing incentive programmes, improving recruitment and onboarding processes, and creating a supportive work environment. These measures help reduce workplace tensions, strengthen employee loyalty, and improve overall organisational performance
5 **Legal risks**	Damage to business reputation due to breach of contractual terms or non-compliance with Russian laws, applicable international laws, or internal documents or as a result of sanctions and/or other measures imposed by supervisory or control authorities, business-related legal errors, or flaws in the legal system	Rostelecom regularly monitors and reflects changes in laws and regulations in its operations
6 **Logistics and procurement risks**	Supply chain disruptions due to restrictive measures	Rostelecom is improving its procurement procedures while working with suppliers to expand the range of equipment integrated with the Company's services, fostering competition, and exploring parallel import opportunities
7 **Market risks**	Changes in market conditions, loss of competitive edge	The Company develops and optimises existing products, services, and solutions and increases customer loyalty (of retail, business, and government customers) to retain a leading position in its highly competitive sector

Key ESG risks of Rostelecom Group

1 / 2

HSE risks

To minimise these risks, the Company has approved the HSE and Fire Safety Policy, which outlines the key objectives, principles and focus areas to create safe working conditions, keep all employees safe and healthy, and ensure industrial, fire, and environmental safety. Rostelecom's Corporate Online University features mandatory training courses for the Company's managers and specialists.

Managing OHS risks

In 2025, the Company placed a strong focus on occupational health and safety, implementing modern approaches and technologies to improve the work environment for employees and prevent occupational risks. Measures in place at the Company include:

- regular specialised training sessions on modern technologies and methods for ensuring industrial safety
- rollout of digital solutions to monitor the work environment
- scheduled occupational safety briefings and training sessions
- compliance with regulatory requirements, supported by updates to internal occupational safety documents.

For more details on occupational health and safety risk management, see the Occupational Health and Safety section of this Report.

Climate risk management

The Company also takes climate-related risks into account in its operations, including extreme precipitation and changes in ambient temperature that may lead to droughts, hurricanes, and other natural disasters.

Cyberthreat and data leak risks

As the number of technological incidents and attacks on information systems and infrastructure grows, the Company promptly develops and implements measures to manage these risks.

Information security risk management

Rostelecom takes a holistic approach, combining technical, organisational, and legal measures to mitigate the impact of information security incidents and prevent their recurrence. The Company upgrades its software and hardware and introduces modern encryption and multi-layered data protection solutions. Employees receive regular training on cybersecurity and conduct in risk scenarios. These measures reduce the likelihood of internal errors and raise overall employee awareness. Rostelecom regularly reviews contractors and partners providing IT infrastructure and hosting services for compliance with information security requirements.

For more details on combating cyberthreats, see the Information Security section.

Business continuity risks

Business interruption due to failure of key infrastructure remains one of the Company's top risks.

Business continuity risk management

We maintain a register of critical business processes, identify which products and services are required for their operation, and develop business continuity and disaster recovery plans. The Company has also approved the following internal regulations:

- Business Continuity Policy[1]
- Procedure rules for the P15.1 Business Continuity Management business process.[2]

For more details on protecting the Company's critical information infrastructure, see the Business Continuity section.

[1] Order No. 01/01/3173/23 dated 10 November 2023, version No. 1.
[2] Order No. 01/01/3730/23 dated 27 November 2023, version No. 1.

Risk of skills shortage

Rostelecom's HR Strategy until 2025 focused on expanding its digital workforce and improving digital literacy. In 2025, the key risk factor remained intensifying competition for IT talent in the technology sector, driven by the rapid digitalisation of the national economy.

HR risk management

The risk management programme included monitoring workforce staffing indicators, with a dedicated focus on IT specialists, tracking the employee loyalty index, and providing opportunities for employees to develop new skills through training programmes.

For more details on recruitment and retention methods, as well as employee training and development programmes, see the Human Resources Development section.

Corruption risks

The Company includes corruption risk in the risk category that comprises risks of legal violations, fines, and financial or reputational losses. Rostelecom monitors several key areas:

- Affiliation screening: monitoring relationships that may give rise to conflicts of interest
- Training: monitoring completion of mandatory anti-corruption training by employees
- Reviewing the timeliness and completeness of declarations submitted by employees holding high corruption-risk positions
- Contractual relationships: reviewing contracts with counterparties for corruption risks
- Monitoring changes in anti-corruption legislation and keeping the Company's internal anti-corruption documentation up to date

For more details on the Company's anti-corruption activities, see the Anti-Corruption section.

Supply chain disruption risks

In conducting its operations, the Company considers potential supply chain risks associated with restrictive measures and logistics disruptions.

Supply chain risk management

Rostelecom works with suppliers to expand the range of equipment integrated with the Company's services, broaden the supplier base to foster competition, and improve procurement procedures.

For more details on logistics and procurement, see the Sustainable Supply Chain section.

For more details on Rostelecom's risk management system, see the Corporate Governance section of the Company's Annual Report 2025.

3.4 Sustainable supply chain

GRI 2-6 GRI 204-1

When selecting suppliers, Rostelecom adheres to the principles of integrity and transparency, enabling the Company to maintain high-quality standards for its products and services.

When engaging with suppliers, Rostelecom also monitors compliance with environmental, occupational health and safety, and human rights requirements.

Top procurement priorities:

- Transparency and openness of the procurement cycle
- Competitive procurement
- Implementation of the import substitution strategy
- Support and development of SMEs

Strategic supply management priorities

1. Delivering on Rostelecom Group's strategic agenda
2. Economic and financial health of Group entities
3. Safety and decent working conditions
4. Environmental protection

Supply chain management and tracking products and services across all lifecycle stages are an important aspect of the Company's development, and we therefore apply modern management practices to improve the efficiency of all elements of the supply chain.

Procurement activities at PJSC Rostelecom are governed by:

- Federal Law No. 223-FZ, On Procurement of Goods, Works, and Services by Certain Types of Legal Entities, dated 18 July 2011 (as amended and supplemented)
- PJSC Rostelecom's Regulations on Procurement
- PJSC Rostelecom's Code of Supplier Business Ethics

Procurement process at Rostelecom Group

Business digitisation requires continuous supply chain optimisation and transformation. Rostelecom leverages e-procurement platforms to procure goods and services. Information on all purchases of the Company is available on the websites of Roseltorg's and Gazprombank's e-procurement platforms.

Demand planning / Inventory management

↓

Feedback / Adjustments

↓

Procurement

↓

Contracting / Logistics

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Key requirements for suppliers

Rostelecom's requirements for suppliers are documented and are published when announcing procurement procedures. They are also included in notices, procurement documents, and technical specifications.

PJSC Rostelecom's Code of Supplier Business Ethics[1] defines mandatory ESG criteria for its counterparties in the following areas:

- Product, work, and service quality
- Environmental protection
- Occupational health and safety
- Protection of employee rights

Statutory and regulatory requirements

Our terms of reference contain information on mandatory and desirable requirements for products and services and take into account statutory and regulatory aspects.

Financial stability of suppliers

Procurement documents take into account whether potential suppliers have bankruptcy signs, outstanding taxes or charges, or whether their top managers have criminal records.

Assessment of qualifications and risks

As part of procurement procedures, Rostelecom analyses supplier qualifications, risk of default, bid conformity to the Company's requirements as well as experience and qualifications of the counterparty's workforce.

Goodwill check

The Company's due diligence on a potential counterparty includes checks into their business reputation, integrity, and solvency.

Anti-corruption clauses

All contracts with suppliers must include an anti-corruption clause.

Monitoring environmental compliance

Rostelecom monitors environmental compliance by suppliers in performing and delivering their jobs.

[1] The Code is publicly available.

Feedback from suppliers

Several hotlines are available for suppliers to contact PJSC Rostelecom on planned or current procurements and provide feedback or complaints about completed procurements.

In 2025, queries submitted by suppliers to Rostelecom primarily concerned:

- participation in the Company's SME Partnership Programme
- the procedure for and other information on inclusion in the register of domestic products
- fraudulent actions by third parties misusing the Company's name

Universal hotline – feedback form on the website for suppliers

zakupki.rostelecom.ru

Dedicated hotline for SMEs

msp@rt.ru

Key procurement initiatives

In 2025, our engagement with suppliers of goods and services was shaped by the objective circumstances caused by sanctions.

In 2025, the Transformation of Procurement Activities of Subsidiaries and Affiliates project was completed, with 26 subsidiaries transferred to a service-based procurement management model.

The Company has a centralised process in place to control compliance with local content quotas in procurement in accordance with Resolution of the Russian Government No. 2013, On the Minimum Content of Russian Goods in Procurement, dated 3 December 2020. The Company also monitors the share of SMEs in its procurement, including procurement of innovative products.

In 2025, Rostelecom piloted the BFT.Procurement, a procurement automation and planning system. It is a fully domestic solution that will help improve the efficiency of the Company's procurement processes.

A high level of customer service in projects providing internet access and other services is enabled through a single centre of excellence that develops prompt delivery of equipment to consumers.

Procurement results in 2025 1 / 2

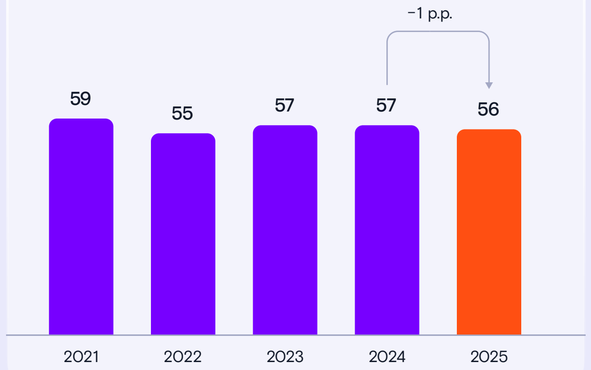
566 RUB bn

the total cost of procured products and services

35 thsd

contracts processed through the contract management function, with supply quality improving by 3%

Proportion of spending on SMEs, %



12,632

procurement procedures completed

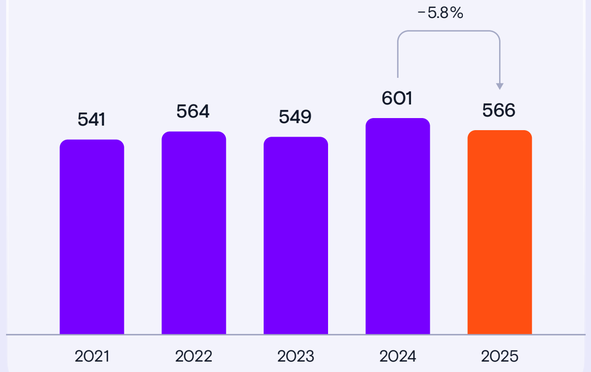
25 days

average competitive procurement time

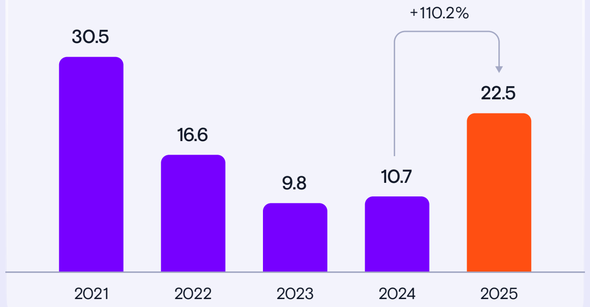
84 %

customer rating for the level of services provided upon request

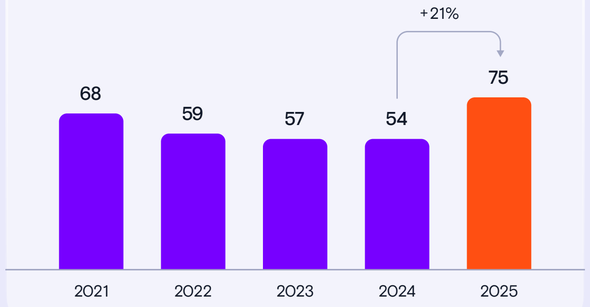
Procurement, RUB bn



Procurement of domestically manufactured radio electronic equipment, RUB bn



Proportion of domestically manufactured products in total supplies of radio electronic equipment, %



23,244

counterparties engaged with PJSC Rostelecom in 2025

The Company maintains intense competition between suppliers, including SMEs. In 2025, the average number of participants in competitive procurement procedures was 2.4, exceeding the market average of 1.8 for procurement conducted under Federal Law No. 223-FZ.

PJSC Rostelecom's procurement mix

Area	Proportion, % 2023	Proportion, % 2024	Value, RUB bn 2025
Total			**566.36**
Commerce	42	52	294.21
IT	17	20	113.40
Construction	17	16	91.11
Network equipment	11	4	21.18
Administrative	7	8	46.46

22.5 RUB bn

or 75%, in total procurement of radio electronic equipment

supplies of domestically manufactured products in 2025

Support for SMEs

Rostelecom supports SMEs in cooperation with JSC Russian Small and Medium Business Corporation (RSMB Corporation). Under the cooperation agreement, RSMB Corporation tracks and assesses the compliance of companies' SME innovation product procurement plans with Russian laws.

8 DECENT WORK AND ECONOMIC GROWTH

56%

proportion of all contracts awarded to SMEs in total procurement in 2025

Rostelecom is among

top 5

largest customers by volume of purchases from SMEs[1]

SME Development Programme

The Company has developed and approved the SME Development Programme that motivates SMEs to participate in its procurement processes for goods (works, services),[2] such as Russian-made monitors, spare parts for AVTOVAZ, GAZ, and UAZ vehicles, and workwear. The programme enables improved engagement with new highly qualified suppliers from among SMEs, supports the development of SMEs, and emphasises the replacement of imports with domestically produced goods. Individual development roadmaps for SMEs are available for the programme participants. In 2025, the Company took part in five workshops with RSMB Corporation, which were aimed at expanding the supplier network and increasing the information transparency of the procurement process.

[1] According to RSMB Corporation and the National Procurement Transparency Rating (https://www.nrpz.ru/).
[2] In accordance with Federal Law No. 209-FZ, On Developing Small and Medium-Sized Enterprises in the Russian Federation, dated 24 July 2007, and Resolution of the Russian Government No. 2008, On Approving the Format of the Development Programme for Small and Medium-Sized Enterprises to Potentially Participate in Procurement of Goods (Works, Services) and on the Selection Procedure for Small and Medium-Sized Enterprises to Participate in Development Programmes for Small and Medium-Sized Enterprises to Potentially Participate in Procurement of Goods (Works, Services), dated 8 November 2022.

Procurement system development

To ensure strong cost control in procurement procedures and optimal speed of the procurement process, in 2025, the Company.

Built a Group-wide process to deliver on import substitution targets for telecommunications and radio electronic equipment as approved in the digital transformation strategy, which also covers subsidiaries and affiliates

Completed a project to transform the procurement functions at subsidiaries based on PJSC Rostelecom's procurement, with 26 service contracts signed and procurement processes of subsidiaries and affiliates brought to target state

In 2025, Rostelecom deployed BFT.Procurement, a Russian-developed procurement planning and execution system.

Business continuity and security are top of mind for Rostelecom.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

The Company ensures business continuity across the following key areas

- Rapid recovery of information assets to restore service delivery within predefined acceptable timeframes and service levels following a business disruption
- Ensuring information security
- Import substitution in supply chains
- Occupational safety
- Physical protection of critical digital infrastructure facilities

For more details on information security, see the Information Security section.

For more details on industrial and fire safety, see the Occupational Safety section.

For more details on emergency preparedness, see the Occupational Health and Safety section.

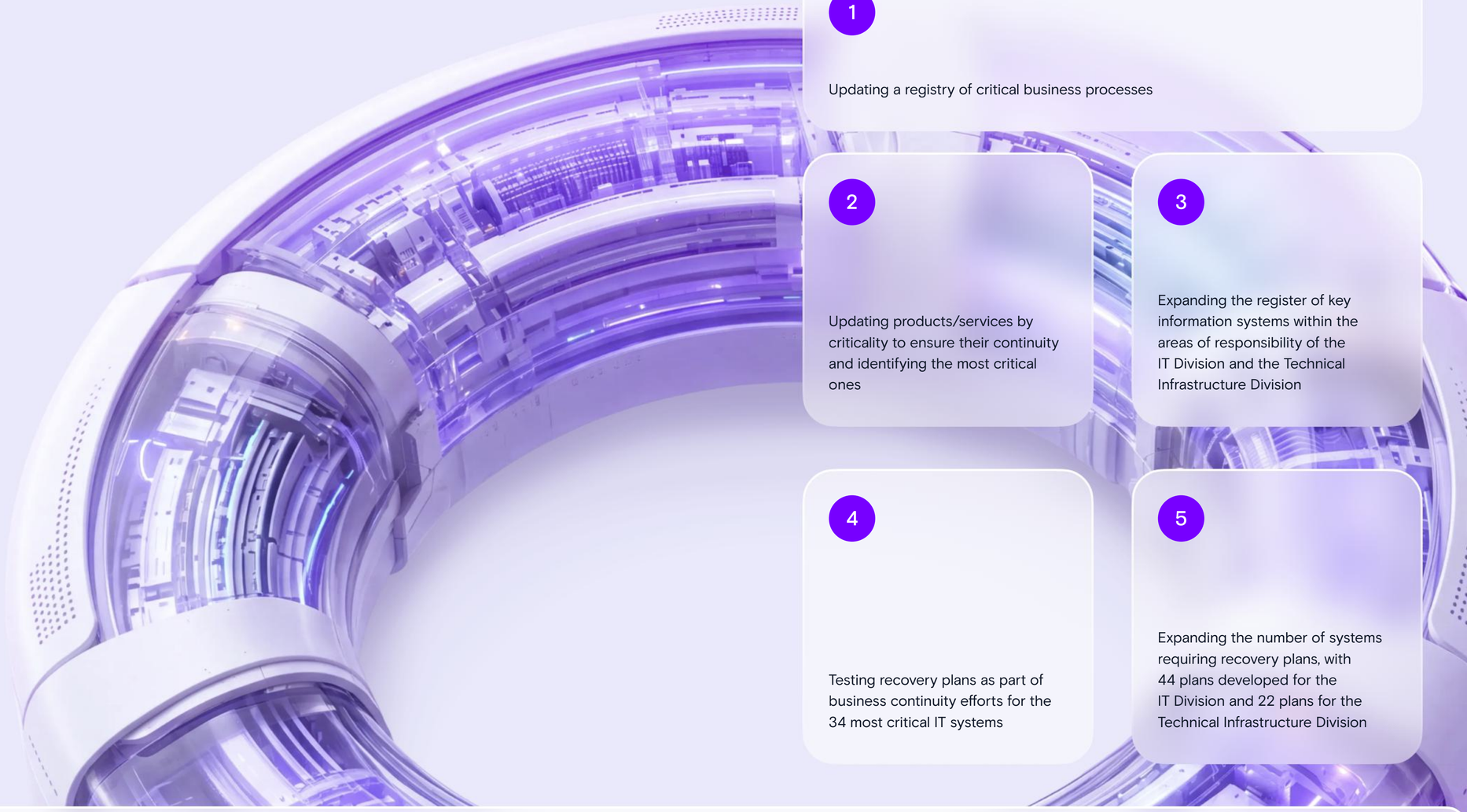
For more details on recovering information assets, see the Development of Digital Infrastructure section.

In 2025, risks related to business continuity, components crunch, and import substitution remained elevated due to the continued sanctions imposed by the United States and the European Union on Russia and China, as well as the broader geopolitical environment.

To manage business continuity risks, Rostelecom has adopted its Business Continuity Policy[1] and the P15.1 Business Continuity business process procedure rules,[2] and maintains registers of critical business processes, products, services, and information systems.

In 2026, the Company will continue developing and testing business continuity and recovery plans, and will update the scores required under the Business Continuity Policy on an ongoing basis.

To address the components crunch and import substitution, the Company is focusing on ensuring the availability of core process equipment, stocks in fast-moving warehouse zones, parallel imports, and the compliance with procurement quotas. All these efforts help mitigate the impacts of the sanctions regimes.



Key activities in 2025 included

1. Updating a registry of critical business processes
2. Updating products/services by criticality to ensure their continuity and identifying the most critical ones
3. Expanding the register of key information systems within the areas of responsibility of the IT Division and the Technical Infrastructure Division
4. Testing recovery plans as part of business continuity efforts for the 34 most critical IT systems
5. Expanding the number of systems requiring recovery plans, with 44 plans developed for the IT Division and 22 plans for the Technical Infrastructure Division

[1] Order No. 01/01/3173/23 dated 10 November 2023, version No. 1.
[2] Order No. 01/01/3730/23 dated 27 November 2023, version No. 1.

Physical protection of critical IT infrastructure

Anti-terrorism protection and security of Rostelecom's critical information infrastructure facilities are ensured in accordance with Resolution of the Russian Government No. 944 dated 8 June 2023.

Physical security of the Company's telecommunications facilities is provided by private security companies under security services contracts. Operations are organised in accordance with site-specific procedures governing security, access control, and on-site security arrangements approved by Rostelecom.

Facilities are protected using both security personnel and technical security systems, including:

- Perimeter intrusion detection systems
- Access control systems (ACS)
- Video surveillance systems
- Security alarm systems
- Panic buttons

In 2025, fire and anti-terrorism drills were conducted on a regular basis. To strengthen anti-terrorism protection, background checks were conducted on personnel granted access to critical information infrastructure facilities.

The Company also maintains ongoing cooperation with law enforcement and security agencies to address potential terrorist threats affecting its facilities. Personnel at these facilities regularly participate in training sessions and drills covering response procedures in the event of a terrorist threat. In addition, duty personnel receive regular briefings on actions to be taken in the event of a terrorist threat at Company facilities.

During periods leading up to and including public holidays, enhanced security measures were implemented at Company facilities, including stricter access controls and on-site security arrangements, to prevent incidents and security breaches.

3.6 Information security

As business processes in the economy and social sphere become increasingly digitalised, information security is transforming into a key driver of sustainable development.

In addition to protecting their own infrastructure and data, telcos are accountable to customers, the state, and society at large for the continuity, reliability, and quality of their services, as well as for the security of customers' personal data.

In today's world, much depends on the ability of cyberthreat response systems to identify, mitigate, and remediate the impact of cyberattacks, from the stability and security of society as a whole to the safety and health of individuals.

Rostelecom Group has built and continuously improves a multi-layer information security system for its telecom service infrastructure, IT infrastructure, digital products under development, CII facilities, and personal data.

~4.5 billion

stolen records in 2025

3 times

more than in 2024

~3.3 billion

total information security events (web attacks) in 2025

+89%

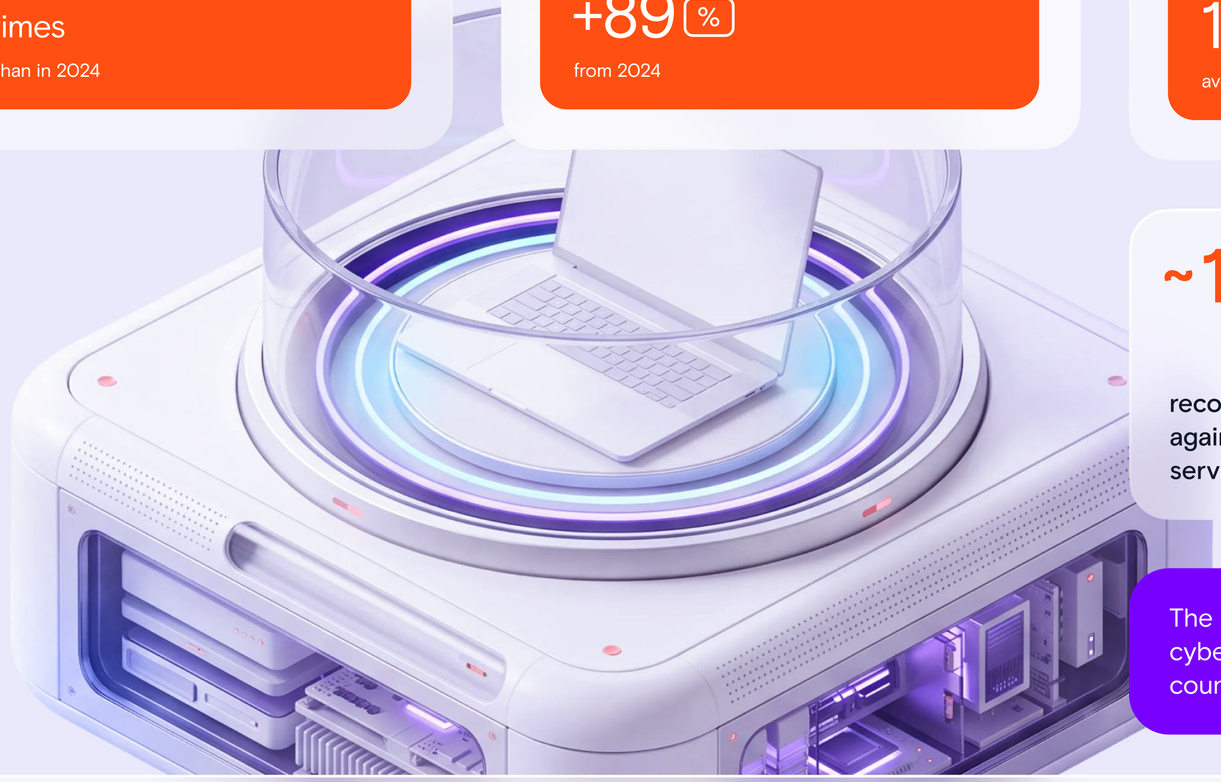
from 2024

>2.5 thsd

DDoS attacks on Russian resources in 2025

1.6 Gbps

average attack traffic



~11 Tbps

record attack traffic volume against a Russian video hosting service in 2025

The Company develops unique domestic cybersecurity solutions that underpin the country's technological sovereignty.

4 QUALITY EDUCATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Information security management

Governance structure for information security and data protection

The following parties are responsible for information security within Rostelecom Group:

- President of the Company
- Rostelecom Group's Information Security Operations Centre, a collective body established to make decisions on information security and cyber resilience of the infrastructure of PJSC Rostelecom and its subsidiaries and affiliates. Members of the Information Security Operations Centre include heads of individual functional units of the Company and its subsidiaries and affiliates
- Deputy President and Deputy Chairman of the Management Board for Information Security
- the Information Security Division

In addition, certain information security functions and responsibilities are assigned to:

- the Company's infrastructure units
- the owners of the Company's information assets
- Company employees

Split of responsibilities for information security at PJSC Rostelecom

President — Responsibility for business continuity

Information Security Committee

- Defining the development strategy
- Risk management
- Trade secret management

Vice Presidents of business segments

CEOs of subsidiaries and affiliates

Responsibility for business continuity and cyber resilience, including resource allocation

Vice President for the Technical Infrastructure Division

Vice-President for the Information Technology Division

Responsibility for infrastructure resilience, including resource allocation

Vice President for Information Security

- Ensuring information security at PJSC Rostelecom and in its business segments
- Establishing information security across the Group
- Developing and implementing a unified information security policy
- Ensuring trade secret protection
- Ensuring the protection of PJSC Rostelecom's critical information infrastructure

Vice President for the Security Service

- Internal economic security
- Personnel security and communications/ employee monitoring
- Protection of state secrets

Key tasks of the Information Security Division

1. Regulatory and methodological support for information security activities at PJSC Rostelecom and its subsidiaries and affiliates
2. Compliance with Russian legal requirements relating to critical information infrastructure, personal data protection, and trade secret arrangements
3. Creating information security systems for PJSC Rostelecom and its subsidiaries and affiliates
4. Analysing the security and cyber resilience of the infrastructure and services of PJSC Rostelecom and its subsidiaries and affiliates
5. Monitoring and detecting cyberattacks on PJSC Rostelecom's infrastructure and mitigating their impact
6. Raising cybersecurity awareness among employees of PJSC Rostelecom and its subsidiaries and affiliates

Key information security documents

As at the end of 2025, the Company had over 130 internal regulations governing information security.

PJSC Rostelecom's Information Security Policy is the fundamental document setting out the information security vision, general intentions, goals and objectives, principles, and responsibilities.

Dedicated document frameworks have been established for specific areas of information security, including policies, regulations, procedure rules, procedures, and instructions. These areas include:

- technical aspects of information security
- personal data processing
- security of significant CII facilities
- trade secret protection

Subsidiaries and affiliates are integrated into Rostelecom Group's unified information security management system to implement a consistent approach to information security when addressing the following tasks:

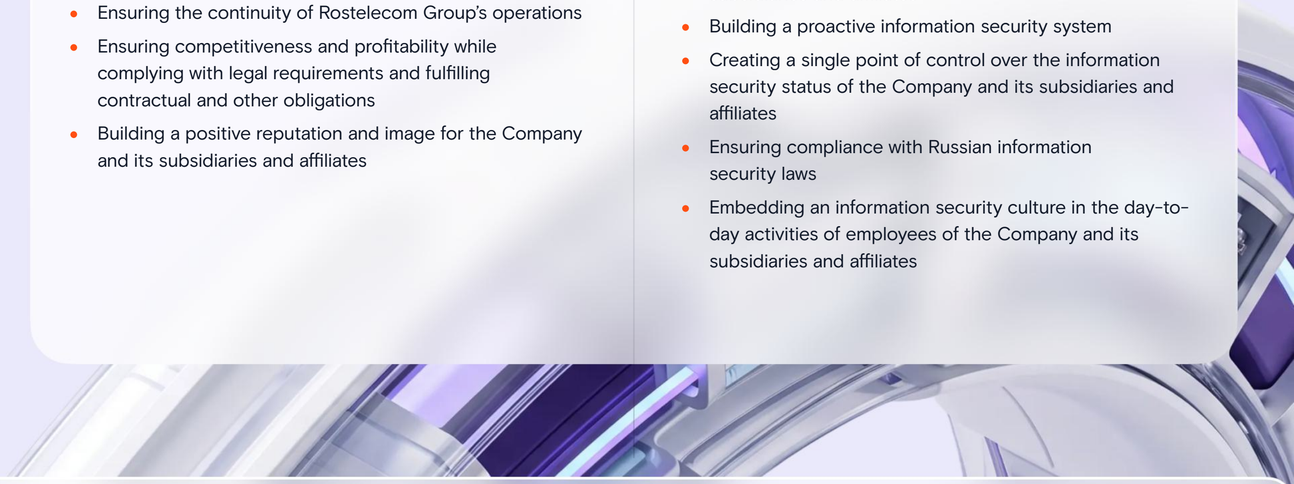
- Defining common requirements for ensuring the information security of processes and information assets of the Company and its subsidiaries and affiliates
- Standardising technical solutions used to ensure the information security of processes and information assets of the Company and its subsidiaries and affiliates
- Ensuring transparency in assessing the level of protection of information assets of the Company and its subsidiaries and affiliates
- Harmonising requirements for training levels and competencies of information security employees
- Reducing information security costs
- Creating a corporate tool for managing and improving the level of protection at subsidiaries and affiliates

The Company has the following **information security and cyber resilience objectives**:

- Protecting Rostelecom Group customers' data and ensuring the uninterrupted delivery of high-quality services and solutions to them
- Preventing unauthorised access to, and manipulation of, data and systems within information assets
- Ensuring the continuity of Rostelecom Group's operations
- Ensuring competitiveness and profitability while complying with legal requirements and fulfilling contractual and other obligations
- Building a positive reputation and image for the Company and its subsidiaries and affiliates

To achieve these objectives, the following **tasks** are addressed:

- Minimising information security risks and, if such risks materialise, reducing potential damage and the cost of restoring information assets and services to operation
- Developing uniform methodological approaches to information security management at the Company and its subsidiaries and affiliates
- Building a proactive information security system
- Creating a single point of control over the information security status of the Company and its subsidiaries and affiliates
- Ensuring compliance with Russian information security laws
- Embedding an information security culture in the day-to-day activities of employees of the Company and its subsidiaries and affiliates



Core pillars of information security and data protection at PJSC Rostelecom

Risk-based approach

This principle means that the proposed measures should be aimed at reducing information security risks. All information security efforts should primarily focus on reducing the risks seen as the most significant by the Company's management.

Outcome validation

This principle requires that the effectiveness of implemented information security measures and controls be verifiable and objectively demonstrable through various means, including internal and external information security audits, penetration testing and/or cyber exercises, and monitoring information resources (whether online or otherwise) to identify information on vulnerabilities in the infrastructure of the Company or its subsidiaries and affiliates, as well as evidence of data leaks.

Precautionary approach

This principle assumes that information security measures should be selected with due regard to the possible emergence of fundamentally new information security threat scenarios and should include proactive measures to counter them.

Prioritisation of prevention

This principle means that information security activities should be proactive and focused on improving the overall level of protection for information assets of the Company or its subsidiaries and affiliates, thereby minimising possible scenarios for threats and attacks by threat actors.

Legality

This principle means that all information security activities must be carried out in strict compliance with applicable Russian laws and with requirements imposed by information security regulators on information assets, information security systems, as well as data protection tools and data encryption devices used in those systems.

Consistency

This principle implies that information security measures should be implemented in a way that develops the overall information security system progressively, from simple to complex.

Economic viability

This principle means that, all other things being equal, preference should be given to organisational and technical measures that require minimal investment from Rostelecom Group (such as user training, incident reporting, restricting access to online entertainment resources, and controlling the use of external storage media and connected devices, etc.).

Engagement

This principle involves achieving information security objectives through coordinated interaction between employees of the Company and its subsidiaries and affiliates, within their respective remit and responsibility. Each employee of the Company and its subsidiaries and affiliates should seek to improve their information security awareness and comply with Russian laws, the requirements of the Information Security Policy, and internal information security regulations within their respective remit and responsibility.

Continuity of information security activities

This principle means that employees involved in information security perform these activities on an ongoing basis. To apply this principle, the financial and human resources allocated to information security must be commensurate with the scale of the tasks involved and reflect the high availability requirements associated with the current level of digitalisation across Rostelecom Group's operations.

Optimality

Protective mechanisms and processes should be implemented with due regard to minimum sufficiency, meaning that priority should be given to measures that deliver the greatest possible impact. The sufficiency of each specific measure should be determined based on relevant threat actors capable of exploiting information security vulnerabilities; the forecasting and description of potentially dangerous threat scenarios; regular verification of whether those scenarios can materialise; and quality control of measures for their timely detection and response.

Standard and licence compliance

Rostelecom's operations comply with all Russian legal requirements.

The Company holds licences issued by the Federal Security Service and the Federal Service for Technical and Export Control (FSTEC) for the following activities:

- Technical protection of confidential information
- Development, production, and distribution of encryption (cryptographic) tools, information systems, and telecommunications systems protected using encryption (cryptographic) tools
- Performance of works and provision of services involving information encryption, maintenance of encryption (cryptographic) tools, information systems, and telecommunications systems protected using encryption (cryptographic) tools
- Development and production of tools for protecting confidential information
- Control of information security and certification of tools and systems for compliance with data protection requirements
- Works involving the use of information constituting a state secret

Improving the information and physical security of Rostelecom Group's cloud infrastructure and services

In 2025, annual audits under ISO/IEC 27001,[1] ISO/IEC 27017,[2] and ISO/IEC 27018[3] were successfully completed.

All key sites are certified to the requirements of FSTEC of Russia's Order No. 21 on personal data protection under Federal Law No. 152-FZ and FSTEC of Russia's Order No. 17 on the protection of state information systems.

New sites received PCI DSS 4.0.1[4] certificates and confirmed compliance with GOST R 57580.1-2017.[5]

In 2025, TData, a Russian developer of data storage, processing, and analysis solutions and part of Rostelecom's Commercial IT Cluster, received a certificate of conformity from FSTEC of Russia for RT.DataLake as a Trust Level 4 product.[6]

In 2025, Russian TLS security certificates were recognised by domestic operating systems.

[1] Information security management system.
[2] Data protection in cloud services.
[3] Protection of personal data in the cloud.
[4] International standard for payment card data security.
[5] Data protection requirements for financial institutions.
[6] FSTEC's Trust Level 4 confirms protection against a wide range of threats, which is necessary for use in critical systems.

National data protection standard

In April 2025, Rostelecom joined the industry data protection standard developed by the Big Data Association (RUBDA) through a collaborative effort with leading Russian IT companies. The standard establishes principles for storing, processing, and protecting personal data, as well as criteria for assessing the maturity of information security systems at operators handling such data. Avito, VimpelCom, TBank, Yandex, and HeadHunter have already embraced the standard.

An independent audit of Rostelecom's information security system for compliance with the national data protection standard is scheduled for 2026. The audit will be conducted by an expert group of specialists from companies and organisations licensed to carry out activities involving the technical protection of confidential information. The experts will assess the protection system against a number of criteria, including the organisational model and data protection management, the information security policy, and threat response plans. In addition, vulnerability identification, incident response, and employee training processes will be analysed.

Key protection elements designed to ensure information security:

The Company employs all security tools necessary to detect, respond to, and mitigate the impact of cyberattacks, including:

1. Antivirus tools
2. Information security event monitoring systems
3. Web application protection systems
4. DDoS protection tools, etc.

Information security training

The Company has implemented separate specialised courses for employees who work with personal data and critical information infrastructure facilities.

Privileged users of information systems also take separate courses covering the requirements for secure administration and operation of information assets.

To counter phishing and social engineering, the Company regularly conducts exercises during which employees learn to identify malicious e-mails.

In addition, Rostelecom carries out educational initiatives to protect children and adults in the digital environment.

97 %

of Rostelecom employees successfully completed the general information security course

For more details on these initiatives of the Company, see the Promoting Cybersecurity and the Digital Equality Integrated Social Programme sections.

Cyber protection of technological processes at subsidiaries and affiliates

In 2025, Rostelecom created **Cyberindex**, a convenient tool for assessing data security at its subsidiaries. The solution's versatility makes it readily deployable at other large diversified groups similar to Rostelecom, where each business has its own specific profile. Cyberindex provides insight into the maturity level of companies within the group and helps establish a systematic approach to continuously improving data protection, taking into account the profile of each business.

Cyberindex helps collect the necessary data, verify compliance with regulatory requirements, analyse the effectiveness of existing protection systems and related processes, and assess all aspects of protection technology application, including the adequacy of existing licences, infrastructure coverage, actual use, and the availability of procedures for responding to identified incidents.

The analysis results in a comprehensive assessment based on more than 40 security domains, including security management, access management, asset inventory, and regulatory compliance.

When developing Cyberindex, the Rostelecom team took into account global best practices, such as ISO 27001/27002,[1] the NIST Cybersecurity Framework,[2] and COBIT 6.[3]

Cyberindex

> Cyberindex has become a reliable benchmark for us in cybersecurity: we have strengthened controls across all key processes and fine-tuned resource allocation, further improving response accuracy. I am confident that our experience will be useful for large companies interested in a powerful and effective tool for managing the security of their facilities.
>
> Mikhail Savelyev
>
> Director of the Information Security Methodology Department at Rostelecom

[1] ISO 27001 is an international standard that sets out requirements for information security management systems (ISMS) aimed at protecting the confidentiality, integrity, and availability of information. ISO 27002 complements it and provides practical guidance on implementing protection measures.
[2] The NIST Cybersecurity Framework is a cybersecurity framework developed by the US National Institute of Standards and Technology (NIST). It helps organisations manage cybersecurity risks through five core functions: identify, protect, detect, respond, and recover.
[3] COBIT 6 is a framework created by ISACA for IT management and governance. COBIT 6 focuses on aligning IT-related processes with business goals while providing a structured approach to managing risks, resources, and productivity.

Information security requirements for contractors

In 2025, supply chain attacks became one of the most dangerous cyberthreats for large companies with distributed infrastructure. Rostelecom introduced enhanced information security requirements for its contractors to counter the rapidly growing wave of threats.

Contractor employees with access to Rostelecom's infrastructure must now familiarise themselves with the updated regulations and comply with all their requirements.

Rostelecom reserves the right to monitor compliance with the requirements and revoke access rights to information systems if violations are detected. The Company has also introduced a requirement to report significant information security incidents and the remedial measures taken. Rostelecom subsidiaries are now also treated in the same way as external contractors and must comply with the new security requirements.

In addition, the Company has significantly strengthened measures to protect its own digital infrastructure used for remote access and interaction with third-party companies. For example, contractor employees may access the Company's systems only through specially configured **jump hosts**[1] and privileged access management (PAM)[2] systems, and may connect to Rostelecom's infrastructure only from within Russia.

In the face of growing cyberthreats, we must ensure the highest possible level of protection for our digital infrastructure to remain a trusted digital partner for the state, business, and society. Strengthening requirements for contractors is a necessary step in this direction.

Mikhail Savelyev

Director of the Information Security Methodology Department at Rostelecom

[1] A jump host is a secure intermediate server used for centralised and controlled access to other systems within a protected network.
[2] Privileged access management (PAM) systems are solutions designed to control, monitor, and restrict access rights to critical systems and data to authorised users only.

Rostelecom's managed and professional services for protection against cyberthreats

Rostelecom continuously develops its services and implements joint projects with the government and businesses to ensure customer security.

Rostelecom's information security managed services for the B2B and B2G sectors

Managed services

- Incident monitoring and analysis service (SOC) by Solar JSOC
- Solar WAF service that protects online stores against web attacks and includes financial guarantees
- Solar DNS[1] RADAR service for monitoring outbound traffic and blocking connections to phishing domains
- Endpoint detection and response (EDR) service designed to monitor workstations and servers
- Network traffic analysis (NTA) service provided by the JSOC analyst team, including traffic monitoring using NTA technology and detection of security threats within the network and at the perimeter
- Solar IRP service, a platform for analytical work and response to security incidents
- GosSOPKA services – a system for detecting, preventing, and remediating the impact of cyberattacks on information resources of the Russian Federation
- Solar AURA service – an integrated solution for monitoring digital risks arising outside the customer-controlled infrastructure
- Penetration testing service – a tool for assessing the actual security of information systems
- Solar TI Feeds service – a data feed on current cyberthreats
- Compromise Assessment service – the service identifies signs of attack and traces of past attacks, determines the scale of compromise, and produces an assessment of the infrastructure's condition
- Unified threat management (UTM) service – the service prevents network threats and enables control over employees' access to web resources
- Services for encrypting communication channels (GOST VPN) and secure access to web resources (GOST TLS)
- Traffic monitoring and DDoS protection service (Anti-DDoS)
- Vulnerability management service (VM) – the service identifies and records information assets and assesses the security level of network infrastructure
- Security awareness (SA) service – the service assesses the current level of cybersecurity awareness among an organisation's employees
- Secure email gateway (SEG) service – the service filters e-mail traffic to identify and block spam, phishing links, viruses, Trojans, and other malware while allowing legitimate messages through
- Advanced threat protection (Sandbox) service – an advanced sandbox that protects corporate networks and employees against previously unknown cyberthreats and sophisticated targeted attacks

Professional services

- Integrated Cybersecurity Architect service for delivering large-scale cyber resilience projects
- SOC Development and Consulting service for launching and developing an organisation's own cyberattack response centre
- SOC maturity assessment service to identify weaknesses through diagnostics and substantiate a development plan for the cyberattack response centre
- Digital forensics and incident response (DFIR) service – a set of activities to counter attacks and develop recommendations for preventing incidents

Products

- Solar SIEM – a software suite for automating incident monitoring, detection, and response
- Solar Dozor – an integrated data leak/loss protection/prevention (DLP) system
- Solar webProxy – an SWG system for flexible control of access to websites and web applications, monitoring employees' online activity, and protecting traffic against web threats
- Solar InRights – an IGA system for account management and investigation of information security incidents related to access rights
- ZASTAVA product line – a fault-tolerant solution for protecting communication channels based on Russian cryptography
- Solar SafeInspect / SafeConnect – a PAM system for managing privileged accounts and sessions
- Solar AppScreener – a comprehensive application security platform
- Solar LightHouse – a management system for corporate IT infrastructure. The solution identifies IT assets (servers, computers, software, and accounts) and creates an accurate map of the company's infrastructure

[1] Domain Name System – a distributed system that translates human-readable domain names into numerical IP addresses required to establish network connections between devices.

Rostelecom’s information security services (for SMEs and B2C customers):

- A joint service with Rostelecom to check for personal data leaks and protect home internet connections. The service includes 24/7 monitoring and instant subscriber alerts, enabling users to quickly learn about data compromise and respond to security threats.
- A joint platform with T2 to protect the internet resources of small and medium-sized enterprises. The solution enables companies to maintain the stability of websites and applications during cyberattacks, reduce financial risks, and ensure the security of user data.

Subscriber protection (anti-phishing)

In December 2025, Rostelecom, together with its subsidiary Solar, launched the Anti-Phishing service to automatically protect users against visits to malicious websites. This solution has made home and mobile internet safer for Rostelecom subscribers. Since the service was launched, 400 thousand attempts to access malicious resources have been blocked across Russia. The service is provided free of charge and operates at the network level; no additional hardware or software needs to be installed to use it.

A set of information security services introduced by Rostelecom in 2025:

- Anti-phishing – the service protects the operator’s subscribers against visits to unsafe websites
- Flexible traffic filtering at the operator network level enables users to independently restrict access to suspicious resources
- Personal data leak monitoring – the service provides information on which personal data have been exposed and the sources from which they have been leaked; the service also offers recommendations on minimising risks and protecting personal data online
- Unwanted call blocking – the service blocks mass spam and advertising calls
- Call protection – the service uses AI to analyse incoming calls and notify the subscriber of a potential threat
- Authorisation via bank IDs on Rostelecom’s public Wi-Fi networks, available to Sber ID and Alfa ID holders

For more details on managed digital security services for customers, see Rostelecom’s website.

Rostelecom continuously monitors emerging threats and ensures reliable protection for its subscribers. Over the past year, the number of malicious internet resources increased by 10%. Phishing is among the top 3 schemes used by fraudsters online, so real-time protection is one of the Company’s current priorities. The Company intends to continue improving its tools while maintaining its leadership in the cybersecurity solutions market. We believe that ensuring online security is a basic requirement for any telecom operator.

Alexey Demyanenko

Director for Mass Segment Products and Tariffs at Rostelecom

Cooperation on information security

Rostelecom's joint information security projects with major companies and government agencies improve the effectiveness of efforts to prevent, detect, and respond to cyberthreats and remediate their impact.

In 2025, Rostelecom signed cooperation agreements on countering information security threats with a number of large Russian companies, including major organisations from critical industries and government agencies: Russian Post, Sber, TATNEFT, RusHydro, AVTOVAZ, VimpelCom, SberMobile, the Moscow Department of Investment and Industrial Policy, and others.

Through these partnerships, the parties share information on new cyberthreats, improve monitoring and incident response coordination, and implement best practices to enhance the resilience of critical infrastructure. The partnerships also include rolling out Solar Dozor, a cybersecurity system for preventing data leaks and information security incidents, as well as solutions for monitoring the security of software used for safe internet access and protection against network threats.

In addition, the agreements cover the development of cyber resilience standards for various sectors of the economy (for example, a cyber resilience standard for the energy sector is being developed jointly with RusHydro).

For more details on Rostelecom's cooperation with government agencies, see the Rostelecom Technologies for the Benefit of the Country and Society chapter and the Promoting Cybersecurity section.

> The electricity sector has traditionally been among the top 10 industries most frequently targeted by cybercriminals, which makes information security reliability and resilience particularly important for its digital transformation. As part of our partnership with RusHydro, we are developing new approaches to cybersecurity at all levels of production and business processes, which can subsequently be applied in other sectors as well.

Mikhail Oseevsky

President of Rostelecom

Promoting cybersecurity

Rostelecom is committed to improving the levels of digital literacy among the population and cyberthreat prevention, with a particular focus on the most vulnerable groups: children, older people, and people with special needs.

Rostelecom's activities to protect children online

The Company provides open access to its materials on protecting children online:

A Beautiful, Dangerous, Cybersecure World

The book contains practical tips for children and parents: how to avoid trouble in the digital world, recognise a scam, and decide on the right course of action.

Its electronic version is available at website.

Educational content on Rostelecom's website

The Company regularly develops dedicated training materials and programmes on digital hygiene and conducts training on the safe use of digital technologies.
The Company website also offers information on how to protect your accounts from hacking and identify phishing e-mails, why it is worth to use two-factor authentication, what social engineering is, how not to get a virus, what passwords are secure, as well as how to deal with aggression on the internet, respond to ill-wishers, and avoid phone scams: .

Digital Awareness on the Rostelecom Lyceum platform

This free training course helps teenagers understand the specifics of online communication and enhance their digital literacy. The course includes the Cybersecurity and Digital Etiquette sections, supported by an interactive training platform to reinforce learning. The Cybersecurity section consists of three lessons that teach students how to recognise scammer tactics, identify types of fraud, and evaluate password strength. The second section comprises four lessons on the specifics of digital etiquette when communicating by phone, via messaging apps, and on social media, as well as in public settings. Designed for students in grades 5–11, the course is partially delivered by their peers and was developed by both experts and students from the Academy of Digital Technology.

For more details on the course, see website.

How to Protect Your Child Against Risks on the Internet?

This online cybersecurity course for parents helps them understand how algorithms, influencers, and big companies affect a child's choices and beliefs, why cyberbullying is dangerous, how to resist online harassment, and how to protect a child's personal data online.

Video lessons are available at website.

Alliance for the Protection of Children in the Digital Environment

In 2021, Rostelecom co-founded the Alliance for the Protection of Children in the Digital Environment. Its mission is to create a safe and user-friendly online environment for children and teens where they can communicate, learn, explore new opportunities, and enjoy entertainment.

Key commitments of alliance members include:

- improving digital literacy of children, parents, and educators
- creating useful and positive learning content
- creating and improving IT solutions to protect children online
- identifying and removing malicious content
- developing new approaches to protect children online

The founding companies work together to develop projects that promote and ensure cybersecurity for teachers, children, and parents.

Coverage	Social impact
>1.1 million participants in the Alliance's online and offline events since 2021	The consolidation of efforts between leading IT companies to create a safe digital environment for children and teenagers
>906 thsd pieces of harmful content removed from the web[1] since 2023	Systematic monitoring and removal of harmful content from the web, including incitement to illegal actions
200 thsd participants in the Safe Digital educational campaigns	Online training programmes and offline events aimed at promoting digital literacy among young people
>13 thsd organisations have signed the Digital Ethics of Childhood Charter	Promotion of the Digital Ethics of Childhood Charter principles across educational and public institutions

[1] Added to the hash database (digital fingerprints).

Digital Ethics of Childhood Charter

In 2021, to enhance self-regulation mechanisms and promote social responsibility, the Alliance for the Protection of Children in the Digital Environment developed the Digital Ethics of Childhood Charter. The document outlines guiding values and basic rules of conduct, aiming to unite the public, government, and professional community in coordinated efforts to create a supportive and safe digital environment for children.

The Charter's core principles:

- Respect for the child as an individual and for the child's rights and interests
- Joint responsibility of all those involved in the upbringing and personal development of children
- Comprehensive protection of children's personal data
- An inclusive approach to, and creating equal opportunities for, balanced development in a digital environment for children with diverse needs and characteristics
- Upholding guiding values in the digital space

The Charter participants include state-owned, commercial, and non-profit organisations, educational institutions, non-governmental and professional associations, and associations of educators and parents, who are capable of contributing to this common mission.

3.7 Protection of human rights

Rostelecom strictly adheres to the human rights principles outlined in Russian and international law as well as the Company's regulations, including:

- Russian labour law
- PJSC Rostelecom's Code of Ethics
- UN Global Compact principles
- Universal Declaration of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights

Rostelecom ensures equal recruitment, evaluation, and hiring opportunities for candidates. Decisions on employee promotion and remuneration are based solely on professional competencies, performance, and compliance with job requirements. Mutual respect and trust in each other are foundational to the Company's corporate culture.

For more details on respecting employee rights and freedoms, see the Equal Opportunities and Employee Rights section.

Rostelecom also strives to protect and promote human rights in society by developing and implementing socially necessary digital products and services. The Company has in place the Digital Equality integrated social programme and the Bridging the Digital Divide (BDD 2.0) major infrastructure programme, geared to safeguard human rights and freedoms, including the right to information.

For more details on the Bridging the Digital Divide (BDD 2.0) programme, see the Rostelecom Technologies for the Benefit of the Country and Society section.

All Rostelecom employees take training on human rights. The Company monitors and evaluates employee achievements in this area to ensure that human rights are respected across all levels.

The Group, including all subsidiaries and affiliates, has zero tolerance for discrimination against employees in labour rights and freedoms, or benefits on grounds of:

- gender, race, colour, ethnicity, language, origin, age, or place of residence
- religious views, beliefs, membership in (or failure to join) particular civic associations or social groups
- material, marital, social, or official status
- any other circumstances unrelated to the employee's professional performance

Rostelecom has zero tolerance for the use of child and forced labour, modern slavery, or infringements on the rights of indigenous minorities.

The Group expects all its partners and suppliers to observe and respect human rights by complying with all relevant laws and ethical principles. The Company assesses human rights risks of its contractors, suppliers, and partners. We inform our staff and contractors about the Company's standards, principles, and regulations for performing business processes with integrity.

For more details on approaches to engaging with suppliers and contractors, see the Sustainable Supply Chain section of this Report.

The Group strives to achieve a high level of information security to safeguard privacy, protect personal and family confidentiality, and ensure the security of restricted information.

For more details on ensuring cybersecurity, see the Information Security section.

3.8 AI development and ethical use

Since 2018, Rostelecom has been deploying advanced digital solutions to automate and accelerate internal processes, improve service quality, and enhance the customer experience.

Voice assistants were the first such solutions. Today, more than 90% of customer interactions are handled automatically. The next step was the use of AI technologies for big data analytics. Beginning in 2022, the Company started applying AI to content generation, and in 2025 introduced intelligent products for software developers.

As Rostelecom continues to advance AI technologies, the Company recognises its social responsibility, follows a human-centred approach, and carefully considers the risks associated with their deployment. In 2021, the Company joined the Artificial Intelligence Code of Ethics, developed in line with the requirements of the 2030 National Strategy for the Development of Artificial Intelligence.[1] The Code is a unified set of recommended principles and rules designed to create an environment for the trusted development of AI technologies in Russia.

Principles of the AI Code of Ethics

For more details on the AI Code of Ethics, see the AI Alliance Russia website.

>12 thsd

signatories had joined the Code, including federal and regional authorities as well as Russian and international companies and associations

at the end of 2025

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

[1] Executive Order of the President of the Russian Federation No. 490 dated 10 October 2019 (as amended on 15 February 2024).

Artificial intelligence and robotic process automation

Rostelecom's IT team has achieved success across multiple areas. The IT function has made considerable progress on AI and robotic process automation (RPA).

Over 100 tools powered by more than 1 thousand AI models contribute significantly to handling business tasks, with robotised services involved in more than 200 corporate processes across the Company. More than 260 thousand internal employee requests were processed by bots over the year.

Over 125 proprietary robots are operating within our IT systems. Over the year, bots processed more than 500 thousand internal technical support tickets, 60% of which were resolved in under 15 minutes. Competencies in robotic automation have evolved significantly, with more than half of the robots being developed and commercialised in less than two weeks. The team has also commenced a project to create a proprietary import-substituting robotic automation platform using low-code technologies to facilitate robot assembly by business customers.

~245

automation projects completed our IT team

We take a careful and considered approach to integrating artificial intelligence into the customer experience. Bots are currently handling about 55% of customer inquiries in voice channels and about 42% in chats.

Evgeny Zhukovich

Director for Customer Service at Rostelecom

AI takes over routine tasks and speeds up decision making, while humans step in where context, empathy, and non-standard situations matter. Particular attention is paid to the H2H approach, which sees service as human-to-human support.

Ivan Rybintsev

Director for Customer Experience Development and Digitisation at Rostelecom

Rostelecom is actively putting artificial intelligence to work across a wide range of activities, including projects on computer vision, employee development, robotic process automation, and many other areas. AI helps both individual teams and the Company as a whole to streamline tasks, improve services, and foster development. AI tools make us even more efficient, innovative, and competitive.

Roman Khazeyev

Director for Digital Technologies at Rostelecom

Proprietary AI-based digital tools

Vasilisa AI assistant

A proprietary solution used in dozens of projects, automating up to 40% of tasks at the software design, testing, and release stages. The tool accelerates code generation by up to 30%–40% and testing and bug fixing by up to 25%. In certain areas, standard tasks are completed three to four times faster.

Neurogate

A flagship AI platform integrating over 30 neural networks for data processing as well as AI model training and deployment.
The platform processes around 550 thousand requests per year and saves employees up to 40% of time spent on routine operations. The Company's plans for 2026–2027 include integrating the platform's services based on the one-stop-shop principle.

Akola no-code platform

within the Lukomorye ecosystem

Migrating internal service development to this platform has reduced time to deploy for applications and services by 50% compared to conventional development methods. More than 20 internal and customer-facing applications have been created using the platform.

The Neurogate platform was named Best AI Solution for Business Process Optimisation at the CDO/CDTO Awards 2025

For more details on the Company's AI-enabled products and technologies, see the Business Overview section of PJSC Rostelecom's Annual Report.

Single Digital Technician (SDT) application

A tool used by around 25 thousand Rostelecom's field specialists. Up to one million work orders are processed monthly, accelerating customer service by 27% since launch. In 2025, a personal performance tracking feature was added to the app, enhancing employee motivation. The application also generates 20% to 30% of additional sales.

Unified Electronic Document Management System (UEDMS)

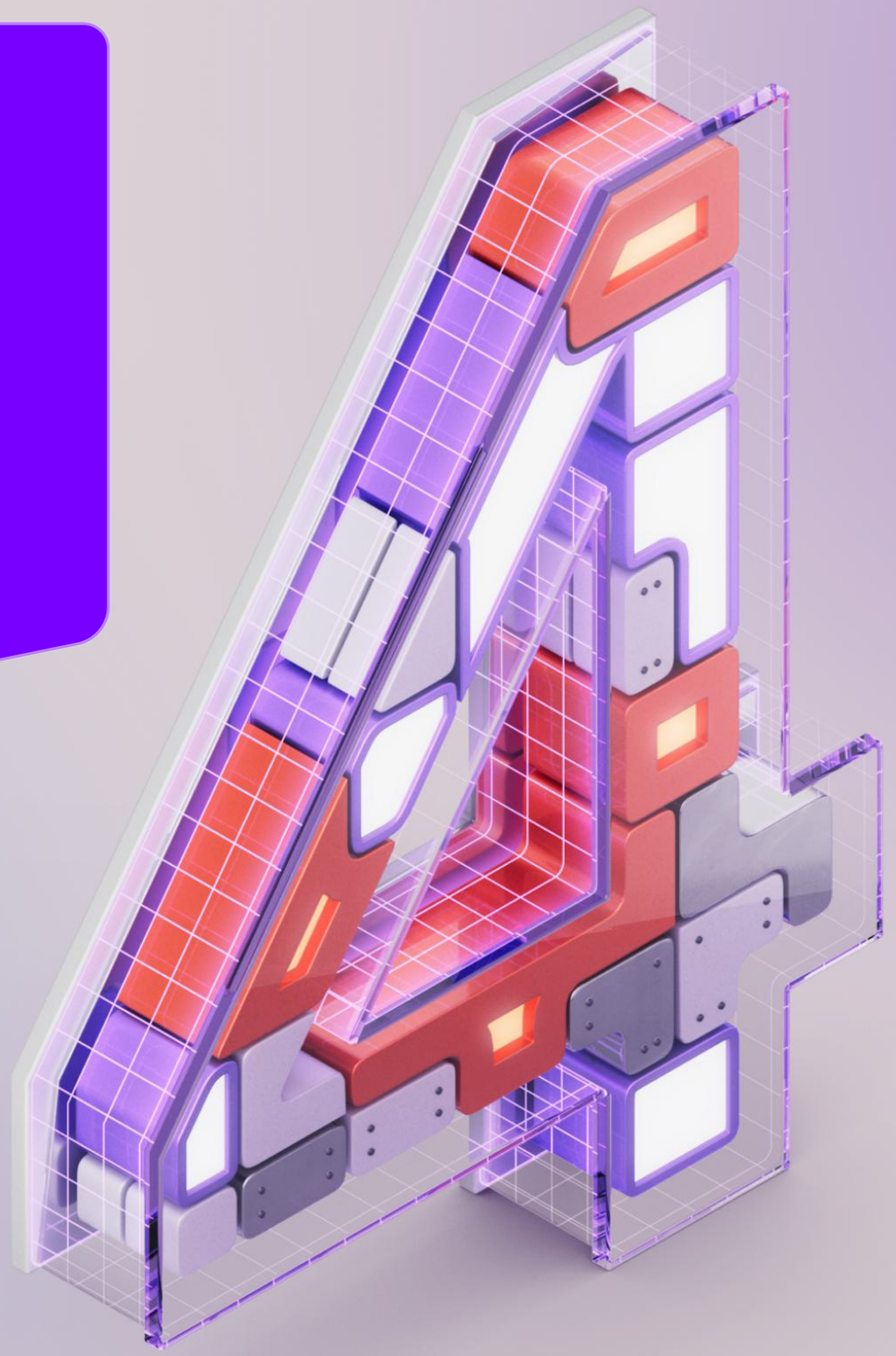
Migration of key document workflows to the domestic Avandoc platform was completed. The system is used regularly by more than 60 thousand employees and processes over 30 thousand documents daily. The migration has significantly increased processing speeds.

B2C CRM system

A proprietary solution supporting more than 15 million customers. Process harmonisation and end-to-end automation have significantly reduced average handling time, lowered contact rates, reduced pressure on contact centre staff, and optimised overall costs.

Rostelecom technologies for the benefit of the country and society

103–178



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4 Rostelecom technologies for the benefit of the country and society

GRI 203-2

Rostelecom is a leader in the development of the Russian telecom market and provides digital opportunities for people. The Company is growing ecosystems of digital products and solutions for comfortable living and efficient business, actively deploying advanced technologies and investing in infrastructure projects, technology platforms, and industry-specific applications.

Rostelecom is also establishing centres of excellence for data centres and cloud services, creating solutions in information security and data protection, digital regions, e-government, video surveillance and analytics, and smart services for households and businesses, and developing projects to digitalise healthcare and telemedicine.

In 2025, Rostelecom continued to implement its strategy of transforming into an integrated provider of digital services and a trusted technology partner for the state, business, and citizens. The Company focused on creating high-tech solutions that address the challenges of digitalisation and align with sustainability principles.

Our key customer segments recorded robust growth, with a much stronger revenue contribution from digital clusters – Data Centres, Cloud Services, and Information Security.

These results were driven by the cluster-based management model, where each cluster operates as a standalone IT factory with its own capabilities.

By developing its Commercial IT cluster, the Company was able to consolidate the potential of subsidiaries and bring new Russian-made technology products to market, including Turbo Cloud, an industry-first multitenant secure cloud on a Russian platform, and the Basis virtualisation ecosystem.

Our mobile business demonstrated steady performance, with the subscriber base exceeding 49 million users. The company remained a top-3 market player and a leader in customer experience. The Infrastructure Operator to Operator (O2O) project was further scaled, with revenue for 2025 exceeding RUB 4 billion and above-target margins. Since its launch in 2017, the project's CAGR has exceeded 40%.

The Company made significant investments to expand its digital infrastructure. The number of rack spaces in data centres increased by a further 5.5% (following strong growth of 30% a year earlier) to reach 28 thousand, enabling the Company to meet growing demand from business and government customers. We also continued to build our import-independent technological capabilities, including AI-driven developments.

Through the X.Technologies cluster, the Company is developing new digital businesses. In 2025, the cluster not only closed a number of strategic transactions but also built an end-to-end innovation management system, with the project office for start-up engagement serving as its central element. Projects in video gaming, e-commerce, and customer analytics were supported. Rostelecom also continued systematic efforts to explore technology trends and build viable internal businesses.

In digital security, Fuzzy Logic Labs took part in a project in 2025 to enhance the security of the Public Services Portal and also deployed an anti-fraud solution to prevent advertising fraud.

Particular attention was paid to bridging the digital divide.

more than 150 thsd km

of fibre installed since the project's launch in 2014

over 20 thsd

communities, including in remote areas, have been connected, gaining equal access to digital services

Key achievements in 2025

872.8 RUB bn

Revenue

+11.9% year-on-year

331.0 RUB bn

OIBDA

+9.5% year-on-year

217.9 RUB bn

Digital revenue

+20.3% year-on-year

25% share of digital revenue in the Company's total revenue

For more details on Rostelecom's operating results, see PJSC Rostelecom's Annual Report 2025.

48.9 million

mobile subscribers

12.8 million

fibre broadband subscribers

+8% y/y

44.5 million

OTT[1] active users of the Wink video service

+30% y/y

7.8 thsd

traffic enforcement cameras

28 thsd

data centre racks

+1.4 thsd racks y/y

1.7 million

app installations of Rostelecom Key

+0.5 million installations y/y

+19 %

growth in revenue of the Information Security cluster

+8.5 %

growth in revenue of the Data Centres and Cloud Services cluster

+13 %

growth in revenue from video surveillance and video analytics services

12.8 thsd km

of fibre installed in 2025

43.3 million

households passed by fibre

98.5 Tbps

backbone network capacity

No.1

in the broadband[2] and IPTV market

No.1

in data centres[3]

No.1

in the market by number of Wi-Fi hotspots

[1] Over the Top – video signal delivery from a content provider directly to a user device over data networks bypassing an operator.
[2] Broadband internet access.
[3] By number of racks, according to iKS-Consulting and Company data.

4.1 Customer experience and digital service ecosystem

Rostelecom continued consistent efforts to enhance the customer experience and digital support for its services. In 2025, thanks to effective feedback management and the automation of key interaction channels, customer satisfaction metrics improved significantly. CSAT in the voice channel reached 70%. The overall automation rate in the voice channel reached 58% (+7 p.p.) during the reporting year, while chat automation hit 41% (+8 p.p.), in line with best practices in the telecom market.

A new mobile customer account meeting current user demands was developed and deployed, achieving a 53% penetration rate.

In 2025, we moved from a **customer-centric** model, where relationships between the Company and its customers are driven by continuous improvement in services and an increased focus on their needs and preferences, to a **human-centric** model based on providing help, attention, and care beyond telecom services.

Customer-centricity remains an important tool to grow a successful business, enabling the Company to increase customer loyalty and achieve sustainable growth by retaining existing customers and attracting new ones.

Rostelecom sees attracting and actively engaging new subscribers, including business and government customers, in particular through social projects that help increase customer loyalty and improve the quality of customer interactions, as a priority focus area.

While Rostelecom has a range of customer experience management tools in place, the key to building a truly customer-centred company is to transform corporate culture. We strive to evaluate our business processes through the eyes of the customer, both external and internal. Improving customer experience means putting customer needs first and working to remove any barriers to delivering high-quality connectivity and exceptional service.

Human centricity as the Company’s new priority

Recognising the importance of a customer-centric approach in doing business, we are guided by the following principles

Visionary management style and flexibility

Proactive analysis of opportunities across all markets and anticipation of trends to stay competitive and maintain network quality and coverage on a par with competitors

Human centricity and respect

Providing a digital omnichannel customer experience in engagements with individuals and small and medium-sized enterprises (SMEs)

Openness and predictability

Serving large business customers as a one-stop shop provider

Feedback and delivering on promises

Gathering customer feedback to improve product and service offerings through personalised communications and embedded AI

Involvement and accountability

Showing empathy and attentiveness to customers’ problems and needs, training employees in basic customer-centricity, and developing communication skills to manage the lifetime value (LTV) of the customer base

Customer experience management tools

Dedicated units

Experienced and passionate customer service employees across segments, clusters, and functions

Communities

Ambassadors Club, Experts, Stalker Guides, WorldSkills, Rostelecom’s production system (RPS), youth councils

Values and the competency model

Customer-centricity as a component of our Human Touch value

The approach is part of Rostelecom’s competency model: Creates a Better Experience

онлайн университет

Corporate Online University

The internal learning content catalogue includes online courses and programmes on customer-centricity for the team to study independently.

- In 2021–2025, more than 6 thousand people took courses on customer-centricity on the platform.
- At the end of 2025, a new course, Customer-Centricity Tools: From Customer Voice to Product Quality, became available. It consolidates the key practices supporting Rostelecom’s customer-centric approach. From its launch to the end of 2025, 379 employees completed the course.

Internal communications and advanced tools

An intranet portal and a family of Telegram channels (Among Your Own at Rostelecom, Technical Council, interest-based clubs). Single Digital Technician, RTLikes system, RT Life; Recognition programme

Open culture

Rostelecom employees are open to giving and receiving feedback and demonstrate strong engagement and proactivity; engagement and eNPS are measured along with NPS of individual projects

Key workstreams for implementing the Customer-Centricity programme

1 Values and Culture

Promoting a culture of customer-centricity at the Group

- The Values and Culture section brings together projects and initiatives aimed at promoting a culture of customer-centricity at Rostelecom.
- The Voice of the Customer discussion platform was set up as a space to address systemic customer experience issues.
- A dedicated Customer-Centricity section was added to the intranet portal, featuring information on the customer-centricity programme supporting our strategy, a resource library, and a feedback form for any employee to submit customer-centric ideas.
- A Customer-Centricity training module was delivered under the Leadership Blueprint programme for team leaders. The module was completed by 64 employees in the 2024–2025 cohort.
- Together with HSE University, the Company updated the Customer-Centricity in a Digital Company training module within the annual iMBA: Skills of a Digital Company Leader programme. In 2025, more than 800 employees completed the module.

2 Strategic Infrastructure Initiatives

Building a Group-wide information space

As part of developing RPS, the Strategic Infrastructure Initiatives section includes a distinct stream and focus area dedicated to fostering a culture of continuous improvement. The RPS goals are aligned with the Company's values – to increase satisfaction among both external and internal customers.

In addition, the Company has launched an **integrated management system (IMS)** designed to meet customer demands and improve the quality of services. To this end, external and internal IMS audits are conducted to further improve internal processes and drive innovation.

IMS audits play a key role in building and maintaining the Company's customer-centric approach. They not only identify process gaps but also unleash improvement opportunities, directly contributing to higher customer satisfaction.

3 Applied Segment and Cluster Projects

Priority tasks to manage customer experience
Applied business projects to increase satisfaction among both external and internal customers

The Applied Segment and Cluster Projects section comprises a pool of projects that, while not generating direct economic benefits, have a significant impact on customer experience. Implemented as per approved plans, these projects deliver improvements not only in customer satisfaction metrics (e.g. the Convergent project in B2C) but also in economic performance (a B2O project to improve end-to-end data transmission).

Rostelecom is building more flexible and robust infrastructure to enable agility in responding to evolving market demands. The Group employs over 15 thousand IT specialists. About 6 thousand employees are engaged in automating the parent company's IT systems. Currently, about 80% of operational, production, and management functions have already been digitised, as well as 90% of total document flow.

In 2025, the Company's 77 new IT products were listed in the unified Russian software register of Russia's Ministry of Digital Development, Communications, and Mass Media (with 60 new IT products of the Company entered in the register in 2024). These include both industry-specific solutions and universal developments with broad applications, such as the OmniChat intelligent technical support channel, Product Inventory B2B sales support systems for the B2B segment, the CRM B2O information system for the B2O segment, the External Training service, the Mobile Personal Account, the Rostelecom Lyceum product, the unified Centralised Data Warehouse platform, new development pipeline tools, and other products.

Development of digital and promising products (B2C) 1 / 6

1

Wink video service

According to the research firm GfK, Wink is comfortably Russia's second largest online video streaming service by paid subscriptions.

The video service's consolidated revenue for 2025 reached RUB 44.8 billion, up 13.4% year-on-year.

Wink original series and a wide selection of TV channels were the key subscription growth drivers. The service's paying audience in the OTT segment rose by 29%.

Among Wink's original productions, the year's standout premieres included the series Lilies of the Valley, Fisher. The Eclipse, Moscow Does Not Believe in Tears, and others. A total of 20 original projects were released in 2025. In response to the growing popularity of short vertical series, Wink launched its Stories service in 2025, enabling users to watch series consisting of 20 to 200 episodes, each lasting 1–2 minutes, via the Wink mobile apps.

Wink also started rolling out AI-powered user services: Entertainment Agent, an AI chat tool for personalised film selection, was launched in pilot mode.

2

Gaming services

In 2025, Rostelecom launched a new online platform, Rostelecom Games, designed exclusively for game developers and distributors and offering a wide range of unique capabilities and solutions for the next-gen entertainment industry players. The platform combines a games marketplace and a launcher for gaming industry partners. More than 50 Russian developers published their games via the platform's partner interface. By the end of 2025, over 500 thousand users had registered on the platform.

Rostelecom Games secured an exclusive licence for Pioner, the flagship title developed by the Russian company GFA Games, which is available for purchase not only in Russia but also in the Republic of Belarus.

The Rostelecom Games platform won the Runet Prize 2025 in the Dream Code category for promoting domestic video games.

In addition, Rostelecom, the United Russia political party, the Russian Military Historical Society, Lesta Games studio, and the Russian Esports Federation signed a cooperation agreement to implement the Historical Memory project.

3

Lyceum online educational platform

Rostelecom Lyceum is Rostelecom's educational online platform, which offers video classes from the entire school curriculum as well as dedicated development courses. The lessons offered were prepared by leading lecturers of Russia. Following an expert review, the Lyceum received a favourable assessment from the scientific and methodological council of the Agency for Strategic Initiatives (ASI) in partnership with the Russian Ministry of Education.

In April 2025, Rostelecom Lyceum expanded its educational licence to include an additional category, Education for Children and Adults, obtaining the right to issue educational certificates upon course completion. The Victory Dictation educational project was also launched on the platform in April 2025.

From October to November 2025, Lyceum, in cooperation with the Corporate Online University, launched two new subscription plans: Family and Career Development Series. The subscriptions provide users with access to content across 15 courses covering risk management, AI, team management, and the opportunity to learn together with their children.

In 2025, the business segment recorded strong revenue growth, at 28% year-on-year.

4

Cybersecurity

The Company launched its Security product, combining key cybersecurity services: Unwanted Websites Filter, Personal Data Leak Monitoring, and Scam Call Interruption. This integrated solution provides comprehensive user protection and enhances customer security in the digital environment. All subscribers also have access to Anti-Phishing services, which automatically block access to malicious websites, and the Anti-Spam solution across broadband and MVNO networks.

5

Solar provides cybersecurity protection against modern threats

As part of the Information Infrastructure federal project within the Digital Economy of the Russian Federation national programme, Rostelecom has created and operates the Single Data Network (SDN). Access to educational and web resources is provided via secure communication channels using automatic end-to-end data encryption. The SDN integrates various backbone lines with access nodes in the administrative centres of Russian regions and enables filtering of unwanted content.

User and application access to websites is controlled by the Solar webProxy security web gate (SWG) system, which flexibly manages access to web resources, protects against infected and phishing websites, and controls and blocks access to potential web-based data leakage channels. Domains are filtered using Solar Group's proprietary domain categoriser.

The filtering policy involves scanning for tens of thousands of keywords and regular expressions based on the guidelines of the Russian Ministry of Education. The list of content-filtering keywords is updated regularly. During the Unified State Examination period, from 23 May to 23 June 2025, 1.6 billion attempts to access malicious resources from various devices in educational institutions connected to the corporate network and Wi-Fi were recorded and blocked. During the first two weeks of the new academic year, from 1 to 14 September 2025, a further 1.4 billion such attempts were prevented.

For more details on Rostelecom's cybersecurity products, see the Information Security section

6

Rostelecom Key

Rostelecom Key is a convenient and versatile service to manage access to apartment buildings as well as energy efficiency. The service also enables residents and property management companies to monitor residential complex security. All services bundled within the Key solution feature the same user interfaces.

The number of apartments in buildings connected to the Key service exceeded 820 thousand at year-end.

In 2024, the Key team developed a technical solution based on the Rostelecom Key intercom system to notify residents of emergencies via in-apartment intercom handsets. In 2025, Rostelecom continued rolling out its proprietary technical solution and successfully conducted technical trials in various regions across the country.

During the reporting year, the Company also launched the Parking Availability digital service, allowing residents to view available parking spaces within their residential complex directly via the Key app. Also as part of the continued development of the mobile app, the My Building Management section was launched, where residents can promptly interact with their building management company: submit service requests and track their completion status, pay utility bills, and receive important updates in a timely manner.

Rostelecom Key was showcased at major federal and regional forums and conferences, including the Digital Solutions forum (Moscow), the annual Dvizhenie forum for construction companies (Sochi), the RBC Tech forum (Moscow), and the 100+ TechnoBuild international construction forum and exhibition (Yekaterinburg).

>1.7 million

Rostelecom Key installations at the end of 2025

7

Cloud Video Surveillance

The Cloud Video Surveillance service is part of the Smart Home ecosystem designed to provide security and home automation. A customer can install and activate any number of smart cameras, receive alerts when a built-in motion sensor is triggered, and watch and record videos using a mobile app or their online customer account from anywhere in the world. A cloud-based video storage and processing platform allows saving video records for a period of 7 to 30 days.

Over 1.15 million home surveillance cameras for home security were installed by the end of 2025. During 2025, service revenue surged by 13% year-on-year, driven by robust customer demand for cloud-based CCTV analytics, monitoring, and record storage services.

8

Customer service excellence (B2B/B2G)

The Company strives to constantly improve the quality of service for business and government customers, including to promote the sustainability agenda. In 2025, Rostelecom continued to develop its ecosystem of digital and telecom services based on Russian technologies, including a number of initiatives to scale up nationwide solutions, improve fault tolerance, and enhance the customer experience.

The anchor services, such as broadband internet access, VPN, and Video Surveillance, are big contributors to the Company's overall revenue growth and its improved perception as a responsible market leader. Despite the progressive saturation of markets, Rostelecom has managed to build up its customer base and revenue streams in these segments.

In the reporting year, the new solutions enabled government customers to more effectively deliver their own projects that required wider internet coverage, higher data speeds, and connecting various remote parts of Russia to the operator's network.

9

Wi-Fi

In 2025, security measures involving mobile internet shutdowns were strengthened in a number of regions. In this challenging situation for citizens, businesses, and the state, Rostelecom's public Wi-Fi networks played an important role in ensuring connectivity. As the leader in Russia's public Wi-Fi market, Rostelecom reinforced its existing network capacity to handle the several-fold increase in loads and expanded the number of new networks in response to requests from customers across all segments.

In some regions, in coordination with local authorities, additional Wi-Fi access points were deployed in high-traffic locations, including transit shelters, parks, pocket parks, pedestrian streets, social infrastructure facilities, and others.

All new Rostelecom Wi-Fi zones are built using Russian-made telecom equipment that meets information security requirements.

New authentication options

A voucher-based authentication option was introduced for public Wi-Fi users, enabling access for foreign nationals without a Russian passport or SIM card. This option allows Rostelecom's B2B customers to enter passport details in the customer account and generate unique login credentials to get access to public Wi-Fi. This functionality is particularly in demand in tourism and hospitality.

The functionality to whitelist devices via the customer account was added, enabling their automatic connection to the customer's public Wi-Fi network. This feature is particularly in demand during mass events and helps simplify the work of internal and municipal services in the absence of mobile internet access.

Sber ID and Alfa ID, introduced in 2024, have been scaled and are now available to customers across Russia.

Deployment of public Wi-Fi networks in 2025

Sirius territory, Sochi

A dedicated Wi-Fi SSID was deployed on the existing access points for RUVIERA Hotel Business Week, one of the flagship events of Russia's hospitality industry. The week-long event takes place in Sochi and the Sirius territory, features a wide range of activities, and serves as an ideal platform for industry networking. For the Finopolis 2025 forum of innovative financial technologies, Rostelecom also provided a high-speed 6 Gbps communication channel protected against DDoS attacks and deployed a stable wireless network with speeds of up to 4 Gbps. A unique Wi-Fi authentication system was created based on participant badges with individual IDs.

Sochi Airport

Wi-Fi network upgrade.

Arena 2000, Moscow

A 500 Mbps internet channel was provided and more than 20 Wi-Fi access points were installed for ALFA-BANK's flagship business event, Alfa-Summit, which brought together 3 thousand business people.

Saint Petersburg

Over 600 free Wi-Fi access points were launched in public spaces, residential buildings, and administrative buildings using secure wired infrastructure. Wi-Fi zones also operate in central Saint Petersburg, including Palace Square.

Arkhangelsk Region

Public Wi-Fi networks were deployed in all Multifunctional Public Service Centres (MPSCs) for the provision of state and municipal services. Wireless access points were installed in 30 centres. To implement the project, Rostelecom established dedicated communication channels to MPSC buildings, built the internal distribution network in the customer service areas, and installed and configured the equipment.

Saransk, Republic of Mordovia

The Guest Wi-Fi service was connected at MPSCs. Wireless access points were launched at MPSCs in Saransk and in 22 districts across the region.

Enhancing the Wi-Fi platform's security and resilience

- Replacing Ubuntu with Astra Linux as part of SoftWLC's operating system import substitution
- Migration to RED OS, PHP 8.1 as part of software import substitution
- 90% of platform components have been migrated to Docker
- Transition to a new PDP[1] service to protect users' personal data during identification via the Public Services Portal, vouchers, or a badge ID system
- The new PDP service has been moved behind the firewall to meet information security requirements.

[1] Personal data processing server. Used when identifying users on various platforms, in particular via the Public Services Portal.

10

Business communications platform

Rostelecom's unified digital communications platform expands opportunities for business. Apart from cloud-based telephony, the platform offers our customers a specialised solution – Business Communications Platform, which can be installed on the customer's side. This solution targets companies that need high-quality and effective automated telephony and are planning to use value-added services of a platform hosted on their own infrastructure. At the same time, Rostelecom's new solution, like the cloud-based Virtual PBX service, meets business demand for import-substituting technologies. Developed entirely in Russia, it was included in the national register of domestic software and is capable of supporting seamless migration from imported solutions.

11

Videoconferencing

In the Virtual PBX customer account, customers can now take up the Web-Videoconferencing service by themselves, signing no additional contracts and paying for the service within a single invoice, which will provide them with a full set of unified communications services.

12

Voice assistants in Virtual PBX

As part of our efforts to further develop the Virtual PBX service, we have introduced AI-powered voice assistant functionality. These voice assistants support speech synthesis, voice response recognition, a dialogue script builder functionality, industry-specific script preparation for outbound campaign automation, uploading outbound call lists and tasks, and generating post-campaign reports to evaluate outcomes. Depending on their business area, customers can select the most suitable dialogue scenario in the service.

B2C customer base, million subscribers

Service	2023	2024	2025	Change 2025/2024, %
Fibre services				
Fibre broadband	11.0	11.8	12.8	7.8
IPTV	7.0	7.4	7.9	6.0
Traditional services				
Local telephony services	7.8	6.8	6.0	–11.7
xDSL broadband	1.9	1.6	1.4	–13.5
Cable TV	4.3	4.1	4.0	–3.4

B2C ARPU, RUB

Service	2023	2024	2025	Change 2025/2024, %
Fibre services				
Fibre broadband	397	406	426	4
IPTV	314	326	339	4
Traditional services				
Local telephony services	229	234	247	55
xDSL broadband	477	483	490	2
Cable TV	200	202	214	5

Customer base in the B2B and B2G segments, million subscribers

Service	2023	2024	2025	Change 2025/2024, %
Fibre services				
B2B/B2G: Fibre broadband	0.7	0.8	0.9	13.2
B2B/B2G: Fibre broadband + VPN	1.1	1.2	1.3	9.5
Virtual PBX	0.3	1.3	1.4	13.9
Traditional services				
Local fixed-line B2B/B2G services	2.4	2.2	2.1	–5.5
B2B/B2G: xDSL broadband	0.1	0.1	0.1	–11.8

ARPU в корпоративном и государственном сегментах, рублей

Service	2023	2024	2025	Change 2025/2024, %
Fibre services				
B2B/B2G: Fibre broadband	3,083	3,335	3,456	3.6
B2B/B2G: Fibre broadband + VPN	4,373	4,579	4,811	5.1
Virtual PBX	934	832	808	–2.9
Traditional services				
Local fixed-line B2B/B2G services	583	595	617	3.7
B2B/B2G: xDSL broadband	1,698	1,729	1,893	9.5

Digital service ecosystems 1 / 3

Rostelecom unlocks new digital opportunities across all areas of Russian citizens' lives. Our innovative projects and strategic approaches help to change the lives of millions of people for the better. We actively develop and deploy digital products and solutions for society, business, and government agencies, striving to create a comfortable and accessible digital environment for all our customers.

Our mission

provide convenient and high-quality digital services for a comfortable life and effective business

Commercial IT cluster

Established in 2024, Rostelecom's Commercial IT cluster has already proven its effectiveness, becoming one of the key drivers of transformation in the Russian IT market. In 2025, the cluster evolved into an architect of end-to-end digital transformation for large enterprises and the public sector.

A key strategic decision in 2025 was the acquisition of an equity stake in BaseALT, the leading developer of Russia's ALT operating systems, as a step towards establishing a complete, closed-loop cycle for developing and owning key IT technologies. The company is a leading Russian developer of operating systems included in the Russian software register and widely used by government authorities, state-owned corporations, and the commercial sector.

The cluster successfully completed large-scale import substitution projects, expanded the product portfolios of its participants, and strengthened cross-platform integration.

>100

ready-to-market IT products offered by the Commercial IT cluster

>80 awards

earned by the Commercial IT cluster's products and projects in 2025, including: 47 awards and leading positions in 40 business and industry rankings

Achievements of Rostelecom's Commercial IT cluster companies in 2025

1

Basis

One of the key achievements of 2025 was the Company's entry into international markets, with Basis signing a strategic agreement with Brazil's Banif Investimento Participações S.A. Pilot deployments will be carried out within the infrastructure of Brazil's largest banks, whose combined customer base runs into tens of millions of users.

In 2025, a number of major import substitution projects were delivered, including:

- deployment of the Basis ecosystem at Rosgosstrakh Life, Saint Petersburg's largest heat and electricity utility (JSC TEK SPb), and the ZN Digital IT competence centre of Zarubezhneft Group
- completion of a large-scale virtual infrastructure deployment for the Government of the Moscow Region.

Basis also significantly expanded cooperation with mobile operators. The Basis Dynamix server virtualisation platform now underpins the core infrastructure of T2's 4G (LTE) network, supporting at least 5.5 million subscriber sessions across four regions of Russia.

2

Bercut

A key milestone was the market launch of Bercut HIP (hybrid integration platform).

The deployment of the IN@Voice convergent billing system for Afghanistan's largest telecom operator, Roshan, demonstrated the competitiveness of Bercut's solutions in international markets. The Company also ensured that the IN@Voice system complies with new regulatory requirements under Federal Law No. 303-FZ (limits on the number of subscriber numbers for Russian nationals and identification of foreign nationals) and Federal Law No. 41-FZ (restrictions on text messaging from the Public Services Portal).

3

RTK-DC

RTK-DC completed a strategic rebrand of the Public Cloud with the launch of the new Turbo Cloud brand, strengthening its market offering and marking a shift towards a more customer-centric and agile customer engagement model focused on ease and speed of deployment. Nine new managed services were launched in 2025, bringing the total number of cloud products to 56.

4

RTK IT Plus

The company continued developing the Lukomorye ecosystem, delivering a number of key import substitution projects for major clients.

The Divo ESM/ITSM[1] platform was the key growth driver. The solution was scaled up for major customers. The platform was also adopted by technology leaders such as Basis and VK Tech, which use Divo to automate service support, improve process transparency, and enhance reporting quality.

Use of RTK IT Plus solutions within Rostelecom:

- The Akola platform is used to create portals, landing pages, and websites. In 2025, more than 20 internal and customer-facing portals were launched, with time-to-market reduced by up to 50 %
- The Strelka system is being implemented to enable efficient office space management
- The Yaga solution replaced Jira and Confluence, with its built-in converter enabling seamless migration while preserving data and processes

[1] Enterprise service management and IT service management – a class of software designed to automate service delivery and service support processes within an organisation, from IT to administrative functions.

5

TData

Data management and analytics products are being adopted by major Russian companies, including United Engine Corporation, EVRAZ, TATNEFT, and T2, as well as international corporations such as AstraZeneca. TData's technologies have expanded beyond the commercial sector to become part of the education system. In 2025, over 9 thousand students were trained using Company products provided to 15 Russian universities, gaining skills in data analytics and AI technologies.

6

RTK Soft Labs

RTK Soft Labs is Rostelecom's information product development centre for public, banking, healthcare, and fiscal services. In 2025, the company continued to develop its key areas:

- Monitoring and maintenance systems for system management services (MMSSMS)
- A GIS-based[1] single geodata information environment (RusGIS)[2]
- Unified Biometric System (UBS)
- Standard Information Security Solution

[1] Geographic information systems.
[2] Geographic information systems.

7

BaseALT

The integration of BaseALT into the Commercial IT cluster enables the Group to:

- ensure seamless compatibility between system software and cluster products, including BASIS virtualisation platforms, Turbo Cloud services, and Lukomorye services
- offer the market fully Russian hardware and software systems with guaranteed compatibility at all levels, from the OS kernel to application software
- reduce time-to-market for integrated products through deep technical integration.

Development of Rostelecom's innovative products for retail (B2C) customers in 2025[1]

In 2025, service payment became available through the market's first payment terminals running on Aurora, a Russian operating system developed by LLC Open Mobile Platform (OMP), a Rostelecom subsidiary.

Fuzzy Logic Labs, a Rostelecom subsidiary, released SFD Neuro, an interactive game for detecting fraudulent transactions that uses artificial intelligence and machine learning and clearly demonstrates how to improve monitoring efficiency and respond promptly to fraudulent activity.

In 2025, the Company launched its **Security** product, combining key cybersecurity services: Unwanted Websites Filter, Personal Data Leak Monitoring, and Scam Call Interruption. This integrated solution provides more comprehensive user protection and enhances customer security in the digital environment.

As part of the **FVNO Factory** project, Rostelecom and MegaFon launched a joint product in 72 regions of Russia. FVNO Factory is a converged offering for subscribers that combines mobile and fixed-line services for partners without their own broadband infrastructure.

As part of this partnership between the operators, Rostelecom provides spare capacity for home internet connections in the region, while the partner operator delivers its own service package and customer support.

In the reporting year, a **Unified Federal Contract (UFC)** was launched, enabling standardised document generation for all regions of Russia from a single source and accelerating change control. To comply with legal requirements, a new process was launched for concluding mobile service contracts via the Goskey app, and restrictions on receiving SMS messages from the Public Services Portal during calls were introduced for all Rostelecom subscribers.

Mobile services. The Company launched First Mobile, a mobile-only pricing plan. The plan offers subscribers 100 GB of internet, 1 thousand call minutes, and 1 thousand text messages for RUB 300 per month. Previously, Rostelecom's mobile services were available only as part of bundled offers that included home internet. Since 2025, anyone can subscribe to Rostelecom's mobile services.

Rostelecom became the only operator in the market to launch nationwide sales of Wi-Fi 6-enabled customer premises equipment. This offer is available at no extra cost, making it affordable to a broad customer base while improving internet connection quality.

The Company continued to support customers in the border areas of the Belgorod Region by ensuring reliable connectivity and high-quality digital services.

[1] For more details, see PJSC Rostelecom's Annual Report 2025.

Development of digital products for business and government customers (B2B/B2G)[1]

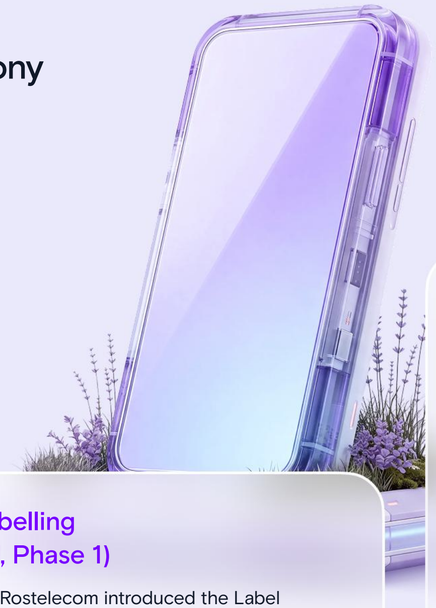
Videoconferencing

Rostelecom's Web-Videoconferencing cloud-based service is a secure videoconferencing solution with a user-friendly interface for businesses of all sizes. Rostelecom's videoconferencing services are used by large business customers. The Company also provides secure communications services for significant events, forums, and professional conferences.

Video analytics and video monitoring systems

In 2025, an intelligent video analytics system for retailers, Stop Shoplifter, was developed to combat shoplifting,[2] and a forest fire video monitoring solution was also launched.

Telephony



Call labelling (Label, Phase 1)

In 2025, Rostelecom introduced the Label service to tag outgoing calls from Virtual PBX pursuant to the updated requirements of the Federal Law On Communications[3] and a resolution of the Russian Government.[4] The service transmits information about the legal entity or sole proprietor initiating a telephone call to the mobile devices of mobile subscribers. The Label service enables corporate customers to lawfully and transparently display information about their organisation during outgoing calls to mobile numbers, helping build subscriber trust, improve answer rates, and reduce the risk of calls being mistakenly classified as unwanted.

TV for Business

In 2025, Rostelecom launched an online video streaming service for the hospitality industry. The B2B/B2G segment focused on shifting from sales of individual services to industry-specific solutions for customers in the HoReCa sector and other industries.

Whereas in 2024 the Company focused on selling individual products, such as internet access, VPN, mobile communications, and other services, in 2025 the emphasis shifted to ready-made industry solutions, including Restomania and Digital Hotel (guest Wi-Fi, video surveillance, online booking, loyalty systems, internet access, cloud infrastructure, and more). To support this transition, the segment established dedicated industry teams of managers and sales specialists with market knowledge and expertise in the HoReCa sector.

The Digital Hotel ecosystem solution won an award for the Best Digital Transformation Solution in the HoReCa sector at the 14th annual ComNews Awards: Best Solutions for the Digital Economy

Speech analytics: variable activation

In 2025, connectivity and billing mechanisms were expanded for the Speech Analytics service within the Virtual PBX. Analytics can now be activated separately for inbound, outbound, and internal calls, with dedicated billing for each, helping customers optimise costs and enhance quality control across different scripts.

Digital Restaurant

Rostelecom developed an integrated solution for restaurant operations of any scale – the Digital Restaurant platform. The platform now provides restaurateurs with a one-stop interface offering key tools to improve the efficiency and competitiveness of their establishments, from table reservations and delivery to data analytics. The Digital Restaurant platform offers a broad range of technology services and is suitable for all types of food service businesses, from small cafés to large restaurant chains, food halls, and dark kitchens.[5] Pricing plans are tailored to the specific needs of each establishment type. The platform enables restaurateurs to create a mobile app and website for delivery services, manage courier operations, launch a loyalty programme, deploy an electronic menu with table ordering functionality, and set up table reservations. It also enables instant payment for orders and tips through the app.

[1] For more details, see PJSC Rostelecom's Annual Report 2025.
[2] Shoplifting means the petty, concealed theft of goods from retail stores, often motivated by thrill-seeking, entertainment, or ideological reasons.
[3] Federal Law No. 41-FZ dated 1 April 2025 amending the Law On Communications.
[4] Resolution of the Russian Government No. 1300 dated 28 August 2025.
[5] Dark kitchen (also known as a ghost kitchen or cloud kitchen) is a food service format that operates exclusively through delivery.

Development of innovative products for business and government customers (B2B/B2G) in 2025[1]

Investment Pipeline for X.Technologies

A project management office that provides a robust system for identifying, selecting, and executing M&A opportunities as well as establishing joint ventures for the X.Technologies cluster.

Technology Sandbox

A dedicated environment for testing, piloting, and adapting innovative technology solutions. Long-term relationships were established with the Group's business segments. In 2025, more than 50 projects were presented to the Lyceum, B2C, and Data Centres segments, the healthcare digitalisation project office, T2, Wink, and the HRM Technology Department. The project office provided advice on building relationships with potential M&A targets and supported communications at all stages.

Completed pilot projects, including through the Innovation Lab: Ensec AI, Kaver, Arenter, and Travel Job.

Business communications platform

Rostelecom's unified digital communications platform expands opportunities for business. The Text-to-Speech (TTS) module continues to evolve: AI technologies make it possible to adapt dialogues to individual users, add emotional expression, adjust tone of voice, and make the synthetic voice sound more natural.

Start-Up Mart

An online platform to centralise start-up tracking, enable quick project search, and automate reporting and project management. The Start-Up Mart currently brings together more than 5 thousand start-ups, of which over 500 companies have undergone in-depth review. In 2025, the dedicated unit's specialists reviewed more than 90 projects and developed detailed transaction structures for over 30 of them.

Rostelecom's Innovation Lab

A single platform for working with start-ups, internal projects, and hypotheses developed by Rostelecom's product teams. In 2025, the Laboratory received 26 requests for pilot projects and launched 18 new pilots, with five pilots originated in 2024 ongoing. A total of 20 pilots were successfully completed. Several improvements were implemented, including integration with VK, new audience analytics tools for retargeting ad campaigns, UI/UX audits, and more. In 2026, the Laboratory plans to join a new X.Technologies business accelerator project as a marketing consultant. The project is aimed at developing new product and marketing hypotheses for previously acquired assets and exploring synergies with Rostelecom's segments and assets.

In 2024, the Company launched the implementation of Rostelecom Travel Tech (RTT), a hotel booking platform tailored for business and government customers. In 2025, the Company expanded the number of connected hotels and clients, including public sector organisations, and introduced new technologies aimed at automating document flows and enhancing service quality.

In 2025, Rostelecom actively worked to build an ecosystem of digital solutions for the hospitality industry. The Company has been pursuing an industry-specific approach to the digitalisation of the hospitality sector since 2024. The year concluded with the acquisition of a 45% equity stake in Ertek, the developer of Ecvi, a Russian property management system (PMS) for comprehensive accommodation facility management.

The Company thus laid the foundation for Digital Hotel, a unified ecosystem for Russia's hospitality industry, which will drive the sector's digital transformation and reduce its dependence on foreign suppliers.

Another project in progress is Corteos Platform, focused on automating business tourism, developing the B2B ticketing platform within Rostelecom's ecosystem, and streamlining processes such as document management, cost management, electronic document signing, and data analysis.

Plans for the Corteos Platform project include completing the Corteos + HR EDF pilot for Magnit and BIOCAD as well as launching a new product, Corteos + Reports, for benchmarking and internal analytics. We are also enhancing the Corteos + OBT (online booking tool) product to offer expanded features and a broader range of services.

In 2025, Fuzzy Logic Labs launched several new products, including anti-fraud solutions for the Public Services Portal, solutions to prevent advertising fraud and defend marketing budgets, and a crypto compliance solution.

[1] For more details, see PJSC Rostelecom's Annual Report 2025.

Rostelecom’s sustainability projects

In 2025, the Company continued to advance projects that improve the quality of life for its customers across focus areas highlighted by the International Telecommunication Union, among others.

Developing human potential

- Rostelecom Lyceum
- Rostelecom Books
- Learn the Internet – Manage It!
- ABC of the Internet

DigitaLogia, a joint online educational project between Rostelecom and the Quantorium Centre of Youth Engineering and Science Competencies.

Network infrastructure and digital infrastructure

Infrastructure development as a strategic priority for the Company, including expanding mobile and satellite communications networks and installing submarine cables.

Big Data

The Company has been consistently working to harness the full synergy of collaboration between artificial and human intelligence. In total, over 125 proprietary robots are already operating within our IT systems. Last year, they took over tasks requiring more than 1 thousand person-days of effort per month. Since 2024, an AI-based neural network has been used to detect violations of Unified State Examination procedures.

Digital inclusion

The Company continues to develop network and digital infrastructure, providing residents of even the most remote and smallest communities with voice communications and high-speed mobile internet under the Bridging the Digital Divide programme; implements projects to promote automation in government, including in the healthcare and education sectors; creates digital products for businesses; and advances telemedicine technologies.

Digital services and applications

Rostelecom continued to focus on enabling personalised services and more easy-to-use customer accounts and mobile apps. Digital student documents are now available in the mobile app and on the Public Services Portal. Electronic student ID cards and grade books are also available for download in the Education section. The student ID card can be presented by showing the QR code on the mobile app screen. The service is available to more than 640 thousand students across 76 universities.

In 2025, the Public Services Portal was integrated with the MAX messaging app. With users’ consent, electronic documents (passport, individual insurance account number (SNILS), compulsory health insurance (CHI) policy, taxpayer identification number (INN), and others) can now be uploaded and viewed directly in MAX.

Telecommunications for emergency services

The Company is further developing System 112 services and satellite communications networks. In 2025, Rostelecom upgraded System 112 in the Tver, Ivanovo, Voronezh, and Kurgan Regions, the Republic of Buryatia, the Republic of Karelia, and the Kabardino-Balkarian Republic, including with the use of Russian-made equipment.

The project initiated by EMERCOM of Russia in 2023 to create the Centralised Information Collection System for System 112, a state information system, is a further growth area. In 2025, an application was received to connect all regional System 112 installations across Russian regions to the Centralised Information Collection System for System 112 before the end of 2026. In 2025, Rostelecom and EMERCOM of Russia launched a joint project to create the Digital Fire Garrison, a state information system.

These projects will subsequently evolve into a single system for information support of public security forces, law enforcement, and civil defence of Russia, while also creating the foundation for the further development of regional System 112 installations.

Digital innovation ecosystems

By developing data centres and cloud services as a separate cluster, the Company contributes to building digital service ecosystems for businesses and the government.

Environment

Rostelecom offers Russian regions a platform for environmental monitoring and safety control of industrial enterprises as well as regions and cities, capable of combining solutions from different vendors.

In 2025, Rostelecom continued enhancing the Environmental Profile of Saint Petersburg’s Territory – a state information system for environmental protection and natural resource management.

For more details, see the Digital Region: Smart Community and Urban Environment Projects section.

Public policy and regulation

The Digital Region and the Public Sector Digital Services and Products clusters promote government digitisation.

PJSC Rostelecom is involved in the Digital Economy of the Russian Federation national programme, approved by the Russian Government in 2018.

The Company implements major infrastructure projects to support the development of the digital economy and the social sector in the national interest. To deliver federal projects, Rostelecom relies on its own backbone data network, cloud infrastructure, and integrated IT solutions, including those developed in Russia.

In 2025, PJSC Rostelecom became the industry leader by the total value of government contracts awarded.

A total of about 27 thousand contracts were signed with various government agencies[1] for a total of RUB 109 billion. The largest of these were awarded by the Russian Ministry of Digital Development, Communications, and Mass Media. For example, in March 2025, a RUB 14.5 billion contract was signed to operate the e-government infrastructure. A further RUB 8.9 billion is expected to be paid for supporting access to the unified national cloud platform. Under a RUB 4.7 billion contract with the Federal Tax Service, Rostelecom will provide the agency with a single data network. Major contracts were also concluded with a number of state institutions in Saint Petersburg, the Federal Service for State Registration, Cadastre, and Cartography (Rosreestr), the Federal Bailiff Service of Russia, and other government agencies.

about 27 thsd
contracts

109 RUB billion
total value of contracts

Priorities in partnering with government customers

Delivering infrastructure and providing communication channels

- Expanding the coverage of core communications infrastructure
- Developing modern communication channels
- Enhancing the digital ID and UBS[2] technology and infrastructure

State projects and programmes

- Implementing national communications infrastructure initiatives (Digital Economy, Bridging the Digital Divide, connection of social infrastructure facilities)

Digitising key processes

- Supporting the operation of government bodies (e-government infrastructure, Digital Region)
- Facilitating interaction between businesses, citizens, and the government (single digital profile, expansion of the Public Services Portal functionality)

[1] Source: Kontur.Focus information system.
[2] Unified Biometric System.

Development of digital infrastructure is fundamental to Rostelecom's operations and the achievement of its strategic goals and objectives. Amid external challenges, the Company is placing an increased emphasis on upgrading and ensuring the reliability of data networks and supporting infrastructure.

Rostelecom's infrastructure as at the end of 2025

98.45 Tbps
average speed in the backbone segment

43.3 million
households covered by fibre

12.8 thsd km
of fibre

28 thsd
rack spaces in own data centres

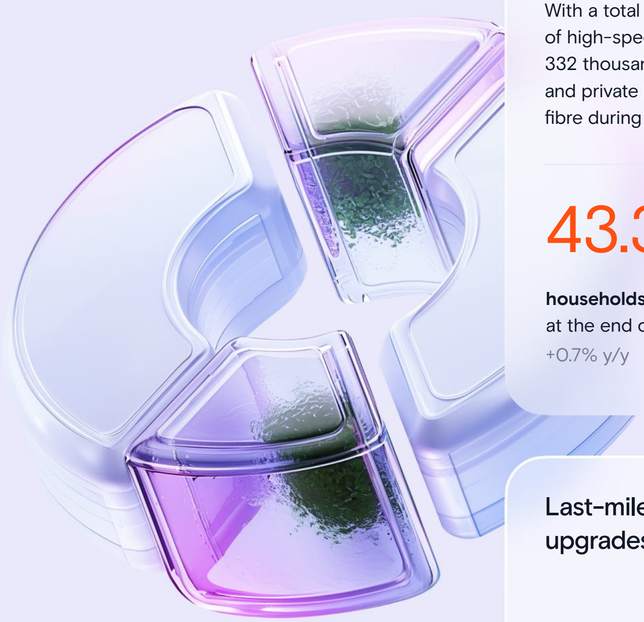
124.8 Tbps
capacity of the regional segment

84 units
total number of installed base stations

Over 37 thsd
base stations built in 2025

7,926 units
number of mobile network base stations under the BDD 2.0 project

Key events in expanding digital infrastructure in 2025



Access networks

With a total of 7.9 thousand km of high-speed fibre-optic lines laid, 332 thousand apartment buildings and private homes were connected to fibre during the year.

43.3 million

households – total fibre coverage at the end of 2025

+0.7% y/y

Last-mile infrastructure upgrades[3]

Under the MOST programme to upgrade last-mile infrastructure and replace copper networks with optical networks, 220 projects were completed, 694 telecommunications access nodes and 39 container units were installed, and about 485 thousand telephone port switches to the VoIP protocol were performed.

Data network

Backbone networks were upgraded, increasing **the capacity of the backbone segment by 15.3 Tbps and the regional segment by 10.7 Tbps**. The upgrades covered:

- 77 backbone network destinations
- 343 regional network destinations
- 2 core routers (CRs)[1] on the Frankfurt site
- 48 core routers (CR/RGRs)[2] across 25 Russian regions.

98.45 Tbps

average speed in the backbone segment

124.8 Tbps

capacity of the regional segment

Mobile network

A total of 37 thousand base stations were built, including 2,389 stations under the BDD 2.0 project, of which 1,840 were Russian-made BULAT base stations, along with 7.7 thousand sites.

Leading regions by network infrastructure rollout were Moscow and the Moscow Region, Saint Petersburg and the Leningrad Region, the Krasnodar Territory, and the Samara Region. A key milestone was the launch of the network in the Stavropol Territory, with more than 1.3 thousand sites installed and covering over 97% of the region's population.

Infrastructure development also continued along key transport corridors and in public spaces:

- As part of a project with Russian Railways, 22 sites were deployed along the Moscow–Belgorod route, and an indoor coverage system was installed on Lastochka electric trains
- By the opening of four new stations on the Troitskaya Line of the Moscow Metro, full coverage at all stations had been achieved and more than 450 upgrades were made to existing base stations across the metro
- A joint project involving the Big Four operators (T2, MTS, VimpelCom, and MegaFon) was launched to share base station infrastructure on federal highways and in small communities
- More than 50 new sites were covered by the network in the Moscow region.

Trans-Eurasian Fibre-Optic Communication Line (TEA NEXT)

In 2025, Rostelecom continued developing its international traffic transit services in Russia via a major infrastructure project, TEA NEXT.

The project provides for laying FOCLs using a 96-fibre cable with a record capacity of up to 19.2 Tbps for each fibre pair. FOCLs are being installed from the Russian border with Latvia to the Russian borders with China and Mongolia. The project's fibre length is expected to total 7.7 thousand km.

Construction continued in the reporting year on the Torzhok–Kyakhta section along the border with Mongolia. As at the end of 2025, 6.1 thousand km of FOCLs were installed out of the targeted 6.3 thousand km. In 2025, a unique three-kilometre cable crossing over the Kama River was completed. This section uses Russian-made G.654E fibre.

[1] Core router – high-performance equipment that forms the backbone network core and aggregates and transits vast volumes of traffic between major nodes and regions.
[2] Core/regional router – a versatile platform capable of operating both as a regional core router and as an aggregation node, aggregating traffic from access networks before forwarding it to the backbone network.
[3] Last-mile infrastructure – the final segment of a telecommunications network that directly connects customer premises equipment, whether in an apartment, house, or office, to the operator's backbone nodes.

Development of new equipment

- Mass production prototypes of IP/MPLS routers, DWDM[1] equipment, Wi-Fi 6 routers, GPON OLT optical line terminals, L2+ access switches, and antenna systems were developed. Enhancements and tests are ongoing.
- Development has commenced on GPON OLT equipment with an extended operating temperature range for deployment in outdoor cabinets.
- New data centre switches powered by a Russian-made Baikal Electronics processor have been developed and included in the software register.
- Work is underway to improve the performance of BULAT base stations and expand the range of supported frequency bands.
- New lines of computing equipment based on modern processors are under development.

Production

- BULAT base stations are mass-produced at the facilities of Rostelecom's subsidiary, LLC NPO RTT, in Saint Petersburg. In 2025, NPO RTT upgraded its production equipment and produced 250 base stations.
- Rostelecom launched mass production of data centre switches and Wi-Fi routers. Total production exceeded 50 thousand units per month, while production capacity for customer premises equipment reached 100 thousand units per month.
- Mass production of GPON subscriber devices, FTTB routers, and video cameras continued.

Testing and rollout of base stations

- Dedicated test zones for base stations were established. In 2025, testing was carried out in the laboratories of MegaFon, Beeline, and MTS.
- As part of the BDD 2.0 project, 1.8 thousand BULAT base stations were installed and launched on Rostelecom's network.

Data centre infrastructure expansion

A total of 1,441 rack spaces were commissioned, expanding the capacity of the Company's own data centres by more than 5.5%, including 800 racks at the Udomlya-3 data centre site and 400 racks at the Nizhny Novgorod data centre. The second stage of the Saint Petersburg data centre (851 racks) and the third stage of the Yekaterinburg data centre (214 racks) are nearing completion, slated for launch into commercial operation by the end of 2026. In addition, design documentation is being developed at the Ostapovsky site, with subsequent data centre construction scheduled for 2026–2027.

In 2025, RTK-DC's Medvedkovo data centre was recognised as Data Centre Cluster of the Year at the Data Centres.RF awards. Medvedkovo is one of the largest hyperscale data centres in Russia

28 thousand

rack spaces in own data centres as at the end of 2025

The construction of the TEA NEXT digital backbone is a critically important infrastructure project for us. Rostelecom, as general contractor, and Atlas, the customer for the TEA NEXT project, are laying a unique FOCL using cutting-edge technologies. During construction, we pay close attention to preserving the natural balance, which is why, after completing the work, Rostelecom, as an environmentally and socially responsible company, carried out measures to replenish natural resources.

Sergey Onyanov,

Deputy President – Chairman of Rostelecom's Management Board

[1] Dense wavelength division multiplexing.

Submarine cables

Rostelecom is strongly focused on enhancing its capabilities for maintenance and repair of existing submarine FOCLs through Russian contractors. Relying on non-specialised vessels based in Russian ports, this expertise is unique in the Russian market.

In 2025, two key projects to repair backbone submarine cables were successfully completed on the following sections:

Saint Petersburg > Kaliningrad

in the Baltic Sea

Taman > Kerch

in the Sea of Azov

Satellite communications

Rostelecom maintains its position as Russia's leading integrator of satellite solutions, providing connectivity to remote and hard-to-reach areas. Currently, the Company offers telecom services via 12 satellites and 16 central terrestrial stations.

Bridging the digital divide

PJSC Rostelecom is a universal service provider and has a universal service obligation under the Federal Law On Communications with regard to the following types of services:

- Data transmission and the provision of internet access via access points
- Telephony services via payphones
- Mobile radio telephony services

BDD project phases

Phase 1 BDD

2014–2021

Installation of public Wi-Fi access points in communities of 250 to 500 residents.

The first such point was launched on 17 February 2015 in the village of Mikhailovskoye, Sudislavsky District, Kostroma Region.

Alongside the construction of FOCLs and Wi-Fi access points, high-speed internet was provided to residents of remote communities, as well as to social infrastructure facilities, including schools and healthcare institutions.

Project coverage

14 thsd

villages and settlements covered

Over 94 thsd km

of new fibre laid

Phase 2 BDD 2.0

Начат в 2021

The list of communities covered by the project was expanded to include villages and settlements of 100 to 500 residents.

The construction of GSM/LTE mobile base stations commenced in rural communities to support high-quality voice services and fast mobile data. Base stations are connected to the network mainly via fibre.

The first base station was connected on 19 March 2021 in the village of Redkoye, Nazyvayevsky District, Omsk Region. The distance between the westernmost and easternmost points of the project is about 7 thousand km, and between the northernmost and southernmost points about 4 thousand km.

Project coverage

more than 7,8 thsd

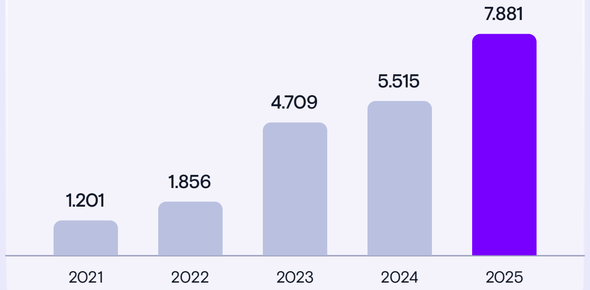
in 2025, under the BDD 2.0 project, voice services and high-speed mobile internet were available to residents of villages and settlements across the country

Throughout 2025, Rostelecom began offering universal mobile radio telephony services in 2,366 communities, having thus fully and timely discharged its obligations under the contract with the Russian Ministry of Digital Development, Communications, and Mass Media. Moreover, by the end of 2025, the project had made these services available in a total of 7,881 communities.

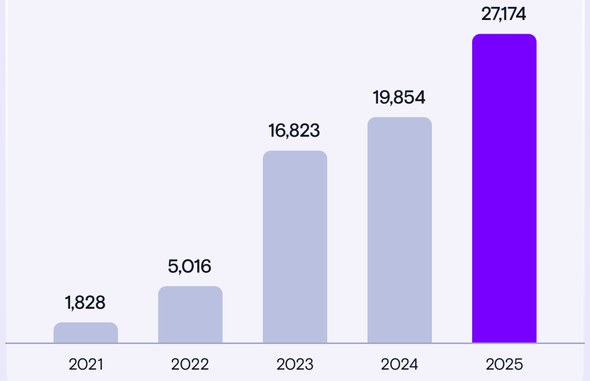
In 2025, universal data and internet access services were provided in 10,913 communities connected to the communications network via 94 thousand km of fibre. The communications infrastructure had been built under the first phase of the Bridging the Digital Divide project earlier.

In 2025, universal telephone services were provided in 12,538 communities equipped with payphones. All types of connections, except for international calls, are provided to users free of charge by the Company's decision.

Number of communities where base stations were installed under the BDD 2.0 project, cumulative total



Optical fibre communication lines for the BDD 2.0 project, cumulative total, km



Words cannot describe how long we waited for reliable connectivity to appear in our village. Our population is small – about 150 people – so we were worried that civilisation would never reach us. However, last year our village, Klyuchi, was included in the BDD 2.0 project following a public vote on the Public Services Portal. My neighbours and I have already checked the signal and called relatives in different cities; now we will communicate more often and 'see' each other in messengers.

Lyubov Lokhova,

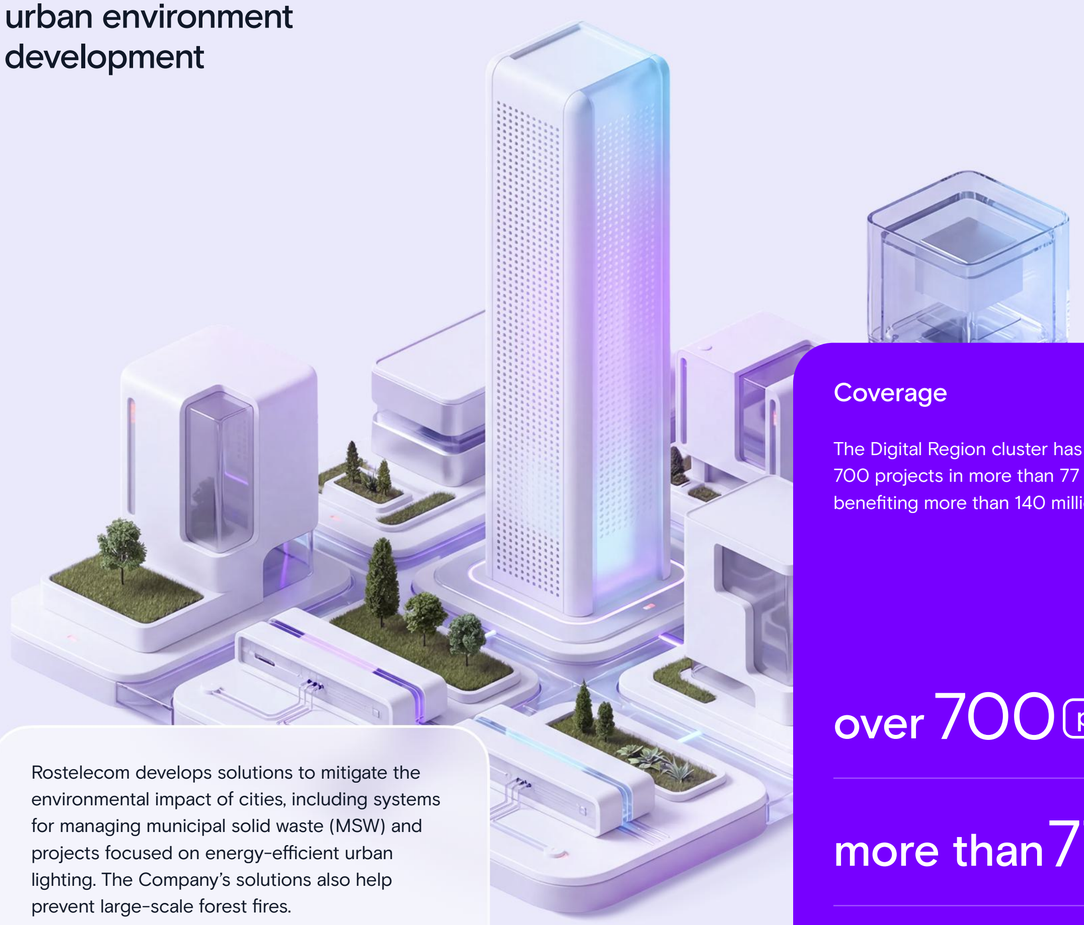
resident of the village of Klyuchi, Cheremkhovsky District, Irkutsk Region, where the 1,000th base station made by the Russian manufacturer BULAT was installed in 2025

Digital Region: smart community and urban environment projects 1 / 3

The Digital Region cluster, established under Rostelecom's strategy, delivers projects designed to improve quality of life in regions and cities, protect citizens from a wide variety of risks, enhance the living environment, and reduce the environmental impact of communities.

In 2025, the Company actively developed key solutions for digitising Russia's regions, including in the energy and utilities sector, and introduced new products and services in areas such as transport security, architectural lighting for bridges, automation of monitoring and management processes in water supply, condition surveys of apartment buildings, and analytical monitoring of road infrastructure facilities and adjacent areas.

Digital solutions for urban environment development



Rostelecom develops solutions to mitigate the environmental impact of cities, including systems for managing municipal solid waste (MSW) and projects focused on energy-efficient urban lighting. The Company's solutions also help prevent large-scale forest fires.

For more details on digital solutions for urban environments, see the relevant sections of the Environmental Impact chapter.

Coverage

The Digital Region cluster has delivered over 700 projects in more than 77 regions of Russia, benefiting more than 140 million people

over 700 projects

more than 77 regions

more than 140 mln ppl

Social impact

25 %

reduction in traffic accidents, increasing the capacity of the road network

30 %

shorter emergency response times

80 %

in energy consumption and public spending along with higher quality and efficiency of outdoor lighting, heat generation, and other utility services.

Video surveillance

Designed to improve public safety, prevent offences, and create a comfortable urban environment, urban video surveillance systems are a key element of digital security infrastructure. In 2025, the Company continued to advance regional video surveillance systems by implementing projects to expand existing infrastructure and introduce new solutions based on its proprietary technology platform.

During the year, major projects were launched to create and develop urban video surveillance systems in the Vologda Region and in the Troitsky and Novomoskovsky Administrative Areas of Moscow, with total financing of about RUB 0.5 billion and RUB 1 billion, respectively. At the same time, projects were implemented in the Lipetsk, Murmansk, and Nizhny Novgorod Regions and in the Sirius federal territory, with about 900 video surveillance cameras installed in total.

A further area of development was the rollout of intelligent regional video surveillance platforms. In 2025, a video surveillance platform for public safety management was deployed in the Tomsk Region. The platform provides centralised collection, processing, and storage of video streams and supports video analytics tools. At the time of commissioning, over 1.1 thousand CCTV cameras were connected to the system.

The scaling of the Netris video surveillance platform was another growth area. In 2025, over 10 thousand new cameras were connected to the platform. The largest connections were completed in the Ryazan, Bryansk, and Novosibirsk Regions, with over 500 cameras integrated in each region.

In 2025, the Company also began introducing new video data source formats to increase the density of urban video surveillance. For the first time, video streams from entrance video intercoms were transmitted in the Novosibirsk, Lipetsk, and Tomsk Regions, where over 800 video intercoms in total were connected to the system, expanding surveillance zones in residential areas and improving the effectiveness of public space monitoring.

In 2025, PJSC Rostelecom's urban video surveillance solutions were already deployed in 33 regions of Russia. The Company's proprietary video surveillance technology platform based on Netris software is operational in 21 regions, providing centralised video stream management, archive storage, and integration with video analytics systems.

33

regions of Russia have implemented PJSC Rostelecom's urban video surveillance solutions

>10 thsd

new cameras were connected to the Netris platform in 2025

Expansion of Saint Petersburg's urban video surveillance system

In 2025, Rostelecom continued expanding Saint Petersburg's video surveillance system. Over 2.7 thousand proprietary cameras were installed, and video streams were transmitted from 380 new video intercoms. The Company installs CCTV cameras and provides their subsequent maintenance while offering continuous video streaming to a data processing and storage centre.

>2.7 thsd

proprietary cameras were installed

380

new video intercoms

Projects in traffic enforcement and weight and dimension compliance systems

In 2025, Rostelecom expanded its presence in the traffic enforcement market to 67 regions of Russia. A total of 1.4 thousand new traffic enforcement systems were installed, bringing their total number to about 7.8 thousand by the end of the year.

Further progress was made on a major project in the Krasnodar Territory, with 401 traffic enforcement systems installed at linear road sections, at intersections, and in areas where stopping and parking in prohibited places are monitored.

In 2025, a new traffic enforcement product was introduced: **on-board systems for the Ministry of Internal Affairs installed inside official vehicles**. A total of 215 such systems were rolled out in 29 regions of Russia.

The weight and dimension compliance service was available in 44 Russian regions as at the end of 2025. In 2025, the total number of stations exceeded 210, with 11 new stations built during the year, including three automated weight and dimension control stations in the Kirov Region, two each in the Republic of Adygea, the Trans-Baikal Territory, and the Kurgan Region, and one each in the Republic of Mari El and the Kamchatka Territory.

Intelligent transport systems

Over 2025, intelligent transport systems were deployed in two Russian regions. New measurement subsystems and features were further phased in across 11 regions where the projects had started earlier, including in previous periods. In 2025, the upgrade of intelligent transport systems began in two Russian regions. By year-end, the systems were operated in 28 regions. The projects involve innovative software and hardware solutions using a spatial data platform as well as AI-enabled equipment.

Projects to create, upgrade, and enhance intelligent systems typically use our proprietary vehicle detectors. The vehicle detector can recognise, count, and classify vehicles as well as recognises licence plate numbers. The detector can analyse situation on the road to identify and classify incidents (road accidents, unattended items, fire outbreak, etc.). The device's operation is based on neural network algorithms.

Smart Lighting projects

In 2025, the Company continued projects to upgrade street lighting infrastructure of municipalities, using digital twins to manage lighting infrastructure in the operation phase. Major projects were launched during the year to upgrade or provide lighting on public roads in five Russian regions, with some stages completed in the same year. Also in 2025, contracts were signed to install lighting in a new facility type, namely passenger shelters.

As part of new product advancement, four contracts were signed in 2025 for architectural lighting of various facilities (including a bridge, buildings, and apartment blocks), three of which were implemented during the year.

Energy efficiency

In 2025, the Company installed 2.2 thousand electricity meters in the networks of Samara RS, a branch of PJSC Rosseti Volga, and 5.5 thousand smart meters in the Tambov Region and the Perm Territory, while also signing a contract to install (replace) the commercial power metering system of JSC LOESK. As part of growing the new Water Supply product area, a contract was signed to refurbish a water treatment facility in the village of Kozlovo, Volodarsky District, Astrakhan Region, including FEED. Cumulatively, over 500 thousand smart electricity meters were connected in 39 regions of Russia by 2025-end.

Safe City, System 112, environmental monitoring

In 2025, Rostelecom continued implementing the Safe City hardware/software solution in Russian regions. The creation of a public safety monitoring and management system in the Tomsk Region was completed, and project implementation was launched in the Chuvash Republic and the Republic of Kalmykia. System 112 was also upgraded in the Ivanovo, Voronezh, and Kurgan Regions, the Republic of Karelia, and the Kabardino-Balkarian Republic, while import substitution was implemented in the Republic of Buryatia, with server equipment and system software replaced.

As part of its focus on environmental monitoring systems, in 2025, Rostelecom continued to further develop the Environmental Profile of Saint Petersburg's Territory, a state information system for environmental protection and natural resource management.

Developing regional information systems in the utilities sector

Further progress was made on a digital solution as part of a project to survey the condition of apartment buildings in the Nizhny Novgorod, Samara, Leningrad, Kirov, and Kemerovo Regions, the Primorye Territory, and the Khanty-Mansi Autonomous Area. This product optimises and reallocates capital construction fund expenditures among construction projects and is therefore promising for wider rollout.

Unified Portal of State and Municipal Services (Public Services Portal)

Digital services are becoming increasingly accessible and convenient for Russian citizens. Online purchases and public services can be accessed with almost one click.

Mobile apps are available for Apple, iOS, Windows Phone, and Windows 8 operating systems. The most popular services can be paid for online via the portal, including on mobile devices. Through the **Unified System of Interdepartmental Electronic Cooperation (USIEC)** rolled out across the country, government agencies can exchange information and documents. The Public Services Portal was launched on 15 December 2009. The platform has evolved year after year, adding new functionality, and today, the Public Services Portal is a full-fledged assistant in addressing social and everyday matters.

In 2025, the development of the Public Services Portal shifted from offering a wide range of individual services towards integrated user journeys built around life events (such as the birth of a child, moving home, or starting a business), where several government agency services are combined into a single digital journey requiring minimal effort on the part of citizens or businesses. In total, 36 federal life-event service packages were launched.[1]

Another key focus area in 2025 was strengthening cybersecurity and anti-fraud protection for portal users. Measures to protect user accounts were scaled up, including:

- the use of two-factor authentication was expanded (including the introduction of the Trusted Contact feature, which allows users to designate another person to receive an additional verification code when resetting a password)
- a mechanism was introduced to restrict access to sensitive sections of a user account for 72 hours in the event of suspicious activity.

Anti-fraud services were also further developed as follows:

- the Protection from Online Fraud life situation was launched, bringing together services and guidance for protection against cyber fraud
- the Self-Ban on Loans and Microloans service was introduced
- the SIM Cards service was launched, enabling users to check whether any unauthorised SIM cards have been registered in their name.

[1] https://rg.ru/2026/01/26/dmitrij-grigorenko-zadachi-po-cifrovizacii-v-2025-godu-byli-realizovany-na-999.html

Coverage

>3 billion

visits to the Public Services Portal in 2025
+33% y/y

>118 million

users
+6% y/y

Every day, 8.3 million people visit the portal, submitting 2.4 million applications and asking 1.8 million questions to Robot Max

>1,6 thsd

services are available online

In 2025 alone, the Public Services Portal recorded 3,033 million visits, and more than 906 million applications were submitted (+24% y/y). Public Services Portal highlights over its lifetime:

- More than 2.3 million marriage licence applications
- 670 thousand online birth registrations
- Over 32 million unified child allowance applications
- Over 180 million medical appointment bookings
- Almost 60 million electronic CHI policies
- 2.3 million first-grade enrolments
- More than 9 million university applications
- 33 million extracts from the EGRN
- 91.6 million voter's personal accounts
- Over 17 million documents signed through Goskey
- Over 10 million Pushkin Cards issued
- Over 623 million payments processed
- 2 billion consultations with Robot Max
- 18.7 million queries through the feedback platform

gosuslugi

Social impact

The Public Services Portal is a project of significant social and economic importance, helping citizens access public and municipal services electronically, thereby improving their quality of life and enhancing the business environment.

E-government services cut red tape, save citizens time, and simplify processes such as company incorporation or obtaining approvals and permits.

In 2025, the Public Services Portal was integrated with the MAX messaging app

With users' consent, electronic documents (passport, individual insurance account number (SNILS), compulsory health insurance (CHI) policy, taxpayer identification number (INN), and others) can now be uploaded and viewed directly in MAX.

Notifications on the status of popular services are now delivered via the chatbot of the Public Services Portal in MAX.

Citizens can now sign in to the Public Services Portal using a one-time code in MAX.

They can also restore access to their account using digital ID in MAX if the account has been frozen for 72 hours due to suspicious activity.

For more details on new services of the Public Services Portal, see PJSC Rostelecom's Annual Report 2025.

Social Treasury

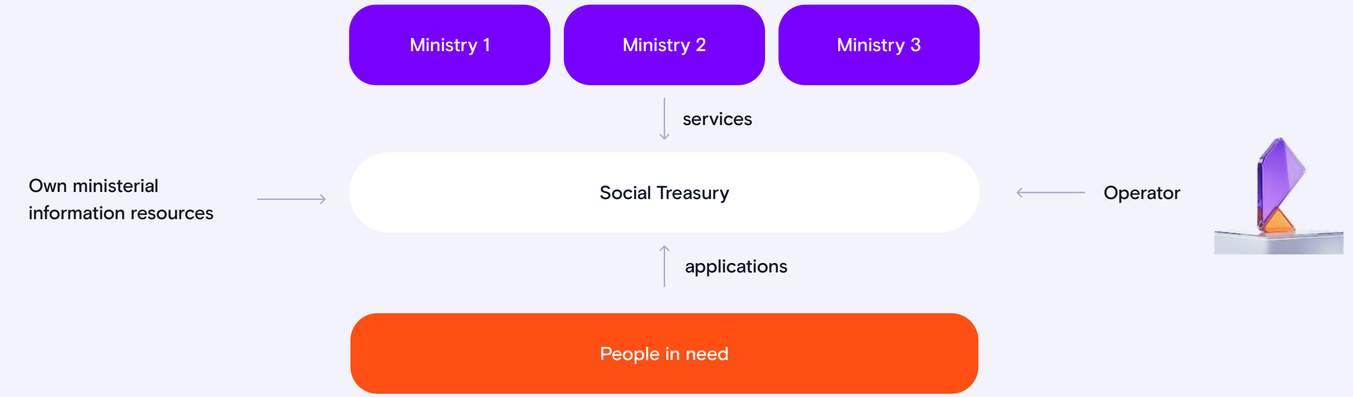
Social Treasury is a model used by Russian federal and regional executive authorities as well as by local self-government bodies to deliver social support measures and provide public social protection services via a unified digital platform.

The platform was primarily designed to support the principles of government customer-centricity as well as the targeting and effectiveness of social support measures.

The creation and launch of a unified digital platform consolidating all social support measures were envisaged in the concept for the digital transformation of the social sector until 2025. Rostelecom is the sole contractor to manage procurement for the development of the social digital platform.[1] In 2024, the Company developed the Social Treasury platform, which was used to launch more than 30 federal social support measures. The platform also supports disability assessments, registration of insurers (employers), state pension accounting, and the issuance and maintenance of electronic sick notes.

Moreover, the system records decisions on assigning individuals to categories entitled to social protection, including victims of radiation accidents or man-induced disasters, large families, war veterans, disabled people, veterans of the Great Patriotic War, and long-service employees. It also contains information on former juvenile prisoners of concentration camps and ghettos created by the Nazis and their allies during World War II, orphans, and disabled children.

Social Treasury operating model



During 2025, a number of socially significant support measures were launched on the Unified Centralised Digital Platform for Social Support, including the issuance and administration of maternity (family) capital certificates, the provision of travel benefits, technical rehabilitation aids and health resort treatment for eligible categories of individuals, as well as the assignment and payment of certain types of pensions and monthly cash benefits for eligible groups of people. The platform was also enhanced to support electronic document management with insurers and the submission of their reports, the filing and processing of applications for social contracts, and several types of regional and municipal social support measures.

Currently, more than one hundred thousand new applications are registered on the platform every day. The platform stores and processes more than 3 PB of data, and is used by approximately 100 thousand employees of the Social Fund of Russia, disability assessment centres, and social welfares bodies.

With the launch of the Unified Centralised Digital Platform for Social Support, individuals can interface with the platform online via the one-stop-shop Public Services Portal, while government authorities and organisations also interact between each other online to minimise or eliminate paperwork.

At present, the majority of federal social support measures are administered through the Unified Centralised Digital Platform for Social Support. After the full rollout of the platform, which covers the Social Fund of Russia and disability assessment centres, citizens will be able to apply for social services remotely, without submitting paper documents. This means that all federal benefits, pensions, and other social pay supplements and services will be processed and paid on a one-stop-shop basis.

Social support measures are expected to be delivered as promptly and involving as little labour inputs as possible. Russian regional executive authorities and local self-government bodies will be able to operate more effectively and discharge their responsibilities regarding the choice of specific social support measures based on the social and economic situation through better informed decision making. They will also be able to transition to processing social support measures through the Social Treasury platform.

The Social Treasury also enables Russian regional executive authorities and local self-government bodies to leverage their own data assets compliant with all applicable requirements to interact with citizens online.

[1] Russian Government Instruction No. 3949-r dated 23 December 2024.

Video surveillance at the Unified State Examination

Since 2014, Rostelecom has been the key provider of the video surveillance system services for the Unified State Examination (USE). Since 2020, in addition to video cameras, the Company has also been deploying its proprietary AI-based neural network with behaviour analysis technology to monitor the exams. The solution processes video streams from classrooms and detects violations, significantly reducing observers' workload. Today, 100% of USE classrooms are covered by video surveillance, which guarantees objectivity and maximum transparency of the examination process.

In 2025, AI analysed video streams from 300 examination rooms simultaneously in real time and archived footage from 1 thousand examination rooms per day offline. The neural network delivered strong performance as the share of violations confirmed by AI grew more than threefold year-on-year.

Coverage

Over 133.8 thsd

video cameras

Over 5.3 million hours

of live video streamed from cameras to the Watch the Exam portal

Social impact

The classroom video surveillance system ensures a fair and transparent examination, providing impartial monitoring and supporting graduates on their path to a successful future. It not only eliminates irregularities during the exam but also protects participants from potential violations and unfounded accusations

Digital Health 1 / 3

Rostelecom technologies are widely used in the implementation of major federal healthcare projects. The Company specialises, among other things, in developing medical information systems, implementing remote patient monitoring, and developing advanced telemedicine solutions.

The Company also develops and implements healthcare digitalisation solutions as part of the Health National Digital Platform federal project. All these solutions and technologies help improve the accessibility and quality of healthcare while optimising business processes across the sector.

In 2025, Tsifromed (a Rostelecom subsidiary) was appointed the sole provider for the operation of the Unified State Healthcare Information System (USHIS) in 2025–2026,[1] as well as the sole contractor for the Russian Federal Biomedical Agency (FMBA of Russia) for the development and operation of the Unified Departmental Medical Information and Analytical System (EVMIAS) through the end of 2026.

Major federal projects to create the Health national digital platform:

- EVMIAS of FMBA
- USHIS of the Russian Ministry of Health
- State Information System for Compulsory Health Insurance (SIS CHI)

Digital health products:

- UDP.Medical Information System (UDP.MIS)[2]
- UDP.Laboratory Information System (UDP.LIS)
- UDP.Radiology
- UDP.Telemedicine

52 regions across Russia

footprint of Rostelecom's digital healthcare solutions in 2025

[1] In line with Russian Government Instruction No. 525-r dated 7 March 2025.
[2] UDP stands for Unified Digital Platform.

Rostelecom continues its efforts to transition the Russian healthcare system to electronic document management. In 2025, 2.3 billion electronic medical documents were entered into the register of electronic medical documents of the USHIS (up 35% year-on-year). The number of successful medical appointment bookings via the Public Services Portal increased by almost 6% to 72 million.

In 2025, the number of medical appointments, including home visits, created electronically by either physicians or patients using the FMBA's EVMIAS increased by 20% year-on-year to 19.9 million. The number of laboratory test results generated by the system grew by 60% to 6.9 million.

In 11 regions, appointment booking via the national messaging platform MAX has been introduced. The To the Doctor service, together with the regional portal and mobile app, is used annually by more than 18 million users. In 2025, 23 million appointments were booked using the service, up 6% year-on-year.

The Company also continued actively developing the State Information System for Compulsory Health Insurance (SIS CHI). The Unified Federal Register of Insured Persons (UFRIP) subsystem has been fully migrated to the GosTech unified digital platform. The UFRIP's functionality is available in 15 regions for regional healthcare providers and insurance companies.

More than 27 million Russians have received digital compulsory health insurance policies through the Public Services Portal, including more than 3 million policies issued to residents of new regions.

In 2025, digital health profiles containing data dating back to 2019 were created for virtually every Russian citizen.

Educational programmes aimed at improving the digital skills of users of medical information systems continued to expand. More than 98 thousand employees of healthcare organisations took part in Rostelecom's Medical Information System (RT MIS) educational projects.

Over 16 thousand laboratory assistants use the UDP.LIS laboratory information system, and more than 120 million laboratory tests are registered annually. During the reporting period, 25% more requests were processed than a year earlier.

In 2025, RT MIS received the Priority: Digital 2025 national award in the Digitalisation of the Public Sector category for the development of the UDP.MIS.

The Sverdlovsk Region's shared digital space, powered by the UDP.MIS, won silver at the Smart City Award in the Healthy City category.

In addition, three AI-enabled products were registered as medical devices in 2025

—
A module for automated analysis of lung pathologies based on CT scans

—
An endoprosthetics module

—
A module for the analysis of mammography studies

RTK Radiology participated in the launch of reference centres in the Vologda Region and the Yamal-Nenets Autonomous Area, and carried out large-scale deployment of the URIS[1] in the Tomsk, Astrakhan, and Irkutsk Regions, integrated with the MosMedAI platform. The endoprosthetics module was deployed at the Federal Centre of Traumatology, Orthopaedics, and Endoprosthetics of the Russian Ministry of Health in Smolensk.

49 regions

footprint of RTK Radiology products in 2025

[1] Unified Radiology Information Service.

Telemedicine consultations

We have created a platform for connecting and using telemedicine devices, enabling doctor-to-doctor and doctor-to-patient consultations to automate medical services (diagnosis, rehabilitation, and health monitoring of chronic patients).

In 2025, more than 3.5 million patients used the services. The platform is used by more than 8 thousand doctors, and more than 8.5 thousand medical devices have been integrated. The number of telemedicine consultations exceeded 35 thousand per week.

During the reporting year, implementation of a joint remote health monitoring project for pregnant women continued with VTB Bank. The project has been launched in six regions, with more than 500 patients under monitoring. Further development of the project will depend on the approval of the temporary guidelines by the Russian Ministry of Health.

New products developed in 2025:

- Remote monitoring centres – a regional healthcare service providing 24/7 support for patients with chronic conditions
- Diabetes School – a digital module for online patient education
- Dynamic monitoring system for chronic obstructive pulmonary disease (COPD) – enabling early detection of exacerbations and reducing hospitalisation rates

27 regions

covered by the UDP. Telemedicine in 2025

Coverage

More than 3.5 million

patients

Over 8 thsd

doctors of various specialities

Social impact

Modern digital solutions help reduce the burden on medical personnel and the healthcare system as a whole, taking over a range of routine tasks for doctors while enabling them to stay in constant contact with patients, monitor changes in their condition, adjust treatment plans promptly, reduce the likelihood of medical errors, and improve treatment outcomes

Remote medical examinations for drivers

In 2025, the Company signed an agreement with the Scientific and Research Institute of Motor Transport to establish a system for remote pre-trip medical examinations for vehicle drivers.

Mandatory medical examinations before the start of a work shift or trip are required for drivers of all categories, as well as employees working in hazardous or harmful conditions. In-person medical examinations are associated with high costs and risks of falsification and inadequate competence. Remote medical examinations, by contrast, ensure transparent and objective monitoring. Rostelecom's remote medical examination service monitors blood pressure, pulse, body temperature, and the presence of ethanol vapours, making it possible to track changes in the health indicators of drivers and other employees. Rostelecom's driver health monitoring solution is provided on a turnkey basis. The comprehensive service includes the supply of equipment and the provision of 24/7 remote medical examinations by healthcare professionals throughout Russia.

For more details on Rostelecom's healthcare activities and services, see the the Medicine Cluster section in the Company's Annual Report 2025.

Developing modern and promising mobile networks in Russia

The roadmap for the Modern and Promising Mobile Networks (MPMN) high-tech segment development until 2030 is aimed at developing and deploying Russian-made telecommunications equipment, as well as carrying out R&D in future-proof mobile networks.

In 2025, the main efforts focused on testing, refining, and practically deploying the solutions under development. Rostelecom retains its role as a key customer under the MPMN roadmap, with forward contracts for the supply of competitive domestic telecommunications solutions.

In accordance with the mandate of the Prime Minister of the Russian Federation dated 16 June 2022, industrial competence centres (ICCs) were established, bringing together leading companies to implement import substitution projects. Projects approved by the Mobile Communications ICC are included in the MPMN roadmap.

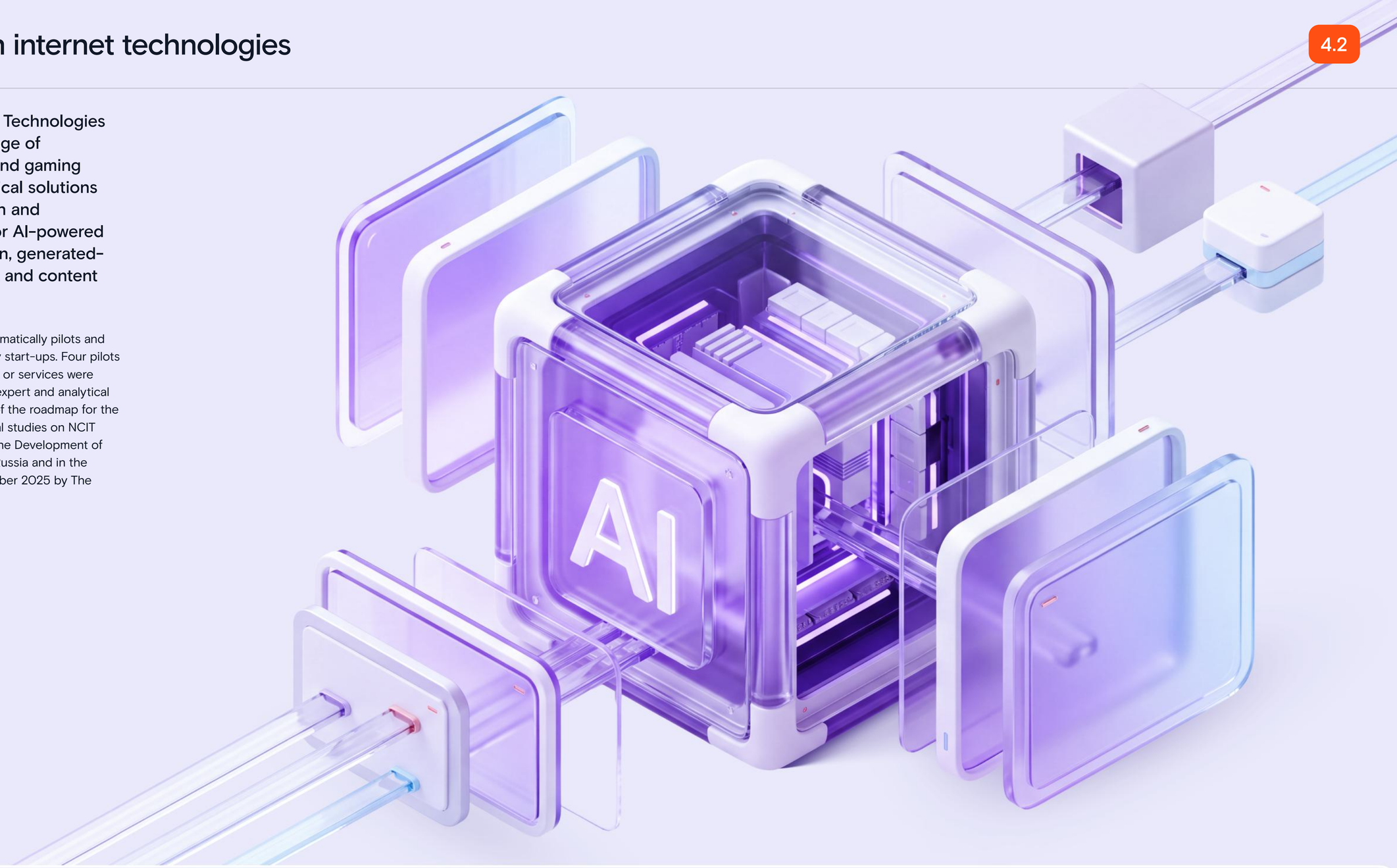
In 2025, Rostelecom prepared proposals on the development of the MPMN high-tech segment for inclusion in the relevant annual White Paper. The roadmap charter was updated to adjust financing parameters in line with the requirements of Russia's Ministry of Finance and to clarify the timeline for implementing roadmap activities.

For more details on the implementation of projects as part of the Mobile Communications ICC, see the Business Overview section of PJSC Rostelecom's Annual Report 2025.

New communication internet technologies

The New Communication Internet Technologies (NCIT) segment covers a wide range of communications, entertainment, and gaming services, as well as the technological solutions that enable their operation: search and recommendation engines, tools for AI-powered content generation and adaptation, generated-content recognition technologies, and content delivery solutions.

As part of efforts in this area, Rostelecom systematically pilots and implements solutions developed by technology start-ups. Four pilots involving NCIT start-up technologies, products, or services were completed in 2025. Rostelecom also provides expert and analytical support to participants in the implementation of the roadmap for the NCIT subsegment, annually publishing analytical studies on NCIT advances in Russia and globally. In July 2025, the Development of New Internet Communication Technologies in Russia and in the World study was published, followed in September 2025 by The Virtual World Through Children's Eyes. Part 2.

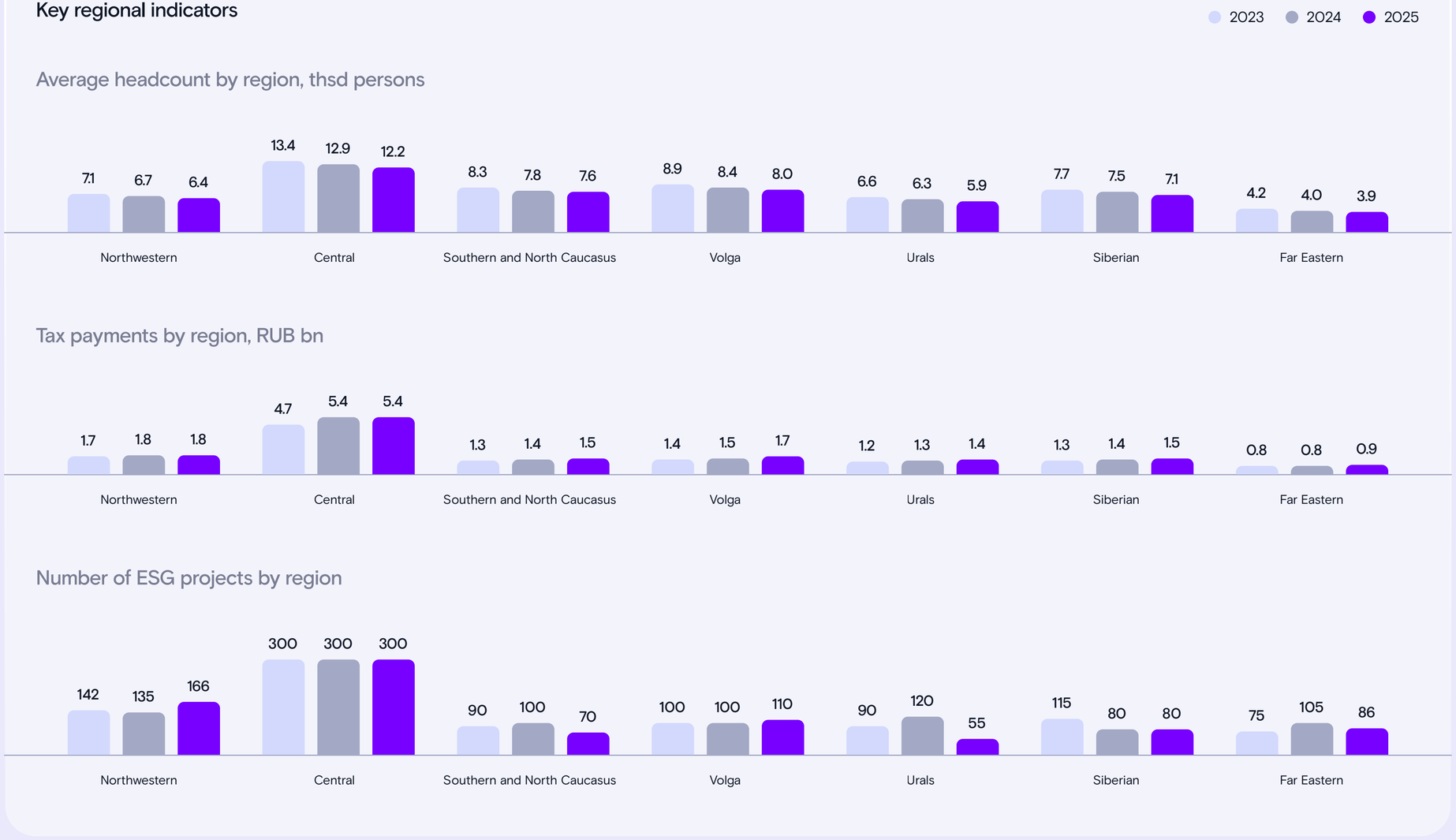


4.3 Supporting our regions of operation

Rostelecom provides systematic support to its regions of operation by implementing social and environmental initiatives through partnerships with local communities.
The 2025 highlights are presented below, broken down by Russian federal district.

For more details on federal-level charitable and volunteer programmes, see Together Towards Equality: Digital and Social Initiatives section.

Key regional indicators



Over 166 projects

environmental, social, and charitable initiatives

1.8 RUB bn

tax payments to the regional budget

6,359 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• 138 cybersecurity events were organised for children and adults in the federal district.
Safe Internet board game tournaments	• 60 Safe Internet board game tournaments were held. Board game tournaments for children with special needs were organised in Arkhangelsk and Murmansk.
ABC of the Internet project	• As part of the ABC of the Internet project, 18 events were held, including the Cyber Quiz intellectual team game, a course on computer literacy and safe online behaviour, as well as lectures on personal cybersecurity. Coverage: 430 people.
Because We Are Family social film project	• The Story of Our Victory documentary premiered to an audience of more than 300 people. The film is part of the Company's Because We Are Family social project.
Educational activities supporting preparation for the Victory Dictation	• To help participants prepare for the international Victory Dictation historical campaign, an interactive lesson was held for older people, while students at the Quantorium children's technology park took part in a practice test on the Great Patriotic War.

Projects	Impact in action
Become a Father Frost charitable New Year season campaign	• A total of 400 children from nine child care institutions received New Year's gifts as part of the Become a Father Frost campaign.
I Run and Help charity sports project	

Other social projects implemented in the Federal District

Projects	Impact in action
Partnerships with educational institutions	• Ahead of Russian Students Day, a master class on the fundamentals of fibre-optic communications was delivered to master's students at Petrozavodsk State University in the Republic of Karelia. • More than 30 students from Murmansk Pedagogical College attended a lecture on artificial intelligence organised with the support of the Digital Russia project. • At the annual IT Specialist Day event at Petrozavodsk State University, Rostelecom delivered a presentation as part of a career guidance seminar for senior students. • A large-scale career guidance session was held during the Arctic Attraction Career Week organised by Murmansk Arctic State University. Coverage: 200 students. Students also visited Rostelecom's regional branch as part of an educational tour.
Book donation campaigns	• Over the past three years, Company employees have donated more than 150 books for children and adults through the Give Books with Love campaign. In addition, 25 kg of books were collected for a charity fair during the Bukvitsa book culture festival.

Other social projects implemented in the Federal District

Projects	Impact in action
Area improvement and greening activities	• Urban greening activities were carried out. The project involved Company employees as well as experts in landscape design and ecology. Support was also provided to the Krokhino charitable foundation for the improvement of the Krokhinsky Posad natural and memorial park.
Support for the Every Cap Counts environmental charitable project	• The Every Cap Counts charity project was supported. A total of 17.3 kg of plastic bottle caps were collected and sent for recycling. Proceeds from recycling are transferred by the recycling company to the Mother's Heart charitable foundation in Karelia.
Support for the School Bazaar charitable campaign	• The annual School Bazaar charity campaign, held ahead of Knowledge Day, was supported. Employees purchased school supplies and books or provided educational subscriptions for children facing difficult life circumstances. As a result of the campaign, 39 kg of essential school supplies were donated.

Projects	Impact in action
Projects supporting homeless animals Paws and Trails charity run	• To support homeless animals, the Paws and Trails charity event was organised, featuring two disciplines: dog trekking and dog trail running. RUB 150 thousand raised during the event was donated to the ZooShield dog shelter. In addition, 84 kg of pet food were collected for dogs and cats supported by the REKS charitable foundation helping homeless animals in Karelia.
Confident Future charity project	• The Confident Future charity project was launched. The project aims to help orphaned children successfully adapt to and integrate into adult life.
Support for educational initiatives and projects for children	• The Company partners with the Professionals and JuniorProfi championships and supports school entrepreneurship clubs and other educational initiatives.

Key partners

More than 20 partners including:

- regional schools, colleges, and universities
- Krokhino and Mother's Heart charitable foundations
- Kidsberg, a children's city of occupations
- REKS, a charitable foundation helping homeless animals
- Kenozero National Park in the Arkhangelsk Region
- Yantarny sports centre
- LizaAlert and North Star search and rescue teams in the Komi Republic
- Master OK, a centre for social and labour market adaptation of people with disabilities in Saint Petersburg
- Regional volunteer centres
- Charitable and social funds of the region

Over 300 projects

environmental, social, and charitable initiatives

5.36 RUB bn

tax payments to the regional budget

12,194 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• Approximately 100 cybersecurity lessons were conducted. Coverage: over 5 thousand university and school students and their parents.
Safe Internet board game tournaments	
ABC of the Internet project	
I Run and Help charity sports project	
Because We Are Family social film project	• The second season of the Because We Are Family project was screened three times.
Educational activities supporting preparation for the Victory Dictation	

Other social projects implemented in the Federal District

Projects	Impact in action
Digital Volunteers project	• A Digital Services for Everyday Life workshop, focusing on information security and data protection, was held for 40 university and college students. The event marked the launch of a new season of the Digital Volunteers project.
Say No to Cyberbullying project	• Together with the Digital Region autonomous non-profit organisation and with the support of the Ryazan Region's Ministry of Digital Development, Information Technology, and Communications, Rostelecom launched the Say No to Cyberbullying project. Coverage: 1 thousand school students.
Konstantin Stanislavski: In Search of the System educational project	• Together with the Moscow Art Theatre's museum, Rostelecom presented the Konstantin Stanislavski: In Search of the System project, featuring the first three episodes of a ten-part docudrama series. The launch was attended online by students of the Moscow Art Theatre School and journalists from regions across the Central Federal District. Coverage: more than 1 thousand teenagers.
Star Trek sports and social project	• Together with the Figure Skating Federation of Russia, Rostelecom organised a master class for young figure skaters as part of the Star Trek project. The event featured a special guest: Artur Dmitriev, a two-time Olympic champion, two-time world champion, and three-time European champion.

Projects	Impact in action
Vasily Polenov: Teacher and Students educational project	• A presentation of the Vasily Polenov: Teacher and Students educational project was held. The launch brought together more than 100 young artists and their mentors. Coverage: about 2 thousand school students.

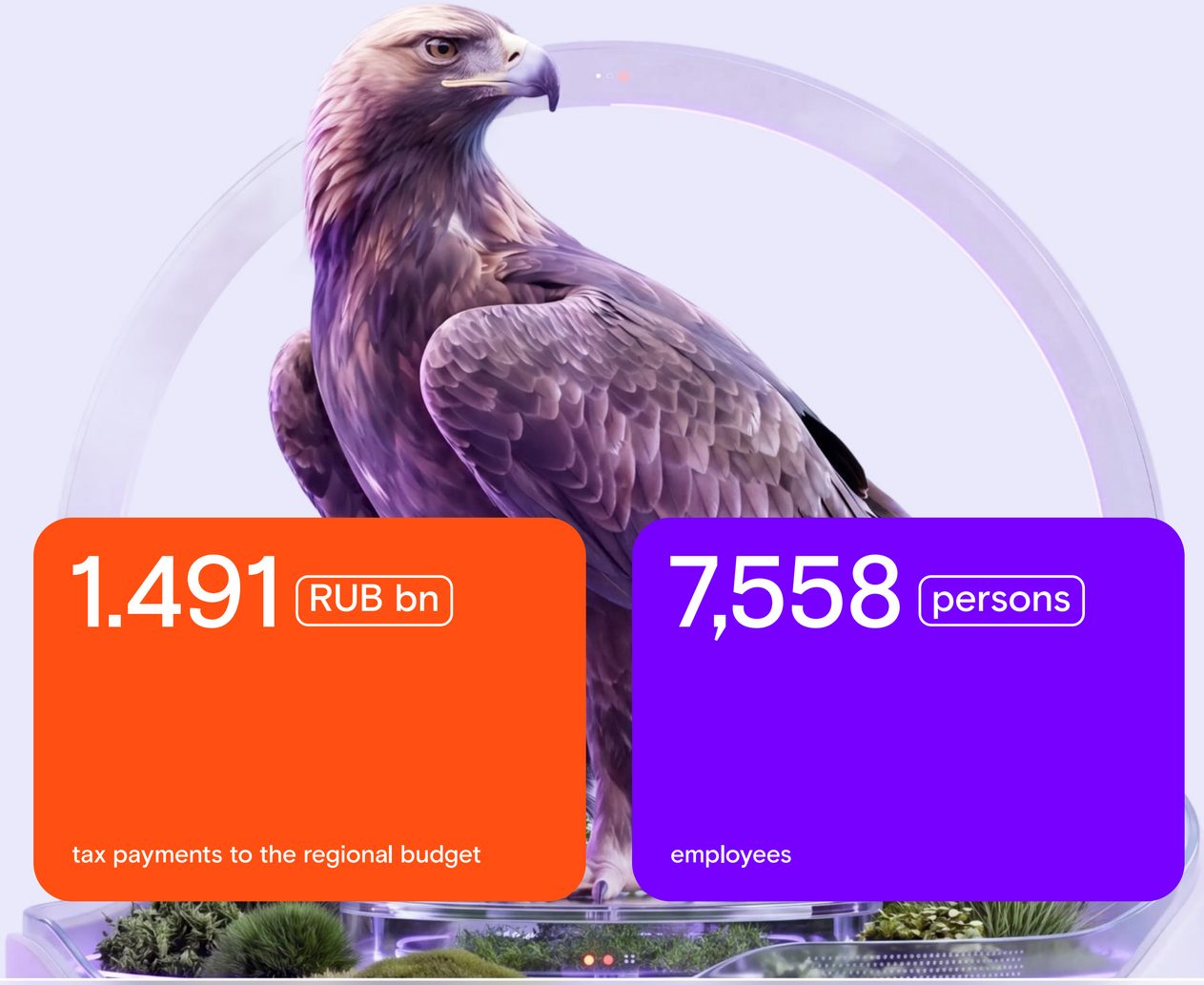
Key partners

Over 55 partners, including:

- municipal and regional authorities
- regional schools, colleges, and universities
- Figure Skating Federation of Russia
- All-Russian Society of Nature Protection
- Quantorium children's technology park
- IT-Cube digital education centres
- Russian Union of Journalists

Over 70 projects

environmental, social, and charitable initiatives



1.491 RUB bn

tax payments to the regional budget

7,558 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• More than 20 cybersecurity and digital literacy lessons were held. Coverage: 1.5 thousand people of all ages.
Safe Internet board game tournaments	• More than 17 cybersecurity games were organised for school students. Coverage: over 150 school students.
ABC of the Internet project	• More than 10 sessions were held as part of the ABC of the Internet project. Coverage: over 200 older people. More than 300 ABC of the Internet educational guides were also distributed.
Because We Are Family social film project	• An open screening of films from the second season of the Because We Are Family social film project was held. The screening was followed by an open discussion involving teachers, psychologists, and families featured in the project. As part of the same project, the documentary The Story of Our Victory premiered at the Museum of the Battle of Stalingrad and was streamed online.

Projects	Impact in action
Educational activities supporting preparation for the Victory Dictation	• More than 20 educational sessions were held to help participants prepare for the Victory Dictation. Over 1.5 thousand people attended lectures on the Great Patriotic War.
Become a Father Frost charitable New Year season campaign	

Other social projects across Rostelecom Group

Projects	Impact in action
Support for youth educational forums	• Support for major youth forums, including Mashuk, Young Wave, Rostov, BeregA, #TriChetyre, and Ærygon.
Partnerships with educational institutions	• Specialised classes were established to train future professionals in telecommunications and modern digital services.
Partnership in the Cycle of Poetry project celebrating the languages of Russia's peoples	• Partnership in the Cycle of Poetry project celebrating the languages of Russia's peoples. The project helps preserve linguistic heritage in the Kabardino-Balkarian Republic and serves as a powerful tool for bringing people together through technology. Thanks to Rostelecom's telecommunications support, thousands of viewers were able to join the literary events online, while participants shared their work with a wider online audience. During the year, three poetry events were held across four districts of Kabardino-Balkaria, attracting 150 in-person participants and 1.5 thousand online viewers.

Other social projects across Rostelecom Group

Projects	Impact in action
Partnership in theatre projects: the Krasnodar-1 theatre residency and the Lestnica (Ladder) theatre for people with special needs	• Partnership in theatre projects: the Krasnodar-1 theatre residency and the Lestnica (Ladder) theatre for people with disabilities. Rostelecom partnered with the week-long Krasnodar. One creative residency for theatre professionals. The project was organised by Odin Teatr (One Theatre), the largest independent theatre in southern Russia, to support graduates of creative arts institutions. Following a month-long open competition that attracted 160 applications from young directors, choreographers, and performers from across the country, a professional jury invited 45 participants to take part in rehearsals at Odin Teatr (One Theatre). Participants presented the public with concept versions of five productions. • Rostelecom also partnered with the Na Svyazi (In Touch) independent theatre forum in Krasnodar, organised by Odin Teatr (One Theatre). The three-day programme included five performances by the Rostov-based Linii and Mukha Theatre companies, a press conference, and a round-table discussion streamed online for directors, actors, theatre scholars, and students of arts institutions. Representatives of the national provider discussed the potential of AI for engaging with theatre audiences. • Thanks to the Company's financial support, the Lestnica (Ladder) theatre project for people with special needs continued its activities and staged several productions featuring actors with special needs.

Projects	Impact in action
KAVKAZ RUN charity run series	• In 2025, as part of the annual KAVKAZ RUN charity run series in the North Caucasus Federal District, the Company funded the purchase of specialised multimedia developmental equipment to support speech therapy for students in remedial groups at School No. 14 in Pyatigorsk.

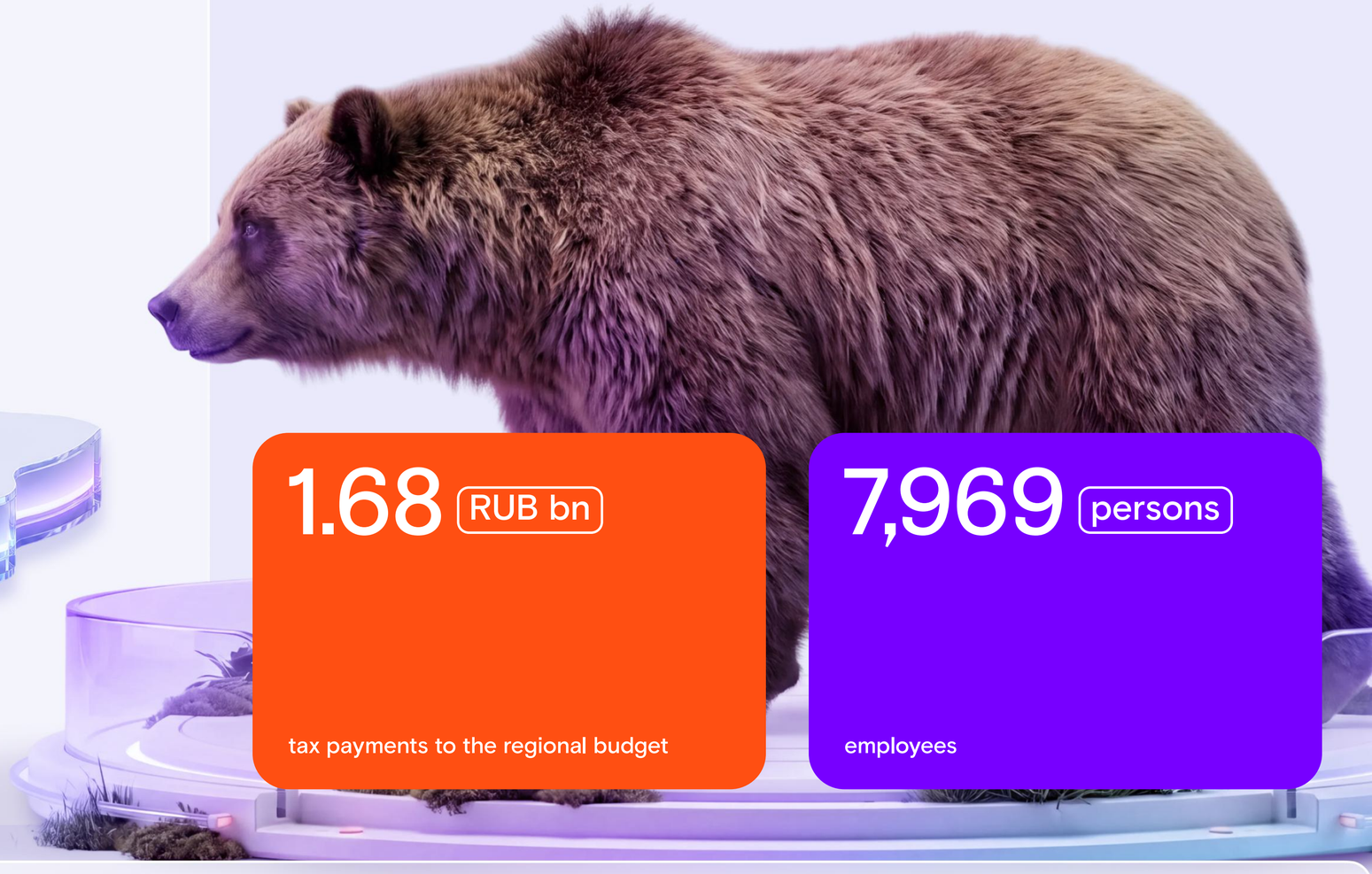
Key partners

More than 20 partners including:

- regional ministries of physical education and sports, education, science, and youth policy, and culture
- higher education institutions and colleges of the Southern and North Caucasus Federal Districts
- Quantorium children's technology parks and IT-Cube
- Russian International Olympic University
- Odin Teatr (One Theatre), Lestnica (Ladder) theatre
- Kabardino-Balkarian Republic-based regional non-governmental organisation Zhan
- KAVKAZ RUN
- the Russian Znanie Society
- charitable foundations: AIF. Kind Heart, autonomous non-profit organisations Bluebird and Miradj, Russian Children's Foundation, and Step Forward, Dobry-Yug Krasnodar-based regional charitable organisation, and others

Over 110 projects

environmental, social, and charitable initiatives



1.68 RUB bn

tax payments to the regional budget

7,969 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• About 20 lectures on the rules of safe behaviour on the internet and the basics of cyberliteracy were held. Coverage: 5 thousand people.
Safe Internet board game tournaments	• Safe Internet board game tournaments were held. Coverage: over 500 school students.
ABC of the Internet project	• A computer skills championship for retirees was organised. The event brought together 45 participants who had completed digital literacy courses.
I Run and Help charity sports project	• Company employees took part in the ZaBeg.RF half marathon, one of Russia's largest running events. 14 sports enthusiasts completed distances ranging from 5 km to 21.1 km. The total distance covered was 116 km.
Because We Are Family social film project	• A series of short films exploring how different generations find common ground in today's digital world was screened as part of the Because We Are Family social film project. Screenings of the documentary The Story of Our Victory were also held at children's recreation facilities.

Projects	Impact in action
Educational activities supporting preparation for the Victory Dictation	• Ahead of the Victory Dictation campaign, students from universities and technical colleges across the Federal District took part in a history lesson and a practice dictation test.
Become a Father Frost charitable New Year season campaign	• More than 70 children living in orphanages received personalised gifts as part of the Become a Father Frost charitable campaign.

Other social projects implemented in the Federal District

Projects	Impact in action
Educational and commemorative events marking the 80th anniversary of Victory in the Great Patriotic War	• To promote patriotic education, Rostelecom took part in a roundtable discussion dedicated to Saratov journalists, where school and university students in attendance learned how letters and information were delivered to the front lines and the home front during the Great Patriotic War. • Rostelecom supported the international Memory Garden campaign. To mark the 80th anniversary of Victory and honour the heroes of the Great Patriotic War, Company employees planted linden trees on Chavain Boulevard in Yoshkar-Ola. The campaign was organised by the Ministry of Nature of the Republic of Mari El.
DigitaLogia: New Generation 2.0 family media creativity project	• Together with the Quantorium technology park, Rostelecom launched the new family media creativity project – DigitaLogia: New Generation 2.0. 30 entries from middle school and high school teams were sent in for the competition.
Parents' Cyber Squad – a lecture series on cybersecurity for adults	• The Parents' Cyber Squad project included cybersecurity lectures, a screening of Because We Are Family, and discussions with Company representatives on building trusting relationships between children and adults in the digital world. Coverage: 2 thousand parents and teachers.

Other social projects implemented in the Federal District

Projects	Impact in action
Voices of the Heroes of Mordovia project	• To mark the 80th anniversary of Victory in the Great Patriotic War, the Voices of the Heroes of Mordovia project was launched, transforming telecommunications cabinets in three districts of Saransk into public art installations. Also for Victory Day, a musical bench was installed in the public garden named after Sofya Radushina, a well-known regional TV journalist, in Orenburg.
Light Up and Be More Visible on the Road campaigns	• In partnership with the Kazan traffic police, road safety lessons were held as part of the Light Up and Be More Visible on the Road campaigns. Coverage: 120 elementary school students.
Spartakiad of Hope charitable sports festival	• The Spartakiad of Hopes charitable sports festival was held. The event brought together 350 children from families of participants in the Special Military Operation and families relocated from the Donetsk and Lugansk People's Republics.
Partnerships with educational institutions	• The first training course for telecommunications specialists was organised at the Voskresensky Technical College of Radio Electronics and Information Technologies in Izhevsk. More than 20 graduates received diplomas.

Projects	Impact in action
Digital Day	• As part of Digital Day, an interactive IT tournament was held at School No. 6 in Kirovo-Chepetsk, where students competed in their knowledge of information security, smart services, the history of the internet, and artificial intelligence technologies. Coverage: 150 high school students.
Kind Christmas Tree charitable campaign	• As part of the Kind Christmas Tree charitable campaign, more than 100 children from socially vulnerable groups received personalised gifts purchased by Rostelecom employees.
Music in the Steppe festival	• With the support of the Government of the Orenburg Region, Rostelecom co-organised Music in the Steppe, an open-air musical and cultural event set against the picturesque backdrop of the steppe at sunset. The event featured live music, traditional circle dances, and an atmosphere of connection with nature. Its objective was to transform perceptions of the Rostelecom brand from a "distant nationwide service provider" into a trusted local partner by embracing the steppe, one of the region's defining cultural symbols. The broader aim was to create an emotional connection, build trust, and establish a tradition that brings Orenburg residents together around the brand.

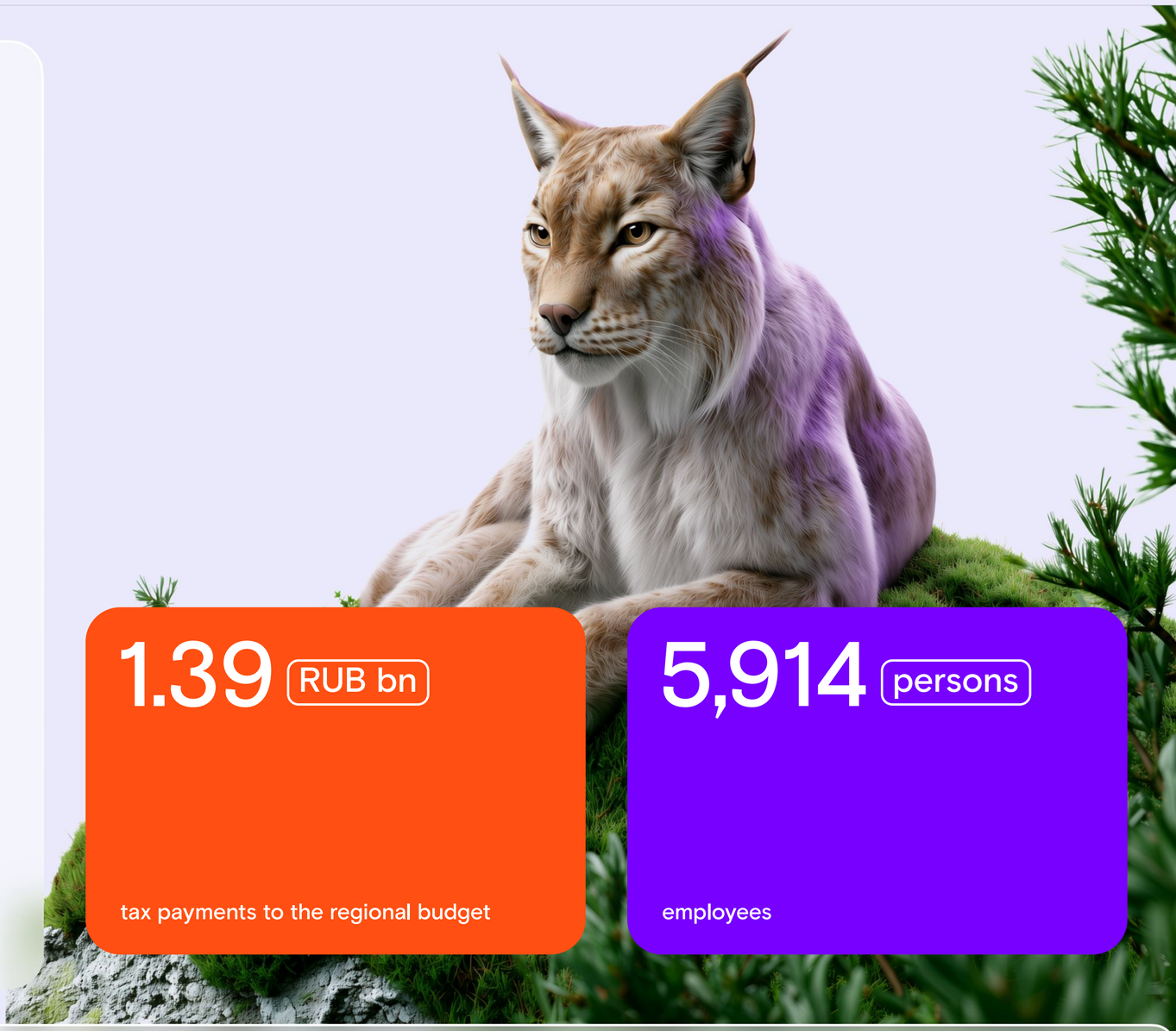
Key partners

More than 50 partners including:

- Quantorium children's technology parks
- regional branches of the Russian Union of Pensioners
- traffic police departments in the regions where the Light Up campaign was held
- regional schools, colleges, and universities
- International Centre of Competence – Kazan College of Information Technology and Communications
- Volga State University of Technology
- regional branches of the Russian Children's Foundation
- regional branches of the Movement of the First
- Nizhny Novgorod Cancer Research Centre Foundation, a non-profit organisation
- charitable foundations: Russian Children's Foundation, Defenders of the Fatherland, AIF. Kind Heart, Good Deed, For Life Saving, and Fund for Empathy and Health of the Russian Federation, Breaking Barriers, and Anya Chizhova Charitable Foundation
- Centre for Social Innovation, an autonomous non-profit organisation
- Mnogo Deti, a Mordovia-based regional non-governmental organisation to place children into families; Helping Hand for Homeless Animals
- Voskresensky Technical College of Radio Electronics and Information Technologies
- Media Literacy Centre, an autonomous non-profit organisation
- Kazan Kremlin Museum-Reserve
- Cat and Dog shelter

Over 55 projects

environmental, social, and charitable initiatives



1.39 RUB bn

tax payments to the regional budget

5,914 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• 11 cybersecurity and digital literacy lessons were held. Coverage: 350 thousand people of all ages.
ABC of the Internet project	• Seven lectures on digital literacy and safe online shopping on marketplaces were held as part of the ABC of the Internet project. Coverage: 200 retirees.
I Run and Help charity sports project	• Company employees took part in the 9th ZaBeg.RF All-Russian Half Marathon, in support of the I Run and Help project.
Because We Are Family social film project	• The Story of Our Victory, a film created as part of the Because We Are Family social film project, was broadcast on three TV channels. Coverage: 340 thousand people.
Become a Father Frost charitable New Year season campaign	• More than 180 children from social care institutions received gifts as part of the Become a Father Frost campaign.
Educational activities supporting preparation for the Victory Dictation	• Thanks to the Rostelecom Lyceum platform, around 30 school students successfully prepared for the Victory Dictation international campaign.

Other social projects implemented in the Federal District

Projects	Impact in action
Star Trek sports and social project	• Together with the Figure Skating Federation of Russia, Rostelecom organised a master class by Artur Dmitriev for 20 young figure skaters as part of the Star Trek project.
Educational and commemorative events marking the 80th anniversary of Victory in the Great Patriotic War	• Rostelecom served as the digital partner for events marking Victory Day. On 9 May, Oblast 45 TV channel aired an exclusive screening of the documentary The Story of Our Victory as part of the Because We Are Family social film project.
Events organised as part of the Expo-Rink project	• Rostelecom was the general sponsor and technology partner of the Expo-Rink project. The Company provided free high-speed Wi-Fi at Perm's largest ice rink.
Training classroom at Popov Perm Radio Engineering College	• A training classroom was opened at Popov Perm Radio Engineering College as part of the Base Station project. The programme enables students to qualify as telecommunications technicians alongside their principal course of study.
Screening of the Rosly film ahead of Victory Day	• Ahead of Victory Day, Rostelecom and the Wink online video streaming service organised a cinema-style screening of the opening episodes of the military-historical drama Rosly. Coverage: over 50 viewers.

Projects	Impact in action
28 Loops: A Time for Miracles charitable campaign	• The 28 Loops: A Time for Miracles project was implemented to collect and knit therapeutic toys for premature and low-birth-weight babies receiving care in neonatal intensive care units.
Lighting upgrade at the Khanty-Mansiysk district clinical hospital	• Lighting was upgraded at the district clinical hospital, with about 9 thousand light fixtures and six electric cookers replaced.
Energy service project for the Yugra Research Institute in Khanty-Mansiysk, including the installation of architectural façade lighting	• An energy service project was implemented for the Yugra Research Institute, including the installation of architectural façade lighting and 1,931 light fixtures.
Phase 3 of a project for the installation of new Lesokhranitel video surveillance cameras in Yugra	• As part of Phase 3 of the forest fire detection system rollout, 50 video cameras were installed, bringing the total number to 144.
Outdoor lighting in Raduzhny	• In Raduzhny, 700 new streetlights and 45 control cabinets were installed.

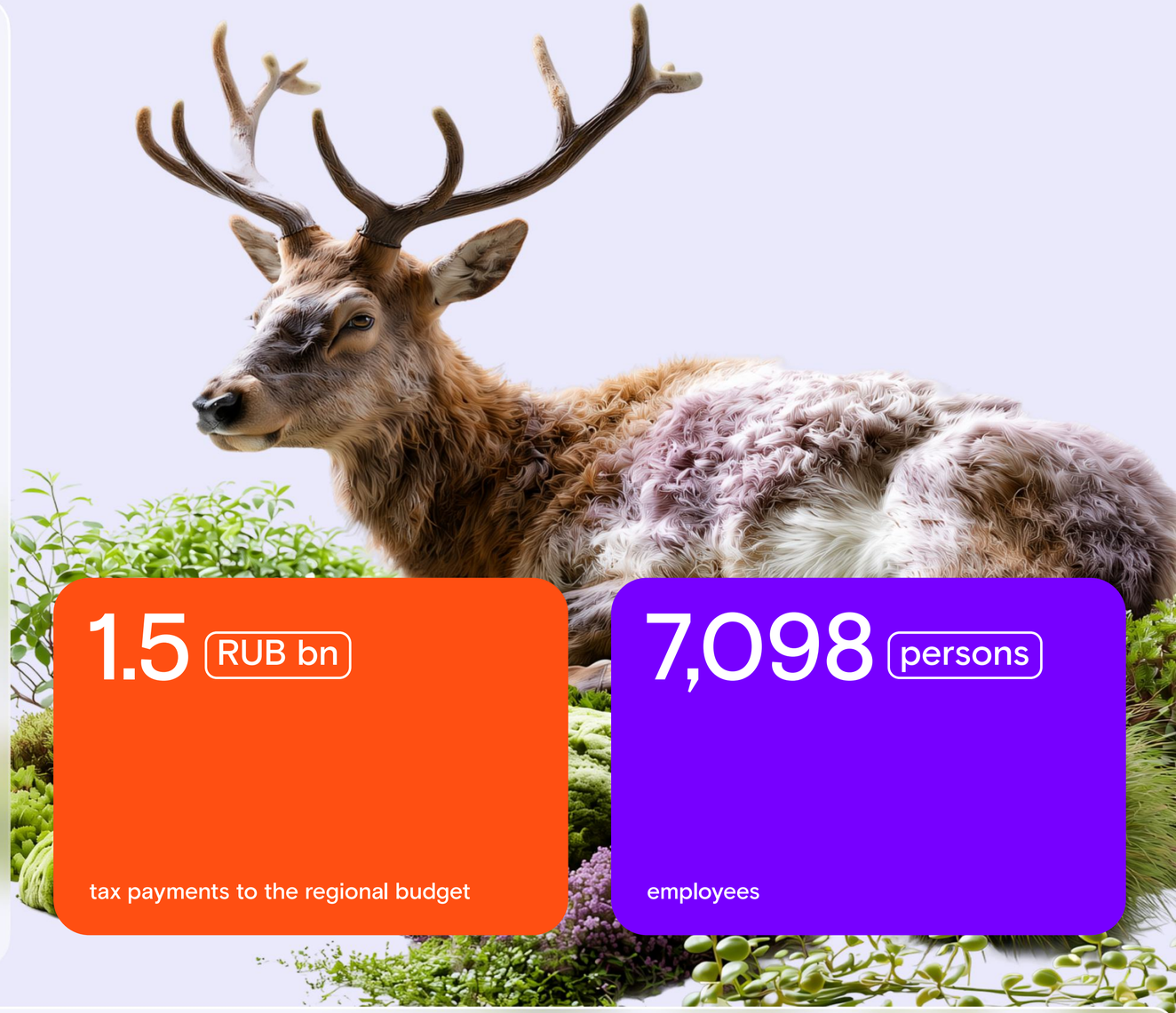
Key partners

More than 40 partners including:

- regional government authorities
- regional educational institutions
- regional branches of the Social Fund of Russia
- Figure Skating Federation of Russia
- Quantorium children's technology parks
- community centres for elderly people
- regional centres for youth initiatives
- regional schools offering additional education
- TV companies
- 28 Loops Centre for Motherhood and Childhood Support autonomous non-profit organisation
- Perm Expo Congress and Exhibition Centre
- LLC MAGMA Media Group

More than **80** projects

environmental, social, and charitable initiatives



1.5 RUB bn

tax payments to the regional budget

7,098 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• 34 educational sessions on cybersecurity and digital literacy were held, including activities based on the Safe Internet board game. Coverage: 1,630 school and university students. • Digital safety activities for children, parents, and retirees were organised as part of the Stroy-ka Fest city festival.
Safe Internet board game tournaments	• The first Safe Internet board game challenge was organised, bringing together school students from nine Russian cities.
ABC of the Internet project	• 22 practical and theoretical ABC of the Internet classes were held with the support of the Russian Union of Pensioners. Coverage: 807 participants. • Educational activities were held in preparation for the Victory Dictation campaign. Coverage: 379 people.
Because We Are Family social film project	• The documentary The Story of Our Victory premiered at a cultural centre in Novosibirsk, followed by discussions with expert historians. The film was also screened as part of the Stroy-ka Fest festival.

Projects	Impact in action
Become a Father Frost charitable New Year season campaign	• Ahead of the New Year, orphans and children undergoing treatment or rehabilitation at social care institutions received gifts through the Become a Father Frost charitable campaign. Coverage: 282 children.
Educational activities supporting preparation for the Victory Dictation	
I Run and Help charity sports project	

Other social projects implemented in the Federal District

Projects	Impact in action
Educational and commemorative events marking the 80th anniversary of Victory in the Great Patriotic War	• Together with Kuzbass FM, Rostelecom launched a project about telecommunications professionals from Kemerovo who participated in the Great Patriotic War. • Together with Jazz in Tomsk 99.6 FM radio, Rostelecom announced the results of the Voices of Victory recitation competition, held online ahead of the anniversary of Victory in the Great Patriotic War. Children and teenagers recorded videos of themselves reading poems by renowned authors about the heroism of soldiers, and the honour and courage of the Soviet people. Participants submitted 31 entries, with audio recordings broadcast on the radio station.
Invisible Front online project	• Together with the Komsomolskaya Pravda daily, Rostelecom launched the Invisible Front online project. The Komsomolskaya Pravda – Barnaul website published stories across six sections about the exploits of military signalmen, Altai Heroes of the Soviet Union, and veterans of the telecom industry.
Rostelecom Lessons educational project	• A new educational project, Rostelecom Lessons, was launched to improve digital literacy among school students. The programme covers communications technologies, data science, cryptography, artificial intelligence, information security, and social engineering.

Other social projects implemented in the Federal District

Projects	Impact in action
Polden (Midday) social adaptation project for orphans	• More than 20 events were held for children from the Irkutsk Children's Assistance Centre as part of the Polden (Midday) project. Traditional events were also organised to mark the New Year and Children's Day.
Technopredki project	• A Safe Internet board game tournament was held as part of the Technopredki festival. Coverage: over 1 thousand people.
Rostelecom Communications Museum	• 77 socially significant events were held at the Communications Museum, including computer literacy classes for retirees and school students, tours for journalists and bloggers, film screenings, and themed online quizzes. Coverage: 7,682 people. • In 2025, more than 500 people visited the Communications Museum.
Switch On the Microphone! media forum for school students	• Three cybersecurity master classes were held at the Switch On the Microphone! media forum. Coverage: more than 200 school students.
IT Village forum	• Company specialists mentored a team of 10 school students in developing the digital infrastructure of a Smart Neighbourhood. The project was presented at the IT Village forum for gifted children.

Projects	Impact in action
Support for animal shelters	• As part of World Cleanup Day, support was provided to the Dog House animal shelter, with Company volunteers helping prepare the site for winter. • More than 200 kg of pet food and household supplies were donated to the Usaty-Polosaty animal shelter.

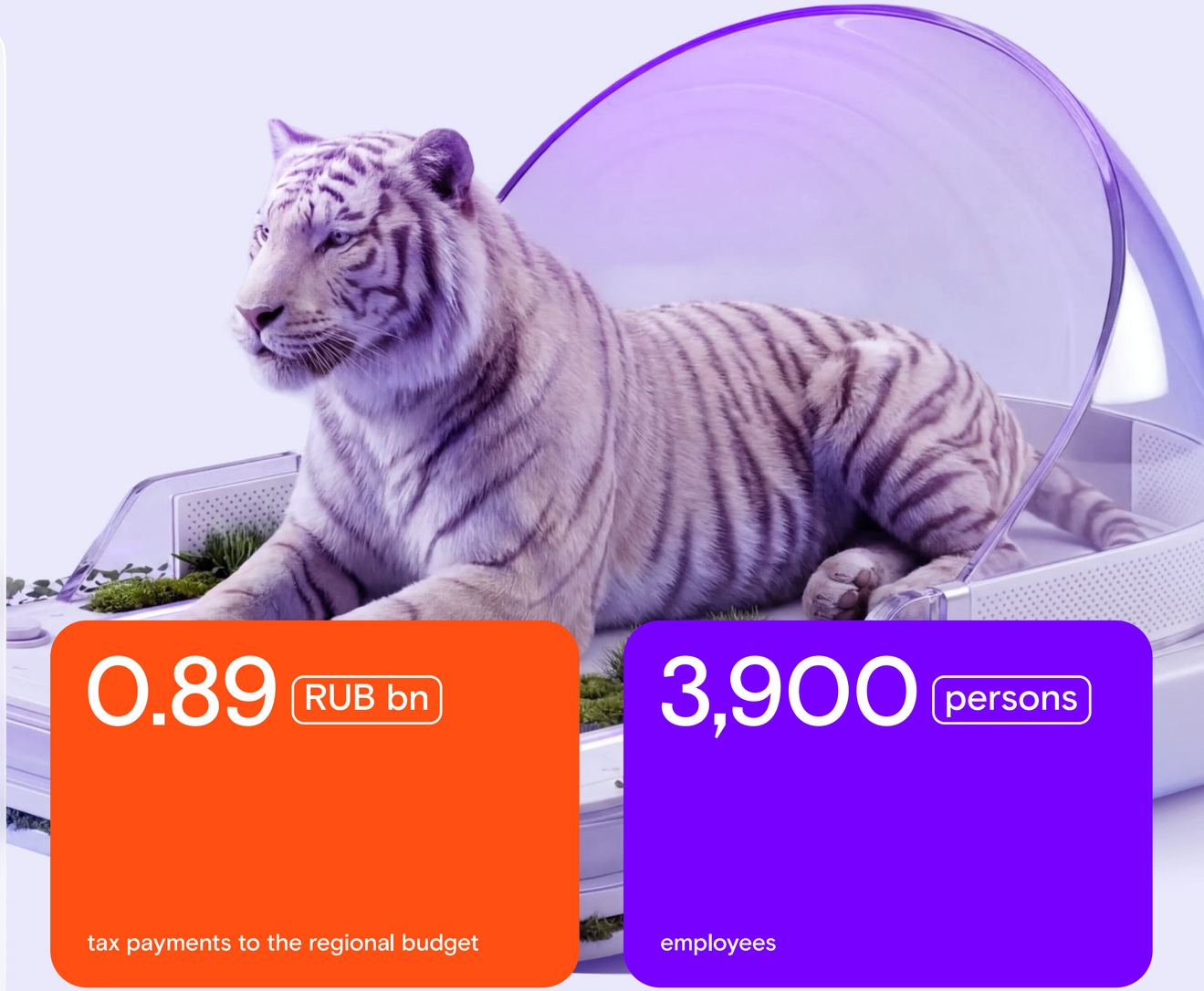
Key partners

More than 100 partners, including:

- Russian Union of Pensioners
- Komsomolskaya Pravda
- ANO NOS Hospital Clowns
- Public Movement Defender
- Novosibirsk Regional Scientific Library
- Novosibirsk Regional Youth Library
- Little Ray of Light, a children's public organisation of families with disabled children
- Active City, a platform for socially oriented non-profits of Novosibirsk
- Novosibirsk regional public organisation Pensioners Online
- Yenisei Kino regional state autonomous cultural institution
- Krasnoyarsk Museum of Local History
- Krasnoyarsk Regional People's University "Active Longevity"
- State Universal Scientific Library of the Krasnoyarsk Territory
- Divnogorsk Centralised Library System
- Chernogorsk Centralised Library System
- Pionerskaya Rechka Children's Tuberculosis Treatment and Rehabilitation Centre (Territorial Public Healthcare Institution)
- All-Russian Organisation of Parents of Disabled Children in the Republic of Khakassia
- Detsky Dom (Children's Home), a state budgetary education institution of the Republic of Tyva
- online publication Abakan.ru
- Russian Children's Foundation
- Silver Volunteers Public Movement
- Ministry of Education of the Altai Territory
- Kind Heart charitable foundation
- Tomsk State University of Control Systems and Radioelectronics
- Tomsk Regional Ski Racing Federation Start
- Quantorium Children's Technology Park (Tomsk)
- Union of Pensioners of the Tomsk Region
- Road of Kindness, an autonomous non-profit organisation
- Obereg charitable foundation
- Mark Sergeyev Irkutsk Regional Children's Library
- Obnimaya Nebo charitable foundation
- Our Children autonomous non-profit organisation
- Social Fund of Russia
- Kuzbass State Technical University
- Kuzbass State Scientific Library
- Kemerovo City Veterans Council
- Ministry of Education of Kuzbass

Over 86 projects

environmental, social, and charitable initiatives



0.89 RUB bn

tax payments to the regional budget

3,900 persons

employees

Social projects across Rostelecom Group

Projects	Impact in action
Cybersecurity, cyberbullying, and digital literacy lessons	• A series of events dedicated to cybersecurity and digital literacy was held, including interviews, press conferences, and radio broadcasts featuring Rostelecom specialists.
ABC of the Internet project	
Safe Internet board game tournaments	
I Run and Help charity sports project	
Because We Are Family social film project	
Become a Father Frost charitable New Year season campaign	
Educational activities supporting preparation for the Victory Dictation	• As part of the Victory Dictation project, Rostelecom partnered with the 60 Seconds quiz. The quiz programme included questions on the Great Patriotic War. The winners received certificates with promo codes for the Rostelecom Lyceum educational platform.

Other social projects implemented in the Federal District

Projects	Impact in action
Support for the Ticket to the Future federal project	• Secondary school students visited the Kamchatka Branch of Rostelecom as part of the Ticket to the Future federal project.
We Are in Touch educational project of the Rostelecom Museum and Exhibition Centre	• A series of tours on the history of telecommunications in Russia was organised for adults and school students at the Rostelecom Museum and Exhibition Centre of the Primorye Branch. Educational radio-themed games titled We Are in Touch were held for primary school children. More than 30 events were held, reaching over 800 people.
Support for the Water of Russia federal project	• A two-day cleanup was held in the areas surrounding Sedanka Station and Akhlestyshev Bay as part of the Water of Russia federal project for cleaning the shores of water bodies. The event brought together Company employees and students from the energy and communications college. A total of 6.8 tonnes of litter were collected.
Intellectual Space: Digital Generation intellectual tournaments for school students focused on IT skills	• Annual Intellectual Space: Digital Generation games were held for children.

Key partners

More than 20 partners including:

- regional ministries responsible for physical culture and sport, education and science, digital development, communications, and mass media
- Polenov State Memorial Museum-Reserve
- Vladivostok Centralised Library System
- TECHNO-IT-Cube Centre for Technical and Digital Education, Khabarovsk
- Investment Attraction Agency of the Amur Region autonomous non-profit organisation
- Energy College

Rostelecom leverages its technological capabilities to deliver charitable and volunteer projects across a range of social and environmental domains. Our digital solutions enable us to scale support programmes across all regions where the Company operates.

4 QUALITY EDUCATION
10 REDUCED INEQUALITIES
13 CLIMATE ACTION
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

To mark the 80th

anniversary of Victory in the Great Patriotic War, Rostelecom held a series of themed events

Together with the Social Fund of Russia, an online conference was held as part of the ABC of the Internet programme. The event brought together around 1.5 thousand participants from 61 regions. During the event, participants received detailed guidance on how to prepare for the Victory Dictation, and took part in master classes on using specialist online resources to search for information about heroes of the Great Patriotic War, creating a Victory Day greeting card on a computer, and making a smartphone slideshow from archived family wartime photographs.

A special module was developed for the ABC of the Internet programme, a new training course on Searching for Participants of the Great Patriotic War on the Internet, covering the basics of search work and helping users understand how to begin searching for information about missing or fallen relatives, their decorations, graves, wounds, acts of valour, and combat histories.

With the participation of the Social Fund of Russia, the 11th All-Russian Computer Literacy Contest for Retirees, Thank You, Internet! 2025 was organised. As part of the competition, a special category, 80 Years of Victory: Living Memory of Heroes, was announced, inviting entries describing how internet sources helped participants learn about wartime events and preserve the memory of relatives, friends, and residents of their home regions.

The third season of the Because We Are Family documentary project, produced by Rostelecom, was released on the Wink.ru platform. As part of the continuation of this social project, The Story of Our Victory film was released, in which the feats of Great Patriotic War heroes are revealed through personal family stories.

A geoglyph, composed of the words “80 Years of Victory” and a five-pointed star, was planted at the museum and temple complex of the Russian Armed Forces in the Patriot park near Moscow. More than 500 people participated in the event, including Rostelecom volunteers and members of the All-Russian Society of Nature Protection.

In Vladivostok, an exhibition was prepared dedicated to the feat of wartime communications specialists of Primorye during the Great Patriotic War. Visitors were able to see the everyday life of a wartime signals officer, listen to a brief historical overview, and compete in decoding Morse code for prizes. The exhibition was presented at the Rostelecom Museum and Exhibition Centre and on 9 May – at the city’s central square.

Philanthropy is at the heart of everything Rostelecom does. The Company supports charitable foundations, implements educational projects for children and adults, and provides targeted assistance to those in need. Our volunteers in different regions of the country work in five key areas: education, sports, the environment, care, and spiritual heritage. The volunteering movement at Rostelecom is constantly growing and evolving – today it brings together over 7 thousand people. Since the start of the year, we have already launched almost 1 thousand federal and regional projects of significant public importance.

Natalya Beloshitskaya

Head of Special and Social Projects at Rostelecom

Rostelecom considers philanthropy and volunteering as an important part of its corporate social responsibility. The Company provides ongoing support for various public initiatives across all regions where it operates.

The key focus areas of charitable and volunteer initiatives are set out in the **Company's external social policy.**

To monitor the effectiveness of its charitable projects, the Company has approved a monitoring and evaluation procedure and established a governance structure and management team responsible for overseeing these initiatives.

Rostelecom's key philanthropy and volunteering priorities

- Inclusion and accessibility
- Career guidance and employment
- Local community development
- Environmental responsibility
- Support for education and science
- Development of digital volunteering
- Preservation of cultural heritage
- Cybersecurity awareness

Management Board

President / Chairman of the Management Board

Evaluates charitable activities and the effectiveness of social investments

Charity Committee

Ensures the effective allocation of budgeted funds

PJSC Rostelecom's External Communications and Corporate Social Responsibility Department (ECD) and similar departments at Rostelecom branches

Coordinate philanthropic and charitable activities

ECD specialists in the Company's regional units and the Headquarters

Gather and compile data using a model assessment system

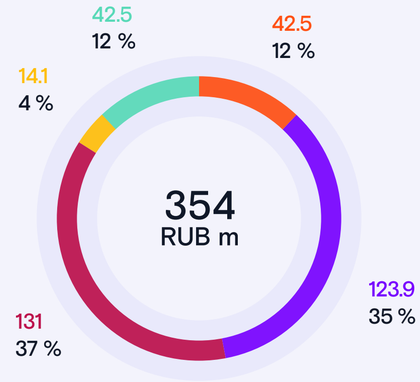
Rostelecom consistently supports charitable foundations, launches educational initiatives across different age groups, and offers targeted assistance to people facing difficult circumstances. Employees across Russia engage in volunteering, focusing on five key areas: care, education, spiritual heritage, environment, and sports. Every year, over 6 thousand employees take part in volunteering activities.

424 RUB m

was invested in charitable activities in 2025

Charitable expenses by area, RUB m

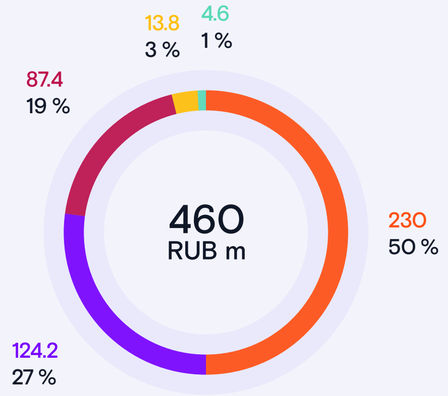
2023



Care Education Spiritual heritage
Environment Sport

Charitable expenses by area, RUB m

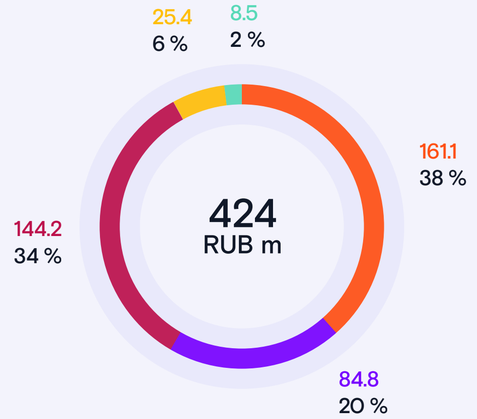
2024



Care Education Spiritual heritage
Environment Sport

Charitable expenses by area, RUB m

2025



Care Education Spiritual heritage
Environment Sport

>650

social-impact projects delivered by Rostelecom in 2025

Rostelecom is the winner of the Corporate Philanthropy Leaders rating, an annual nationwide competition for socially responsible businesses

Based on the results for 2025, the Company was placed in Group A of the charity management quality ranking

Rostelecom places particular emphasis on corporate volunteering. Employee participation in good causes has become an integral part of the corporate culture.

The employee volunteering project competition

The Company supports its employees' volunteering initiatives and holds a competition to identify the most worthwhile projects. The selection methodology allows us to identify the most significant projects spanning education, health, sport, care, the environment, and spiritual heritage, while a systematic effectiveness assessment makes it possible to refine projects in the course of their implementation.

Year after year, the number of employees involved in corporate volunteering continues to grow. The projects competition not only fosters a corresponding culture within the Company but also contributes to addressing pressing social challenges.

In 2018–2025, over 800 Company employees participated in the competition, with 267 applications submitted. 85 volunteer projects were recognised as winners

In 2025, 13 volunteer initiatives won the competition: career guidance for children with disabilities, computer literacy courses for the elderly, sports events for Company employees and their families, and living history lessons at the Museum of Communications, among other projects.

The competition winners are selected by an expert panel comprising Rostelecom employees, representatives of NPOs, and charitable foundations.

When assessing competition entries and compiling the ranking, experts consider the relevance of the topic covered, the project's level of elaboration, the expected social impact, the creativity and novelty of the idea, synergies with the Company's other social projects, the employee's personal contribution, and NPO partnerships.

Projects that fail to meet the formal requirements (insufficient documentation, falling outside the eligible focus areas) are rejected. Each project is assessed by a jury based on predetermined criteria such as cost-effectiveness, innovation of approach, social impact, etc. Finalists are determined by summing up the scores awarded by each jury member.

This methodology ensures transparency in the competitive selection process, encouraging the creation of innovative social initiatives and the involvement of employees in socially meaningful activities. It contributes to fostering a corporate culture of responsibility and social engagement, reinforcing the Company's reputation as a socially responsible employer.

Project results

Indicator	2023	2024	2025
Number of participants	90	108	75
Number of applications	29	36	25
Number of winning projects	11	13	13

Purpose

Encourage employees to participate in corporate volunteering programmes

Coverage

All regions where the Company operates

Participants in 2025

75 participants

Number of projects in 2025

25 projects

Financial support in 2025

1.5 RUB m

Employee Volunteer Forum

Rostelecom's Volunteer Forum is an annual event that brings together the Company's most engaged employees from across the country. During the forum, the participants who are passionate about volunteering share their experiences, discuss pressing issues, and explore new ways of addressing social challenges.

In 2025, the Forum was held in Kazan and was timed to coincide with International Volunteer Day, which is celebrated annually on December 5. The event included educational sessions where participants explored new approaches to teamwork and improved their skills in helping those in need. A standout moment was volunteers presenting their social projects, which enabled them to share new ideas and scale successful initiatives to other regions.

Purpose

Create a space for experience sharing, learning, inspiration, and the development of new volunteer initiatives

Coverage

All regions where the Company operates

Participants in 2025

150

the Company's top volunteers

Financial support in 2025

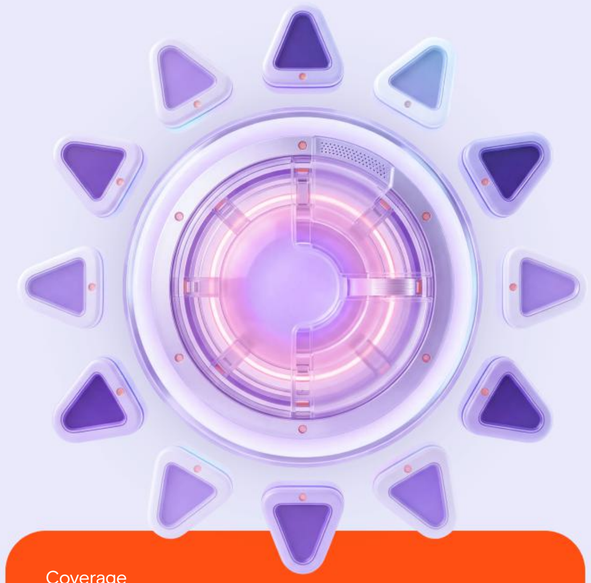
10 RUB m

Downside Up and Love Syndrome charities

Rostelecom has been supporting the Downside Up and Love Syndrome charitable foundations since 2017. The charities help people with Down syndrome and work to raise public awareness of their development needs. Love Syndrome is a fundraising partner of the Downside Up foundation. It also develops its Sports for Good and Athlete for Good projects, where everyone can combine their sporting pursuits with charitable giving.

Since 2020, Rostelecom has been participating in online charity campaigns run by the Love Syndrome foundation and aimed at boosting public awareness of people with special needs and funding counselling and educational sessions for children with Down syndrome.

The Company also supports the Love Syndrome foundation in developing a digital learning environment designed to improve the quality of life for people with Down syndrome and their families. Beneficiaries receive timely support through a system of online services available via the information and resource portal downsideup.org.



As a result of the project, the sustainable operation and development of the foundation's digital learning environment was ensured, including the information and methodological portal and the Logobank speech platform.

Over the course of the project, 136 news items and 139 teaching materials were published, 24 e-newsletters were circulated to families, and two educational workshops were held in live broadcast format.

The key outcome was the expansion of Logobank's functionality through the introduction of a proprietary exercise set entitled "Speech Development and Comprehension". The set was piloted with parent focus groups and adapted to the real needs of families.

The project achieved significant reach among its target audience

4,310
unique Logobank users per month

1,162
families use the platform

The web resource is used by 19% of parents of children with Down syndrome aged 3–12, making Logobank the second most popular digital product offered by the foundations for speech development

The qualitative results of the project were reflected in the positive trends observed in the children's speech development and the positive ratings given to the platform by parents. According to feedback, when used in conjunction with other foundation programmes, 30% of families reported improvements in pronunciation, 25% noted growth in vocabulary, and 21% observed more complex speech structures in their children. Parents highlighted the demand for the visual and game-based format of the exercises and expressed a desire for expanded hands-on materials and video lessons.

Purpose

Povide comprehensive psychological, educational, and social support aimed at the harmonious physical and personal development, unlocking potential, and the social adaptation and inclusion of people with Down syndrome

Coverage

69 regions

Participants in 2025

1,162 beneficiaries

Financial support in 2025

1.0 RUB m

Become a Father Frost New Year season campaign

In the run-up to the New Year, Rostelecom employees across all regions of Russia took part in the Company's traditional Become a Father Frost charitable New Year season campaign. As part of the campaign, Company employees delivered New Year gifts to children living in social care institutions across Russia.

Every year in December, gift collection begins at Company offices across the country. In advance, lists of children from sponsored orphanages are published on the intranet portal, along with information about the gifts they dream of receiving from Father Frost. Each Rostelecom employee is free to choose both the recipient and the gift. The children's wishes span a wide range: sports equipment, arts and crafts kits, toys, footwear, and clothing. The collected gifts are sorted and sent to orphanages and care institutions.

In 2025, the Become a Father Frost campaign brought together employees from 42 cities, who fulfilled the heartfelt wishes of 1.7 thousand children in orphanages and children undergoing long-term treatment at cancer centres.

Purpose

Create a festive atmosphere for children living in social care institutions.

Coverage

42 company branches

Participants in 2025

1.7 thsd

beneficiaries

Support in 2025

Employee private donations

Paws and Trails charity run

In Cherepovets, Rostelecom supported the autumn charity dog-trekking and dog-trail competition Paws and Trails. The event was a fundraiser to benefit the ZooShield dog shelter. To organise the competitions, the Company provided a grant to purchase the necessary sports equipment.

In 2025, the competition was held on 28 September at the Yakunino ski stadium. Dog owners with breeds ranging from Samoyeds, Huskies, and Laikas to Spaniels, Malamutes, and others all participated. A total of 92 athletes took to the start line. People and their dogs together navigated a challenging 4 km course. The total distance covered by the participants amounted to 368 km.

Ten dogs from the ZooShield shelter won five prizes in different categories. For them, it was not about the prizes – it was about a day in the fresh air, the company of people, and a warm atmosphere.

At the finish line, participants were greeted with medals, hot tea from a samovar with pies, and buckwheat porridge. In addition, the event featured a raffle and games, as well as an entertainer and a western-themed photo zone.

RUB 218 thousand was raised for the ZooShield shelter, along with donations of food, treats, and puppy pads.

Purpose

Raise funds for a shelter that helps homeless animals

Coverage

The city of Cherepovets

Participants in 2025

92 people

and their pets

Financial support in 2025

218 RUB thsd

ABC of the Internet project

Project results

Indicator	2021	2022	2023	2024	2025
Number of senior participants	43,106	48,872	29,747	38,299	50,000
Funds allocated to the programme, RUB thsd	2,250	2,250	2,250	2,250	2,250
Number of training modules	10	12	12	13	15

Mastering digital skills at an older age is not just a nod to modernity but a real tool for improving quality of life. Many people come to their first class feeling anxious, but soon they develop interest, see their first successes, and gain confidence in their own abilities. In the age of technology, the well-known phrase ‘it is never too late to learn’ takes on a literal meaning.

Anna Barboza

Deputy Director of the Centralised City Library System, Volgograd

I often have to ask my family to help me with the internet. That is not always convenient. The ABC of the Internet course is a real lifesaver for retirees because it is specially designed to match our pace of learning. It is good to have a textbook. You can go back over what you have learned and take notes.

Valentina Lopatina

Resident of Kamyshin

Purpose

Provide older people with convenient access to electronic public services and improve their quality of life by developing their computer literacy and internet skills

Coverage

76 regions

Participants in 2025

50 thsd people

Financial support in 2025

2.25 RUB m

Project website

azbukainterneta.ru

ABC of the Internet project

Rostelecom and the Social Fund of Russia have been developing the ABC of the Internet charitable project since 2014. The project offers elderly people and people with disabilities materials to train in computer, smartphone, and internet skills along with basic cybersecurity knowledge. After completing the training, project participants will be able to book medical appointments online, pay bills, plan trips to visit relatives, communicate with family and friends remotely, learn the basic rules of safe internet use, and get the most from their smartphones. All training materials are available on the project's website. Computer classes have been organised in libraries, branches of the Social Fund of Russia, and other public venues. Training is also available online.

The content of the ABC of the Internet educational portal is updated and expanded annually.

2025 marked the ABC of the Internet project's 11th anniversary

Project highlights since launch:

—

15 training programmes have been developed, forming an extended training course for confident users

—

over 36 thousand people have registered on the website, including more than 10 thousand as trainers

—

a unique online methodological platform for teachers has been created, hosting 18 nationwide webinars attended by more than 12.5 thousand people

—

more than 2.5 thousand teachers have joined a closed methodological group on the VK social network, where project news and materials are published

—

the ABC of the Internet portal receives more than 20 thousand unique visitors every month

—

a special study guide on smartphone use Is published annually, with the 2025 print run totalling 3.5 thousand copies

—

in 2025, materials for two new training modules, on artificial intelligence and the use of smart devices, were published

—

the ABC of the Internet channel on Zen, which publishes the works of the contest finalists and the latest learning materials, has already gained 1.2 thousand subscribers

565 thsd

retirees have participated in the programme since 2014

A total of 5,675 retirees and pre-retirees from 79 regions of Russia took part in the annual all-Russian Thank You, Internet! 2025 contest. In 2025, teachers took part in the contest for the second time, with a special category, My Own Developments, created for them. Its distinctive feature is the way winners are selected: participants presented their own teaching materials, and these were assessed not by experts but by fellow teachers with practical experience of working with the contest audience. The winning teachers received textbook print runs from the contest organisers, which became their most valuable prize.

The ABC of the Internet plans for 2026:

—

further expand continuing education opportunities by developing new modules and putting together new training courses

—

engage with non-profit organisations developing offline and online courses under the ABC of the Internet programme

Learn the Internet – Manage It! digital literacy project

In 2012, Rostelecom and the Coordination Centre for TLD .RU/.RF founded the Learn the Internet – Manage It! project, which helps school and university students to become confident internet users and develop safe browsing skills. The project is structured as a gaming portal where training is delivered through games, situation puzzles, crosswords, jigsaw puzzles, quizzes, tests, and other interactive exercises.

Since its inception, Learn the Internet – Manage It! has grown from a digital literacy initiative into a multi-project geared to the needs of school and university students, teachers, and parents, featuring local online tournaments, the Nationwide Online Championship on Cyber Literacy, safe internet lessons, and offline quizzes. Participants can win prizes and champion titles by competing against IT experts. The project also produces educational comics, guidance notes, activity books for the youngest internet users, board games, and quests. A separate section of the project is designed for blind internet users: the theoretical and game-based tasks are adapted for use with screen readers, and the information is simplified to make it easier to understand by listening.

Over the 13 years of the project, its training simulators have been used by

>10 million people

including school students, university students from various majors, as well as mentors and parents

In 2025, the project saw several firsts:

- training was held under the Youth and Children in the Information Space: Practical Protection and Risk Prevention in the Digital Environment programme at the Learn the Internet mentor school
- the Code Secrets project, which teaches children, as well as their mentors, from orphanages, foster homes, small schools, and rural schools the basics of coding and how the internet works, was launched
- safe Internet Lessons were held for blind users, including beneficiaries of the House for the Deafblind charitable foundation
- a new Safe Internet Lesson format was tested, based on the comic Epic Fail: How I Almost Gave Away Everything, released under the project by 1 June and telling the story of a teenager faced with digital risks
- guidance notes on responsible online behaviour and digital culture were developed and published
- a series of poems for children aged 6–9 on the rules of safe use of digital devices was prepared together with children's poet and author Nadezhda Kuznetsova

In addition, the following sections were updated, as is customary:

- the Knowledge section with online training simulators, where new game-based modules on Quantum World and Digital Art were added, while the Internet Management module was updated and revised for advanced users
- the For Blind Users section, where five educational modules were added, bringing the total number of modules in the section to 15

In 2026, the project plans to hold the All-Russian Online Cyber Literacy Championship, the Family IT Marathon, a series of Safe Internet Lessons at Russian educational and cultural institutions, as well as the Learn the Internet Mentor School course and Code Secrets. The project also plans to update its educational training simulators: new modules will be added to the game portal, new terms to the internet glossary, and new quick-fire questions to quizzes and tests. The number of project participants is expected to reach 11 million people.

Purpose

Bridge the digital divide in Russian society by improving digital literacy among young users and encouraging their interest in IT professions

Coverage

All operating regions of the Company

Participants in 2025

5.5 thsd people

Financial support in 2025

499 RUB thsd

Project website

игра-интернет.рф

Project results

Indicator	2022	2023	2024	2025
Registered portal users[1]	>286 thousand	>300 thousand	>2 million	>10 million
Number of participants in the Learn the Internet – Manage It! nationwide online championship	10,000	5,288	5,600	5,500
Funds allocated to the project by PJSC Rostelecom, RUB	499 thousand	499 thousand	499 thousand	499 thousand
Key project initiatives	• Nationwide online championship (10 thousand participants) • Family IT marathon (over 100 teams from 40 Russian regions) • Teacher competition for developing an educational resource to promote digital literacy • School of Real Deeds • Closed online tournament as part of the Cadet Sports Competition (399 teams, over 2 thousand participants) • 21 online and offline educational events	• Nationwide online championship (over 5 thousand participants) • Family IT marathon (98 teams from 15 Russian regions) • School of Real Deeds • Safe Internet lessons at Russian schools • Learn the Internet mentor school (70 trainees)	• Nationwide online championship (5.6 thousand participants) • Family IT marathon (120 teams from 40 Russian regions) • School of Real Deeds • Safe Internet lessons at Russian schools, including the Learn the Internet quiz or board game • Learn the Internet mentor school (about 120 graduates over two courses)	• Nationwide online championship (5.5 thousand participants) • Family IT marathon (90 teams from 20 Russian regions) • School of Real Deeds • Safe Internet lessons at Russian schools, including the Learn the Internet quiz, board game, or quest • Learn the Internet mentor school (126 graduates over two courses) • Code Secrets project – teaching the basics of coding and how the internet works (23 educational institutions from 11 regions of Russia, covering around 250 school students and their mentors)

[1] Cumulatively since 2020.

GROWTH project

Rostelecom has been running the GROWTH social project in collaboration with the autonomous non-profit organisation of the same name since 2014. The project aims to promote remote learning and socialisation for children in orphanages and foster homes, care leavers, and children without parental care.

Project results

Indicator	2021	2022	2023	2024	2025
Number of participants	312	375	423	465	492
Number of institutions covered	35	40	43	44	48
Number of GROWTH project participants who passed the state exams	157	178	188	175	190

The Company identifies five features that make the project stand out.

1. The target audience of the project is children in orphanages and foster homes. The project aims to develop, educate, and facilitate the employment of children deprived of parental care.
2. Support has also been provided over the past two years to children from war zones and children of participants in the Special Military Operation.
3. Remote learning uses electronic textbooks and multimedia materials (video lessons, teachers' audio and video comments) with a primary focus on live online communication and real-time collaboration.
4. The project is delivered by professional teachers who have spent several years preparing graduates for the Unified State Examinations and admission to universities.
5. More than 700 classes are held weekly in all examinable subjects on the school curriculum.

In 2021, Rostelecom helped merge two projects, GROWTH and Polden (Midday), into one educational programme, enabling the expansion of the project's geographical footprint.

>2.7 thousand children from 75 childcare institutions and numerous foster families across 48 regions of Russia gained access to high-quality distance learning over the course of the project

The average Basic State Examination score of GROWTH project participants is 30% higher than the reference group average and, in several subjects, approaches grade 4.

Some GROWTH graduates are now students at Lomonosov Moscow State University and National Research University – Higher School of Economics.

The Company intends to further expand the project, adding new regions.

Purpose

Provide the younger generation with access to quality online education and organise continuous additional education in orphanages and foster homes with experienced tutors

Coverage

48 regions

Participants in 2025

492 people

Financial support in 2025

3.6 RUB m

GROWTH project

2021

Combination of the GROWTH and Polden (Midday) projects
Addition of 10 new institutions

2022

Expansion to the Murmansk, Vologda, and Omsk Regions

2023

Addition of nine new institutions, including five in the Yaroslavl Region and three in Moscow

2024

Addition of eight new institutions in the Kemerovo and Tyumen Regions, and the Yamal-Nenets Autonomous Area.

Involvement of several foster families from the Arkhangelsk, Leningrad, and Tomsk Regions

2025

Expansion to the Trans-Baikal Territory, Altai Territory, Krasnoyarsk Territory, and the Tomsk Region

Class Magazine

For more than 10 years, Rostelecom has supported Class Magazine, an interactive publication for children aged 7–13, which continues to develop successfully across three topics: education, information, and culture/entertainment.

Each year, with Rostelecom's support, Class Magazine organises competitions on a variety of themes for children of all ages. For example, since 2014, it has run the Being Kind Is Class contest, in which children aged under 14 submit their stories, photos, or drawings about their good deeds.

In 2025, Class Magazine:

- actively collaborated with children's and school libraries
- updated the portal's design and adapted it for mobile devices
- collaborated with children's projects, competitions, and events, while supporting science and educational initiatives
- regularly published useful materials for children and teenagers on its portal, including online safety materials developed jointly with Rostelecom

In 2026, the publication plans to continue producing useful and reliable content, while broadening the range of topics covered in response to audience interests. In addition, further improvements to the website are planned, including the introduction of an interactive section featuring quizzes, surveys, and competitions.

Purpose

Contribute to delivering a safer internet for children and adolescents

Coverage

Nationwide

Participants in 2025

534 thsd readers

Financial support in 2025

0.5 RUB m

Polden (Midday) volunteer project

Since 2013, Rostelecom has partnered with the Social Development Foundation Polden (Midday) to run game-based learning programmes for teenagers aged 11–17 in orphanages and foster homes.

The programmes are based on role-playing game methodology and incorporate topics that are particularly relevant for teenagers without parental care, including developing healthy financial habits, building motivation for learning and self-development, and adapting to foster family life. This approach enables Rostelecom volunteers to build trusting relationships with participants, share knowledge, and help address gaps in life experience.

Educational courses delivered in 2025

Bridges

The game-based educational course is designed to foster constructive relationships between boys and girls, helping teenagers in residential care institutions develop healthy gender-role socialisation and build strong family relationships in the future.

In 2025, the project received additional financial support from the Presidential Grants Foundation.

Real Talk

A game-based learning course designed to help orphaned teenagers explore family dynamics, understand roles and boundaries, and develop skills for healthy communication and conflict resolution.

In 2024–2025, the project received support from the Presidential Grants Foundation.

Let's Talk

The game-based educational course is aimed at developing communication skills among teenagers living in residential care institutions.

In 2025, the project received additional financial support from the Presidential Grants Foundation.

In 2013–2025, 1,043 educational events were delivered to a total of more than 700 children from 13 orphanages, and 15 gaming modules were developed to enhance their learning experience

In 2025, Rostelecom volunteers conducted 92 game-based sessions across six regions, involving 284 children from 13 residential care institutions. Between August and December, the Company's coordinators and volunteers also organised the Safe Internet game. A total of 16 sessions were held across five regions, involving more than 120 school-age children.

Purpose

Help teenagers with experience in institutional care unlock broader opportunities early in life

Coverage

6 regions

Participants in 2025

284 teenagers

45 Company volunteers

Financial support in 2025

3.4 RUB m

UchimZnaem / WeTeachTheyLearn social and educational project

For nine years, Rostelecom has supported the UchimZnaem / WeTeachTheyLearn social and educational project, which aims to support children undergoing long-term inpatient treatment by providing lessons that follow the Russian school curriculum and by offering additional educational opportunities.

One of the UchimZnaem / WeTeachTheyLearn project supported by ARTMEDIAEDUCATION (School of Arina Sharapova), includes Kind Knowledge, a social and educational project for children undergoing long-term treatment. The project consolidates all social initiatives implemented across UchimZnaem / WeTeachTheyLearn sites.

In 2025, the Steps Towards Success project (an initiative of ARTMEDIAEDUCATION) continued for UchimZnaem / WeTeachTheyLearn students. As part of the programme, children and their parents learn the basics of media technologies, explore Russia's regions, and meet well-known television presenters, actors, tour guides, and environmental experts.

The School of Arina Sharapova held in-person workshops on environmental topics, theatre and museum arts, and media technologies at the project's flagship site for a number of healthcare institutions, including the Dmitry Rogachev National Medical Research Centre of Pediatric Hematology, Oncology, and Immunology, Blokhin Russian Cancer Research Centre, and Morozovskaya Hospital. Participants met tour guide Zlata Batuyeva, environmental expert Anna Lukyanchikova, actors from the Maly Theatre, and lion trainer Vladislav Goncharov.

Students, parents, and teachers also attended performances at Moscow A.S. Pushkin Drama Theatre and the Great Moscow State Circus on Vorobyovy Gory, and visited the Moscow Art Theatre Museum and the Moscow Zoo. Teachers were introduced to the unique Cultural Code of Russia 3.0: The Path to Victory project about Hero Cities, whose materials can be used in history lessons, as well as the Conversations About Important Things project. A workshop on the Fundamentals of Public Speaking was also organised for teachers.

The Kind Knowledge portal released video lectures by Anton Mikhalyov, director and creative producer of children's and family programming for federal television channels including Karusel, Disney, O!, Nickelodeon, and Rossiya 1, as well as by Mikhail Kunitsyn, a Russian radio presenter, event organiser, concert producer, and Channel One Russia producer. Video features dedicated to the Golden Ring of Russia tourist route were also produced.

In April and October 2025, Rostelecom volunteer festivals were held at the Korablik Federal Children's Rehabilitation Centre of the Russian Children's Clinical Hospital in Podolsk and at the Russkoye Pole Clinical Rehabilitation Research Centre in Chekhov.

In addition, the Kind Knowledge competitions of social initiatives was completed as part of the project.

A research laboratory for interdisciplinary studies in hospital pedagogy has continued its operation.

Rostelecom and the UchimZnaem / WeTeachTheyLearn project have the following joint plans for 2026:

- Retraining programmes for teachers working in children's hospitals
- Training programmes for parents
- Volunteering and community service programmes to deliver social and educational initiatives for children in hospitals and their families

Purpose

Provide children undergoing long-term inpatient treatment in oncological, haematological, and other departments in children's hospitals with a full education in line with the Russian school curriculum as well as opportunities to participate in art workshops, learn new professions, and acquire knowledge in IT and design, developing remote learning and education technologies, and promoting volunteering in the Company

Synergy

Supporting families with children undergoing long-term inpatient cancer treatment while creating conditions that contribute to young patients' recovery and return to everyday life

Coverage

All regions where the Company operates

Participants in 2025

40 thsd

preschool and school children in Moscow

about 60 thsd

children across 72 regional sites in Russia

Financial support in 2025

4.0 RUB m

Project website

uchimznaem.ru

Support for the Navstrechu Peremenam (Towards Change) foundation

Rostelecom's mobile operator has been supporting social entrepreneurship in Russia and, since 2012, has acted as the strategic partner of the Navstrechu Peremenam (Towards Change) foundation, which promotes social initiatives for children.

The Company provides financial, organisational, and advisory support to the foundation and its programme participants.

Every year, Navstrechu Peremenam (Towards Change) holds a nationwide competition for social projects that address issues affecting children and young people.

In 2025, 69 employees were involved in the expert review of the competition applications. A further 11 business unit leaders supported social project leaders as mentors and advisors. Over 12 years of cooperation, more than 700 employee volunteers have participated in the foundation's programmes.

The foundation's mission

Is to create a better world for children and young people by unlocking the potential for innovation and impact entrepreneurship

Submissions	Filed	**297** applications +50% year-on-year	Including: Digital category – 84 projects
Interviews	Selected for interviews	**120** projects	Including: Digital category – 25 projects
Pre-Incubator	Leaders of invited	**31** projects	Including: Digital category – 5 projects

Pitching the best Pre-Incubator projects and allocating grant funding

Over the entire period of cooperation have participated in the Navstrechu Peremenam (Towards Change) programmes

more than 700

Rostelecom volunteers

Purpose

Promote social entrepreneurship in Russia and improve the quality of life for children and young people

Coverage

All regions where the Company operates

Participants in 2025

80

employees
(experts and mentors)

Financial support in 2025

11.5 RUB m

In 2026, Rostelecom's mobile operator will continue to support the foundation's programmes. The focus will remain on providing comprehensive support to digital projects that help expand the number of beneficiaries.

Because We Are Family social film project

To mark the All-Russian Year of the Family, in 2024, Rostelecom launched its Because We Are Family social project, in which ordinary people share their personal feelings and real-life family experiences.

In 2025, the Story of Our Victory project released its third season. The documentary, timed to coincide with the 80th anniversary of the Victory, tells the wartime stories of earlier generations, many of whom are no longer alive. The narrative is based on the stories of ten families from eight Russian cities, from the Don to the Urals.

The film's heroes are those safeguarding the country's present and future. The premiere screening, followed by a discussion, took place at the Museum of the Battle of Stalingrad on the eve of Victory Day. The documentary reached an audience of more than 800 thousand viewers.

Over 3 thsd

live broadcast viewers

Over 800 thsd

views of the recording

142

media mentions, including television

102

social media and blog posts

Purpose

Preserve and pass on family values by capturing moments of genuine emotion at key points in people's lives

Coverage

Nationwide

Financial support in 2025

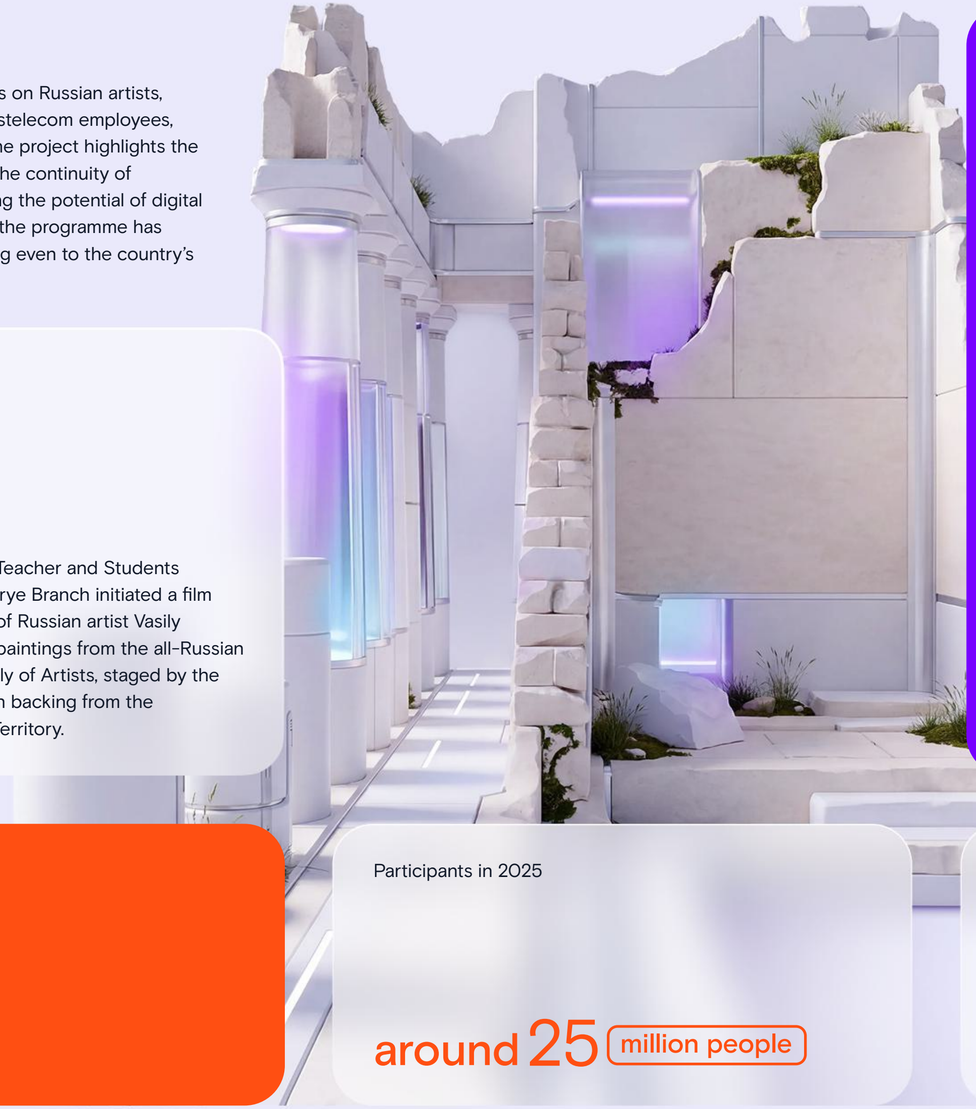
20 RUB m

The project's fourth season is the film SVOi Lyudi, which centres on Rostelecom employees and their loved ones who took part in the Special Military Operation. The film draws on the stories of eight families, from Siberia to the Caucasus, showing how defending the homeland unites people from different backgrounds and makes them truly kindred. In 2025, the film complemented the Because We Are Family project released on the Wink.ru platform. Premiere screenings for Company employees were held in 30 Russian regions.

Vasily Polenov: Teacher and Students educational project

The project was launched in 2024 as part of the Year of Teachers and Mentors in Russia. The project supports one of the key priorities of Rostelecom's social activities: ensuring digital equality.

It includes a series of video lectures on Russian artists, developed in collaboration with Rostelecom employees, museum experts, and journalists. The project highlights the role of mentors, family values, and the continuity of knowledge, while also demonstrating the potential of digital technology: thanks to the internet, the programme has reached a mass audience, extending even to the country's most remote corners.



As part of the Vasily Polenov: Teacher and Students educational project, the Primorye Branch initiated a film project to celebrate the work of Russian artist Vasily Polenov. The film is based on paintings from the all-Russian exhibition Vasily Polenov: Family of Artists, staged by the Primorye State Art Gallery with backing from the Government of the Primorye Territory.

In 2025, offline presentations and accompanying open lessons on the project were held in Gubkin (Belgorod Region), Podolsk, Chekhov, Reutov, and Kaluga. In addition, a memory-matching game called Find the Pair, based on Polenov's paintings, was created, along with a video supplementing the video lecture course on the artist's associate, patron, and benefactor Maria Tenisheva.

Purpose

Familiarise young people with the values of Russia's national culture through digital technology, provide children from remote regions of the country with access to art, and promote the artistic heritage of Vasily Polenov and his followers

Coverage

Nationwide

Participants in 2025

around 25 million people

Financial support in 2025

230 RUB thsd

Konstantin Stanislavski: In Search of the System educational project

The project was launched in 2025. The project supports one of the key priorities of Rostelecom's social activities: ensuring digital equality. It includes a course of video lectures on the origins of Russian dramatic theatre, pioneered by Konstantin Stanislavski and Vladimir Nemirovich-Danchenko.

Artistic reconstructions, archival materials brought to life with artificial intelligence, and cutting-edge technology featured in 10 short video lectures will help those just discovering the magic of theatre unlock the secret of the famous System that transformed the world's understanding of the actor's craft. Thanks to online access, the programme has found a wide audience and become accessible to learners across many regions.

The project's filming was completed in 2025. The project's video lecture course, complete with notes, supplementary materials, and self-testing exercises, is hosted on the Rostelecom Lyceum online platform and is available free of charge to all its registered users. The Konstantin Stanislavski: In Search of the System series also became part of the inaugural All-Russian Theatre Olympiad campaign, organised by Rostelecom and the Union of Theatre Workers of the Russian Federation to mark the union's 150th anniversary.

WINK

The project was released on the Wink video streaming service, and offline presentations and open lessons on it were held in Moscow, Smolensk, Vyazma, Tambov, Yaroslavl, and Chekhov.

Purpose

Use digital technology to tell young people about the global significance of Russian theatrical art and the origins of dramatic theatre founded by Konstantin Stanislavski and Vladimir Nemirovich-Danchenko, introduce teenagers to the historical heritage preserved by the Moscow Art Theatre Museum, and engage children from the country's most remote regions with the study of theatrical art

Coverage

Nationwide

Participants in 2025

around 2 million people

Financial support in 2025

745 RUB thsd

Plant a Tree project

Since 2023, Rostelecom has been running an environmental tree-planting project in collaboration with the RusClimateFund non-profit organisation, which was established to offset and reduce greenhouse gas emissions through environmental initiatives.

In the course of the project, Rostelecom customers were able to contribute to forest restoration by using the Company's services,[1] while the RusClimateFund team and volunteers planted trees in several federal districts of Russia.

In 2025,

79 thsd

pine seedlings were planted across four federal districts of Russia: Central, Volga, Southern, and Urals. 300 employees of Rostelecom's mobile operator volunteered for the project

Purpose

Draw attention to the issue of forest restoration and offsetting GHG emissions and build a convenient infrastructure to engage customers in environmental initiatives

Coverage

All regions where the Company operates

Participants in 2025

7,135

Company customers

Financial support in 2025

759 RUB thsd

funded by subscribers

Project website

forest.t2.ru

[1] The Plant a Tree service can be activated in the T2 mobile app. Planting a single tree costs RUB 100.

I Run and Help charity sports project

Since 2018, Rostelecom, together with the Life Line charitable foundation and Sport Together, has been running I Run and Help, a nationwide corporate sports project.

The Company's volunteer employees go jogging, skiing, and race walking, with the distances they cover recorded in the Stayfitt app. The participating employees run a cumulative distance of 100 thousand km, which Rostelecom "converts" into RUB 1 million and donates to the Life Line foundation to treat children with rare diseases.

In 2025, over 550 employees of Rostelecom and T2 from 45 Russian cities took part in the 9th ZaBeg.RF All-Russian Half Marathon, in support of the I Run and Help project. Participants covered distances of 5, 10, and 21.1 km. To make the event more accessible, an online race format was also introduced, allowing participants to cover the distance at a time and location of their choosing. Through their combined efforts, the Rostelecom team covered a total of 4,442 km in a single day.

More than 6.5 thousand Company employees and volunteers have taken part in the I Run and Help project since its inception. A total of RUB 18 million was raised and subsequently allocated to the treatment of seriously ill children in need of prompt medical care.

Integration with the Stayfitt app allows Rostelecom employees to take part in sports challenges, track their activity, connect fitness trackers, and access materials on a healthy lifestyle.

Purpose

Support children with serious illnesses through sporting achievement

Coverage

All regions where the Company operates

Participants in 2025

4,250

participants in runs

about 2,000

volunteers

Financial support in 2025

7.5 RUB m

Master Classes with Stars on Ice

As part of the Star Trek project, in 2025 Rostelecom, together with the Figure Skating Federation of Russia, organised master classes given by Olympic champions for young figure skaters. These events took place in Yekaterinburg, Vladimir, and Ulan-Ude.

Purpose

Provide young athletes from across Russia with a unique opportunity to showcase their abilities and skills to renowned coaches, receive valuable advice, and, potentially, a pathway into elite sport

Coverage

All operating regions of the Company

Participants in 2025

around 150

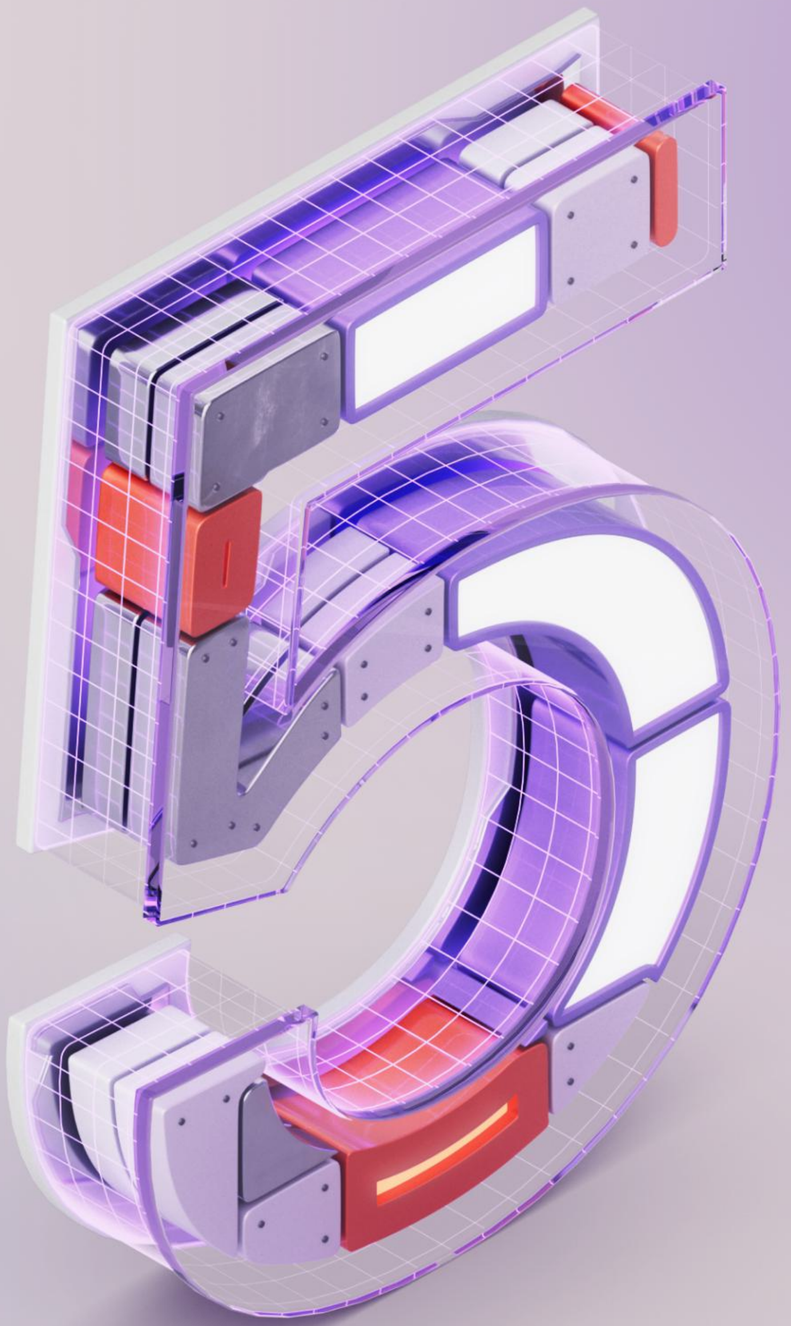
participants

Financial support in 2025

1.5 RUB m

Human resources development

180–238



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5 Human resources development

Rostelecom remains one of Russia's best employers, retaining its Platinum status in the Forbes employer ranking for the third year running. The Company is strongly focused on expanding its professional growth, corporate training, and engagement programmes and places a particular emphasis on the ESG agenda, volunteering initiatives, promoting healthy lifestyles, and advancing digital inclusion.

Rostelecom is one of Russia's largest employers. The Company offers its employees opportunities for professional and personal development, runs training and social support programmes, and is committed to improving working conditions and advancing workflow efficiency through technology.

>124.4 thsd people

the Group's average headcount as at 2025-end

42 hours

the average training time per Company employee in 2025

96.4 RUB thsd

Rostelecom employees' average monthly pay in 2025

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

1. Mutual trust, respect, and accountability form the foundation of our team.
2. Rostelecom provides equal opportunities for all employees and has a zero-tolerance policy for discrimination in the workplace.
3. The Group provides employees with a safe, healthy, and comfortable working environment. Loyalty programmes, additional health insurance, retirement plans, and housing programmes for employees benefit hundreds of thousands of people across Russia.
4. The Company fosters partnerships with higher education institutions to develop new digital products and pass expert knowledge on to students.
5. Rostelecom engages with school and university students to help them build digital literacy.

HR management at Rostelecom **is aligned with international and national regulatory standards as well as corporate regulations and codes.**

Nomination and Remuneration Committee of the Board of Directors

- Oversee the adoption and implementation of the remuneration policy
- Monitor employee incentive programmes
- Conduct performance evaluations of top managers and key leaders

Compensation Committee of the Management Board

- Build an effective employee compensation system that drives the Company's competitiveness and long-term success

Organisational Development and HR Management Division

- Manage human capital across the Group

HR management functions at Rostelecom's business units and subsidiaries

- Implement HR management policies

Organisational Development and HR Management Division

No.	Department	Key functions	Key achievements in 2025
1	HRM Technology and Analytics Department	Automate HR services, conduct research commissioned by HR functions	• AI-based CV ranking models, auto-search, and SMS notifications were rolled out. • New channels were added to IQHR and other HR services, receiving 32.6 thousand applications in 2025 – a 3.8-fold increase year-on-year. • A stay interview process and an AI assistant were developed for HR business partners, with more than 6.2 thousand interviews conducted and a 95% retention rate. • Cross-system integrations were established (AIHR,[2] career portals, BI, IP telephony, and the Corporate Online University). 65% of candidates went through digital intake. • E-voting was implemented for those responsible for the process and the chairman of the social benefits committee. • A bonus automation system was developed. • A process for arranging temporary allowances was launched. • A single application portal was implemented for the Corporate Coding and Digital Skills Classes programme (Algorithmics). • A personal data analytics framework was launched on an import-substituted technology stack. • HR reports were streamlined, new data views were added, report stability and relevance were improved, and data retrieval times were reduced. • An information portal was developed where users can find details on reports and key metrics.
2	Internal Communications and Corporate Culture Department	Ensure employee communications, corporate culture development, and employer brand positioning within the Company	• NPS[3] was measured, and engagement initiatives were implemented. • The Recognition programme was rolled out, together with other incentive programmes: Heroes of Long Service and Masters of the Year. • The Rostelecom Ambassadors project was advanced. • The youth engagement focus area was updated. • Opportunities for sport and maintaining a healthy lifestyle were provided. • The internal communications system was further developed.
3	Organisational Development Department	Build the Company's governance structure to match its business goals and objectives	• Performance and productivity were improved.
4	Compensation and Benefits Department	Manage employees' monetary incentives and compensation	• Employee salaries were increased. • Incentive systems were aligned with business goals and objectives. • Targeted incentive systems were introduced to help employees earn extra income.
5	Operations Management Department	Manage HR functions and ensure labour law compliance in employment contracts	• The voluntary health insurance (VHI) system was improved. The dedicated employee support channel, the Health Territory mailbox, was further developed. • The benefits package was enhanced for employees under the collective bargaining agreement. • The process for applying to join or withdraw from the corporate housing programme via HR services was automated.

[1] CV ranking accuracy was 88%.
[2] AIHR (Academy to Innovate HR) is an international online academy and educational platform specialising in training and professional development for HR (human resources) professionals.

[3] Employee Net Promoter Score. A method to measure employee loyalty.

No.	Department	Key functions	Key achievements in 2025
5	Operations Management Department (cont.)		• The application process for employees was accelerated five-fold, now taking just two minutes. • Application turnaround time at the Branch Support Group was reduced by 95%.
6	Talent Management Department	Carry out recruitment and onboarding, manage the talent pool, and run mentorship programmes	• PJSC Rostelecom's recruitment and onboarding processes were upgraded. • Recruitment productivity was increased by 23%, and hiring was accelerated by 31%. • The internal customer experience was improved, along with satisfaction rates among hiring managers. • Recruitment automation and analytics projects were rolled out. • AI recruitment tools were introduced.
7	Knowledge Management Department	Provide methodology support, design programmes, deliver training, assess training outcomes, develop Rostelecom's Corporate Online University, and evaluate employee performance	• 97% of PJSC Rostelecom employees were covered by training (up 3% year-on-year). • 96% of Rostelecom employees were covered by asynchronous training at the Corporate Online University[1] (up 6% year-on-year). • 97% of PJSC Rostelecom employees took optional training at the Corporate Online University (up 18% year-on-year). • 89% of Rostelecom managers were covered by digital skills training.[2] • The Corporate Online University[3] brand was refreshed, with a new visual style introduced across all training materials.
8	Employer Brand Management Department	Consolidate the Company's HR strategy, manage the employer brand, coordinate key cross-functional HR projects, and oversee the implementation of the approved strategy. Schedule activities and analyse their effectiveness across the following areas: the employer brand, including digital employer brand, youth programmes and internships	• The Company developed and approved a new positioning for its employer brand: an employer value proposition (EVP), a slogan, and a creative concept. • Higher HR brand media indices and a growing number of publications about Rostelecom as an employer across mass media, digital platforms, and offline channels. • The annual Your First internship programme was run. Partnerships with educational institutions deepened, boosting Rostelecom's appeal as an employer for young people. • The Company actively managed its online reputation by monitoring reviews on job-aggregator websites.

[1] Courses and programmes on the LMS platform.
[2] This indicator replaced the AI training coverage metric.
[3] Rostelecom's Corporate Online University.

Key HR regulatory documents

- Labour Code of the Russian Federation
- PJSC Rostelecom's 2021–2025 HR Management Strategy
- PJSC Rostelecom's HR Management Policy
- PJSC Rostelecom's Equal Opportunities Programme
- PJSC Rostelecom's Regulations on Recruitment and Hiring
- PJSC Rostelecom's Regulations on Employee Remuneration
- PJSC Rostelecom's Collective Bargaining Agreement
- PJSC Rostelecom's Regulations on the Organisation of Employee Professional Training and Development
- PJSC Rostelecom's Talent Pool Regulations
- PJSC Rostelecom's Internal Labour Regulations
- PJSC Rostelecom's Internal Awards Regulations

HR Management Strategy 1 / 2

In 2021, the Company adopted its 2021–2025 HR Management Strategy. It aims to create a comfortable environment for employees, increase labour productivity by retaining and upskilling high-performing staff and improving the management model, improve staff loyalty with a focus on youth programmes, develop an ecosystem of knowledge for employees, and strengthen teamwork.

Rostelecom's key strategic goals in HR management are to:

- drive business sustainability through advanced tools aimed at transparency and consistency of HR processes
- maintain high employee performance amid external uncertainties
- help employees to fulfil their full potential in alignment with the Company's interests
- build strong teams of professionals and promote role modelling
- transform employees into change agents throughout the organisation while maintaining their engagement levels.

Employees are central to the Company's business development

Employee's own potential

- Talent and leadership
- Core competencies
- Training and development

Fostering a productive and friendly environment

- Talent recognition
- Management model
- Culture and environment

Focus areas of Rostelecom's human capital development

- Caring about employees: stability, income, and the development of sought-after skills
- Building employee digital skills
- Staff retraining and internal migration
- Attracting and retaining young talent
- Developing teamwork tools and practices
- Adopting new approaches to employee development and workforce management through process digitisation
- Improving corporate culture and engagement models

HR management performance evaluation

One of Rostelecom's 2021–2025 Long-Term Development Programme key performance indicators is labour productivity rate.[1] In 2025, this metric stood at 119%.

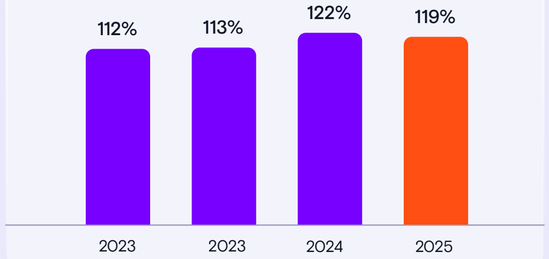
93 thsd

active users of the Corporate Online University (Rostelecom employees)

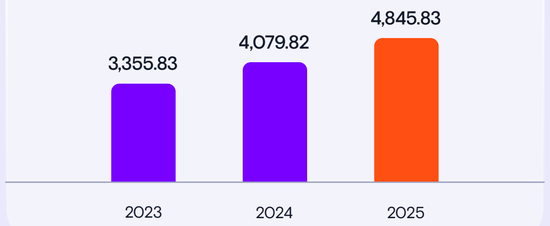
Training and development strategy

As part of the Training and Development Strategy, 2024–2025 saw the integration of subsidiary and affiliate teams into the Corporate Online University, the Company's LMS platform, along with the development of training content on AI tools and technologies for various target audiences. At the end of 2025, 18 new subsidiaries and affiliates were connected to the platform, bringing the total number of connected entities to more than 80. In addition, four online courses and four workshops[2] on the use of AI technologies were developed.

Labour productivity rate, %



Labour productivity: value added per employee, RUB thsd per person[3]



[1] Calculated in line with the Methodology for Calculating Labour Productivity Indicators of an Enterprise, Industry, or a Constituent Entity of the Russian Federation (approved by Order No. 748 of the Russian Ministry of Economic Development dated 28 February 2018) as a ratio of labour productivity in the reporting year to labour productivity in the base year.
[2] In-house online training, lasting up to 2.5 hours.
[3] The 2022–2025 indicators presented in the table were calculated based on average headcount, including data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group.

The Nomination and Remuneration Committee of the Board of Directors and the Compensation Committee of the Management Board regularly review the performance of Rostelecom's HR management system.

To monitor organisational climate, the Company runs regular pulse surveys gauging employee satisfaction, team dynamics, and the quality of communication with management. Survey findings inform Rostelecom's HR decisions and the design of new HR initiatives.

Comprehensive engagement surveys are run every two years. Over eight years, the Company has made substantial progress: the employee engagement score has risen by 35.4 p.p., from 55% in 2018 to 90.7% in 2025.

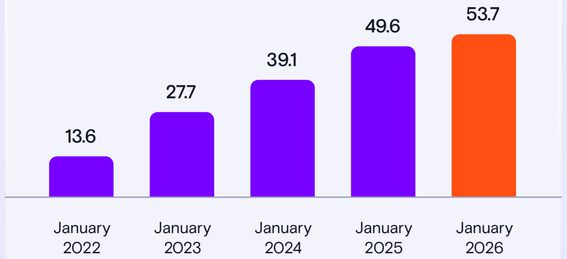
A scheduled eNPS[4] study was conducted in 2025, covering 82% of staff – over 59 thousand employees. Respondents submitted around 40 thousand comments and suggestions. According to the survey results, our eNPS rose to +53.7%, up 4.1 p.p. from 2024.

In 2025, the Company continued to improve its employee feedback system, including by running pulse surveys at the request of teams. This has enabled the Company to promptly gather feedback on employee sentiment, motivation, and needs.

In addition, employees were regularly surveyed on new products, pilot launches, internal services, training, and other focus areas. The insights gained help quickly identify growth opportunities and enhance HR processes and service solutions for employees.

For more details on Rostelecom's awards received in 2025 for its contribution to human capital development, see the ESG Ratings and Awards section of this Report.

eNPS at PJSC Rostelecom, %



Remote working

Rostelecom provides its employees with full opportunities for remote work. To support this work format, dedicated standards and performance evaluation frameworks have been developed.

Remote teams are managed via the Trueconf videoconferencing software. Hosted at Rostelecom's data centres, proprietary software products, such as the TIONIX Virtual Desktop (VDI),[5] were rolled out across virtual workplaces.

The Company provides employees with 24/7 access to Rostelecom resources, alongside round-the-clock employee support.

[4] eNPS is defined as the difference between the proportion of employees willing to recommend their employer and those who are not. Any positive score is considered a good result.
[5] Virtual desktop infrastructure.

In 2025, the Talent Management Department focused on improving the effectiveness of recruitment, attraction, and onboarding processes, as well as automating these processes and rolling out a data-driven approach. Significant steps were successfully taken on each of these tracks.

Improving recruitment processes

As part of its professional-level and executive search efforts, the Company developed and successfully rolled out the Art of Recruitment, a training course for hiring managers. The programme covered 217 line managers nationwide and received the highest possible quality rating of 5.0.

We also carried out a systematic analysis of the candidate journey at the Company and implemented improvements to streamline the recruitment process, reducing time-to-hire for standard roles and achieving top satisfaction scores from both hiring managers and candidates. For 2026, the Company plans to roll out the project's successful practices more widely, further improve the candidate experience, and strengthen its employer brand.

Managers and experts from the executive search team now regularly take part in the selection stages of the Leaders of Russia competition, a practice that has become an established tradition.

Through this involvement, the team builds expertise in assessing leadership potential and forges valuable connections with top executives in the market, helping the Company attract talented leaders.

Also in 2025, the Company launched a fully redesigned homepage for its career portal, featuring a new look and animation, prepared a prototype page aimed at young people, and developed and rolled out a centralised system for managing referred candidates.

In mass recruitment, the Company re-engineered its hiring, onboarding, and training processes for mass-segment candidates, lifting the recruitment plan's fulfilment rate by 30% year-on-year.

Recruitment team development

In 2025, the Company developed a career progression system for recruiters, comprising tracks for key positions within its recruitment units.

Requirements and criteria for moving into each position were defined, relevant courses were selected from the Corporate Online University, and practical case studies were developed to help reinforce the necessary skills. The rollout of these career tracks is planned for 2026.

217

unit heads across the country covered by the Art of Recruitment programme

The Company also delivered a project to improve lead-generation efficiency:

candidate traffic rose by 68%, hiring increased by 53%, and cost per hire fell by 26%. SEO optimisation[1] of the rabota.rt.ru career portal was launched, driving a 165% increase in organic traffic to the site and a 115 % rise in hiring.

+115 %

increase in hiring through SEO optimization

The Company also developed and digitised a training course for new recruiters working in mass recruitment.

48 %

Moving the programme online helped streamline the workload on mentors and cut training time

[1] SEO optimisation (search engine optimisation) refers to a set of on-site and off-site measures aimed at improving a website's search engine rankings and attracting free organic traffic.

Leveraging the alumni network

In 2025, the Company successfully launched a project to build and grow a community of former employees. During the preparatory stage, the target audience was analysed and the latest industry practices were explored.

As part of the project, key communication tools were created: a landing page, a Telegram channel with an approved content plan, and a distinct visual identity for the community.

The pilot was subsequently scaled to cover five business segments, driving an increase in club membership to over 300 by the end of 2025. The project strengthened the Company's employer brand, opened up an extra channel for candidate attraction, and facilitated knowledge sharing with the wider market.

>300

club membership atтthe end of 2025

Automation and analytics

In 2025, mass recruitment was fully integrated into the recruitment information system (IS). The IS has now been successfully linked with the Corporate Online University and the corporate intranet portal, automating the transfer of candidate data and reducing the operational burden on staff.

As part of the Talent Management Department's digital transformation journey, the Company kicked off initiatives to roll out AI assistants. Dashboards with key metrics for professional-level recruitment were introduced for recruitment managers, HR partners, and hiring managers, while mass-recruitment dashboards were seamlessly migrated to draw on data from the IS.

The Company has also built financial models to calculate recruitment costs, along with targeted recruiter headcount and payroll, and plan future recruitment needs. These tools have improved the accuracy of estimates, sped up reporting, and increased transparency in dialogue with the business.

The rollout of a unified calling platform has accelerated initial contact with candidates and strengthened working time tracking.

Another innovation in 2025 was HR Messenger, a bot that automates the processing of responses and the scheduling of interviews without recruiter involvement. By handling candidate responses automatically through a chatbot, this boosted the hire conversion rate.

Onboarding

The overall onboarding track was updated, and new customised tracks were created for the Company's business segments. A pilot buddy programme was also launched, backed by a comprehensive set of support tools.

As a result, tracks can now be flexibly tailored to different roles, while new-employee engagement and process transparency have both improved. New hires gave the onboarding process a high rating of 4.7 out of 5, with managers putting it at 4.6. We also reduced bad hire rate to 13.57%.

Rostelecom continues to expand cooperation with universities, offering internships, hiring young talent, and supporting mentoring and career planning.

For more details, see the Employee Training and Development section.

These measures helped maintain recruitment performance even amid an intensifying talent shortage and fierce competition in the labour market:

4.99

hiring manager satisfaction score in 2025

2024: 4.98

9.48

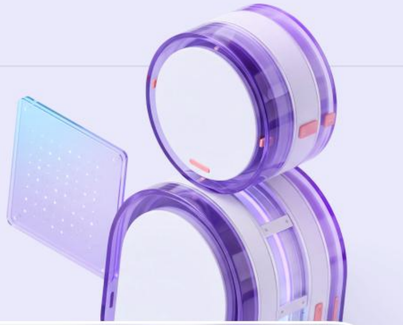
internal service quality score in 2025

2024: 9.01

>20 thsd

full-time vacancies filled in 2025

Rostelecom Group employed 124.4 thousand people at 2025-end, including 49.7 thousand women (40% of the total workforce). At the same time, the Group's average headcount rose by 0.8% from 2024, reaching 117.4 thousand in 2025.



124.4 thsd people

Rostelecom Group's headcount

117.4 thsd people

Rostelecom Group's average headcount

Rostelecom Group's headcount as at year-end,[2] persons

Indicator	2022	2023	2024	2025
Headcount at the end of the reporting period, including employees on parental leave and excluding part-time employees, of which:	123,048	123,378	127,048	124,389
• part-time employees	10,986	12,488	16,429	16,313
• temporary employees (on fixed-term contracts)	4,726	4,276	6,855	3,911
Employees under independent contractor agreements[3]	43,639	39,233	32,038	28,475

Rostelecom Group's average headcount,[1] thsd

Indicator	2022	2023	2024	2025
Group total	**119.0**	**114.3**	**116.5**	**117.4**
PJSC Rostelecom	84.5	78.7	76.4	74.3
Subsidiaries and affiliates	34.5	35.6	40.1	43.1

Rostelecom Group employees by age,[4] persons

Indicator	2022	2023	2024	2025
30 years old and younger	23,278	22,710	24,917	22,811
31–49 years old	67,319	67,574	68,029	67,368
Over 50 years old	32,451	33,094	34,102	34,210
Total	**123,048**	**123,378**	**127,048**	**124,389**

[1] The 2022–2025 indicators presented in the table include data for PJSC Rostelecom and the Group's wholly owned subsidiaries within the IFRS consolidation scope. The 2022–2023 average headcount data have been restated.
[2] The 2022–2025 indicators presented in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group. The 2022–2024 headcount data have been restated.
[3] Some employees with independent contractor agreements may have an employment contract, i.e. they may be included in the headcount.
[4] The 2022–2025 indicators presented in the table include data for PJSC Rostelecom and the Group's subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group. The 2022–2024 headcount data have been restated.

Rostelecom Group employees by category,[1] persons

Indicator	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
White-collar employees	57,424	41,775	57,999	41,907	59,185	43,951	57,895	43,398
Blue-collar employees	8,970	1,151	8,451	980	7,974	882	7,887	788
Functional managers	8,452	4,835	8,565	5,019	9,066	5,519	8,562	5,285
Senior managers	232	81	240	91	256	77	269	76
Other employees	13	115	12	114	24	114	30	194
Total men/women	**75,091**	**47,957**	**75,267**	**48,111**	**76,505**	**50,543**	**74,648**	**49,741**
Total		**123,048**		**123,378**		**127,048**		**124,389**

The technical team accounts for 55.5% of employees, followed by the commercial team in second place with 21.3%, while the administrative team makes up 2.7%.

[1] The 2022–2025 indicators presented in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group. The 2022–2024 headcount data have been restated.
[2] Functional structure data for 2022–2024 have been restated.

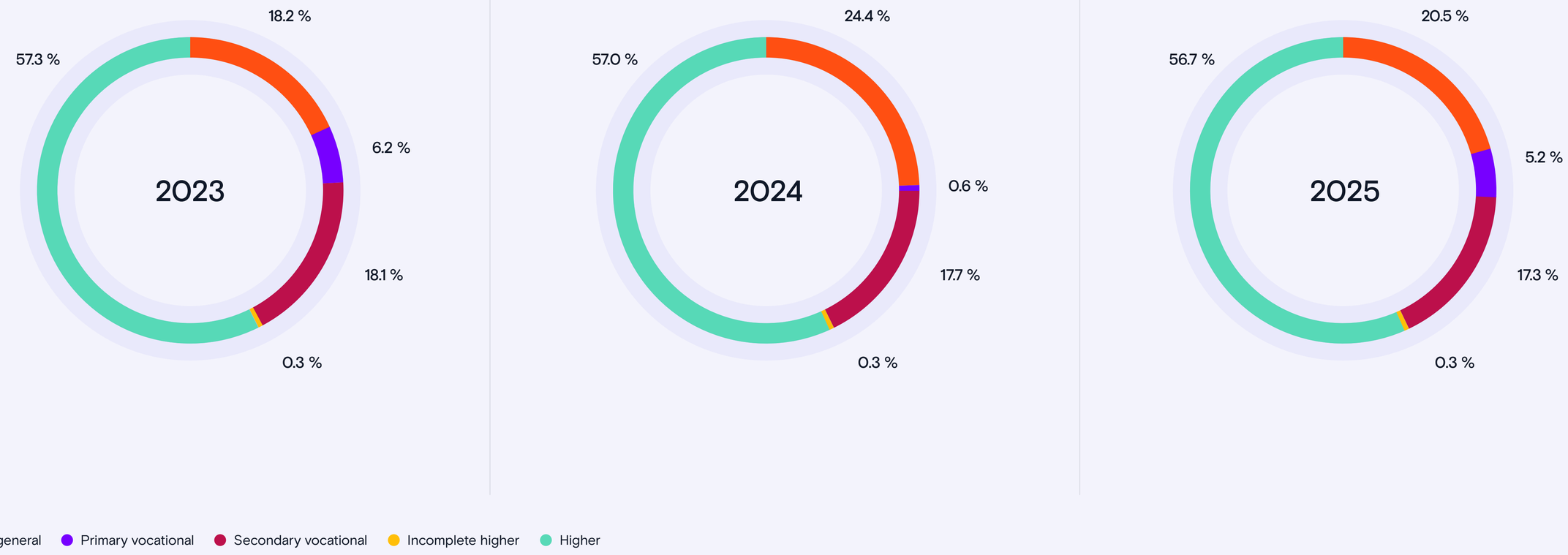
Rostelecom Group employees by function,[2] persons

Indicator	2022	2023	2024	2025
Technical team	74,610	72,846	71,673	69,067
Commercial team	25,199	25,260	27,327	26,538
Administrative team	3,470	3,153	3,471	3,302
Other	19,769	22,119	24,577	25,482
Total	**123,048**	**123,378**	**127,048**	**124,389**

Rostelecom Group employees by education, persons

Indicator	2023	2024	2025
Secondary general	22,469	31,015	25,558
Primary vocational	7,610	737	6,490
Secondary vocational	22,280	22,498	21,461
Incomplete higher	309	319	314
Higher	70,690	72,479	70,566
Total	**123,378**	**127,048**	**124,389**

Rostelecom Group employees by education, %



Employee turnover

During 2025, the Group hired a total of 24.2 thousand people, 59% of whom were men and 41% women. Rostelecom has no policy of giving hiring preference to local applicants. Selection of candidates for vacant positions is based on candidates' education, qualifications, and professional competencies.

In 2025, Group-level employee turnover[1] stood at 17.7%, down 4.4 p.p. year-on-year. Lower employee turnover was driven by timely and effective pay increases across the Company, as well as improvements to recruitment, onboarding, mentoring, and vacancy management processes. In 2025, eNPS for Rostelecom Group stood at 55%, up 5 p.p. year-on-year. Higher loyalty rates to teams and managers are key retention drivers for employees.

24.2 thsd

employees were hired by the Group in 2025

59 %

men

41 %

women

New employee hires and terminations,[2] persons

	2022		2023		2024		2025	
Indicator	Men	Women	Men	Women	Men	Women	Men	Women
Hired	14,566	10,217	16,523	10,960	18,731	14,162	14,303	9,897
Terminated	11,530	8,249	13,716	9,263	14,429	10,175	11,521	8,067

Employee turnover at Rostelecom Group, %

Indicator	2021	2022	2023	2024	2025
Overall employee turnover	20.80	17.16	20.65	22.18	17.70

Employee turnover at PJSC Rostelecom, %

Indicator	2021	2022	2023	2024	2025
Overall employee turnover	14.0	12.1	14.5	15.1	12.8

[1] Employee turnover is calculated as the ratio of dismissals and resignations to the average headcount in the reporting period.

[2] The 2022–2025 indicators presented in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group. The 2022–2024 data on the number of hired and terminated employees have been restated.

Permanent and temporary staff

During the year, Rostelecom Group outsourced certain jobs to independent contractors[1] (totalling 28,475 persons as at 2025-end).

28.5 тыс. человек

thousand independent contractors as at 2025-end

These specialists were mainly engaged to:

- connect customers to Rostelecom services
- install customer premises equipment
- handle customer calls as part of first-line support
- perform periodic business support tasks during peak periods.

Rostelecom experiences seasonal variations in employment

This predominantly affects the southern and the Far East regions during the summer months. In the southern regions, higher employee churn is linked to the local focus on agriculture as employees are engaged in farming activities on their own land plots. Some employees working in the Far East leave the Company during the fishing season.

Rostelecom Group permanent and temporary employees as at the end of the period,[2] persons

Indicator	2021	2022	2023	2024	2025
Headcount (including employees on maternity leave and excluding employees under independent contractor agreements and internal part-time employees)	123,899	123,063	123,404	127,011	124,348
Number of part-time employees (headcount)	13,447	10,986	12,488	16,429	16,313
Number of temporary employees (on fixed-term contracts) (headcount)	11,082	4,726	4,276	6,855	3,911
Number of contractors under independent contractor agreements (excluded from the total headcount)	42,556	43,639	39,233	32,038	28,475
Number of employees with an hourly wage	7,471	4,793	4,496	5,145	4,585
Number of workers who are not employees (interns, volunteers, contractors, and self-employed)	450	453	280	460	434

[1] Persons engaged under independent contractor agreements are not Rostelecom employees and are not regarded as Company staff under Russian labour laws – they merely provide work or services on a civil law basis.

[2] The 2022–2024 data have been restated, figures include employees on maternity leave.

5.4 Equal opportunities and employee rights

GRI 2-30

Rostelecom strictly upholds the rights and freedoms of its employees. The Company complies with Russian labour laws and international labour standards in its relationships with employees, including the provisions of the International Bill of Human Rights and the International Labour Organization (ILO) Declaration.

For an extended list of human rights regulations that guide the Company's activities, see the Respect for Human Rights section.

All Company units, including subsidiaries and affiliates, are governed by internal labour regulations. Employee rights are set out in the 2025 collective bargaining agreement as well as in the Code of Ethics and the Corporate Governance Code.

The collective bargaining agreement ensures that employer–employee relations are based on the principles of social partnership, and seeks to improve Rostelecom's operational efficiency and protect employees' social and labour interests. The agreement also sets out the approaches aligned between the parties across social, labour, and associated relations, pay and working conditions, working hours, social and labour guarantees, and benefits.

Under the collective bargaining agreement, Rostelecom employees are notified in advance of significant changes, at least two months before the intended date. This applies to situations such as changes to the remuneration system, downsizing, or the closure of business units.

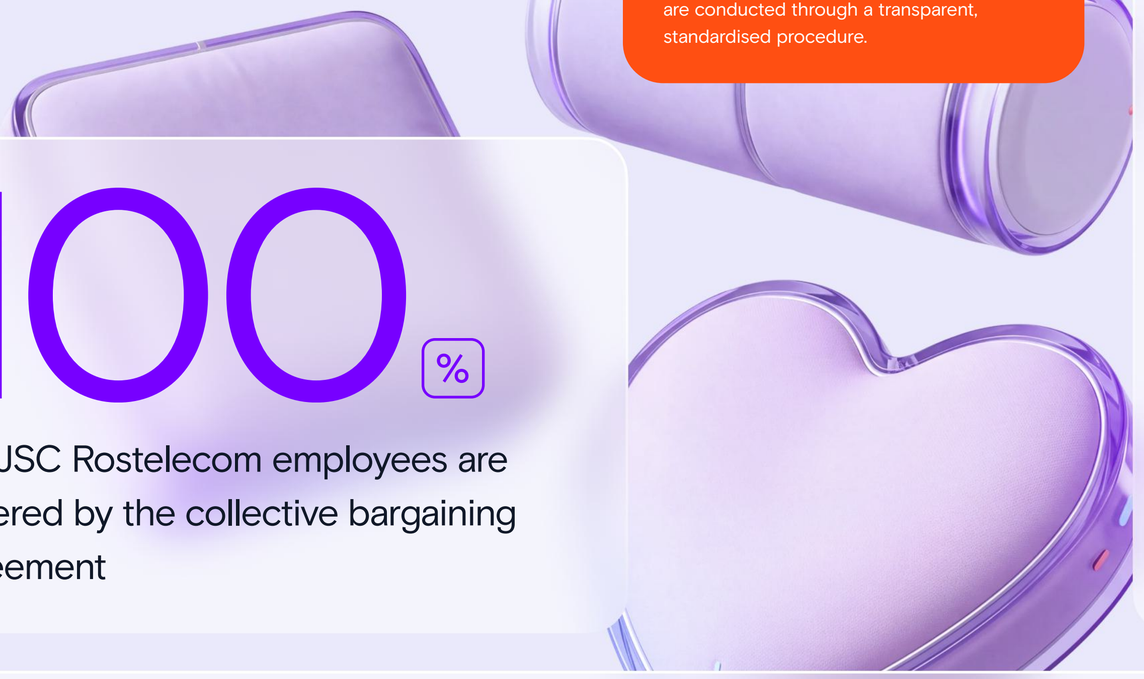
The Group is committed to providing decent work for women and men, including young people, older people, and people with disabilities, and ensures equal pay for work of equal value.

The Company upholds the fundamental rights of its employees and their family members: to social security, education, healthcare, housing, and participation in the cultural life. To achieve this, Rostelecom runs development and social support programmes.

PJSC Rostelecom's Code of Ethics sets out the employees' right to engage in political, educational, charitable, or community activities unless they impact the performance of their jobs or contradict the Company's interests.

The Company does not restrict the rights of its employees to form or join any non-governmental organisations that represent their interests. Every employee is free to join trade unions and engage in collective bargaining. These principles are also shared by our partners – suppliers, contractors, and other stakeholders.

The Company provides equal opportunities for professional development. Promotion and hiring decisions are based on qualifications, skills, and performance. Employee evaluations are conducted through a transparent, standardised procedure.



100%

of PJSC Rostelecom employees are covered by the collective bargaining agreement

Rules of business conduct

Rostelecom does not tolerate any form of discrimination. Gender, race, ethnicity, age, religion, social or financial status, personal beliefs, or membership in civic associations do not affect employees' labour rights or opportunities at work.

These principles are set out in the Company's Code of Ethics, which defines standards of business conduct for all employees as well as members of the Board of Directors and the Audit Commission.

The Company fosters a work environment free from discrimination and encourages mutual respect among colleagues. A dedicated response procedure is in place to address any signs of discriminatory behaviour.

An effective **grievance mechanism** is an important tool in protecting human rights. Employees can report violations of their rights via any feedback channel available at the Company.

For more details, see the Anti-Corruption section.

Gender balance

At Rostelecom Group, 81% of employees are white collar, with women accounting for 43% of this group.

The second largest category, about 11% of the total headcount, is functional managers, 38% of whom are women. Blue-collar employees make up about 7% of the total, about 91% of whom are men. Senior managers account for 0.28% of the total workforce, with women's representation at 22%.

43%

of specialists are women

Rostelecom Group's gender balance

Indicator	2021	2022	2023	2024	2025
Women as at the period end, thousand	54.4	43.1	42.9	50.5	49.7
Proportion of women in management positions[1] %	35.0	34.0	35.1	31.9	32.5
Proportion of women among new hires, %	44.9	41.2	39.9	52.5	40.9
Proportion of female employees, %	44.0	39.0	39.1	39.7	40.0

[1] Proportion of women in the total number of managers (all those supervising at least one subordinate).

Gender pay gap

In 2025, women's average income at Rostelecom Group was 21.6% lower than men's. Among middle and other management, the pay gap stood at 10% in favour of men – down 2.8 and 3.0 p.p., respectively, on the year before. The Company, for its part, ensures equal pay for work of equal value.

The income gap between men and women is driven by the fact that high-paying engineering and IT roles are more commonly held by men.

Gender pay gap,[2] RUB

Indicator	2021	2022	2023	2024	2025
Weighted average monthly income (salaries + bonuses)					
Men	60,014	90,926	105,331	126,316	135,384
Women	44,948	76,085	85,358	98,888	108,391
Average gender wage gap, %	25.1	16.3	19.0	27.7	24.9
Weighted average monthly managerial income (salaries + bonuses)					
Men	228,508	290,215	298,875	295,075	324,582
Women	173,338	237,633	241,184	261,201	294,976
Average gender wage gap for management,[3] %	24.1	18.1	19.3	13[4]	10

[2] Metrics in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group.

[3] Management – top-grade managers who have subordinates and other managers supervising at least one subordinate.

[4] The 2024 data have been restated.

Employing people with disabilities

GRI 405-1

Rostelecom Group upholds the principle of equal opportunity and provides employment for people with disabilities.

1,266 people

the Group employed with disabilities, at the end of 2025

accounting for 1% of its total headcount

Proportion of disabled employees among Rostelecom Group's workforce[1]

Indicator	2021	2022	2023	2024	2025
Headcount as at year-end, persons	1.232	1.109	1.081	1.193	1.266
Proportion of employees with disabilities in the total headcount, %	0.99	0.90	0.88	0.94	1.02

[1] Metrics in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group. The 2023–2024 data on the headcount of employees with disabilities have been restated in 2025.

Parental leave

GRI 401-3

5.4

All Rostelecom Group employees with children under the age of three are entitled to parental leave. In 2025, 1,920 people went on parental leave, including 1,434 women and 486 men. During the year, 1,930 employees returned to work after parental leave ended (1,481 women and 449 men).

Employees with at least two years of total service with the Company receive a one-off payment of RUB 5,000 upon the birth or adoption of a child.

For more details on support measures for employees' families with children as well as expectant parents, see the Social Support for Employees and Their Families section.

1.9 thsd

employees took parental leave in 2025

+29.7 %

increase year on year

Number of employees that took parental leave,[2] persons

	2021		2022		2023		2024		2025	
Indicator	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total number of employees that took parental leave	1,142	2,258	883	510	745	526	815	664	486	1,434
Total number of employees that returned to work after parental leave ended	1,536	460	51	1,531	40	1,482	210	1,624	449	1,481
Total number of employees that returned to work after parental leave ended in the previous reporting period and were still employed at the end of this reporting period	664	341	51	1,370	54	1,391	196	1,832	480	2,460

[2] Metrics in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94 % of the entire Group. The 2022–2024 data on the number of employees on parental leave have been restated.

Supporting and integrating older employees

Rostelecom deeply respects its employees of the older generation,[1] values their experience, skills, and expertise, supports them through various life circumstances, and encourages them to look after their health.

14,139

of older employees as at 2025-end

Retirement and pre-retirement age employees of Rostelecom Group,[2] persons

Indicator	2023	2024	2025
Pre-retirement age employees	9,258	9,638	9,658
• Women aged 55–60	4,400	4,670	4,692
• Men aged 60–65	4,858	4,968	4,966
Retirement age employees	3,193	3,898	4,481
• Women over 60	1,930	2,337	2,588
• Men over 65	1,263	1,561	1,893
Total older employees	**12,451**	**13,536**	**14,139**
Proportion of senior employees in the total headcount, %	**10.09**	**10.65**	**11.37**

[1] Pre-retirement age employees include women aged 55–60 and men aged 60–65; retirement age employees include women over 60 and men over 65.

[2] The table includes data for Rostelecom and the Group's subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group.

5.5 Remuneration and incentives

GRI 404-3

Rostelecom has comprehensive incentive systems in place to retain highly skilled employees. These systems also encourage employees to improve productivity and explore new ways of problem-solving through digital technologies.

The Group has no uniform approach to remuneration and incentives for employees of its subsidiaries and affiliates. Each subsidiary/affiliate has its own remuneration system depending on its profile. Regulations related to financial incentives for employees of subsidiaries and affiliates are approved by order of the CEO in line with the charters of respective subsidiaries and affiliates.

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

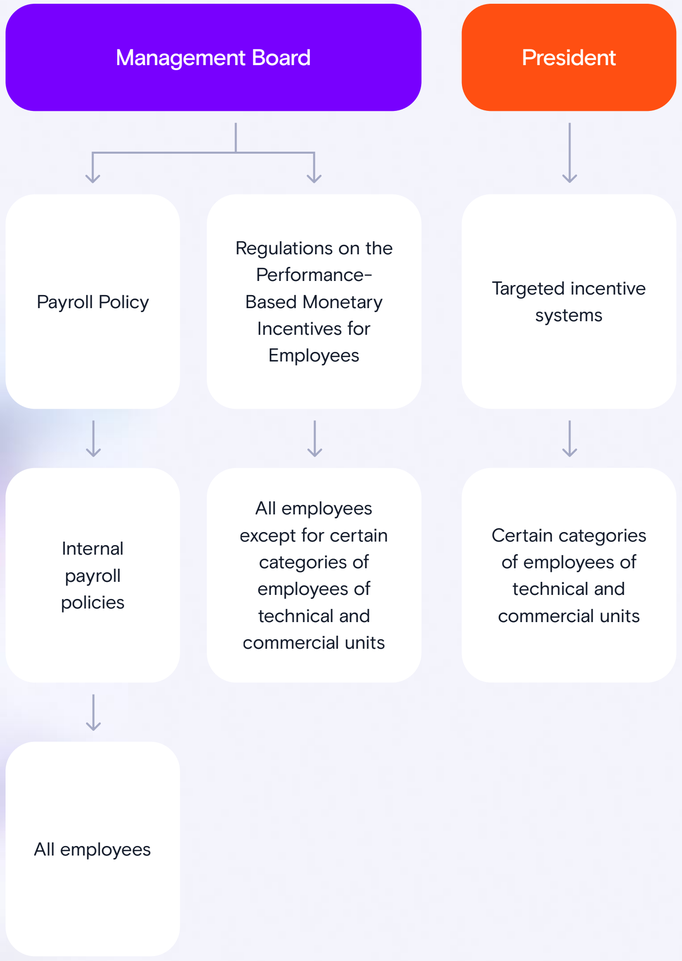
177 RUB bn

Rostelecom's labour costs in 2025

1,491 RUB thsd

employees' average annual income in 2025

Remuneration



We provide fair pay, annually indexing pay rates and gradually increasing payroll. Pay indexation is calculated individually and takes into account the consumer price index (CPI), the employee's income level, and the local minimum wage in the relevant region.

In 2025, Rostelecom Group's labour costs totalled RUB 177 billion, up 19% year-on-year (RUB 149 billion in 2024). The average annual income of employees increased by 9.7% to RUB 1,491 thousand (RUB 1,358.9 thousand in 2024).

The Company updates payroll data on a monthly basis, comparing actual salaries by position against market levels. This makes it possible to identify employees whose remuneration falls below market benchmarks.

Work processes are organised in compliance with the Labour Code of the Russian Federation, PJSC Rostelecom's Internal Labour Regulations, and the internal regulations of its subsidiaries. Overtime, as well as work on weekends and public holidays, is paid in accordance with the requirements of the Labour Code.

In addition to salary payments, Rostelecom has adopted an employee incentive programme. Subsidiaries and affiliates operate both short-term and long-term incentive systems. These programmes are tailored to each entity, taking into account the specifics of its operations.

Rostelecom has a KPI system that takes into account each employee's position and area of responsibility. Employee evaluation is conducted annually, with bonus amounts linked to the achievement of corporate, business, and individual targets.

For more details on the gender pay gap, see the Equal Opportunities and Employee Rights section.

Rostelecom Group's labour costs

Indicator	2021	2022	2023	2024	2025
Payroll, RUB billion	100	111	131	149	177
Average income, RUB thousand/year	644	829	1,160	1,359	1,491

Non-financial incentives

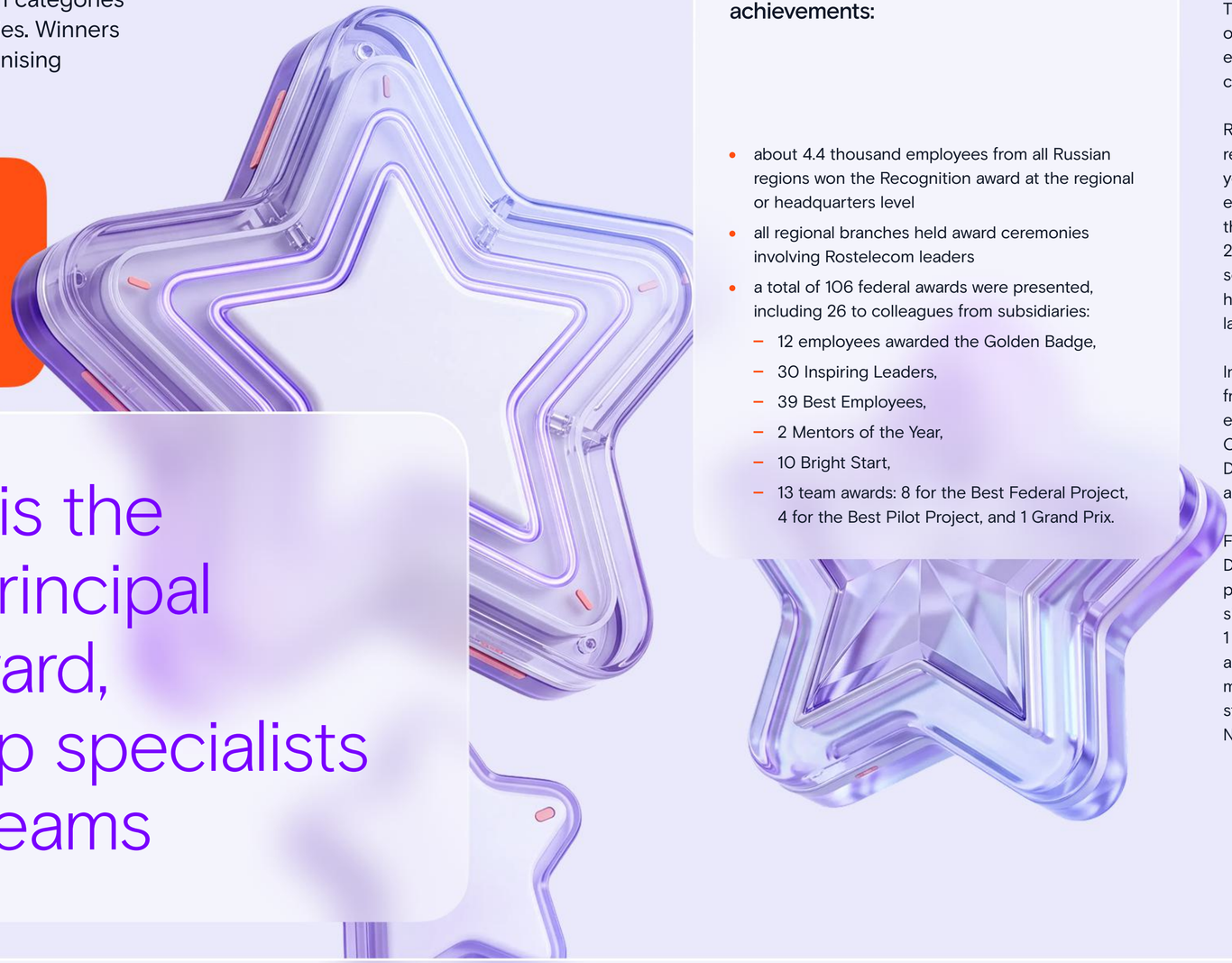
Non-financial incentives include the Recognition programme, the Company's principal corporate award honouring top specialists and project teams in categories based on the Company's values and capabilities. Winners are selected by employees themselves, recognising colleagues' contributions to overall results.

13

total number of participating entities

with new subsidiaries and affiliates joining the programme in 2025

Recognition is the Company's principal corporate award, honouring top specialists and project teams



Recognition 2025 awards for 2024 achievements:

- about 4.4 thousand employees from all Russian regions won the Recognition award at the regional or headquarters level
- all regional branches held award ceremonies involving Rostelecom leaders
- a total of 106 federal awards were presented, including 26 to colleagues from subsidiaries:
  - 12 employees awarded the Golden Badge,
  - 30 Inspiring Leaders,
  - 39 Best Employees,
  - 2 Mentors of the Year,
  - 10 Bright Start,
  - 13 team awards: 8 for the Best Federal Project, 4 for the Best Pilot Project, and 1 Grand Prix.

In May 2025, in-person employee award ceremonies were held across regional branches and functions. In June, the main ceremony was held in Moscow to recognise the federal winners. The project was very well received by participants, with an NPS of 92%. Over the programme's lifetime, more than 27 thousand employees have received awards across different levels and categories.

Rostelecom also runs Heroes of Long Service, a non-financial recognition programme honouring employees with 10 to 55 years of service at the Company. In 2025, 9.6 thousand employees received a badge on the corporate portal, and 3.5 thousand were presented with an honorary badge. More than 25 employees received a one-off payment for 50 years of service with the Company. In total, 44 thousand employees have become Heroes of Long Service since the programme's launch.

In 2025, Masters of the Year, a pilot incentive programme for frontline employees of the Technical Infrastructure Division, was extended company-wide. At a ceremony marking Communications Day, the 100 best Technical Infrastructure Division specialists across 10 key occupations were identified and recognised.

For the third year running, Rostelecom has marked Mother's Day with a special campaign celebrating the parents of its top-performing employees. In 2025, personalised greeting cards signed by the Company's President were sent to the mothers of 1 thousand employees. Themed events, including master classes and tours of corporate communications museums, were held for mothers across 32 regional branches. The initiative drew a strong emotional response from participants, with the project's NPS reaching 77%.

5.6 Social support for employees and their families

GRI 201-3 | GRI 401-2 | МЭР 28

The Company operates a social support system aimed at ensuring safe and comfortable working conditions.

The Company's collective bargaining agreement covers all Rostelecom employees. Employees for whom the Company is the principal place of employment receive benefits, compensations, and additional payments regardless of the form of employment.

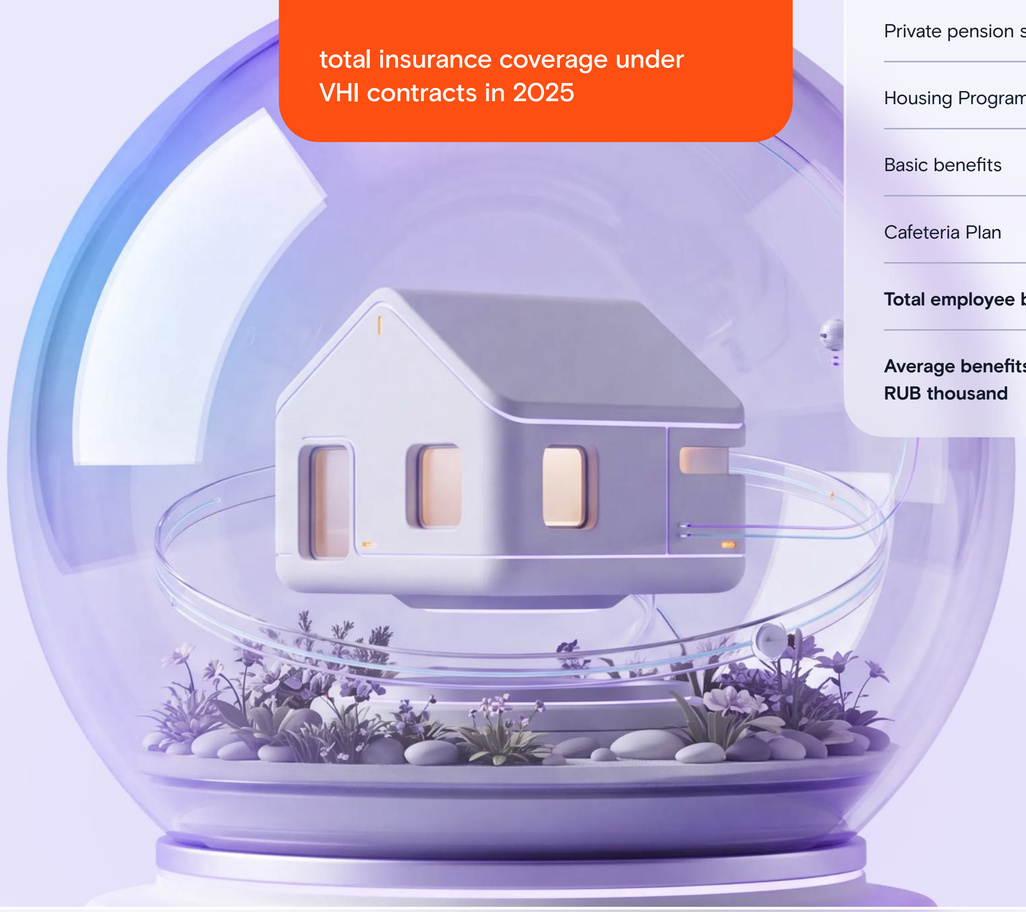
3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

115.4 RUB bn

total insurance coverage under VHI contracts in 2025



The benefits package includes:

- additional leave and payments upon the birth of a child
- additional leave and payments for family reasons
- financial assistance for holidays
- one paid day off on 1 September for parents and guardians of first-graders
- a bonus for receiving ministerial or corporate awards
- New Year gifts for children[1]
- gifts for first-graders[2]
- one additional paid day off to deal with personal matters[2]
- financial assistance in cases of serious financial hardship caused by prolonged illness or costly treatment for life-threatening conditions.

Key employee benefits paid by the Company, RUB m

Item	2021	2022	2023	2024	2025
Voluntary health insurance	487	516	595	1,042	1,276
Private pension scheme	1,184	1,253	1,237	1,228	1,533
Housing Programme	287.3	242	266	297	317.5
Basic benefits	251	195	222	304	402
Cafeteria Plan	471	477	440	403	508
Total employee benefits	**2,680.3**	**2,683**	**2,760**	**3,274**	**4,036.5**
Average benefits per employee, RUB thousand	**28.1**	**31.7**	**35.1**	**42.8**	**54.5**

Rostelecom continues to operate its VHI programme for permanent employees. The total number of insured employees was 73,751 at 2025-end. The insurance programme covers outpatient and inpatient treatment, dental care, emergency medical services, and telemedicine consultations.

[1] In 2025, this benefit was extended to all children; it previously covered children aged six months to 16 years old.
[2] The benefit was introduced in 2025.

Housing Programme

Rostelecom has been running its Housing Programme since 2015. It is open to permanent employees with at least three months of service as at the date of application, including continuous service in subsidiaries and affiliates before transfer to PJSC Rostelecom.[1]

In 2025, 606 Rostelecom employees received interest-free loans or reimbursement of interest on mortgage loans taken out earlier, totalling RUB 317.5 million – a 3.3% increase year-on-year.

10,527 employees

have received assistance to purchase housing for a total of RUB 3,304.09 million over the period of the Housing Programme

322 RUB million

total assistance planned for 2026

610 employees

[1] The programme does not apply to employees of subsidiaries and affiliates and those for whom the Company is not the principal place of employment. Eligible employees and their family members must have no residential property in their ownership in the Russian Federation and must not have disposed of any residential property during the preceding year in excess of the Company's floor space threshold. Any mortgaged property for which interest reimbursement or a loan is being sought under the programme is not counted towards this requirement. To participate in the Housing Programme, an employee must submit an application and attach documents required under the Permanent Housing Assistance Regulations. Floor space threshold: one person – 35 sq m; a family of two – 50 sq m; a family of three or more – 20 sq m per person.

Private pension insurance

Rostelecom operates a private pension scheme as part of its social policy.

In 2025, the Company paid annual defined contributions to the individual pension accounts of 20,548 employees in grades 1 to 7 who hit 90% or more of their individual performance and KPI targets for 2024, and to employees in grades 8 to 11 regardless of KPI achievement. The total defined contributions amounted to RUB 840.9 million.

27,329 persons

Employees participating in the corporate pension scheme as at 31 December 2025

41% of employees eligible to participate in the scheme

711 RUB million

solidarity contributions

20,548 persons

Employees who received defined contributions

840,9 RUB million

defined contributions from the Company

1,442 persons

employees enrolled in the private pension scheme at NPF Alliance

including 192 persons enrolled in 2025

Promoting a healthy lifestyle among employees

GRI 403-6

We support an active and healthy lifestyle among our employees, promote sports activities and host cultural and leisure events: professional skills competitions, creative contests and workshops, and sports tournaments and competitions.

Our loyalty programme offers employees discounts from chain fitness clubs or health and wellness centres.

Football classes are available in 42 regional branches, volleyball in 36, and employees of 28 branches participate in local marathons. The workouts take place both on corporate and rented sports grounds and involve professional instructors.

In 2025, close to 1.5 thousand employees participated in 137 external tournaments in various sports, including city sports competitions, intercompany tournaments with other large employers, and industry tournaments. A total of 515 employees from 49 Russian cities took part in the ZaBeg.RF federal project. An internal Sports Festival was organised, featuring football, volleyball, and obstacle course races, with employees from all regions of the country taking part.

The Company also continues to develop its chess club, which grew from 1.6 thousand to 2 thousand participants in 2025. Company employees competed in six internal and six external tournaments. An IT league uniting 15 companies was established.

6 %

of Company employees engage in sports on a regular basis

RT Balance well-being app

Popular among employees, this corporate mobile application offers online workouts and programmes, challenges, runs, and articles on healthy lifestyles, psychology, finance, parenthood, and more, with fresh content added regularly. We also offer sports merchandise through a rapidly growing online store, where employees can redeem their points earned through regular workouts. The app enables broader access to sports programmes across regions and provides educational content on healthy living.

Employees also have access to psychological support as well as legal and financial advice via the RT consult and SOGAZ INSURANCE services. In 2025, 728 consultations were provided.

up to 2 thsd per month

the number of active RT Balance members reaches

Support for employees with children

1 / 2

5.6

The Company strives to provide comprehensive support to the families of employees with children.

In addition to statutory guarantees, Rostelecom offers employees with children convenient leave schedules and additional days of paid leave for family reasons, arranges remote working where possible, provides additional financial assistance upon the birth of a child, and organises training programmes and master classes for children. The implementation of Rostelecom's housing programme also contributes to employees' family well-being.

For more details on the housing benefits programme for Rostelecom employees, see the Programme section.

Coding Classes for Employees' Children corporate programme

Since 2018, Rostelecom has been running the Coding Classes programme for employees' children. Aimed at children aged 6 to 18, the project helps them acquire coding and digital skills. Training is offered through 12 courses, delivered both online and in person in 40 cities across Russia.

The Company covers 50% of tuition costs, with the remaining amount paid by parents. The programme fosters employee engagement and strengthens the employer brand, while also sparking school students' interest in the IT sector – an investment in developing the industry's future talent pipeline.

The Coding Classes for Employees' Children project in figures

8,294 persons
number of children trained in 2018–2025

3,611 persons
number of individual children trained in 2018–2025

900 persons
number of children trained in 2025

60 %
refreshers

40 %
first-timers

80 %
eNPS score

4.7 out of 5
training satisfaction score

4.8 out of 5
project organisation satisfaction score

83 %
parents' willingness to participate again

In 2025, employees' children participated in the following activities.

A Telegram channel for children, with an audience of more than 2 thousand subscribers, publishes AI-narrated comics, competitions, digital guidebooks, and mini courses. A dedicated children's landing page is also available, reaching up to 28 thousand people. As part of the educational track, 6 thousand children completed the I Am a Presentation Designer, I Am a Mobile Filming Guru, and I Am a Game Creator mini courses in 2025. Diplomas (160 in total) were awarded to participants who successfully completed all modules. The total number of course views on the portal reached 18.3 thousand.

18.3 thsd

completed the I Am a Presentation Designer, I Am a Mobile Filming Guru, and I Am a Game Creator mini courses

1

Children's Day.
Theme: Rostelecom's Safety School

- Tours of fire stations
- Lectures by EMERCOM of Russia
- First aid master classes
- Launch of an interactive emergency response course
- Webinars by psychologists

17 thsd persons

coverage

2

Knowledge Day

- Science shows and master classes
- Lecture by Roscosmos, Space: Everything You Always Wanted to Know but Were Afraid to Ask

14.5 thsd persons

coverage

3

New Year

- Launch of the Bag of Wishes marathon
- Rostelecom Christmas Tree matinees in regional branches
- Master classes

17.5 thsd persons

coverage

4

Communications Workers' Day

- The Magical World of Radio webinar

5

Company Day

- Mobile App for Pets: IT project competition

6

Defender of the Fatherland Day and International Women's Day

- Eco-Heroes webinar. Meeting with a Company employee involved in the Black Sea disaster response

Improving working conditions

The Administrative Department of PJSC Rostelecom drives annual activities to improve employees' working conditions.

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

In 2025, Rostelecom continued its systematic efforts to improve the working environment for employees

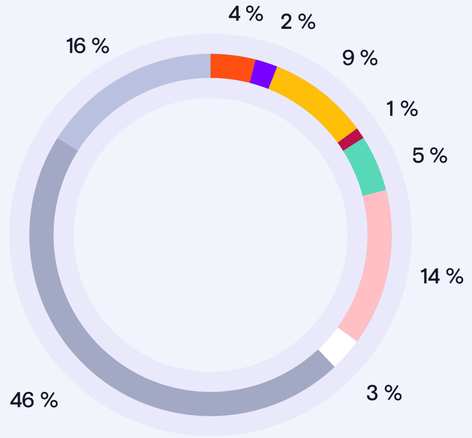
Upgrades and repairs of the Company's premises and infrastructure

Comprehensive repairs of large core facilities

Adaptation of premises under the Target Occupancy Planning Model, including relocations from properties sold or vacated under lease agreements

Targeted improvements, including the construction and repairs of technicians' rooms, dining rooms, sanitary facilities, common areas, security checkpoints as well as façade reinforcement and replacement of roofs, lifts, and windows

Repairs and upgrades of PJSC Rostelecom's facilities in 2025



- Technicians' rooms, sanitary facilities, common areas, security checkpoints, and training classrooms 104 facilities
- Window replacement 71 facilities
- Roofs and structural load-bearing elements of buildings 219 facilities
- Lift replacement 13 facilities
- Façades and entrance areas 130 facilities
- Utility systems 325 facilities
- Improvements 57 facilities
- Interior spaces 426 facilities
- Other works[1]

Across all Russian regions, repairs at PJSC Rostelecom's facilities are carried out in accordance with the Uniform Workspace Standards (covering aesthetic appearance, furniture, household appliances, water coolers, dining rooms, changing rooms, coffee stations, fire safety, and other requirements).

To ensure a comfortable and safe working environment, the Company also provides employees with personal protective equipment and disinfectants while workplaces are wet cleaned regularly.

We also continue to advance the Remote Workplaces project to support remote working. VDI[2] technology enables employees to access their work systems remotely without being tied to a specific office or device.

>70 %

of repairs and upgrades completed improved employees' working conditions

[1] Other works (activities not aimed at improving employees' working conditions), including repairs of mechanical and utility rooms, buildings, and underground facilities, anti-terrorism security measures, repairing and fitting out of security stations, facility design, etc.
[2] Virtual desktop infrastructure.

Rostelecom's corporate culture unites product teams, units, and subsidiaries through a shared system of values and a common language to achieve great results.

Rostelecom's HR strategy is based on the Together for Something Greater concept. Its main goal is to create a working environment where every employee can grow and realise their ambitions. Team leaders foster teamwork culture, share the Company's values, and encourage employee empowerment and flexible decision making.

To develop management skills, the Company offers training programmes for managers, online courses on creating an engaging environment, as well as a platform for sharing best practices across branches.

The Company has adopted a hybrid working model. Corporate events are also held in a hybrid format: offline for field and office-based employees and online for employees working from home, thus reaching a wider audience.

In 2025, Rostelecom presented gifts to more than 3 thousand employees to acknowledge their strong contribution to corporate culture projects: company-branded souvenirs as well as gadgets and devices that promote workplace well-being.

Rostelecom's corporate values

Adaptability

adapting technology to find a solution

Development

creating the future

Simplicity

making complex things simple

Human touch

working for people

Managers Club

The club brought together about 350 line managers from 32 regions. Participants focus on leadership, employee engagement, compensation as well as team development and youth engagement programmes. The club is actively growing its Telegram channel[1] to facilitate informal communication and experience sharing.

Corporate celebrations

Celebrations are an important part of internal communications. They help strengthen team cohesion and reinforce the Company's culture.

[1] In 2026, the club's subscribers migrated to a dedicated channel in the Max messaging app.

Corporate celebrations in 2025

Defender of the Fatherland Day and International Women's Day

The celebrations were held under the motto "Protection and Care" and included in-office events, a lecture and master class marathon, and contests.

The Protection and Care communication project continued throughout the Year of the Defender of the Fatherland, portraying employees as guardians and protectors of the Company, its customers, and the country. The events focused on cybersecurity, customer protection, homeland defence, mutual support, acts of heroism, and employees going beyond their normal job responsibilities.

In 2025, the film SVOi Lyudi (Our Own People) was produced to honour employees participating in the Special Military Operation and their families. Screenings were organised for employees across 31 Russian regions. The film was viewed 2 thousand times while more than 2.5 thousand employees watched it on the Wink online video streaming service.

76 %

NPS

Communications Workers' Day

A live broadcast dedicated to the 130th anniversary of the invention of the first radio receiver was held at the museum of the Moscow Technical University of Communications and Informatics. The event featured an interactive tour of the museum, congratulations from senior management, prize draws, interactive experiences, Company news, and highlights from 130 years of telecommunications history.

83 %

NPS

Victory Day

To mark the 80th anniversary of Victory in the Great Patriotic War, an album of wartime songs performed by Company employees was produced. Offices hosted concerts, quizzes, and master classes.

83 %

NPS

Company Day

The event was held under the motto "People Are Key". The Continuity of Times portal (связьвремен.ростелеком.рф) featured greetings, a prize draw with 300 prizes, family legacy stories, and the Rostelecomgrad game. Company offices hosted photo areas, AI-powered photo booths, performances, and team games

65 %

NPS

New Year

Festive events were held under the motto "Everything Is Connected". The traditional New Year portal collected 12 thousand wishes from employees, more than 1 thousand of which were fulfilled by the Company, managers, and fellow employees. The festive broadcast featured New Year greetings from the President and a recap of the year. The events reached up to 78 thousand employees.

76 %

NPS

Rostelecom brand ambassadors

For seven years now, the project has engaged active employees to showcase Rostelecom's work and values, share expertise and knowledge about its products and services, participate in the Company's life, help promote the corporate culture, and build the Company's positive image in social networks and offline.

In 2025, the ambassadors:

- held more than 200 random coffee[1] meetings with new hires
- organised 12 online onboarding events
- published over 70 posts and articles
- continued producing podcasts
- tested new services and improved the Company's ratings on employer review platforms (Dream Job and Habr)
- delivered digital literacy lessons in 34 school classes, covering 763 school students.

The ambassadors are also involved in all corporate events, lead professional and themed communities, give lectures on digital skills and cybersecurity at universities and colleges as well as contribute to volunteering and charitable projects.

97 %

according to the 2025 survey of Rostelecom ambassadors, the project's NPS

[1] Random coffee is an informal online meeting.

Continuity of Times portal

Since the end of 2023, the portal has served as the hub of the Company's corporate culture, hosting corporate events, publishing content on the history of telecommunications, and offering AI-powered and other interactive features, including quizzes, games, and more. In 2025, the portal attracted 62.3 thousand unique users and recorded 111.8 thousand views.

Heroes of Long Service project

Since 2023, Rostelecom has been running the Heroes of Long Service project to recognise employees for their long stay with the Company (10–55 years). Employees are acknowledged with a badge on the intranet portal, a letter of gratitude from the branch director (for employees without e-mail accounts), and a corporate award corresponding to their service anniversary (a badge of honour). Awards are presented to long-service employees by their immediate supervisors in a festive setting at general meetings.

In 2025, 9.6 thousand employees received a badge on the corporate portal, and 3.5 thousand were presented with an honorary badge. More than 25 employees received a one-off payment for 50 years of service with the Company. In total, 44 thousand employees have become Heroes of Long Service since the programme's launch.

Direct Dialogue with management

As part of this effort, top management and managers meet with employees both face-to-face and online to discuss the Company's goals and objectives, achievements and best practices, social benefits and opportunities, and other relevant matters.

In 2025, 111 meetings were held, covering key topics such as support for families, VHI, salaries, career advancement, AI, and neurointerfaces. With an average attendance of 200–300 people per meeting, the total reach was 20.2 thousand employees.

My Finances: Always Cash-Positive, a financial literacy vlog for employees

In 2025, the second season of the My Finances: Always Cash-Positive vlog, featuring the Company's in-house experts and dedicated to the basics of investing, was released. Guest speakers included an expert from the Bank of Russia and the CEO of NPF Alliance. On RUTUBE and VK, 15 vlog episodes were released, garnering over 250 thousand views in total. The project won the InterComm 2025 Award in the Lifestyle category.

Internal communications system 1 / 2

5.7

In 2025, the Company continued to evolve its internal communications system, which includes all major channels: e-mail newsletters, an intranet portal, Telegram channels, and a VK group.[1]

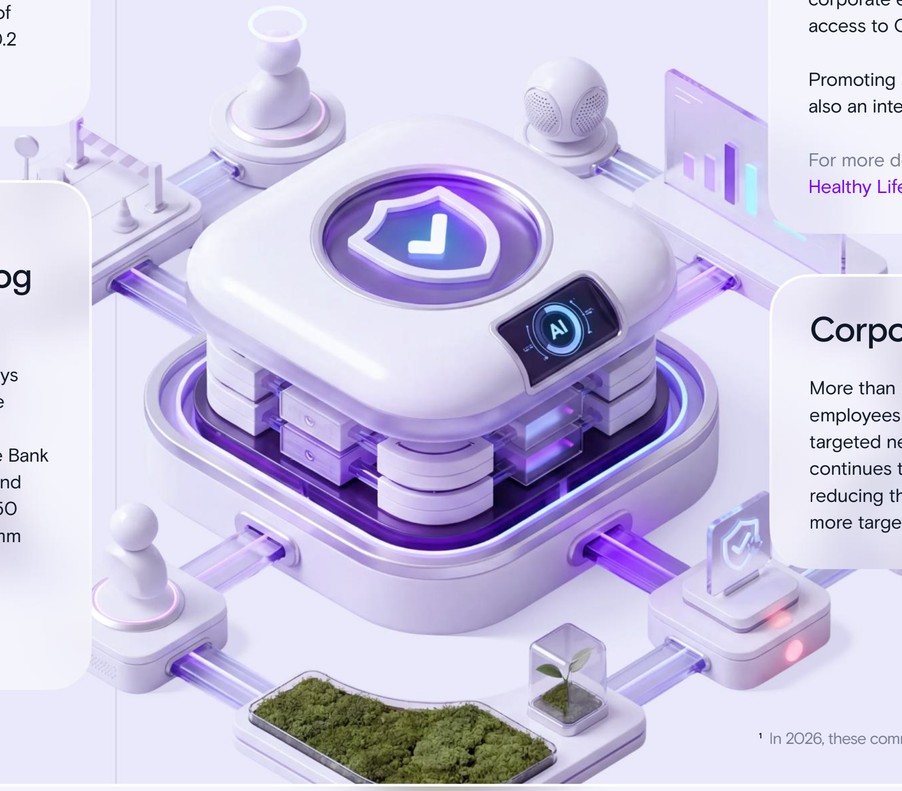
The key objectives are to make employee communications more targeted and reduce information overload. To do this, we are enhancing message targeting and making communication channels more effective.

Smart screens

Employees are also informed via a network of smart screens installed in office spaces. In 2025, a total of 261 screens operated across 57 branches, regularly displaying Company news, project updates, employee birthdays, Heroes of Long Service, travel guides across Russia, and more. Our plans for 2026 include increasing the number of smart screens and the reach of our video content across the Technical Infrastructure Division segment. This will provide field employees, who have limited access to corporate e-mail and the corporate portal, with broader access to Company information.

Promoting sport and healthy lifestyles among employees is also an integral part of Rostelecom's corporate culture.

For more details on these initiatives, see the Promoting a Healthy Lifestyle Among Employees section.



Corporate e-mail newsletters

More than 320 centralised newsletters were sent to all employees along with over 2 thousand regional-level and targeted newsletters. The internal communications team continues to streamline the e-mail newsletter channel by reducing the overall volume of mailings while making them more targeted.

[1] In 2026, these communication channels were migrated to the Max messaging app.

Rostelecom's intranet portal

Our corporate intranet portal remains a key tool for maintaining, developing, and promoting the core values of our corporate culture: simplicity, human touch, adaptability, and development.

The most popular sections of the portal in 2025 were: Profiles, Home, Employee Guide, HR Services, Weekly Survey, Weekly Quiz, Corporate Life, and Pages of Russia. New sections were added: Mentoring, Efficiency 2030, HR Platform, Financial Literacy Test: a Joint Project with the Bank of Russia, Kids on the Line, Youth Programmes, and others.

Say Thank You to a Colleague, our non-financial incentive, remains highly popular: in 2025, our employees used it more than 62 thousand times.

In 2025, the personal profile section was enhanced with personalised corporate offers, including individual promotional codes for several corporate services.

The portal's team continues to improve services, create tools, and add content. This helps employees adapt to current conditions, keep in touch with coworkers, and get help.

Indicator	2024	2025
Number of unique users	More than 60 thousand	More than 60 thousand
Number of visits to the portal	More than 12.7 million	More than 12.3 million
Number of page views	2.5 million	2.6 million
Number of personal profile views	1 million	1.2 million
Number of search queries	198 thousand	197 thousand
Average website dwell time	5 minutes 22 seconds	5 minutes 29 seconds

Social media

In 2025, the audience of the Among Your Own at Rostelecom Telegram channel grew by more than 33.4% to 16.98 thousand subscribers at the year-end. Many of them are field employees without corporate e-mail accounts, for whom the channel has become a convenient and accessible tool for communication with the Company.

In 2025, the network of regional Telegram channels continued to expand: 45 of the Company's 64 regional branches now operate their own channels, with the total number of subscribers exceeding 19.26 thousand.

By the end of 2025, the VKontakte employee community had grown by more than 15.8% to 15.4 thousand subscribers. The group discusses stories from employees' lives, their hobbies, important news, and online activities run as part of company-wide celebrations.

In 2026, the Career at Rostelecom communities in VKontakte and Telegram became a gateway for job seekers and future Company employees. The number of subscribers has reached 18 thousand on VKontakte and 6 thousand on Telegram. Our career groups publish information about the Company's projects, opportunities for employees, corporate culture, as well as vacancies, team leaders, employee experiences, and their career growth stories.

>1 million users

the total reach of career groups on social media

Follow us on social media

Among Your Own at Rostelecom in VKontakte

Among Your Own at Rostelecom in Max

Among Your Own at Rostelecom in Telegram

Rostelecom operates the Corporate Online University, a company-wide LMS platform for employee training and professional skills development. The platform offers retraining courses, onboarding programmes, and content for professional and personal development. The training team supports employees' development from their first day at work.

Currently, the Corporate Online University comprises:

- Knowledge Management Department
- Capability Development Department, with a team of in-house trainers and training project managers
- Training Department under the Technical Infrastructure Division
- Mass Segment Training Department
- Training Support Department
- Employee Evaluation and Career Development Department
- B2B and B2G Training Office.

The Knowledge Management Department is responsible for providing methodology, launching federal-level training programmes, and aligning training with business needs. The team designs and automates employee training and assessment processes, as well as deploys related IT tools and services, including the LMS platform for the Corporate Online University, the Virtual Classroom, and the External Training information system.

PJSC Rostelecom's 2025 highlights

97 %

of employees are covered by training

+3% y/y

96 %

of employees were covered by asynchronous training at the Corporate Online University

+6% y/y

96 %

In 2025, of Rostelecom employees completed training[1] on the platform – the highest coverage since the LMS[2] was launched

97 %

of employees took optional training at the Corporate Online University

+18% y/y

89 %

of managers were covered by digital skills training[3]

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

[1] Employees who completed asynchronous training (online courses and programmes).
[2] A learning management system (LMS) is a software application used to administer courses as part of remote learning.
[3] This indicator replaced the AI training coverage metric.

Investment in employee training

5.8

While subsidiaries and affiliates provide employee training independently, in 2024–2025 we focused on integrating their teams into PJSC Rostelecom's training system by:

- providing access to the LMS platform. In 2025, a further 18 subsidiaries and affiliates gained access to the Corporate Online University's platform. In total, more than 80 subsidiaries and affiliates have now been granted access
- training employees of subsidiaries and affiliates through workshops (training sessions) delivered by the federal-level trainers' team. In 2025, employees of 25 subsidiaries and affiliates were trained under PJSC Rostelecom programmes (12% of the total volume of synchronous internal training in corporate competencies)
- providing access to corporate online libraries. A further 24 subsidiaries and affiliates were connected to these resources
- training employees under mass open online programmes, federal-level programmes, and training projects run by individual business segments.

Average hours of training per year per employee delivered by PJSC Rostelecom

Employee category	2021		2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Top managers	48	45	38	32	75	28	52	35	41	52
Managers	34	36	64	51	67	60	55	41	43	45
White-collar employees	27	25	31	37	42	26	46	34	53	31
Blue-collar employees	24	22	25	26	43	16	45	22	47	39
Average across all categories	32	31	31	34	46	31	47	34	45	37

PJSC Rostelecom's employee training highlights in 2025

505 RUB m
investment in employee training

42 average hours
of training per employee

3,773 thsd
total hours of training

7.2 RUB thsd
average training costs per employee

PJSC Rostelecom's employee training costs

Indicator	2021	2022	2023	2024	2025
Total employee training costs, RUB m	478.5	456.0	490.0	544.0	505.0
Annual training costs per employee, RUB thousand	5.5	5.7	5.7	7.1	7.2
Total hours of training, thousand	3,304	2,596	3,038	3,065	3,773
Average hours of training per employee	31.5	32.2	38.4	40.0	42.0

Employee training effectiveness evaluation

89[1] %

NPS of synchronous learning programmes from the federal-level catalogue in 2025

4.78 points

average practical applicability score

The Knowledge Management Department and department teams regularly assess the effectiveness of employee training, analysing:

- content and employee coverage
- participation in internal optional training
- digital skills training coverage[2];
- NPS of training programmes, their practical applicability, and completion rates
- quality of training programmes and trainer performance
- business performance trends for training participants before and after the programmes.

In this way, the Company can enhance the quality of training and the effectiveness of knowledge management.

[1] Based on over 3 thousand feedback questionnaires.
[2] Since 2025.

Evaluation and career development

Rostelecom offers 99 career tracks for professional development. Each track is available in the LMS system, so employees can learn about the requirements for the position of interest and try their hand at solving real tasks. This helps understand if the selected role suits them and evaluate their readiness for transition.

In 2025, more than 962 employees used the career tool. Of these, 91 employees successfully completed a career track, and 73 (78% of those who completed a track) were appointed to new positions.

Any employee can also set a career goal in the new My Career Profile section of the employee portal, obtain their manager's approval for a career plan and, upon successfully completing a career track, be considered as an internal candidate for appointment to a new position.

Key objectives for the employee assessment and career development team in 2025:

- Support organisational and strategic changes at the Company, with a focus on implementing AI and optimising operations through new technologies
- Introduce AI tools into competency assessments to enable scaling across different employee categories and provide customised development recommendations
- Increase the practical applicability of development programmes by embedding skill diagnostics into the selection or pre-training stage
- Identify high-potential employees and provide those who have completed the assessment with individual recommendations for developing corporate competencies
- Improve collaboration within new teams by assessing team interaction and competencies and providing recommendations for team development

Number of PJSC Rostelecom employees (excluding subsidiaries and affiliates) evaluated, persons

Employee category	2021		2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Top managers	220	41	52	25	15	8	8	3	50	6
Managers	908	435	813	395	790	557	418	353	771	403
White-collar employees	1 053	756	472	804	281	523	361	956	146	350
Blue-collar employees	0	0	2	0	3	0	2	0	1	0

Growth Point, a career development tool at Rostelecom

Since 2022, employees with corporate access have been able to reach out directly to internal coaches, mentors, and career counsellors through the Growth Point service. All experts are Rostelecom employees, meaning they have a good understanding of internal processes, job profiles, and the telecom business context. This enables them to provide quick and accurate advice while supporting colleagues in development and career transitions within the Company.

As at the end of 2025, the platform had more than 446 registered experts from 83 cities across Russia. Most have at least 10 years of experience with the Company, while some have more than 30 years of service. Employees offer advice to their colleagues across 24 areas, from digital product development to implementing change and improving individual performance. Support is provided anonymously.

Over 1,120

requests from Rostelecom employees were submitted to the platform in 2025

>446

specialists were registered on the platform as at 2025-end

including

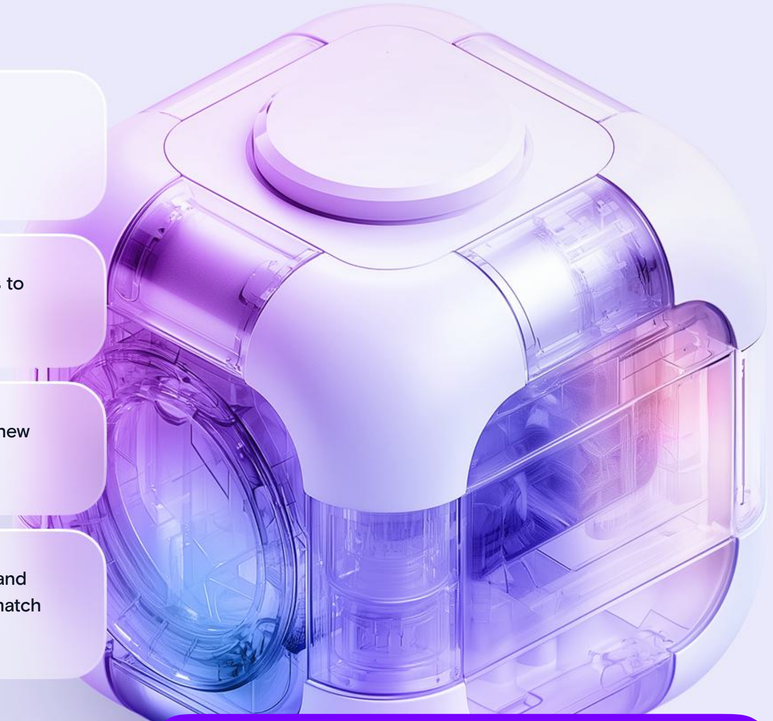
502

requests to career counsellors

Updating the content of Rostelecom's Corporate Online University

Project features

- Development of training content for professional and personal growth of Company employees
- Expanding the range of training topics to cover the most in-demand skills
- Regular updates and development of new training programmes
- Training content from market experts and partner universities is customised to match the needs of Rostelecom employees



+3 thsd

new courses and programmes in the catalogue of the Corporate Online University LMS platform

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

Key objectives

Make training accessible from anywhere in the country and give employees the opportunity to try out new online formats

Update training programmes to meet business demands

Progress in 2025

Were created and posted on the platform

189

new online courses,[1] including three new online courses on artificial intelligence:

- Neurogate:[2] Mastering AI Tools
- Artificial Intelligence for Business: From Idea to Result
- Artificial Intelligence: A Deep Dive into the Technology

Were delivered

19

open online training programmes

Were delivered

4

online intensive courses, Neurogate: Take It from Here

[1] Excluding updated online courses.
[2] Neurogate is a dedicated portal bringing together the neural networks required for work.

External Training platform

In 2025, the External Training platform, developed in 2024 by the teams of PJSC Rostelecom and its subsidiary RTK IT, was registered in the Register of Russian Software[1] of the Ministry of Digital Development, Communications, and Mass Media. The platform was developed entirely in-house and has no equivalent in the Russian market.

The platform enables:

- Applying for external mandatory and optional training[2]
- Approving applications of subordinates either from a smartphone by responding to an e-mail notification or on the platform from a PC
- Checking the limits and costs of external optional training
- Tracking the approval and execution status of an application
- For managers – viewing information about their team's external training.

The platform has replaced the standard functionality of the Unified Electronic Document Management System for external training tasks, simplifying the customer journey for the entire Rostelecom team.

4.87 points out of 5

training support quality score

4.84 points out of 5

platform usability score

over 10.5 thsd

employees created applications using the platform, in 2025

>30 thsd

the total number of active users across all PJSC Rostelecom branches, by year-end

[1] Register entry No. 31365 dated 15 December 2025.
[2] For mandatory occupational health and safety training, applications are created and submitted for approval automatically.

Leadership potential development system

The Corporate Online University's system for developing leadership potential comprises two levels:

1 Development of business competencies through trainings (workshops and tracks) from the federal-level catalogue, delivered together with trainers of the Corporate Online University

2 Training under federal-level leadership potential programmes:

- Programmes for business units, based on requests from major business functions
- Open-enrolment programmes

Federal-level development programmes

Programme	Description	2025 highlights
iMBA: Skills of a Digital Company Leader, a federal-level programme	**Target audience:** unit heads, team leaders, and aspiring managers. The modular programme was developed and is delivered jointly with HSE University – Saint Petersburg. **Training format:** online learning with mandatory homework assignments and tests, pre-reading for each module, and completion of recommended online courses. Programme duration: seven months. **Training topics:** AI, leadership in the digital environment, customer centricity, project management, finance for managers, data-driven management, and HR skills for managers.	8th cohort of the programme started in September 2025 and will be completed in the first quarter of 2026 1,050 Rostelecom Group employees joined the new cohort.
Executive DNA	**Target audience:** the programme brings together the senior executives of Rostelecom Group, enabling them to take a fresh look at familiar challenges, find inspiration for personal and professional growth, develop new skills, and strengthen professional networks through interaction, a collaborative learning environment, and discussions on current business topics. **Training topics:** the programme focuses on the key aspects of management that drive results and inspire teams: strategic planning, financial management, team leadership, company positioning, and the executive's personal brand.	52 executives completed the training 83 % NPS

Programme	Description	2025 highlights
Leadership Blueprint	**Target audience:** a programme for Rostelecom team leaders who think ahead, embrace digital technologies, and develop their teams' potential. Leadership Blueprint was designed to address new management challenges, digital transformation, and Rostelecom's updated competency model. Before the programme begins, participants undergo individual and team assessments. Across the programme modules, managers work on real-life management cases, build cohesive teams, foster a data-driven culture, and develop their political acumen and personal brand. **Training format:** in-person and online modules, case studies, coaching, reference visits, and extensive individual and team-based practical work. Participants who successfully complete the programme receive continuing professional education certificates.	64 managers enrolled in the sixth cohort of the programme (2024–2025) 60 participants completed the training and received the certificate 93 % NPS

Programme	Description	2025 highlights
IT Academy	**Target audience:** more than 900 IT managers. **The programme comprises three tracks:** Projects, Processes, and People. Each track is led by an experienced member of the IT leadership team who not only helps develop the training programmes but also shares their expertise. **Training topics:** • IT project management • Lean management fundamentals for business process change management • Public speaking • Argumentation and key IT leadership skills **Training format:** learning tracks and specialised programmes, intensive courses with external experts, and interactive sessions to reinforce acquired knowledge and skills, with training closely aligned to real workplace challenges.	**951** managers within the programme scope **56 %** of the target audience participated in programme activities during the first four months of training **4,8 points** practical applicability score **86 %** average NPS

Programme	Description	2025 highlights
Moving Up	**Target audience:** a development programme for B2C managers aimed at building a strong pipeline of B2C successors across Rostelecom's regional branches. B2C deputy directors participate in the programme. **The training includes:** • three themed modules • participation in inter-module mastermind sessions with B2C directors of regional branches and directorates • participation in webinars with internal experts • experience sharing: through reference visits between branches • development of a regional action plan. At the start of the programme, participants undergo the WAVE competency assessment and receive individual feedback with development recommendations. Upon completion of the programme, participants take a certification test and present their regional development initiatives.	**83** B2C managers completed the training **70** programme finalists presented action plans for business development as well as sales and subscriber retention initiatives **4,8 points** practical applicability score **88 %** NPS

Programme	Description	2025 highlights
CISO School	A programme designed to systematise knowledge, identify best practices and solutions in information security, and equip participants with a comprehensive set of tools to improve business processes. **The training includes:** • four modules covering: finance and budgeting, procurement, information security and technical infrastructure, information security risk management, information security monitoring practices, team development, and public speaking • participation in inter-module mastermind sessions with information security managers and internal experts • participation in webinars with internal experts • experience sharing: through discussion and resolution of complex cases. Upon completion of the programme, information security managers receive PJSC Rostelecom certificates of continuing professional education	82 participants – information security managers of PJSC Rostelecom 4.7 points practical applicability score 82 % NPS

Programme	Description	2025 highlights
Think Like a CEO	**Target audience:** heads of B2B sales units. **Programme format and content:** the programme comprises two modules: Sales Growth Through Team Management and HR Skills for Managers, as well as a series of expert sessions delivered by executives from the Corporate Centre. **The programme focuses on:** • developing a deeper understanding of the market, customers, and competitors to support strategic decision making • improving team effectiveness to achieve KPIs • ensuring systematic preparation for a new leadership role. The programme's key deliverable is a set of regional maps of Russia, developed in detail across themes such as Region, Business: Internal and External Environment, Customers, and People.	46 heads of B2B sales units from a regional branch completed the programme 4.8 points practical applicability score 91 % NPS

Development of employees' soft skills 1 / 2

Each year, the Corporate Online University's methodology team conducts research to identify the skills most relevant for business needs. Before each project launch, we study the target audience, including employees' values and their attitudes towards technology, learning, and the Company. This helps us identify the best training formats and content.

In 2025, the team's focus was on expanding the catalogue in line with the updated competency model: four new learning tracks and 13 new workshops were developed. The internal catalogue also added three workshops on applying AI in the workplace, each tailored to a different level of AI proficiency.

Workshops from the catalogue are delivered by federal-level trainers from the Capability Development Department. In 2025, external expert instructors were engaged to train employees in the competencies of the Technology Division.

+8.4 thsd

Rostelecom Group employees were trained in 2025

Over the year, more than 8.4 thousand Group employees (including more than 7 thousand PJSC Rostelecom employees) participated in workshops and training tracks of the Corporate Online University. Employees from 25 subsidiaries and affiliates joined the programmes offered through the federal-level catalogue.

As at the end of 2025, the catalogue comprised 38 workshops and 12 tracks. All programmes are aligned with business objectives and support skills development in line with Rostelecom's updated competency model.

Rostelecom's competency model

Competency section	Competency	Trainings (workshops)
Team	Assumes responsibility	• It's Said – It's Done. Personal Responsibility and Teamwork • Urgent Is Important. Time Management
	Personal and Team Growth	• One-on-One Conversations with Employees. How to Run an Effective Meeting • Thanks for Your Feedback, or Testing the Team with Feedback • Team Development. Stages, Roles, and Trust • Burn Brightly, but Don't Burn Out. Preventing Job Burnout
	Collaborates with colleagues	• From Words to Action: The Art of Business Negotiation • From Words to Action: The Theory and Practice of Successful Negotiation • Black Belt in "Corporate Karate". Effective Communication in a Corporate Environment • Contact Established: The Basics of Positive Business Communication **Launched in 2025** • Conflict Management: Stages and Techniques • The Effective Meetings Workshop: Running Meetings That Save Time and Deliver Results • Retrospectives as a Driver of Continuous Improvement: Looking Back to Move Forward • Decision Made: Building Team Consensus
	Manages team potential	• Team Engagement. How to Build Interest in Work and the Company? • Flexible Me: Situational Leadership and Flexible Team Management • The Manager's Guide: Key Useful Skills • Engaged Team Energy • HR Skills for the Manager

Development of employees' soft skills 2 / 2

Competency section	Competency	Trainings (workshops)
Outcome	Looks for new meanings	• Customer-Centricity Basics. Products, Processes, and People
	Drives change	• Team Change Management. How to Live Through Change and Become Stronger • Change Management for Leaders
	Makes holistic decisions	• Project Initiation and Planning • Project Implementation • Setting and Achieving Goals in a Team: That Very SMART **Launched in 2025** • From Analysis to Results: How to Make Difficult Decisions
	Creates a better experience	• Ideas for People. Design Thinking: How to Create Projects and Products Needed Here and Now • Customer-Centricity Basics. Products, Processes, and People
Technologies	Introduces technology	**Launched in 2025** • Choosing What Works: Evaluating and Testing Technologies • Prompt for Every Day: Turning AI into Your Personal Assistant • Confident AI: Advanced Solutions for Complex Challenges • Advanced AI: AI Assistants (Creating, Connecting, and Integrating)
	Uses product thinking	**Launched in 2025** • Target Audience Profiles: Understanding Your Customers' Needs • Don't Guess – Test: Testing Hypotheses to Improve the User Experience
Technologies	Thinks for tomorrow	**Launched in 2025** • Innovative Solutions: Thinking Beyond the Conventional
	Works with data	**Launched in 2025** • When Numbers Drive Decisions: Evaluating the Economic Impact of Technology Implementation

The most popular topics among employees in 2025 were:

—
Prompt for Every Day: Turning AI into Your Personal Assistant
—
HR Skills for the Manager
—
The Manager's Key Skills
—
Burn Brightly, but Don't Burn Out. Preventing Job Burnout
—
Urgent Is Important. Time Management

Project managers from the Capability Development Department work with teams that have non-standard development needs. In 2025, the team delivered over 200 training programmes, reaching over 6.5 thousand employees. These included bespoke workshops, facilitated sessions, business simulations, and team development programmes. The average NPS for team-requested learning projects was 93% (+5 p.p. year-on-year).

The programmes use a variety of tools: skill diagnostics, coaching, business simulations, the case method, teamwork formats, and individual support for leaders.

88%

average NPS for workshops and tracks

Professional skill-building programmes

Rostelecom develops the professional skills of employees, ensuring a systematic approach to training tailored to requests from units.

Professional skill-building programmes

Programme	Description	2025 highlights
Upskilling programmes at Rostelecom's Coding Classes	Training in coding and data processing and analysis. The training is delivered jointly with HSE University, AIS, Innopolis University, and Rostelecom's Data Office. Upon completion, employees receive professional development certificates	**23** programme cohorts were delivered **2,136** Group employees successfully completed the training
Digital literacy programmes	Training in office software and the basics of product management. In 2025, the following programmes were delivered: • Data-Driven Thinking: From Numbers to Meaning • Yaga[1] Is Accepting Projects! • MyOffice: Working with Text • MyOffice: Making Tables • MyOffice: Creating Presentations	**4** programmes were delivered **>4,6** thsd Group employees successfully completed the training
Enhancing expertise in working with AI and neural networks	AI Guide project. An online programme, teaching employees how to train colleagues to work with AI. The programme was available to any employee already familiar with Rostelecom's Neurogate, able to work with a basic set of neural networks, and looking to apply AI tools in their work	**135** employees participated in the programme **22** % completing all stages of training **19** employees became AI mentors on the Growth Point platform
Training in Law 44-FZ	This programme is geared towards PJSC Rostelecom's work on state-funded projects and explains the entire process of entering into and executing contracts under Federal Law No. 44-FZ, On the Contract System of the Federal and Municipal Procurement of Goods, Works, and Services, dated 5 April 2013	**75** employees were trained and received certificates

[1] Yaga – project management software and a task manager, part of the Lukomorye IT product system.

Developing employees' professional expertise

Rostelecom develops employees' professional skills in four key areas:

- Technical infrastructure
- Business and government customers (B2B, B2G, and B2G2)
- Retail customers and customer service (B2C)
- Work with telecom operators (B2O)

A dedicated team is responsible for training in each area. All teams use the same methodology, developed by the Knowledge Management Department. The Department teams, the B2B Training Office, and relevant directorates design training programmes matching business needs, produce online courses, and evaluate the effectiveness of training in their segments.

The programmes cover both development of existing employees and onboarding of new hires. Approaches are customised to the needs of each unit. Both internal and external specialists and experts are engaged to deliver the training.

Professional skills development indicator

	Training coverage,[1] %		Participation in optional training, %		Employees who passed a skill diagnostic, persons	Employees who completed the iMBA: Skills of a Digital Company Leader programme, persons
Focus area	2025	YoY change	2025	YoY change	2025	2025
Technical Infrastructure Division	96	+3 p.p.	97	+21 p.p.	672	145
B2B, B2G, and B2G2	99	+3 p.p.	100	+11 p.p.	332	172
B2C	97	+2 p.p.	95	+17 p.p.	120	86
B2O	99	+6 p.p.	100	+11 p.p.	–	20
IT Division[2]	99	+7 p.p.	99	+15 p.p.	72	128

[1] The indicator reflects total training coverage, both segment-specific and optional training.
[2] Information Technology Division, IT.

Cooperation with the public education system and youth engagement

To support its successful development and strategic goals, Rostelecom seeks to attract and retain young talent and to unlock their potential. To this end, the Company systematically cooperates with industry-related universities and colleges and organises various career and professional events and programmes.

The Company engages with the education system in various formats, including strategic partnerships, mentoring programmes, feedback culture development, as well as internships and work placements for talented school and university students.

Development of young and future talent

In 2025, the learning and career development team focused on two initiatives aimed at training future specialists and transferring expertise to them.

Base Station Project

In 2024, Rostelecom's Corporate Online University team launched the Base Station project to train young talent for the telecom industry through partnerships with colleges. Over two years, the Company opened 13 training classrooms in 13 regions across Russia. Following the pilot cohorts launched in 2024, 23% of the students who completed the Rostelecom programme were hired by the Company in 2025. In 2025, more than 340 new college students joined the project.

In addition to working with students, Base Station helps provide college teachers with up-to-date knowledge and skills relevant to the telecom industry. As part of the project, 32 college teachers received Rostelecom certification authorising them to deliver the Company's training programme.

The Base Station project contributes to the teaching and methodological capacity of educational institutions, improves teachers' professional skills, updates teaching methods, and fosters sustainable cooperation between educational institutions and employers.

The partnership with PJSC Rostelecom strengthens confidence in the secondary vocational education system, enhances the standing and popularity of vocational education institutions among parents and prospective students, and demonstrates that these institutions can offer strong opportunities for training and subsequent employment.

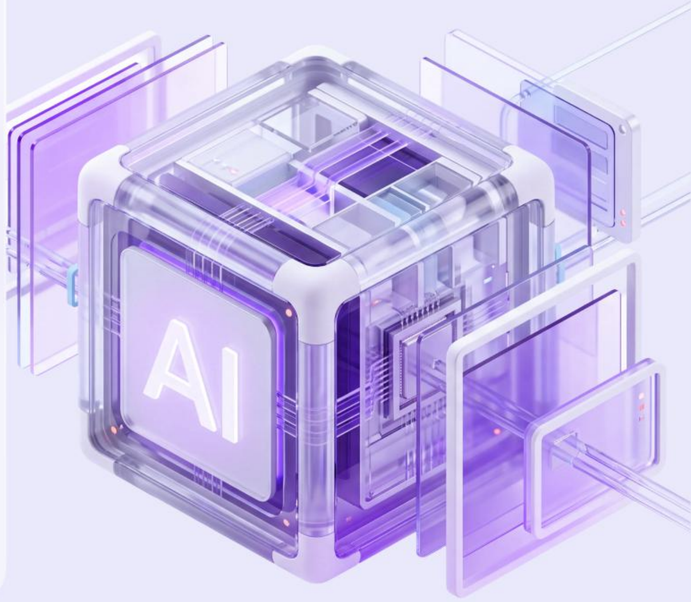
Colleges participating in the Base Station project

Branch	College
Amur Branch	Secondary Vocational Education Department, Amur State University
Primorye Branch	Industrial College of Power Engineering and Communications
Omsk Branch	Siberian Vocational College of the Omsk Region
Khanty-Mansiysk Branch	Yugra State University's Multidisciplinary College
Krasnoyarsk Branch	Krasnoyarsk College of Radioelectronics and Information Technology
Perm Branch	Perm Radio Engineering College

Branch	College
Astrakhan Branch	Astrakhan Provincial Technical College
	Secondary Vocational Education Department of Astrakhan State Technical University, Communications and Telecommunications Section
Rostov Branch	Rostov-on-Don State College of Communications and Information Technology
Krasnodar Branch	Krasnodar College of Electronic Engineering
Stavropol Branch	Petrov Stavropol College of Communications
Tver Branch	Tver Industrial and Economic College
Udmurtia Branch (pilot)	Voskresensky Radioelectronics and Information Technology Technical College
Chuvashia Branch (pilot)	Interregional Competence Center – Cheboksary Electromechanical College

Digital Internship project

Digital Internship is the second project aimed at developing young and future talent. The project enables university students to complete a work placement or pre-graduation internship online from anywhere in Russia by working on real Rostelecom tasks. Twenty Company managers from various business units served as expert supervisors, with placements available across several dozen disciplines. Students select the task most closely aligned with their discipline. During the 2025 pilot year, 371 students from more than 50 Russian universities completed digital internships with the Company.



Expanding partnerships in education and science

Rostelecom's IT School is emerging as the Company's key partner for training IT talent

In 2025, Rostelecom's IT School (LLC RTK IT) received state accreditation to cooperate with universities and train IT specialists. Acting on the Company's behalf, RTK IT will enter into agreements on the training of IT professionals under secondary and higher education programmes, organise additional IT courses and extracurricular activities, and report to the government on the results of cooperation with educational institutions.

The IT School will assume the role of the principal operator responsible for entering into and administering agreements with educational institutions. This will enable the systematic development of IT talent through both formal education programmes and additional professional and general education initiatives.

Rostelecom systematically develops partnerships with educational institutions and research organisations. The Company cooperates with universities and colleges in 65 regions of Russia across its footprint. Key partners include:

- Bauman Moscow State Technical University
- Moscow Technical University of Communications and Informatics
- MIREA – Russian Technological University
- Moscow Polytechnic University
- Bonch-Bruevich Saint Petersburg State University of Telecommunications
- Peter the Great St Petersburg Polytechnic University
- Novosibirsk State University
- Financial University under the Government of the Russian Federation
- Lomonosov Moscow State University
- Russian Presidential Academy of National Economy and Public Administration
- MGIMO University
- Siberian State University of Telecommunications and Information Science
- Moscow City University

Opening a specialised IT training centre

In 2025, Basis, Russia's largest software developer, and Bauman Moscow State Technical University opened a specialised centre for training IT specialists.

The centre is located in the historic building of the University's chemical laboratory hosting the Department of Computer Software and Information Technologies, which trains software engineering specialists.

The new training centre is equipped with modern workstations and will be used by Bauman University students as part of their regular academic timetable. At least 500 students will study there each year.

Basis software products will be incorporated into a training course on DevOps practices and IT infrastructure management. In addition, the University's data centre is implementing the flagship Basis Dynamix server virtualisation platform, designed for efficient allocation of computing resources and centralised management of server infrastructure.

"Cooperation with Bauman University is not merely an investment in training future engineers; it is a strategic partnership with one of the country's strongest technical universities."

David Martirosov,
CEO of Basis

"The opening of the centre is an excellent example of meaningful collaboration between a university and an industrial partner. Students gain hands-on experience with in-demand competencies in a modern technological environment, including working with Russian software platforms. This improves the quality of training and brings the educational process closer to the real-world challenges they will face in their careers."

Andrey Proletarsky,
Head of the Informatics and Control Systems Academic and Research Centre, Bauman Moscow State Technical University

Rostelecom actively participates in job fairs, delivers educational lectures and practical workshops, organises case competitions and hackathons, invites students to visit Company offices, serves on state examination boards, and develops partnerships with educational institutions and their academic staff.

In 2025, the Company organised more than 150 external career events, including job fairs, career days, hackathons, case competitions, workshops, and office visits. These included participation in Youth Day festivals, the Studfest career festival, youth career forums such as TechnoCareer in Moscow, the Moscow Polytechnic University's career marathon, and many other events in both Moscow and the regions where the Company operates.

Cooperation with Moscow City University in artificial intelligence

In 2025, PJSC Rostelecom and Moscow City University signed a cooperation agreement on research and development related to the integration of AI technologies into education.

The agreement was signed during the flagship cross-industry conference of the Association of Major Software and Hardware Consumers.

The partnership aims to:

- develop innovative AI systems for education
- implement AI solutions for personalised learning
- create big data analytics tools for education and psychology
- explore the potential of AI tools to improve the performance of educational institutions.

Rostelecom's internship program

In 2025, more than 200 students and recent graduates from over 30 cities across Russia completed Your First, Rostelecom's paid internship programme with flexible working arrangements.

The internship covered 13 areas: business administration, analytics, procurement, IT, marketing, management, sales, construction and operation, environmental protection, finance, law, HR, and communications.

In 2025

>30 thsd

applications were received for the internship programme

233 interns

joined the programme, including

73 interns

who were offered permanent positions within the Company

Engaging school and university students

In 2025, Rostelecom became a partner and took an active part in the international engineering championship Battle of the Robots, the Studfest career festival, the ComInFest international science festival, the HSE Fest technology projects festival, and hosted a live Q&A session at Peter the Great St Petersburg Polytechnic University.

The Company is a regular participant in the city's Day Without Turnstiles programme, under which university and college students visit Company offices, explore career opportunities, and learn about the Company's experts and technologies.

The Company is updating its school engagement programme to make it more systematic and scalable:

- **Rostelecom's Atlas of Professions** – the Company's first career guidance project, featuring webinars for parents and children, as well as online career simulators.
- **Rostelecom Lessons** – a new digital literacy project for schoolchildren (including employees' children), currently covering 16 regional branches and around 1 thousand participants.
- **School Camps** – a pilot project in the Chuvash Republic for school students in grades 5 and 6. The programme focuses on digital technologies and the history of telecommunications.
- **Cyber Detectives** – a pilot cybersecurity course for middle-school students.

Lukomorye IT ecosystem web development programme for university students

In 2025, the Lukomorye IT ecosystem and Rostelecom IT School launched a large-scale educational initiative – a free programme for undergraduate and master's students titled "From Idea to Application: Web Development on the Akola Platform".

In the 2025/2026 academic year, the programme will be introduced at 12 leading Russian universities: MIREA, Volga State University of Telecommunications and Information Technologies, Siberian State University of Telecommunications and Information Science, Plekhanov Russian University of Economics, Tomsk Polytechnic University, Moscow Institute of Physics and Technology, Chuvash State University, Tupolev Kazan National Research Technological University, Industrial University of Tyumen, Kosygin State University of Russia, Yuri Gagarin State Technical University of Saratov, and the North Caucasian State Academy. Around 3.5 thousand students and 125 lecturers will complete the programme.

The 270-hour course is built around the Akola no-code platform and is delivered through Rostelecom's corporate learning environment. The programme includes theoretical content (video lectures and text modules), practical training, and project work, enabling participants to build their first professional portfolio.

The programme forms part of Rostelecom's broader educational ecosystem, which will reach 41,617 students in the 2025/2026 academic year. It complements training in DevOps engineering, data analytics, mobile development, and other digital competencies, strengthening the pipeline of young talent for success in modern technology.

"We are building a systematic model of cooperation with universities and continuously enhancing our programmes at each level of study: as students progress through the course, the programmes themselves become more challenging. Our goal is not simply to teach students how to use tools, but to introduce them to the real software products they will encounter in the industry. As a result, the competencies they acquire are directly aligned with the technologies we develop, enabling them to enter the profession with greater confidence."

Vladimir Tatarintsev,
Director for Strategic Projects Development, Rostelecom, and Director of Rostelecom IT School

"The unique advantage of no-code technologies is that they enable students to do what previously required months of preparation – create working products while they are still studying. This shortens the journey from an initial idea to employment. Instead of merely accumulating experience, students immediately gain practical, in-demand skills and enter the job market with a solid level of professional readiness. That is precisely what makes no-code technologies a powerful tool for launching a career in IT."

Arsen Blagov,
CEO of Lukomorye

Youth councils

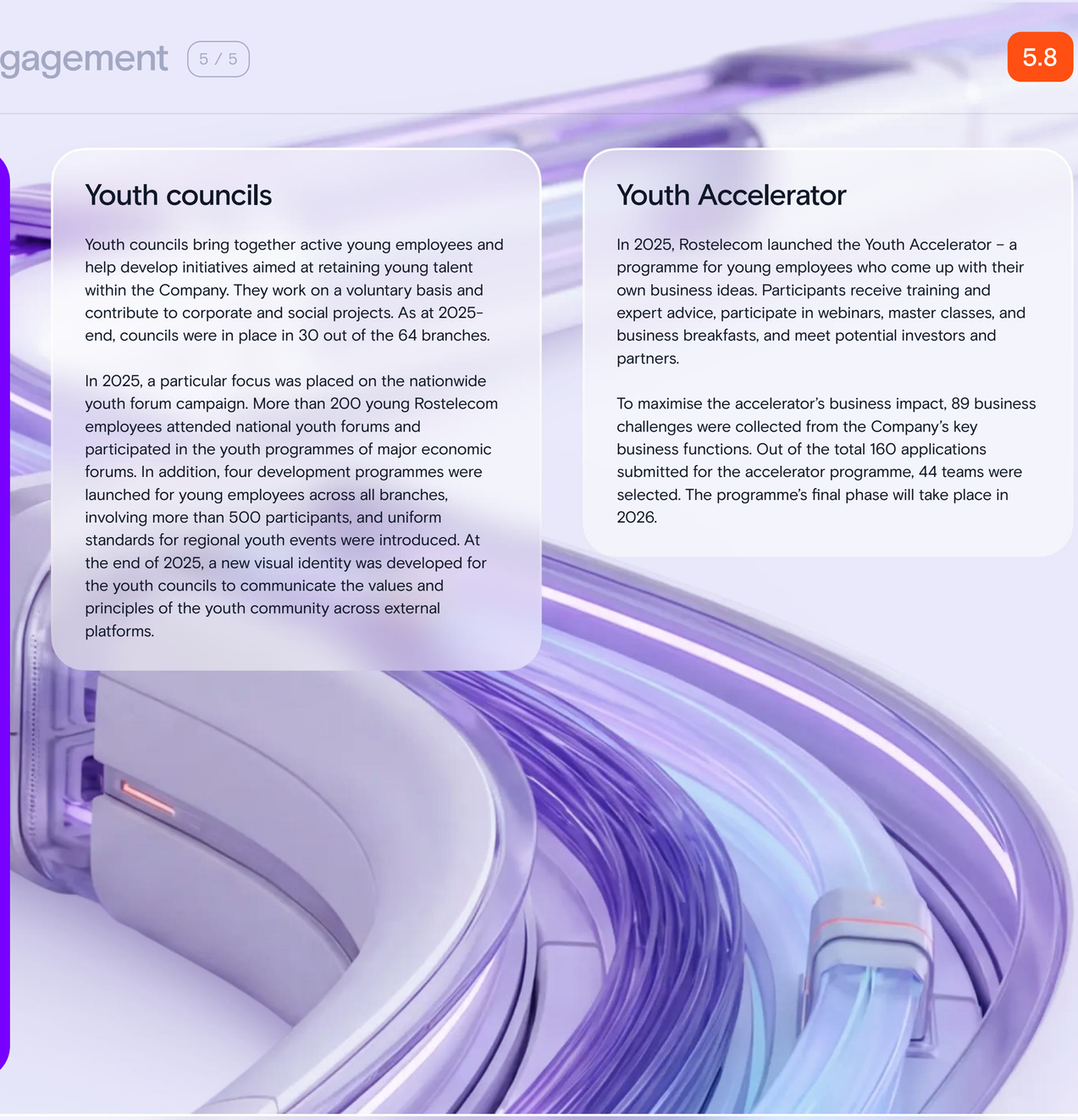
Youth councils bring together active young employees and help develop initiatives aimed at retaining young talent within the Company. They work on a voluntary basis and contribute to corporate and social projects. As at 2025-end, councils were in place in 30 out of the 64 branches.

In 2025, a particular focus was placed on the nationwide youth forum campaign. More than 200 young Rostelecom employees attended national youth forums and participated in the youth programmes of major economic forums. In addition, four development programmes were launched for young employees across all branches, involving more than 500 participants, and uniform standards for regional youth events were introduced. At the end of 2025, a new visual identity was developed for the youth councils to communicate the values and principles of the youth community across external platforms.

Youth Accelerator

In 2025, Rostelecom launched the Youth Accelerator – a programme for young employees who come up with their own business ideas. Participants receive training and expert advice, participate in webinars, master classes, and business breakfasts, and meet potential investors and partners.

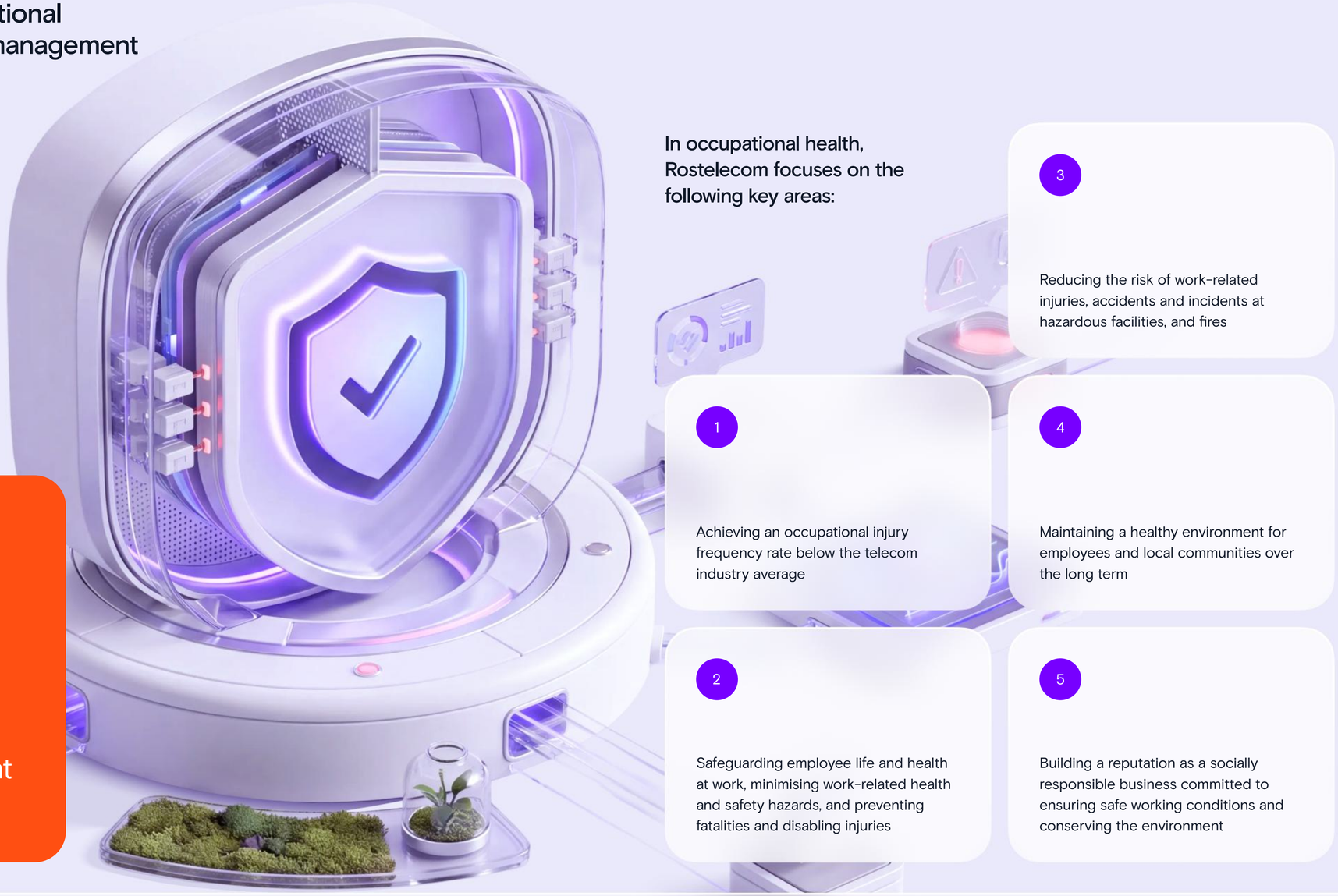
To maximise the accelerator's business impact, 89 business challenges were collected from the Company's key business functions. Out of the total 160 applications submitted for the accelerator programme, 44 teams were selected. The programme's final phase will take place in 2026.



GRI 403-1 GRI 403-4 GRI 403-8

Ensuring employee safety in the workplace is one of Rostelecom's key priorities. The Company is building a proactive occupational health culture by creating comfortable working conditions, adopting best practices, regularly enhancing employees' skills, and fostering personal ownership of safety compliance.

Occupational health management



100%

of employees are covered by the occupational health and safety management system

In occupational health, Rostelecom focuses on the following key areas:

1. Achieving an occupational injury frequency rate below the telecom industry average
2. Safeguarding employee life and health at work, minimising work-related health and safety hazards, and preventing fatalities and disabling injuries
3. Reducing the risk of work-related injuries, accidents and incidents at hazardous facilities, and fires
4. Maintaining a healthy environment for employees and local communities over the long term
5. Building a reputation as a socially responsible business committed to ensuring safe working conditions and conserving the environment

Rostelecom's key occupational health goals and principles are set out in PJSC Rostelecom's HSE and Fire Safety Policy.[1]

Rostelecom's occupational health principles

- Aligning the occupational health management structure with statutory requirements
- Using the Company's existing governance structure to organise occupational health activities
- Ensuring a balanced allocation of managers' duties, responsibilities, and authority for providing safe and healthy working conditions
- Coordinating occupational health activities across all management levels
- Ensuring employee compliance with occupational health requirements and employee involvement in occupational health management
- Cooperating with executive authorities, local governments, trade union associations, supervisory and regulatory bodies, and other stakeholders in developing and implementing a unified occupational health management system
- Enhancing employees' occupational health competencies, promoting the importance of occupational health and relevant best practices, developing an occupational health information framework, and keeping employees informed about working conditions and occupational health within the Company
- Enabling public oversight of compliance with employees' statutory occupational health rights
- Applying research findings and best practices in occupational health

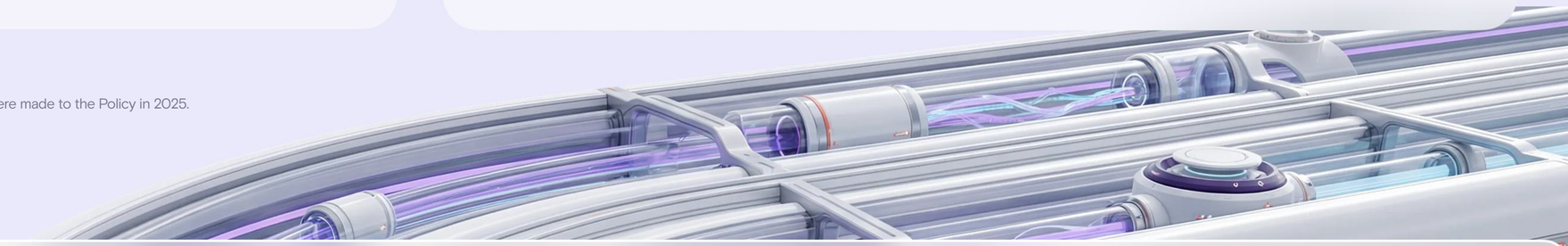
Rostelecom's occupational health objectives

1. Providing occupational health training for managers and employees
2. Organising and conducting assessments of working conditions
3. Managing occupational risks
4. Organising and conducting employee health surveillance
5. Informing employees about working conditions at their workplaces, occupational risk levels, and the guarantees and compensation available to them
6. Ensuring appropriate work and rest arrangements
7. Providing employees with personal and collective protective equipment, cleansing agents, and decontaminating agents
8. Providing employees with milk and equivalent food products, as well as preventive nutrition
9. Ensuring that contractors perform work safely and that safe products are supplied
10. Monitoring working conditions, occupational health performance, and the operation of the occupational health management system (OHSMS)
11. Planning improvements to the OHMS
12. Responding to emergencies, occupational accidents, and occupational diseases

In 2025, the Occupational Health Department updated/ developed the following OHMS documents:

- PJSC Rostelecom's HSE and Fire Safety Policy
- Regulations on the Occupational Health Management System at PJSC Rostelecom
- Regulations on Occupational Health and Safety at PJSC Rostelecom
- Regulations on Organising Occupational Safety Training and On Testing the Knowledge of Occupational Safety Requirements at PJSC Rostelecom
- Regulations on Occupational Risk Identification, Assessment, and Management at PJSC Rostelecom
- Regulations on Monitoring the OHMS Operation and Implementation of OHMS Measures at PJSC Rostelecom
- Regulations on Interactions Between Units of PJSC Rostelecom's Headquarters and Branches in Organising Occupational Health Activities at Other PJSC Rostelecom Branches
- Regulations on Interactions on Occupational Health in Operating Regions Between the Units of PJSC Rostelecom's Headquarters, Macroregional and Regional Branches and the PJSC Rostelecom Shared Services Centre Branch
- Regulations on Operational Control of Compliance with Sanitary Rules and Sanitary and Anti-Epidemic (Preventive) Measures at PJSC Rostelecom
- Regulations on the Procedure for Mandatory Preliminary and Periodic Medical Examinations and Mandatory Mental Health Examinations of Employees at PJSC Rostelecom
- Regulations on the Provision of Protective Clothing, Protective Footwear and Other Personal Protective Equipment to PJSC Rostelecom Employees
- Guidelines for Employees When Sustaining No-Lost-Time Injuries and Investigation of Their Circumstances and Causes at PJSC Rostelecom
- Guidelines for Incident Response and Investigation at PJSC Rostelecom
- Regulations on Identifying the Systemic Causes of Work-Related Accidents and Developing Measures to Prevent Their Recurrence at PJSC Rostelecom
- Regulations on Organisational Measures to Ensure Work Safety and Safe Work at Height and in Enclosed or Confined Spaces at PJSC Rostelecom
- Regulations on Working Outdoors and in Unheated Spaces in Cold Weather at PJSC Rostelecom
- Guidelines for Verifying Compliance with Occupational Health Requirements for Third-Party Employees and Seconded Staff Cleared to Work at PJSC Rostelecom Facilities

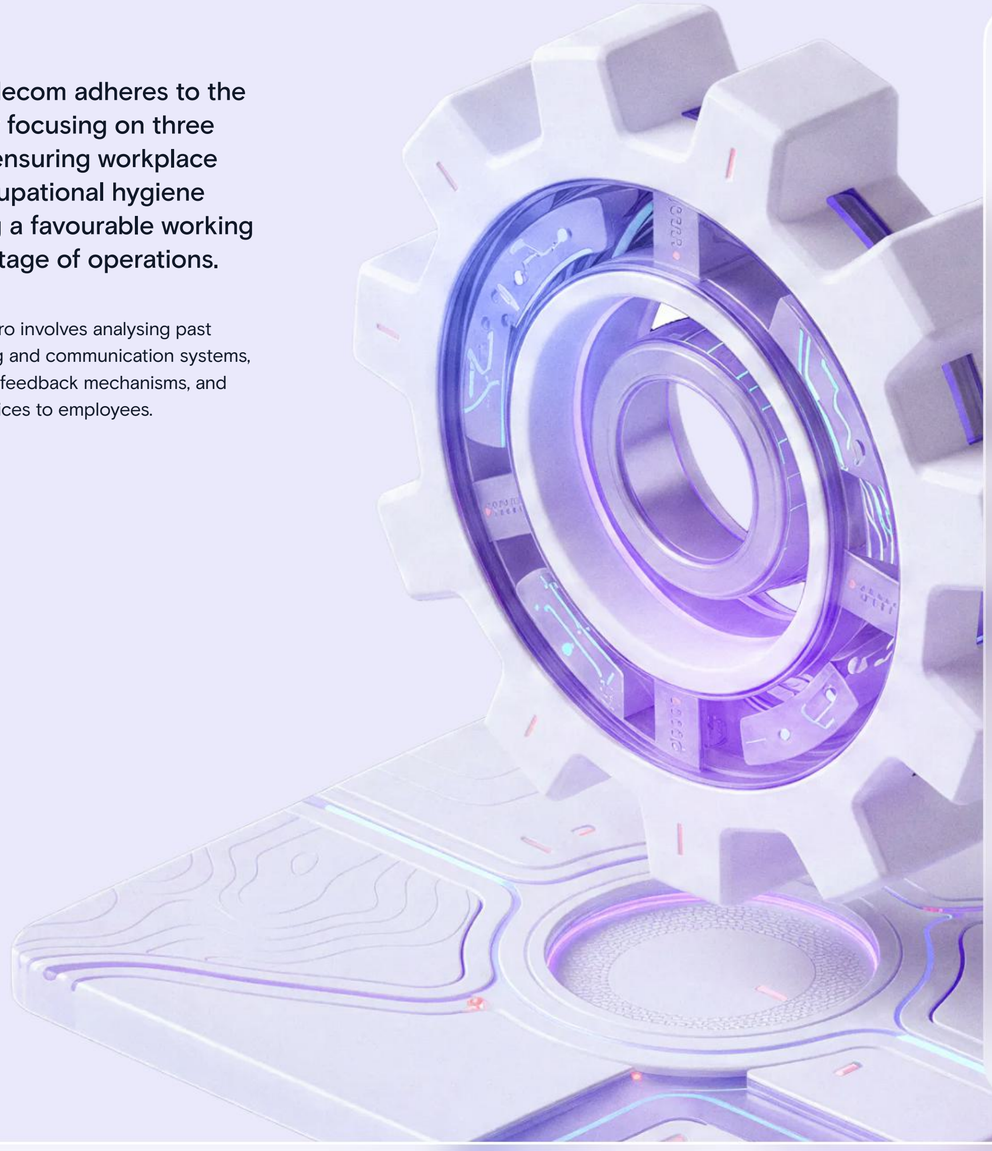
[1] No amendments were made to the Policy in 2025.



Vision Zero

In its operations, Rostelecom adheres to the Vision Zero concept by focusing on three interconnected areas: ensuring workplace safety, maintaining occupational hygiene standards, and creating a favourable working environment at every stage of operations.

The implementation of Vision Zero involves analysing past incidents, introducing monitoring and communication systems, training employees, establishing feedback mechanisms, and providing preventive health services to employees.



Vision Zero concept

provides for a comprehensive set of measures aimed at preventing all work-related accidents:

- Analysing and discussing accidents that occurred during the previous five years to understand their causes and communicating the findings to all employees
- Promoting and ensuring the proper use of dedicated communication channels to monitor hazardous activities, including verifying that the designated work chat is available, properly maintained, and regularly monitored
- Using dedicated communication channels daily to monitor work, including preparation for the task, preparation of the worksite and crew, photographing key work stages, and submitting a completion report
- Reviewing photo reports submitted through dedicated communication channels and suspending work where safety violations are identified
- Organising technical training for employees, raising awareness, and involving employees in occupational health management
- Implementing feedback systems for reporting all incidents and unsafe conditions directly to the occupational health function
- Conducting medical examinations and ensuring compliance with employee health protection measures

In 2025, the priorities under the concept were to strengthen managers' role in ensuring occupational health and to organise safe work processes at facilities.

As part of the first phase of Vision Zero rollout, priority measures were completed, including the introduction of training methods for safe work at height using non-self-supporting ladders, annual employee knowledge testing, and the provision of standardised PPE kits. Going forward, the Company plans to further develop its corporate safety culture and improve the monitoring system to achieve its targets.

In addition to the core OHMS documents, each regional branch developed and approved its own Vision Zero action plan, including:

- occupational risk analysis
- development of safety standards
- employee training
- provision of PPE
- deployment of monitoring technologies
- development of a safety culture
- regular inspections
- incident analysis
- employee engagement
- target setting and monitoring.

OHMS performance evaluation

To assess the current state of occupational health and the effectiveness of completed measures, branch heads, together with representatives of the Headquarters' Occupational Health Department, regularly conduct on-site inspections. A four-stage control system has been developed to monitor OHMS performance at branches.

In 2025, the Occupational Health Department conducted over 1.6 thousand inspections across all four OHMS control stages at all 65 branches, identifying over 10.1 thousand non-compliance issues to be remedied.

The most common violations related to inadequate documentation routines, workplace housekeeping, and checks/tests of tools, devices, and equipment.

Inspection findings are reviewed by senior management at meetings attended by the Senior Vice President for Technical Infrastructure and branch technical directors. Corrective measures are developed for all identified violations to eliminate them and prevent recurrence.

Four-stage OHMS control system at PJSC Rostelecom

Control system stage	Level	Frequency	Responsible persons
First	• Primary organisational units (including sections, workshops, services, and workplaces)	• Daily at the beginning of the working day or shift and during work	• Employees and immediate supervisors
Second	• Service Centre; Operations Centre, and operations and maintenance teams	• At least once a quarter	• Heads of organisational units
Third	• Macroregional and regional branches	• According to annual schedules approved by 20 December of the current year	• Commission chairs and members and heads of branch occupational health functions
Fourth	• Headquarters	• According to quarterly schedules approved before the 10th day of the final month of the preceding quarter	• Director and employees of the Headquarters' Occupational Health Department

Occupational health management by contractors

Health and safety rules and requirements also apply to employees of PJSC Rostelecom's contractors.

The following documents have been developed for contractors and seconded staff:

1. Guidelines for Clearing Third-Party Specialists and Seconded PJSC Rostelecom Staff Engaged to Work at PJSC Rostelecom Facilities

2. Guidelines for Verifying Compliance with Occupational Health Requirements for Third-Party Employees and Seconded PJSC Rostelecom Staff Cleared to Work at PJSC Rostelecom Facilities

Before starting any work at Rostelecom facilities, contractor employees receive an induction briefing delivered by occupational health officers of branches, heads of organisational units at regional branches, or designated officers appointed by them.

In addition, a range of joint preventive measures is implemented to minimise injuries:

- **Regular joint occupational health briefings and training sessions.** Meetings with contractor employees to discuss safety rules, work-specific requirements at individual facilities, and injury prevention methods.
- **Joint inspections of workplaces and equipment with contractor employees** to identify and eliminate potential hazards.
- **Emergency response exercises and drills.** Joint exercises and drills to practise emergency response procedures. This helps employees better understand how to respond in emergencies.
- **Analysing injury cases** (including statistical data and employee interviews), **identifying causes,** and developing corrective measures.
- **Introducing additional safety instructions and guidance materials** for contractor employees working at Rostelecom facilities to ensure a consistent approach to safety.
- **Consulting occupational health experts.** Engaging occupational health experts to provide recommendations on improving working conditions, reducing injuries, and organising seminars and webinars.

Work-related injury prevention

GRI 403-3 GRI 403-7 5.9

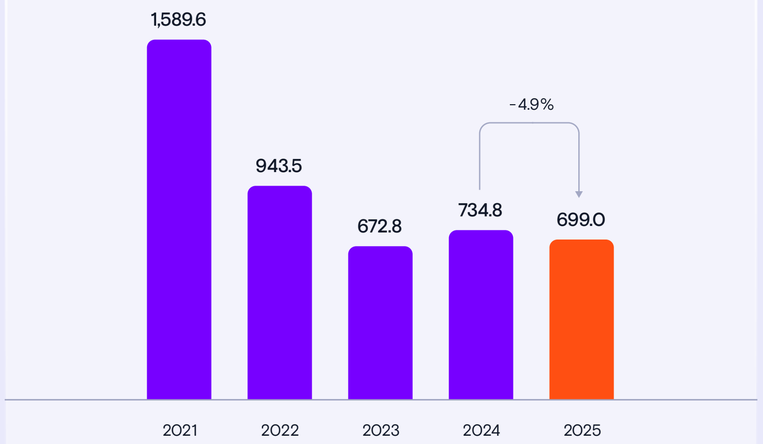
The Company ensures a high level of workplace safety and comfort. A special category of high-risk jobs includes the installation, operation, and maintenance of towers and base stations, driving vehicles, and work in confined spaces.

Various measures are implemented regularly throughout the year to prevent injuries associated with working at height (including on poles and access equipment), and driving vehicles:

- Staff briefings and training
- Medical examinations
- Mental health examinations for employment
- Special assessments of working conditions and occupational risks assessments
- Other measures approved under annual employee safety plans.

In 2025, total occupational health spending decreased by 4.9% (from RUB 735 million to RUB 699 million), reflecting the Company's continued efforts to optimise expenditure in this area. The decrease in spending followed a significant increase in 2024, when the Company implemented a large-scale tactical medicine training programme and procured specialised tactical first-aid kits for employees in border regions.

Health and safety expenses, RUB m[1]



[1] Expenses of PJSC Rostelecom excluding subsidiaries and affiliates.

Rostelecom's spending on occupational health,[2] in 2024–2025, RUB m

Indicator	2024	2025
PPE (safety workwear and footwear, etc.)	534	520
Special assessments of working conditions, occupational risks assessments, and operational control	18	10
Medical examinations and mandatory mental health examinations	64	71
Occupational health training	51	55
Other occupational health costs	68	43
Total:	**735**	**699**

[2] The table includes data for PJSC Rostelecom. The 2024 data have been restated.

699 RUB million

Rostelecom Group's expenditure on health and safety in 2025

520 RUB million
PPE (safety workwear and footwear, etc.)

55.1 RUB million
occupational health training

43 RUB million
other occupational health costs

10 RUB million
special assessments of working conditions, occupational risks assessments, and operational control

71.1 RUB million
medical examinations and mandatory mental health examinations:

The following factors contributed to the change in spending:

- Lower PPE costs resulting from workforce optimisation and the elimination of unnecessary spend
- The use of competitive procurement procedures for selecting service providers, which reduced other costs
- Higher spending on medical examinations and mandatory mental health examinations due to an increase in the cost per medical examination and changes in healthcare providers' rates
- Higher spending on occupational health training due to mandatory training of new hires, as required by law, which also helps improve workplace safety

Occupational health training

In 2025, 46,658 assigned training courses were completed across 11 programmes, with 16 hours per programme on average.

In addition to mandatory training in electrical safety, work at height, first aid, work in confined spaces, and the use of PPE, employees engaged in hazardous activities underwent in-person assessments of their practical skills in carrying out such work and providing first aid. The Headquarters' Occupational Health Department organised the commission-based assessments.

Occupational health training indicators

Indicator	2024	2025
Number of completed training courses	44,871	46,658
Number of employees who completed training, persons	21,999	23,166
Number of training programmes	11	11
Average duration of each programme, hours	16	16

46,658

assigned training courses were completed in 2025

Digitisation of occupational health training management

Rostelecom automated the processing of occupational health training applications using robotic process automation (RPA).

The software robot extracts data from the HR system's staff records each week, reconciles it against the register of the Russian Ministry of Labour and Social Protection and the job-to-training requirements matrix, and then generates the required internal memoranda. The solution has streamlined staff workloads and ensured that employees were assigned training in a timely manner.

Rate of work-related injuries

GRI 403-2 GRI 403-9 GRI 403-10 5.9

To systematically monitor employee health, certain categories of employees undergo medical examinations according to an approved schedule. In 2025, no occupational diseases were diagnosed among Rostelecom Group employees.

In 2025, 41 insured events were recorded, including 16 resulting from unlawful acts by third parties,[1] which could not have been foreseen or prevented by PJSC Rostelecom, and 25 work-related accidents. PJSC Rostelecom's work-related injury rate attributable to unlawful acts by third parties stood at 0.22 in 2025.

In 2025, the injury frequency rate, excluding injuries caused by unlawful actions by third parties, was 0.34.

The number of fall-from-height injuries decreased to two, down by 60% year-on-year, due to stricter control over hazardous activities and the removal of ineffective PPE.

Work-related injuries at PJSC Rostelecom

Indicator	2021	2022	2023	2024	2025
Number of persons injured in work-related accidents	**35**	**30**	**32**	**40**	**41**
high-consequence injuries	7	8	7	7	8
fatal accidents	3	1	4	3	0
Breakdown by gender:					
injured women	7	3	3	2	3
injured men	28	27	29	38	38
Rate of work-related injuries per thousand employees (for all insured events)	**0.33**	**0.31**	**0.40**	**0.52**	**0.55**
Rate of work-related injuries per thousand employees (for insured events not related to unlawful actions by third parties)	**0.34**	**0.31**	**0.31**	**0.31**	**0.34**
Rate of work-related fatalities per thousand employees	**0.03**	**0.01**	**0.05**	**0.03**	**0**
Lost time accident days	**3,251**	**2,711**	**641**	**2,399**	**3,251**
Rate of fatalities per million hours worked		**0.007**	**0.029**	**0.022**	**0**
Rate of high-consequence injuries per million hours worked		**0.05**	**0.05**	**0.05**	**0.06**
Rate of recordable work-related injuries per million hours worked		**0.19**	**0.21**	**0.27**	**0.32**
Lost time injury frequency rate (LTIFR) per million hours worked	**0.19**	**0.19**	**0.17**	**0.17**	**0.19**
Number of hours worked, million		**147,501**	**137,915**	**135,412**	**128,937**

[1] Terrorist attacks by the Armed Forces of Ukraine, traffic accidents, and violations of Russian laws.

Rate of work-related injuries 2 / 2

As part of its health and safety activities, Rostelecom analysed every incident that resulted in employee injury. These investigations helped identify the causes of the incidents, and the necessary corrective measures were taken.

These activities include:

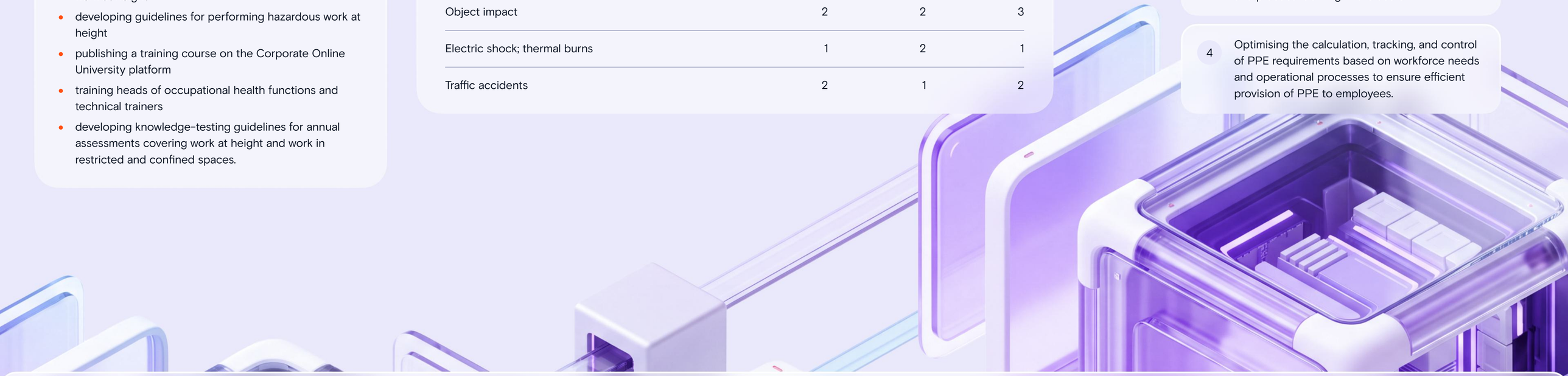
- the FollowMyLead programme to improve awareness among employees performing hazardous work
- the PPE Life Cycle programme to improve the quality of PPE and employee satisfaction with the provided PPE
- in-person assessment of practical skills for performing hazardous work
- using dedicated communication channels at units to manage admission to hazardous activities, with real-time monitoring
- developing and supplying branches with PPE kits for work at height
- developing guidelines for performing hazardous work at height
- publishing a training course on the Corporate Online University platform
- training heads of occupational health functions and technical trainers
- developing knowledge-testing guidelines for annual assessments covering work at height and work in restricted and confined spaces.

Main causes of injuries by type of accident, number of cases

Indicator	2023	2024	2025
Falls with support; falls from support	11	5	2
Slips and falls on the employer's premises	3	7	6
Slips and falls off the employer's premises	1	3	3
Falls from stepladders and ladders	4	4	7
Object impact	2	2	3
Electric shock; thermal burns	1	2	1
Traffic accidents	2	1	2

The following initiatives are planned for 2026 to enhance safety culture and reduce injury rates:

1. Optimising business processes and the organisational structure of the occupational health function and updating internal regulations
2. Optimising the risk management system to reduce injuries through analysis of their root causes
3. Developing recommendations on the performance and monitoring of hazardous activities, annual training and knowledge testing, and practical training in the use of PPE
4. Optimising the calculation, tracking, and control of PPE requirements based on workforce needs and operational processes to ensure efficient provision of PPE to employees.



Emergency preparedness 1 / 2

The Company has in place the Regulations on PJSC Rostelecom's Corporate Emergency Prevention and Response Subsystem, which define its key objectives, organisation, and operating procedures within the unified state system for emergency prevention and response.

The Corporate Emergency Prevention and Response Subsystem operates at the federal, interregional, regional, municipal, and facility levels and is intended to ensure the provision of communications services as part of activities to protect the population and territories from emergencies.

Key objectives of the Corporate Emergency Prevention and Response Subsystem:

- Develop emergency prevention and response plans at PJSC Rostelecom and its backbone and regional branches, as well as plans to improve the resilience of facilities and the communications network
- Ensure the readiness of employees and resources designated for emergency response at facilities and communications networks, and manage them during emergency recovery operations
- Collect, process, and exchange information on the condition of communications systems and infrastructure in emergency areas
- Train employees at PJSC Rostelecom communications facilities to respond to emergencies
- Develop and implement measures to prevent and respond to emergencies at communications facilities and across the network
- Establish financial reserves at the Company and material reserves at backbone and regional branches to support emergency response

Emergency and civil defence governance bodies

The corporate subsystem's objectives are pursued by **coordinating and standing governance bodies at all levels,** working closely with **all organisational units,** backbone and regional branches, and communications facilities at PJSC Rostelecom.

Emergency and fire safety commissions serve as the coordinating bodies of the corporate subsystem.

Mobilisation preparedness, civil defence, and emergency response units (departments/offices) serve as the permanent bodies authorised to address civil defence and emergency response matters and manage workforce protection measures at PJSC Rostelecom.

PJSC Rostelecom units and backbone and regional branches may be involved in emergency prevention and response activities within their respective remits.

Each level of the corporate subsystem includes Company capabilities and resources designated for rapid emergency response and repair and recovery operations.

PJSC Rostelecom has defined a list of key activities to be carried out by the corporate subsystem under normal operating conditions, heightened readiness, and emergency conditions.

Local emergencies at communications facilities and lines are handled by the forces and resources of PJSC Rostelecom's regional branches, with fire, rescue, and other emergency response units of the regional main departments of EMERCOM of Russia or federal executive authorities engaged where necessary.

Key documents governing the Company's emergency prevention and response activities:

- Regulations on PJSC Rostelecom's Corporate Subsystem of the Unified State System for Emergency Prevention and Response
- Emergency prevention and response plans for the Headquarters and branches
- Plans for bringing corporate civil defence units to operational readiness
- Annual orders on the organisation of civil defence, protection of employees from emergencies, and the appointment of responsible officers (including the emergency commission, evacuation commission, and the membership of corporate civil defence units, etc.)
- Orders and instructions on quarterly facility-level emergency response drills, including drills covering the threat of and sudden attacks by unmanned aerial vehicles (UAVs)
- Directives of the Russian Ministry of Digital Development, Communications, and Mass Media on quarterly tabletop emergency prevention and response exercises involving one or more Company branches
- Annual orders on the results of civil defence and emergency response training and objectives for the following year.

Employee emergency and civil defence training

PJSC Rostelecom's intranet portal contains training materials on civil defence and emergency response, as well as guidance on actions to be taken in the event or threat of an emergency, including the threat of or a sudden UAV attack.

Emergency prevention monitoring and control are performed by the monitoring and operational management services of PJSC Rostelecom's Network Management and Monitoring Centre, as well as documentary communications sections and teams at regional branches, which exchange information and cooperate with regional and local emergency response bodies.

In 2025, the Headquarters and Company branches conducted 1,215 exercises and drills involving members of corporate civil defence units, emergency repair and recovery teams responsible for restoring communications networks and facilities following emergencies, and employees at communications facilities, including:

- 140 tabletop exercises and drills
- 127 special tactical exercises
- 948 facility-level drills.

37

In 2025, inspections of civil defence and emergency protection activities at PJSC Rostelecom's macroregional and regional branches and communications facilities were conducted by regional centres and main departments of EMERCOM of Russia, regional governments, and heads of municipalities. Comments raised by the inspecting bodies were addressed during the inspections.

89.8 thsd employees

completed training in civil defence, emergency response, and actions to be taken in the event or threat of an emergency

including

1,215

exercises and drills involving members of corporate civil defence units and employees of communications facilities were conducted in 2025 at PJSC Rostelecom's Headquarters and branches

545

persons trained at civil defence educational institutions

61.2 thsd

people participated in Rostelecom exercises and drills

Public emergency alert systems

In 2025, Rostelecom introduced a new public emergency alert system as part of the Rostelecom Key service.

Integrated with the civil defence system, it sends alerts, including voice messages and sirens, through in-apartment intercoms. The solution was tested in ten regions, including the Vladimir Region, Novosibirsk, and Rostov-on-Don, and is compatible with both modern intercoms and standard handsets, provided that a Rostelecom Key smart video intercom is installed at the building entrance.

In 2025, Rostelecom delivered a range of activities to install and upgrade public address systems in eight locations: Kaliningrad, Tomsk, Krasnoyarsk, the Tyumen Region, Obninsk, Chuvash Republic, Kuzbass, and Kyzyl. The project aims to improve the mechanisms for the timely notification of the public in the event of natural, man-made, and socio-political emergencies.

In the Republic of Khakassia, the Company successfully introduced an SMS module into System 112, significantly improving access to emergency services. People with hearing impairments and those unable to speak for other reasons can now contact emergency services promptly by text message. At the same time, the system was upgraded in the Tambov Region, which involved a full migration to Russian-made equipment and software.

5.10 Occupational health and safety

Rostelecom views occupational health and safety as an integral element of corporate responsibility and sustainable development.

8 DECENT WORK AND ECONOMIC GROWTH

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

The Company is responsible to its employees, business partners, and society for creating safe working conditions and minimising the adverse impacts of its operations on people and the environment.

Rostelecom's occupational health and safety efforts are based on strict compliance with applicable occupational health, industrial safety, and fire safety legislation.

The Company follows leading industry standards and continuously improves its occupational health and safety management system by introducing state-of-the-art technologies and best practices.

Rostelecom's operational control system supports:

— the reliable operation of its operational facilities

— the timely identification and mitigation of potential risks,

— and compliance with all industrial and fire safety requirements.

Fire safety

Rostelecom and its subsidiaries and affiliates systematically implement measures to maintain and improve fire safety.

The Company upgrades and repairs fire protection systems and continuously monitors compliance with applicable requirements and regulations, including through scheduled inspections by supervisory authorities.

Fire authorities conducted 15 preventive visits during 2025. No fines were issued to relevant officers or legal entities for fire safety breaches.

Fires at PJSC Rostelecom facilities

Indicator	2021	2022	2023	2024	2025
Number of fires	23	24	20	25	17
Including caused by third-party organisations or individuals	6	9	5	9	1

337 acilities
equipped with fire protection systems in 2025, at a cost of **RUB 353 m**

862 employees
completed upskilling and retraining programmes in fire safety in 2025

2.306 RUB million
completed upskilling and retraining programmes in fire safety in 2025

Industrial safety

In 2025, the Group operated a total of 155 hazardous facilities, including 67 facilities classified as Hazard Class 3 (gas grids). All of these facilities are registered with the Federal Environmental, Industrial, and Nuclear Supervision Service of Russia (Rostechnadzor) and insured.

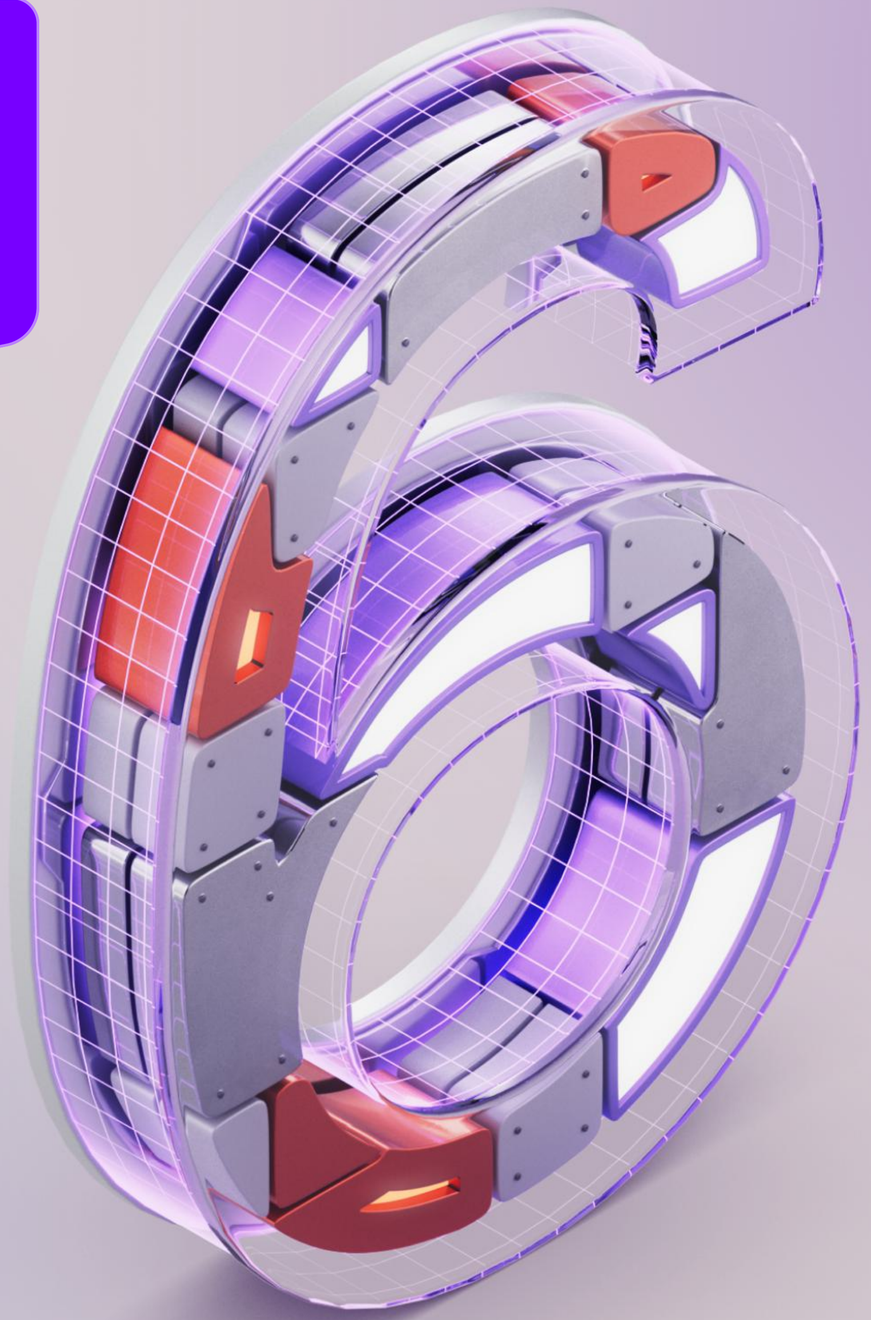
There were no accidents or incidents at Rostelecom's hazardous facilities in the reporting period, and no fines or warnings were issued by supervisory authorities. A total of 310 internal inspections were conducted in 2025, with 204 violations detected and prevented.

40 RUB m
spending on industrial safety in 2025

0.76 RUB m
annual operating expenses for hazardous facility insurance in 2025

Environmental impact

240–268



6.1 Environmental management 240

6.2 Waste management 249

6.3 Climate change and energy efficiency 253

6.4 Air pollution control 264

6.5 Water consumption 266

6.6 Area improvements and biodiversity conservation 268

Rostelecom demonstrates its commitment to sustainability principles through a systematic approach to reducing its environmental footprint.

The Company places particular emphasis on the sustainable use of natural resources and develops advanced digital tools for environmental monitoring.

Significant environmental impacts

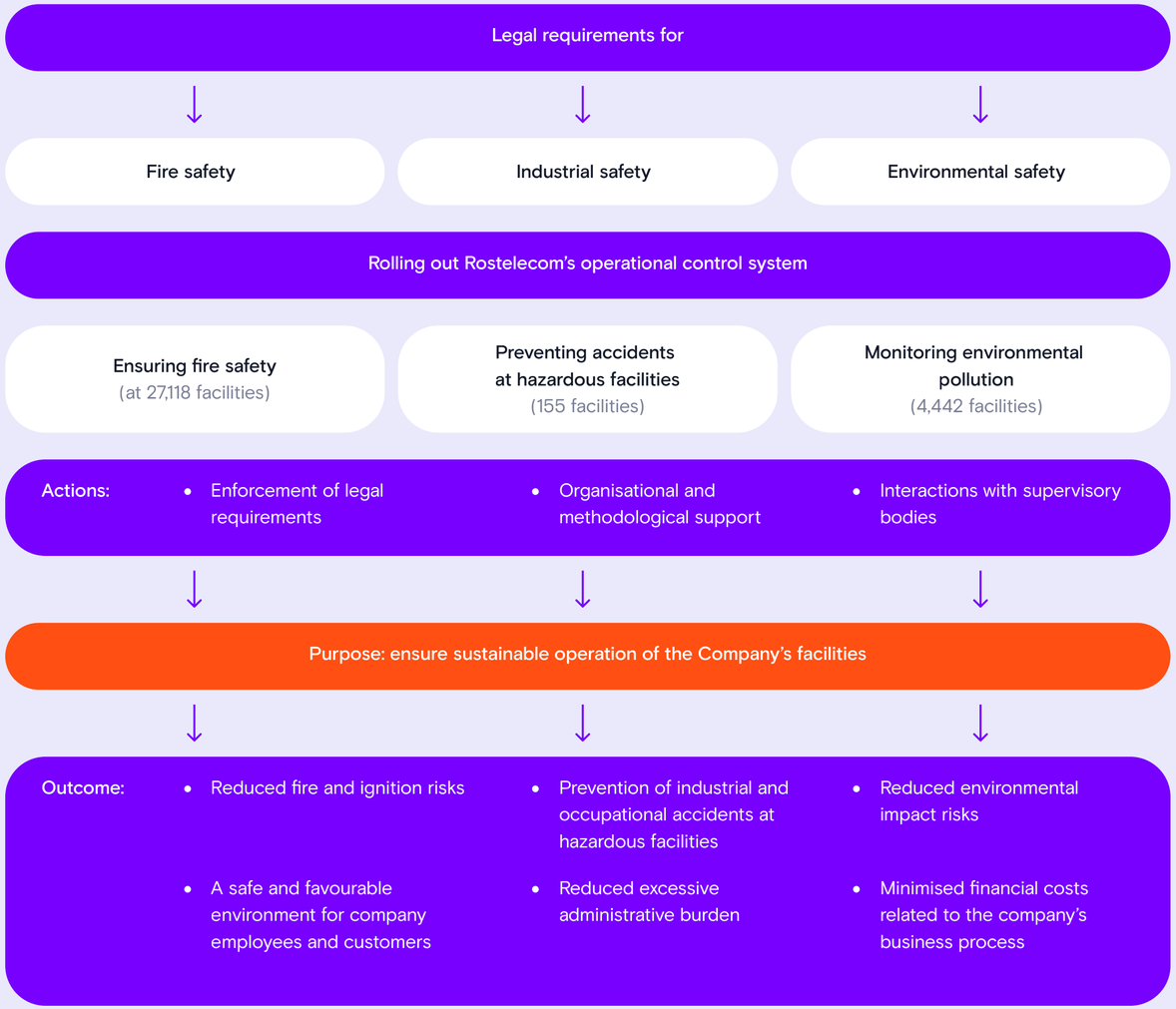
As part of its environmental agenda, Rostelecom is working to improve energy efficiency and foster a culture of responsible consumption. To ensure alignment with sustainability principles, the Company operates a comprehensive control system covering fire, industrial, and environmental safety requirements.

The Group has established a separate waste collection system. Thanks to this initiative, both the total volume of materials sent for recycling and the range of waste streams recycled have been growing year on year.

Rostelecom is working to upgrade urban infrastructure and taking active steps to preserve terrestrial ecosystems. Initiatives include organising cleanup days across the Company's operations and developing digital solutions with minimal environmental impact.

Rostelecom's environmental protection initiatives and safety measures are integral components of its wider occupational health and safety strategy. The environmental management system complies with applicable regulatory requirements and is based on international best practices and telecom industry standards. In 2025, the Company received a certificate confirming that its environmental management system complies with GOST R ISO 14001-2016, valid for 2025–2028. An internal compliance audit is scheduled for 2026.

Rolling out Rostelecom's operational control system



As part of its 2021–2025 Strategy, the Company identified several key environmental initiatives:

1. Reducing electricity consumption (excluding the Data Centres and Cloud Services cluster)
2. Increasing the share of electricity sourced from renewable energy
3. Implementing telecom waste collection and recycling programmes
4. Launching Green Office environmental management systems across all Company offices

Rostelecom's environmental management system is guided by:

- the Environmental Policy
- the HSE and Fire Safety Policy.

These policies apply across all subsidiaries and affiliates of the Group.

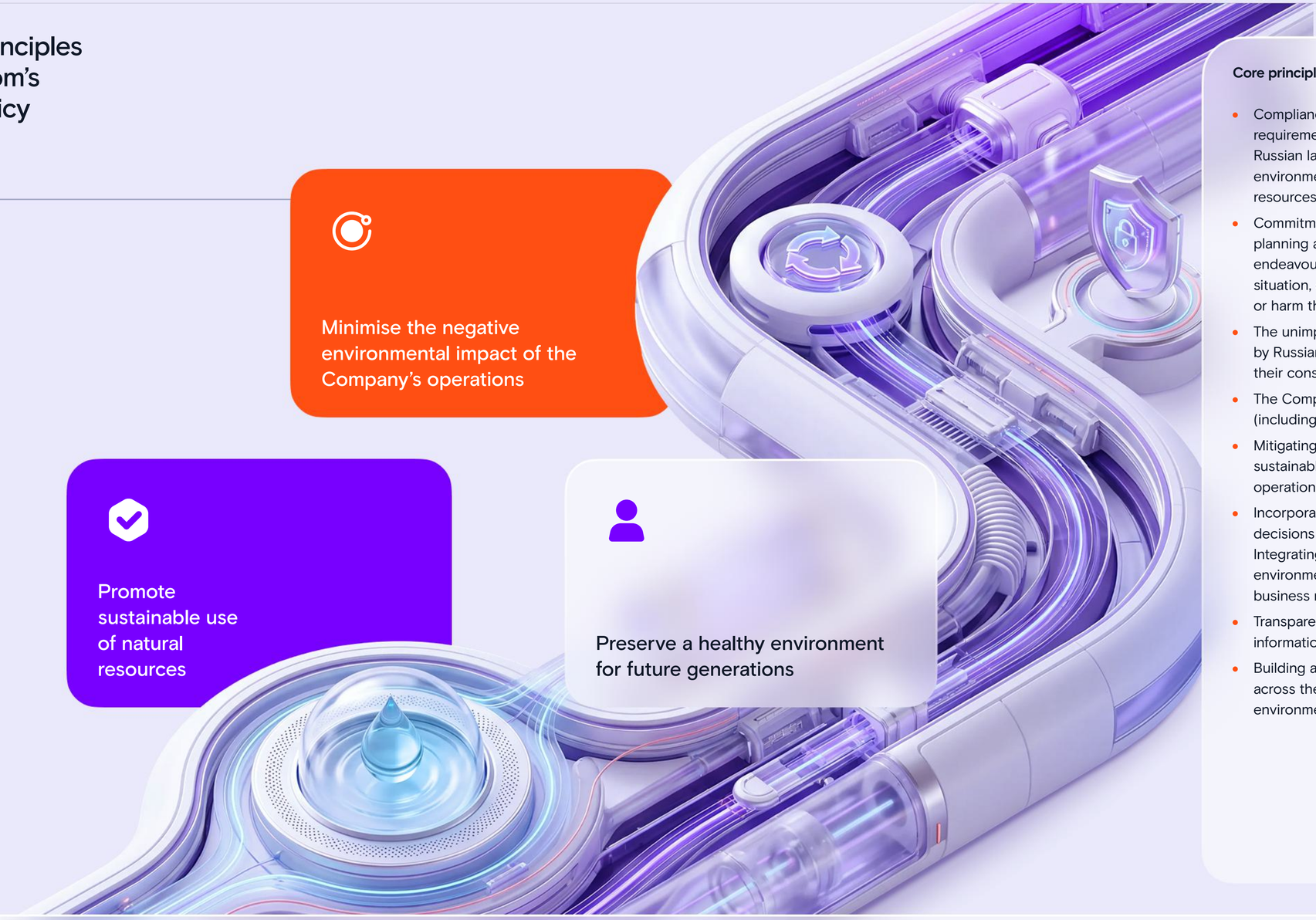
Objectives and principles of PJSC Rostelecom's Environmental Policy

Key goals:

Minimise the negative environmental impact of the Company's operations

Promote sustainable use of natural resources

Preserve a healthy environment for future generations



Core principles:

- Compliance of the Company's operations with the requirements, standards, and obligations established by Russian laws and ratified by international treaties as regards environmental protection, sustainable use of natural resources, and environmental safety
- Commitment to sustainability principles in Rostelecom's planning and operations: the Company's economic endeavours should not worsen the existing environmental situation, compromise the quality of life and health of people, or harm the environment
- The unimpeded exercise by Rostelecom employees as well as by Russian citizens affected by the Company's operations of their constitutional right to a favourable environment
- The Company's responsibility for the environmental impact (including long-term impact) of its operations
- Mitigating negative environmental impact and promoting sustainable use of natural resources in the Company's operations
- Incorporating potential environmental risks into management decisions shaping Rostelecom's development strategy Integrating environmental risk management and environmental operational control into the Company's overall business management system
- Transparency and availability of environmental impact information to all stakeholders
- Building and promoting environmental culture and values across the Company and raising Rostelecom's profile as an environmentally responsible business

The key documents governing the Group's environmental activities are presented in the Appendix to this Report, in the Additional Information section.

Goals and principles of the HSE and Fire Safety Policy

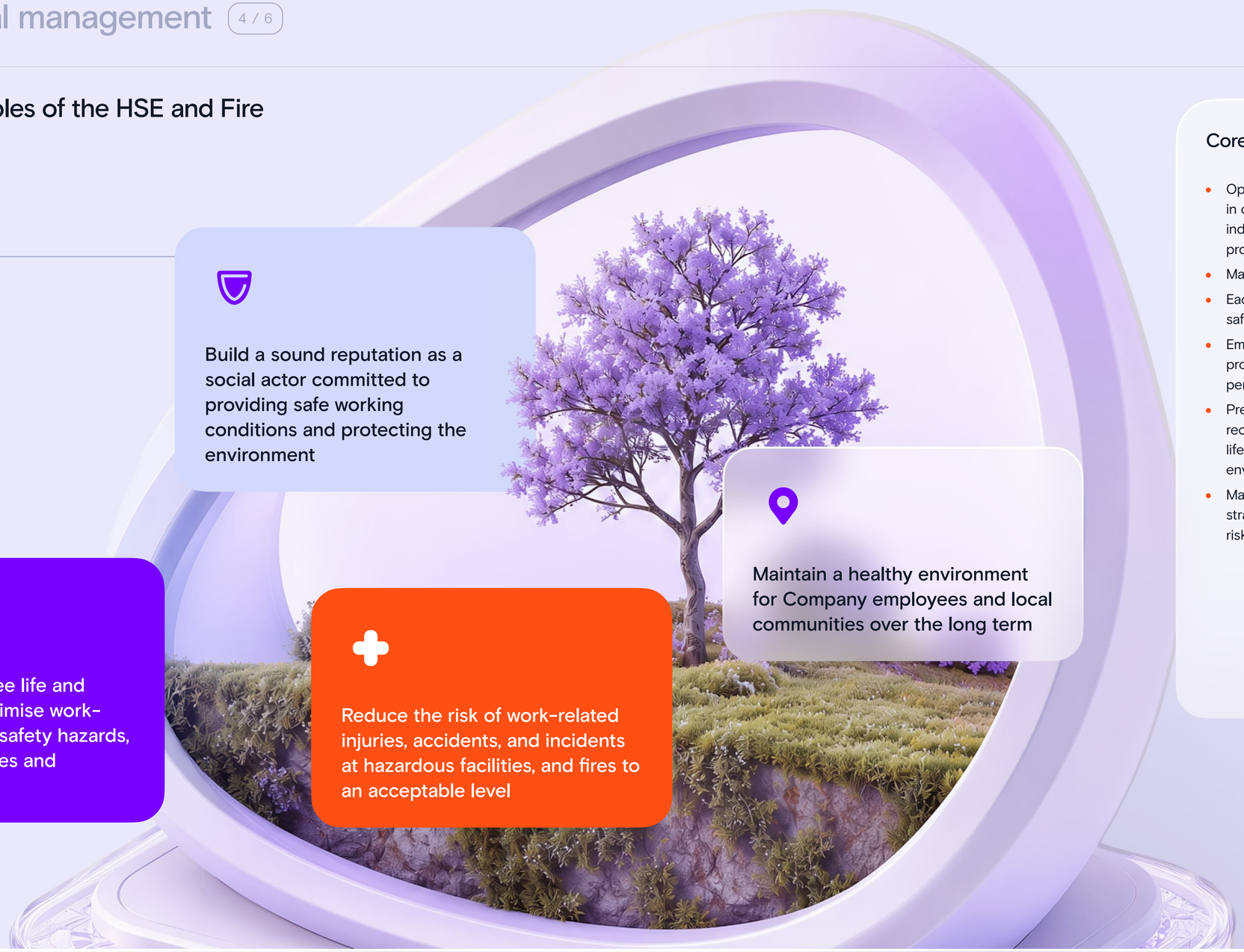
Key goals:

Build a sound reputation as a social actor committed to providing safe working conditions and protecting the environment

Maintain a healthy environment for Company employees and local communities over the long term

Safeguard employee life and health at work, minimise work-related health and safety hazards, and prevent fatalities and disabling injuries

Reduce the risk of work-related injuries, accidents, and incidents at hazardous facilities, and fires to an acceptable level



Core principles

- Operations comply with statutory requirements and standards in occupational health, industrial sanitation and hygiene, fire, industrial, and environmental safety, and environmental protection
- Managers at all levels take the lead in HSE and fire safety
- Each employee is responsible for their own safety and the safety of others and has the right to interfere if work is unsafe
- Employee safety, life and health as well as equipment and property protection take precedence over operational performance
- Prevention takes precedence over containment of, and recovery from, events causing adverse impact on employee life and health, equipment, property, and the quality of the environment
- Managerial decisions shaping the Company's development strategy are made with due consideration of potential safety risks

The Occupational Health and Safety Department of PJSC Rostelecom's Headquarters is responsible for updating environmental protection policies at least once every two years. Throughout 2025, the existing environmental policies remained in effect unchanged.

Governance structure for environmental protection at Rostelecom Group

President of PJSC Rostelecom

- Provides general oversight of Rostelecom's environmental protection and the operation of its environmental management system
- Approves environmental protection and safety policies
- Evaluates the Company's environmental performance

Administrative Director of PJSC Rostelecom's Headquarters

- Manages the Group's environmental protection efforts
- Analyses the Group's environmental protection performance
- Informs top management of the Group's environmental performance

Occupational Health and Safety Department of PJSC Rostelecom's Headquarters

- Coordinates environmental aspects of the Group's activities
- Implements environmental operational control
- Develops internal regulations
- Collects and consolidates information on the Group's environmental activities for review by top management; prepares quarterly reports for Rostelecom management
- Provides methodological support to PJSC Rostelecom branches, subsidiaries, and affiliates

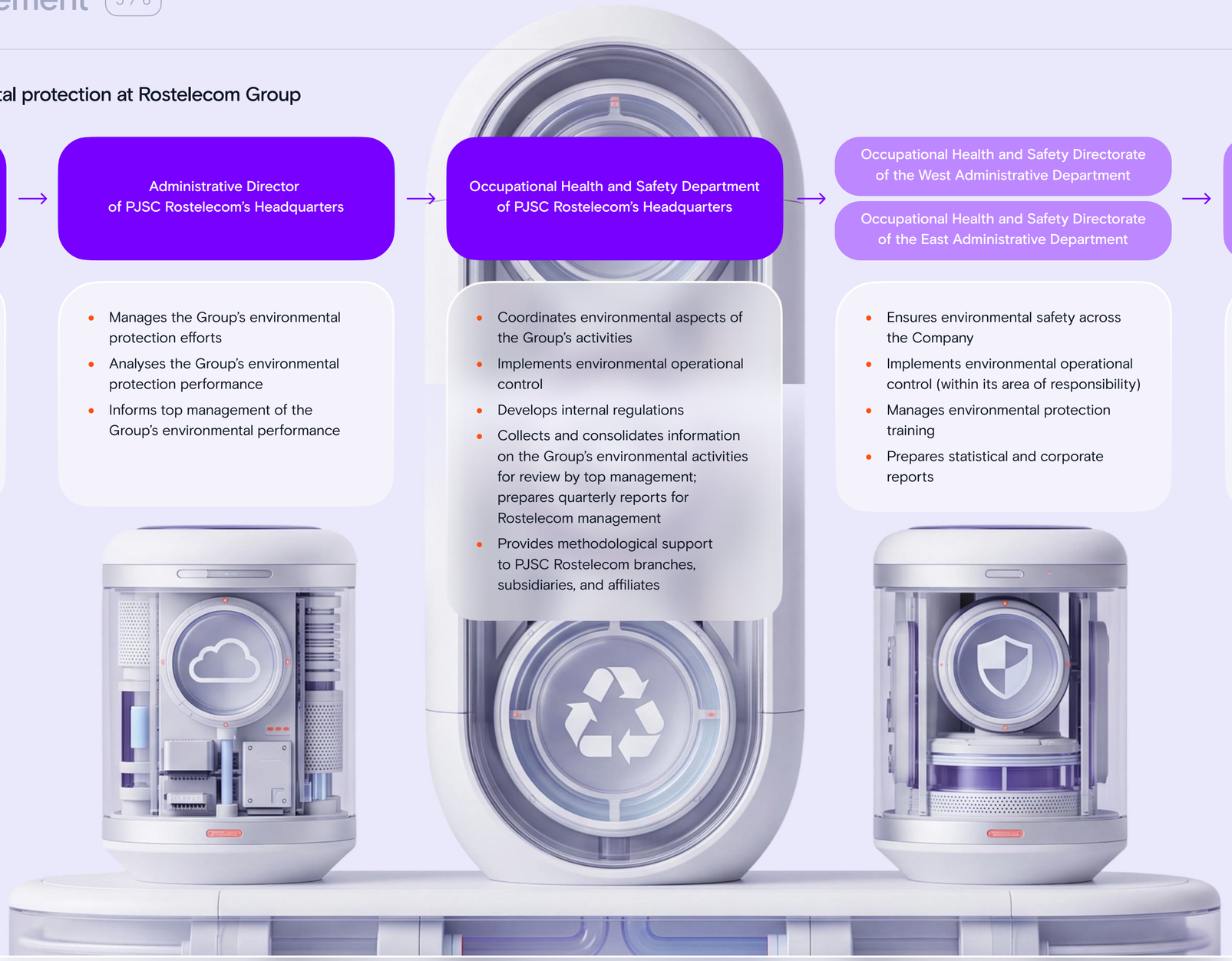
Occupational Health and Safety Directorate of the West Administrative Department

Occupational Health and Safety Directorate of the East Administrative Department

- Ensures environmental safety across the Company
- Implements environmental operational control (within its area of responsibility)
- Manages environmental protection training
- Prepares statistical and corporate reports

Organisational units of regional branches, subsidiaries, and affiliates

- Implement environmental initiatives
- Monitor negative environmental impact sources on a day-to-day basis
- Manage waste
- Respond to incidents with environmental risks



Precautionary principle

Rostelecom applies the precautionary principle in its environmental activities. The Company's risk management system provides for regular assessment of environmental risks.

An expert group analyses the potential environmental impact of projects being implemented and identifies possible consequences in accordance with the requirements of Russian environmental laws.

Environmental operational control

One of the key tools for ensuring environmental safety is the environmental operational control system, which helps minimise the Company's negative environmental impact. The operation of the system, its organisational structure, and implementation procedures are governed by the Regulations on Environmental Operational Control.

The Company operates a total of 4,442 negative-impact facilities. During 2025, a total of nine new facilities were added to the state register and 150 facilities updated their negative impact data, with 192 facilities removed from the register.

Number of negative-impact facilities by category

In 2025, the Company completed 402 internal audits (229 on-site and 103 desk audits), with 712 facilities audited and 1,169 gaps identified and remedied.

Employee training in environmental protection

To enhance the qualifications of personnel responsible for environmental safety, Rostelecom provides specialised training. Employees are trained at certified educational centres under programmes tailored to their specific skill levels. In addition to classroom-based training, Rostelecom also offers remote learning formats, including webinars and online courses.

In 2025, eco-lessons were also organised for employees' children, along with educational lectures for employees on various environmental topics. Following the lectures, participation in plastic bottle cap and battery collection increased noticeably, and interest in environmental courses also grew, with around 60% of employees completing them.

234

employees completed environmental training in 2025

901 RUB thsd

spending on environmental training in 2025

Environmental training programmes

Programme	Duration of training, hours					Number of people trained					Training costs, RUB thsd, excluding VAT				
	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025	2021	2022	2023	2024	2025
Environmental safety for managers and general business management specialists	72	72	72	72	72	70	75	471	74	165	178	268	1,017	166	545
Environmental safety for managers and specialists from environmental protection and environmental control functions	112	200	200	200	200	35	7	14	6	5	106	34	99	99	28
Specialised training required for hazard classes 1–4 waste management	112	112	112	38	112	143	9	13	8	56	321	25	43	87	73
Other programmes	3–72	16	0	16–32	16–122	44	2	0	3	8	301	30	0	120	255
Total						292	93	498	91	234	906	357	1,159	472	901

Rostelecom Group's management control system includes regular evaluation of performance in managing environmental safety and environmental protection. Once every three months, the President of PJSC Rostelecom, together with the First Deputy President and the Chairman of the Management Board, reviews progress on environmental initiatives, the results of environmental operational control, and the implementation of planned corrective actions.

To minimise human impact on the environment, the Group implements a set of measures, which include reducing fossil fuel consumption, introducing separate waste collection, optimising water consumption, and other environmental initiatives. In addition, Rostelecom actively participates in environmental initiatives in its regions of operation.

In 2025, the Group's environmental protection expenditures totalled RUB 217 million. The bulk of these costs, 84%, was attributable to waste management.

In 2025, government supervisory authorities conducted one inspection and 15 preventive visits, resulting in a single fine of RUB 5 thousand imposed on an official.

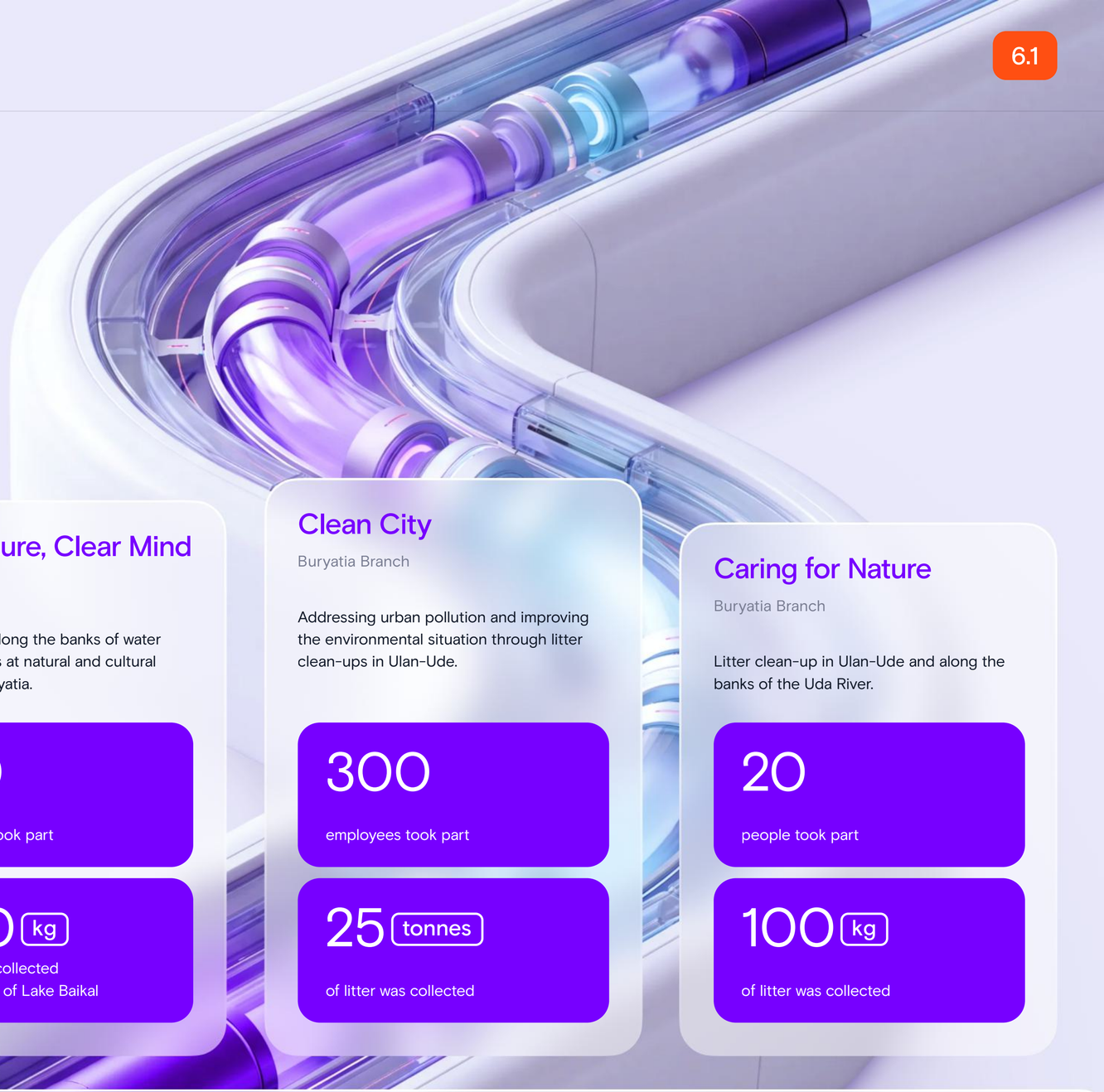
217 RUB m

the Group's environmental protection expenditures and investments in 2025

Rostelecom's total environmental protection expenditures and investments, RUB m

Focus area	2021	2022	2023	2024	2025
Waste management	106.0	126.0	175.0	179.6	181.5
Soil, surface water, and groundwater pollution control	3.8	8.4	4.9	5.6	6.5
Air pollution control and climate change mitigation	8.4	7.6	3.6	6.1	8.5
Area improvements and urban greening	2.9	2.8	5.5	5.2	5.0
Employee training	0.9	0.4	1.2	0.5	0.9
Environmental fees paid to the state budget	2.6	3.3	1.8	2.5	1.3
Other focus areas	39.2	26.0	15.1	13.6	13.1
Total environmental expenditures	**163.9**	**174.5**	**207.1**	**213.1**	**216.8**

Environmental initiatives supported by Rostelecom



Every Cap Counts

Karelian Branch

Collection of plastic bottle caps
The collected caps are sent for recycling, and the proceeds from the sale of the recyclable materials are used to support socially significant projects or help people in need.

20
people took part

17.3 kg
of caps was collected

Plastic Caps

Kaluga Branch

Held as part of the Good Caps project run by the Volunteers to Help Orphans Foundation.

Once collected, batches of caps are sent to a plastic recycling plant, with all proceeds transferred to the charity's account.

17.3 kg
of caps was collected

Clear Nature, Clear Mind

Buryatia Branch

Litter clean-up along the banks of water bodies, as well as at natural and cultural landmarks in Buryatia.

100
employees took part

300 kg
of litter was collected on the shore of Lake Baikal

Clean City

Buryatia Branch

Addressing urban pollution and improving the environmental situation through litter clean-ups in Ulan-Ude.

300
employees took part

25 tonnes
of litter was collected

Caring for Nature

Buryatia Branch

Litter clean-up in Ulan-Ude and along the banks of the Uda River.

20
people took part

100 kg
of litter was collected

Environmental initiatives
supported by Rostelecom

For a Clean Baikal

Buryatia Branch

Cleaning litter from the shore of Lake Baikal.

30
people took part

200 kg
of litter was collected

Clean Shore

Kamchatka Branch

Cleaning and maintaining the shore of Lake Vorobyishkino (Yelizovsky Municipal District, Kamchatka Territory).

20 bags
of litter were collected on the shore of Lake Vorobyishkino

Water of Russia

Primorye and Ingushetia Branches

Sanitary clean-up of areas in the Vladivostok Urban District and the bank of the Sunzha River in Magas.

Primorye Branch

65
people took part

15 tonnes
of litter was collected

Ingushetia Branch

800 bags
of litter were collected

BoomBattle (Paper Battle)

T2

A nationwide waste paper collection campaign held in support of the Ecological Well-Being national project.

1.3 tonnes
of waste paper was collected

Memory Garden

Branches in the Vladimir and Ivanovo Regions

A large-scale campaign to plant 27 million trees in memory of each of the 27 million people who died during the Great Patriotic War.

Its key goal is to preserve the memory of those who died and contribute to reforestation.

80
pine trees were planted

GRI 306-3 GRI 306-5

Rostelecom places particular emphasis on ensuring the environmentally safe management of production and consumption waste. The Group is focused on reducing the volume of waste generated and increasing the proportion of waste sent for recycling. Over 99% of the Company's waste is classified as hazard classes 4 and 5.

The Company has developed and approved the Production and Consumption Waste Management Procedure, which sets out the requirements and areas of responsibility of units when handling waste at Rostelecom's facilities, as well as a unified waste management procedure to ensure compliance with environmental laws.

Digital solutions for effective MSW management. Monitoring of MSW container sites

Environmental challenge

According to statistics, each person generates up to 400 kg of waste per year. In Russia, more than 650 thousand municipal solid waste (MSW) containers have been installed at apartment buildings, with different entities responsible for their maintenance. Their actions are often uncoordinated, leading to the buildup of waste at container sites.

Rostelecom's solution

The Company offers a neural network-based service to monitor waste container sites. The solution captures data to generate insights into the entire MSW management cycle, monitors compliance with the rules for setting up waste collection sites, the sanitation status, and overall condition of container sites as well as detects unauthorised waste sites.

All Company waste that can be reused or recycled, as well as hazardous waste, is transferred to specialised organisations.

4.4 thsd tonnes

of waste sent for treatment or recycling in 2025

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

Waste generation by hazard class, tonnes

Type of waste	2021	2022	2023	2024	2025
Hazard class 1	25.06	15.64	43.34	25.57	16.82
Hazard class 2	64.67	2.52	32.60	24.37	33.06
Hazard class 3	23.53	23.75	33.77	21.60	22.32
Hazard class 4	26,353	25,855	27,798	23,889	19,829
Hazard class 5	6,844	10,117	11,894	13,134	11,187
Total	**33,310**	**36,014**	**39,802**	**37,095**	**31,088**

Waste management at Rostelecom Group, tonnes

Indicator	2021	2022	2023	2024	2025
Total waste generated, including:	**25.06**	**15.64**	**43.34**	**25.57**	**16.82**
Sent to third parties for landfilling	64.67	2.52	32.60	24.37	33.06
Sent to third parties for treatment or recycling	23.53	23.75	33.77	21.60	22.32
Reused within the Company	26,353	25,855	27,798	23,889	19,829

Rostelecom is gradually introducing separate waste collection across the Group's units and its subsidiaries and affiliates.

Rostelecom waste sent for recycling, tonnes

Type of waste	2023	2024	2025
Paper	203.0	147.9	87.2
Cardboard	28.0	6.4	17.2
Batteries	1.9	1.6	2.1
Plastic	193.0	283.4	286.3
Ferrous scrap	87.0	70.4	27.2
Copper and copper alloy scrap	0.5	2.9	0.1
Aluminium scrap	13.0	19.2	2.8
Car tyres and inner tubes	130.0	84.2	67.9
Waste oils	24.0	16.2	19.7
Used automotive batteries	7.5	7.3	11.9
Computers, office equipment, and network equipment	99.0	95.0	67.8
Glassware	2.1	24.0	2.3
Wood waste	1,217.0	281.0	2,057.4
Other	3,352.97	3,414.5	1,794.1

Green Office 1 / 2

In Rostelecom's Strategy, the Green Office concept is one of the priority sustainability initiatives. The Company is gradually increasing the number of offices where the relevant environmental practices are implemented.

In line with the Green Office principles, Rostelecom:

- Introduces automated power and water meters
- Uses consumables that meet environmental standards
- Organises separate waste collection
- Actively uses electronic document management and videoconferencing solutions

45.1 million sheets

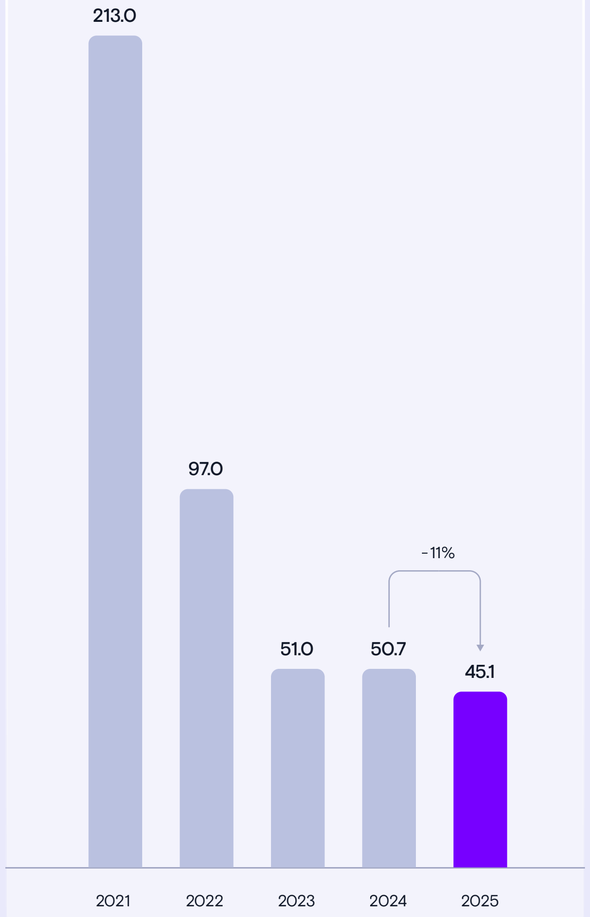
Paper consumption in 2025

down 11% year-on-year

Paperless Office

To optimise paper consumption, Rostelecom implemented the Paperless Office project in 2021–2024, reducing average annual paper consumption sevenfold compared with 2021.

Paper consumption, million sheets

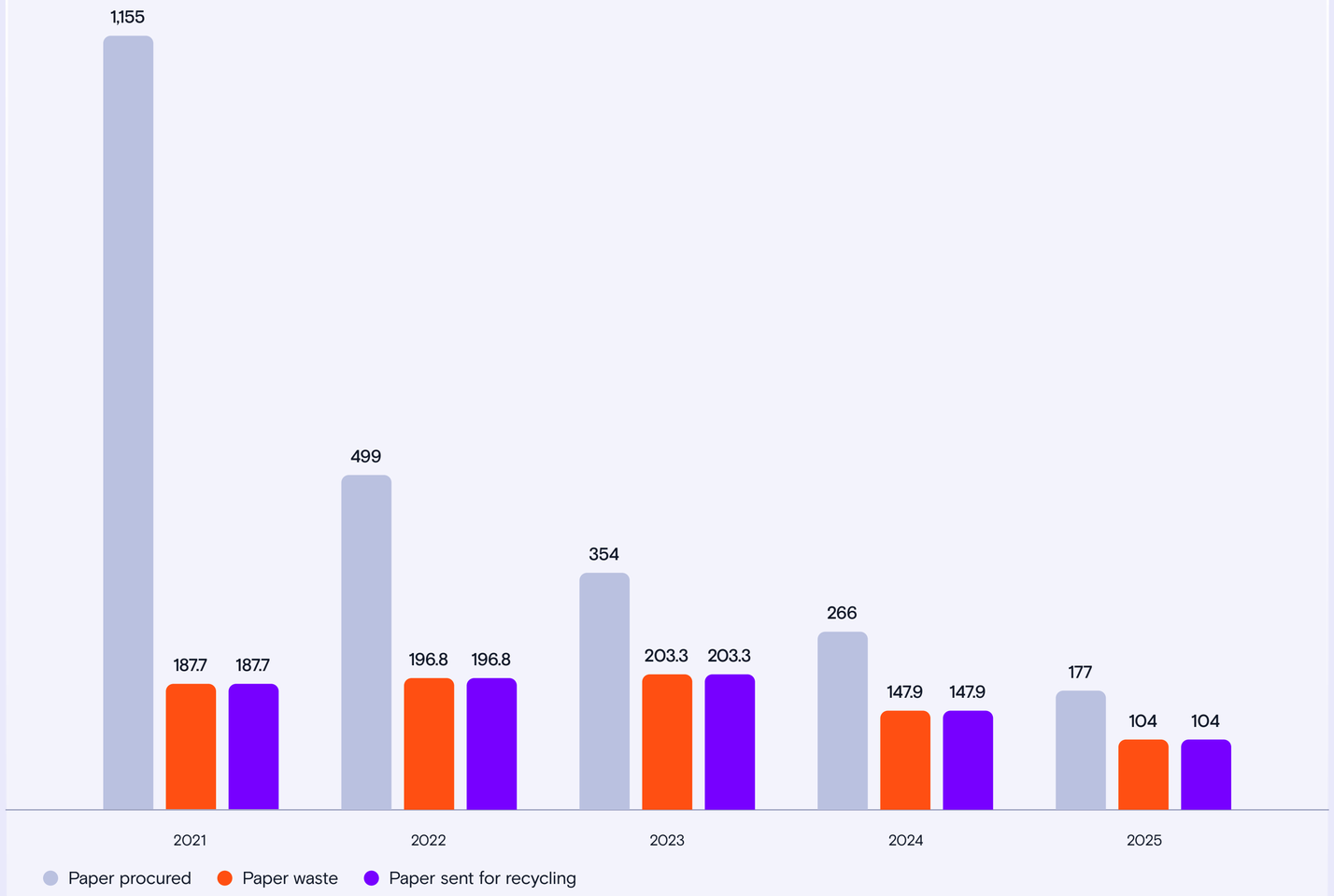


–11 %

year-on-year reduction in paper consumption

The digitisation of work processes leads to a reduction in the use of paper. In 2025, the Company purchased 177 tonnes of writing paper (35.4 million sheets), a 33.5% decrease compared to the 2024 figure of 266 tonnes (53.2 million sheets). Total weight of paper waste was 104 tonnes, all of which was sent for recycling.

Paper waste management by Rostelecom Group, tonnes



Greenhouse gas emissions

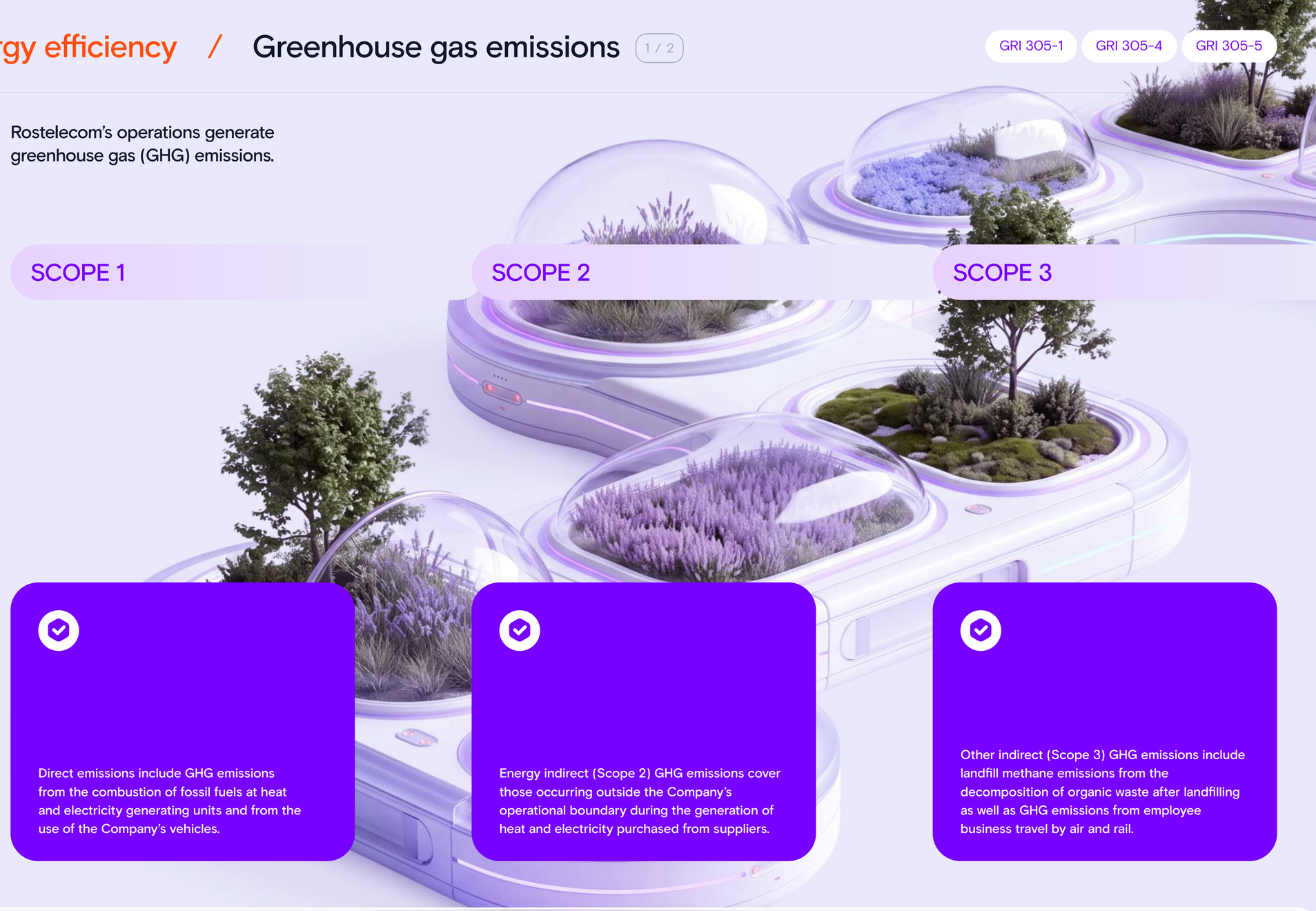
To reduce GHG emissions, the Company seeks to minimise fossil fuel consumption, deploy energy-efficient solutions, and reduce the volume of waste sent to landfill.

In 2025, the Company achieved a 7% reduction in direct GHG emissions, from 128 thousand to 119 thousand tonnes of CO_2 equivalent, driven by lower fuel consumption by boiler facilities and vehicles.

Indirect (Scope 2) GHG emissions increased by 3.3% to 1,506 thousand tonnes of CO_2 equivalent, due to higher electricity consumption by subsidiaries and affiliates (T2 and RTK-DC Group). At the same time, PJSC Rostelecom's direct electricity consumption (excluding subsidiaries and affiliates) decreased by 0.8%.

Scope 3 GHG emissions were down 8% to 74 thousand tonnes of CO_2 equivalent, driven by cuts in waste sent to landfill and reduced business travel.

Rostelecom's operations generate greenhouse gas (GHG) emissions.



SCOPE 1

Direct emissions include GHG emissions from the combustion of fossil fuels at heat and electricity generating units and from the use of the Company's vehicles.

SCOPE 2

Energy indirect (Scope 2) GHG emissions cover those occurring outside the Company's operational boundary during the generation of heat and electricity purchased from suppliers.

SCOPE 3

Other indirect (Scope 3) GHG emissions include landfill methane emissions from the decomposition of organic waste after landfilling as well as GHG emissions from employee business travel by air and rail.

Rostelecom conducts GHG emissions accounting in full compliance with Russian laws and applicable international standards, based on:

- Federal Law No. 296-FZ On Limiting Greenhouse Gas Emissions
- Resolution of the Russian Government No. 707 detailing the rules for reporting and maintaining an emissions register
- Instruction of the Russian Government No. 2979-r on the list of controlled greenhouse gases
- Guidelines of the Russian Ministry of Natural Resources and Environment (Orders Nos. 371 and 330) on calculating direct and indirect emissions
- GOST R ISO 14064-1-2021 guidance for quantification and reporting at the organisation level
- Intergovernmental Panel on Climate Change (IPCC) recommendations
- GRI G4 guidelines on sustainability reporting

GHG emissions in the Group, tonnes of CO_2 equivalent

Indicator	2021	2022	2023	2024	2025
Direct (Scope 1) GHG emissions	173,249	158,823	138,311	128,880	119,711
Energy indirect (Scope 2) GHG emissions	1,462,888	1,419,476	1,431,081	1,457,624	1,505,819
Scope 1 and 2 GHG emissions	**1,636,137**	**1,578,299**	**1,569,392**	**1,586,503**	**1,625,530**
Other indirect (Scope 3) GHG emissions, including by category:	70,326	74,243	86,115	80,775	74,369
Cat. 5. Waste generated	66,800	67,694	77,010	69,843	64,297
Cat. 6. Employee business trips and travel	3,526	6,550	9,105	10,931	10,072
Total GHG emissions (Scope 1, 2, and 3)	**1,796,463**	**1,652,542**	**1,655,507**	**1,667,278**	**1,699,900**

Emissions intensity ratios for Scope 1 and 2

Indicator	2021	2022	2023	2024	2025
tonnes of CO_2 equivalent per GJ	0.0887	0.0890	0.0886	0.0888	0.0890
tonnes of CO_2 equivalent per RUB 1 m of revenue	2.82	2.52	2.22	13.6	14.7
tonnes of CO_2 equivalent per employee	12.9	13.3	13.7	13.6	14.7
tonnes of CO_2 equivalent per 1 Mbps of network capacity	0.025	0.022	0.020	0.018	0.016

Energy efficiency

As part of its strategic development, PJSC Rostelecom approved its Energy Policy, outlining the Group's ambitions and key focus areas in energy efficiency. The document covers the entire organisational structure, including regional branches, and has also been adopted by all subsidiaries and affiliates.

Goals and objectives of the Energy Policy

Key goals:

1. Continuously improve PJSC Rostelecom's energy efficiency through effective management and the use of innovative technologies and energy-efficient equipment at telecommunications facilities
2. Continuously reduce costs through energy resource standards, more efficient energy use, and energy-saving measures in core operations
3. Continuously reduce environmental impact
4. Continuously improve the energy efficiency and energy saving management system, and ensure compliance with GOST R ISO 50001-2023

Rostelecom is creating a comprehensive framework to improve energy efficiency and develop new energy sources, tailored to the regional specifics of the Company's operations.

Key objectives:

- Comply with the requirements of regulations issued by the Russian Government and federal executive authorities, as well as the standards and rules that PJSC Rostelecom has undertaken to follow in the use and consumption of energy resources, and in improving energy efficiency
- Create, develop, and improve a motivation system for employees involved in energy saving and energy efficiency processes
- Procure and use equipment, systems, and technologies that ensure the lowest technologically and economically feasible consumption of energy resources
- Continuously increase Rostelecom employees' engagement in the energy management system, promote energy-saving initiatives, and strengthen their interest in using and saving energy resources efficiently
- Continuously improve PJSC Rostelecom's image as an organisation focused on energy saving and improving the energy efficiency of telecommunications facilities

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Rostelecom Group's energy efficiency governance structure

Energy Efficiency Division at the Energy Supply Department of Rostelecom's Corporate Centre

- Defines the principles and strategic objectives for the Group's energy efficiency measures
- Reviews performance metrics at set time intervals

↓

Regional branches and subsidiaries and affiliates

- Ensure the operation of the energy management system
- Develop and implement energy efficiency projects to upgrade or repair energy-consuming systems, equipment, and buildings
- Collect and analyse data to evaluate the outcomes of implemented energy efficiency projects

External consultants

Audit the Group's energy management system

Energy consumption

To support its operations, Rostelecom uses a wide range of energy resources, including electricity, heat, and various types of fuel (petrol, diesel fuel, natural gas, coal, and renewable fuels).

27,790 GJ

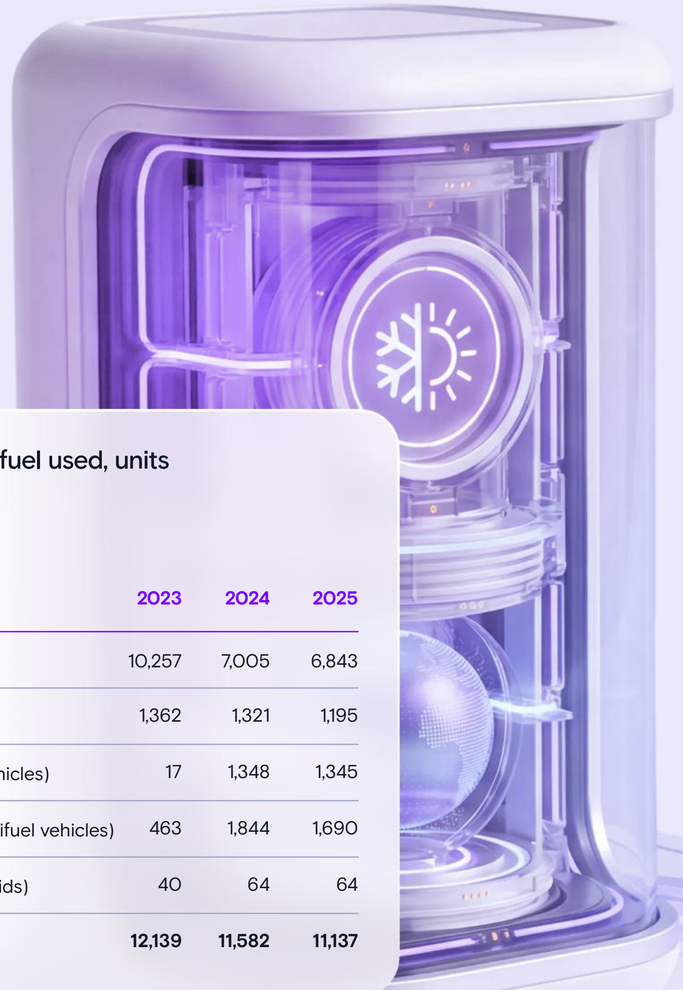
renewable (plant biomass) fuel consumption in 2025

In 2025, the Company reduced its consumption of heat by 8%, coal by 18%, and natural gas by 6.8%, driven by higher average winter temperatures in 2024–2025 and a reduction in the number of buildings in use. Electricity consumption grew by 6.55% from 2024, with the increase attributable to subsidiaries and affiliates. Excluding subsidiaries and affiliates, including those in the Data Centres cluster, consumption fell by 0.78% despite network expansion.

Over the past three years, the Company has been converting its vehicle fleet to natural gas. As a result, petrol consumption by vehicles decreased by 10% and diesel consumption by 11.5%, while liquefied gas consumption increased proportionately (by 52.2%).

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION



Vehicle fleet by type of fuel used, units

Type of fuel	2023	2024	2025
Petrol	10,257	7,005	6,843
Diesel fuel	1,362	1,321	1,195
Methane (including multifuel vehicles)	17	1,348	1,345
Propane-butane (including multifuel vehicles)	463	1,844	1,690
Electric vehicles (including hybrids)	40	64	64
Total	**12,139**	**11,582**	**11,137**

Total fuel and other energy consumption at Rostelecom Group,[1] GJ

Indicator	2021	2022	2023	2024	2025	%
Electricity	11,609,021	11,471,034	11,846,955	12,411,353	13,225,070	+6.6
Heat	4,401,928	4,066,584	3,820,160	3,549,405	3,266,952	-8.0
Natural gas	774,062	722,695	658,757	632,006	589,244	-6.8
Liquefied gas	27,407	35,066	44,172	72,032	109,631	+52.2
Coal	130,836	92,590	79,492	81,830	66,835	-18.0
Diesel fuel	253,874	227,116	200,627	172,255	152,437	-11.5
Petrol	1,184,641	1,077,126	1,027,067	911,660	819,102	-10.0
Renewable energy (biomass combustion), including:	50,435	38,220	33,073	34,336	27,790	-28.7
firewood	47,366	34,729	30,109	31,436	25,078	-20.0
fuel briquettes (pellets)	12.9	3,491	2,964	2,901	2,712	-6.5
Total energy consumption	**18,432,204**	**17,730,432**	**17,710,302**	**17,864,877**	**18,257,061**	**+2.2**

[1] CO_2 and CH_4 emissions were included when calculating Scope 1 emissions.

Specific energy consumption by Rostelecom Group

Indicator	Unit of measurement	2021	2022	2023	2024	2025
Specific electricity consumption per sq m of total floor space	GJ/sq m	1.318	1.382	1.498	1.626	1.801
Specific heat consumption per sq m of total floor space	GJ/sq m	0.498	0.490	0.481	0.465	0.445
Specific energy consumption per RUB 1 m of revenue	GJ/RUB 1 m	31.79	28.28	25.03	22.91	20.92
Specific energy consumption per employee	GJ/person	145.41	149.03	155.0	153.39	1165.37
Specific energy consumption per mobile subscriber	GJ/person	0.39	0.37	0.37	0.37	0.37
Specific energy consumption per 1 Mbps of network capacity	GJ/Mbps	0,277	0.254	0.231	0.205	0.177
Energy consumption by data centres	GJ	1,410,966	1,396,685	1,584,155	1,994,476	2,549,994
Average power usage effectiveness (PUE) at data centres, including at subsidiaries and affiliates:	unit PUE	1.54	1.66	1.64	1.59	1.50
JSC Data Storage Centre	unit PUE	1.54	1.66	1,65	1,59	1,58
JSC RTComm.RU	unit PUE	н/д	1.50	1.50	1.50	1.50
JSC Macomnet	unit PUE	н/д	н/д	н/д	н/д	1.50
LLC Komtekhtsentr	unit PUE	н/д	н/д	1.32	1.31	1.32

Breakdown of Rostelecom Group's costs of fuel and other energy resources,[1] RUB thousand

Indicator	2021	2022	2023	2024	2025
Total costs of fuel consumption for self-generation of energy	**366,611**	**377,221**	**354,593**	**372,378**	**374,528**
Natural gas	142,008	144,644	144,860	155,047	157,323
Liquefied petroleum gas (propane)				30	5
Petrol	40,825	45,569	40,608	44,941	44,443
Coal	20,148	19,174	15,587	17,128	16,615
Diesel fuel / oil	150,183	156,535	142,945	140,340	144,155
Firewood	11,257	8,734	8,442	12,790	9,810
Fuel briquettes	2,190	2,565	2,151	2,102	2,177
Total costs of fuel for vehicles and mechanical equipment	**1,566,475**	**1,496,183**	**1,469,754**	**1,446,375**	**1,472,421**
Petrol	1,356,283	1,288,897	1,250,303	1,201,293	1,192,891
Diesel fuel	176,917	177,566	176,357	160,678	145,544
Liquefied petroleum gas (propane)	33,274	35,720	43,094	84,404	133,986
Total costs of energy purchased from third-party suppliers	**18,466,321**	**18,834,961**	**21,704,940**	**22,893,693**	**28,796,818**
Electricity	16,103,002	16,528,761	19,371,463	20,512,492	26,315,451
Heat	2,363,318	2,306,200	2,333,477	2,381,201	2,481,367
Spending on energy efficiency projects	**175,182**	**328,419**	**493,392**	**550,915**	**552,138**

[1] CO_2 and CH_4 emissions were included when calculating Scope 1 emissions.

Energy efficiency programmes and initiatives

Rostelecom implements measures aimed at improving resource efficiency and reducing its environmental footprint.

The Group is undertaking a large-scale upgrade of its network infrastructure and operating assets, with a particular focus on deploying advanced equipment with enhanced energy efficiency performance.

The Company develops integrated solutions to significantly reduce energy consumption in the utilities sector and carries out comprehensive upgrades of utility systems, including gas, water, and heat supply infrastructure. In addition, Rostelecom installs energy-efficient lighting systems.

The Group's investments in energy efficiency in 2025

Rostelecom Group's investments in energy efficiency initiatives

Type of initiative	2023		2024		2025	
	Facilities	Expenditures, RUB thsd	Facilities	Expenditures, RUB thsd	Facilities	Expenditures, RUB thsd
Installation of energy-saving light bulbs	788	41,759	956	127,016	618	74,433
Water supply system upgrades, installation of meters and water-saving systems	38	14,335	21	12,285	28	12,503
Gas supply system upgrades, installation of meters	9	213	2	128	20	2,510
District heating substation upgrades, including retrofitting weather compensated heating systems	10	11,349	6	16,406	3	5,579
Installation and upgrades of heat meters, including the installation of GPRS modules	1,388	65,945	513	64,338	62	34,902
Heat supply system repairs and upgrades (outdoor and indoor lines, heating systems)	98	160,630	76	171,432	89	186,113
Boiler facility upgrades (including decommissioning and new construction)	40	34,928	49	28,816	45	49,169
Installation and upgrades of free cooling systems	49	19,814	22	4,954	73	38,700
Building upgrades and renovations to reduce heat losses, including:						
installation of PVC windows	79	92,808	118	150,316	64	101,299
thermal insulation of roofs	3	2,927	4	14,863	3	8,952
thermal insulation of façades	6	43,632	8	24,525	10	36,258
other works	3	5,052	2	174	5	1,719
Total	**2,511**	**493,392**	**1,777**	**615,253**	**1,020**	**552,137**

In 2024, the **Energy Saving and Energy Efficiency Programme for 2024–2026** was approved. The Programme provides for the implementation of technical and organisational initiatives aimed at the sustainable use of energy resources, energy saving, improved energy efficiency, and reduced operating costs.

PJSC Rostelecom's planned targets for energy saving and energy efficiency improvements for 2024–2026

Metric	Unit of measurement	2023		2024		2025	2026
		base year	plan	actual	plan	actual	plan
Electricity	million kWh	1,222	1,216	1,214	1,211	1,205	1,206
Water (cold and hot)	thousand cu m	1,239	1,200	1,124	1,150	1,050	1,100
Heat	thousand Gcal	845	820	797	795	728	780
Coal	t	3,533	3,520	3,637	3,500	2,971	3,470
Fuel briquettes (pellets)	t	281	270	275	265	257	260
Firewood	cu m	3,863	3,850	4,033	3,830	3,218	3,800
Pipeline gas	thousand cu m	18,511	18,450	17,700	18,400	16,497	18,350
Liquefied gas for motor vehicles	thousand l	2,286	3,047	3,728	4,478	5,674	4,714
Compressed gas (methane)	thousand cu m	0	307	0	2,369	0	2,494
Diesel fuel	thousand l	4,799	4,340	4,250	4,261	3,756	4,236
Petrol	thousand l	28,598	25,478	25,137	21,820	21,891	21,175

Electrical efficiency measures

Electricity-saving measures

- Upgrades of building lighting systems to replace lamps with energy-efficient LEDs
- Introduction of balanced ventilation systems that use outside air to cool process rooms and data centres
- Rollout of automated electricity metering systems

Key organisational activities include:

- automatic switch-off of unused employee PCs and network equipment outside working hours
- partial transfer of ownership of power network equipment to electricity suppliers
- optimisation of electricity tariffs and supply contracts

130 RUB m

PJSC Rostelecom's investments in optimising electricity consumption in 2025

112 RUB m

the total benefits delivered by the energy-saving programmes in 2025

The performance of the electricity-saving programme is assessed across the following areas

Type of initiative	2024			2025		
	Metric	Expenditures, RUB m	Savings, RUB m	Metric	Expenditures, RUB m	Savings, RUB m
Upgrades of lighting systems (installation of LED lamps)	956 facilities	127.0	79.0	614 facilities	73.8	57.7
Deployment of free cooling systems	22 facilities	5.0	3.1	73 facilities	38.7	22.4
Development of an alternative solar-based energy supply source	—	—	—	2 facilities	17.7	3
Automatic switch-off of PCs outside working hours	14.5 thousand PCs	0	16.2	14.5 thousand PCs	0	16.2
Optimising equipment rooms by monitoring the timely disconnection of decommissioned equipment from the network	—	—	—	64 branches	0	0.42
Partial transfer of ownership of power network equipment to electricity suppliers	26 regions	0	16.9	23 regions	0	9.3
Reduction of electricity costs (optimisation of tariff plans, transition to contracts with independent electricity suppliers, energy service contracts, wholesale electricity market, etc.)	46 regions	0	6.9	12 regions	0	3.2
Total		**132.0**	**122.1**		**130.2**	**112.2**

Energy-saving measures

To optimise energy consumption, the Company equips its administrative buildings and office premises with modern energy-efficient equipment. This includes the installation of:

- LED lighting systems that reduce electricity consumption
- weather-compensated controllers that optimise heat consumption based on outdoor weather conditions
- water-saving devices designed to improve water-use efficiency

To improve the cooling efficiency of data centres, server rooms, and telecom equipment, Rostelecom deploys free cooling systems, which minimise the energy required to maintain the necessary temperature conditions.

Rostelecom also continues to roll out smart office technologies. As part of this effort, the Company is integrating electronic control systems that provide comprehensive monitoring and optimisation of heat and energy consumption across its facilities.

In 2023–2024, the Group completed a project to automate energy metering, installing heat meters at 1,983 heating substations, each equipped with GPRS modems capable of transmitting readings via mobile data or Ethernet channels. Heat consumption data are collected and analysed through an online platform. In 2025, the monitoring system helped optimise costs, supported planning of measures to reduce heating consumption, ensured quality control of heat supply, and enabled timely measures to replace faulty meters.

Alternative energy sources

Currently, 17 Group facilities operate using alternative energy sources:

7	6	4
solar power plants	wind turbines	hybrid wind and solar installations

To power telecom equipment in sparsely populated areas isolated from centralised power grids, Rostelecom uses alternative energy sources, including wind and solar installations.

12.8 thsd kWh

total renewable self-generation in 2025

Rostelecom's energy-efficient digital solutions

Upgrading municipal lighting systems

Environmental challenge.

In some regions of Russia, municipal lighting systems are outdated and therefore energy-intensive and costly to maintain.

Rostelecom's solution.

The Company undertakes to upgrade street and municipal lighting systems through energy service contracts. Our lighting-as-a-service projects involve installing modern lighting control systems and replacing outdated lamps with LEDs. LED lights produce more light and last longer, thus saving natural resources and reducing electricity bills for municipal authorities.

Energy efficiency performance of PJSC Rostelecom's buildings and offices equipped with resource-saving systems

Types of energy/resource-saving systems	2021				2022				2023				2024				2025			
	Number of buildings		Total building area		Number of buildings		Total building area		Number of buildings		Total building area		Number of buildings		Total building area		Number of buildings		Total building area	
	Units	%	Thsd sq m	%	Units	%	Thsd sq m	%	Units	%	Thsd sq m	%	Units	%	Thsd sq m	%	Units	%	Thsd sq m	%
Energy-saving light bulbs	3,922	12.7	1,190	15.0	3,929	13.1	1,192	16.8	4,715	16.0	1,430	20.8	5,671	19.4	1,720	26.5	6,289	23.19	1,908	30.86
Sensor-based lighting controls (in common areas)	426	1.4	522	6.6	426	1.4	522	7.4	426	1.4	522	7.6	426	1.46	522	8.0	426	1.57	522	8.44
Weather-compensated heating controls	468	1.5	1,681	21.2	473	1.6	1,699	24.0	483	1.6	1,735	25.3	489	1.67	1,756	27.1	492	1.81	1,782	28.82
Control valves on heating appliances (manual or automatic)	698	2.2	1,345	15.9	698	2.3	1,345	19.0	710	2.4	1,368	19.9	740	2.53	1,426	22.0	768	2.83	1,493	24.14
Water-saving systems (sensor taps, dual flush toilets)	70	0.2	315	364	70	0.2	315	4.4	70	0.2	315	4.6	91	0.31	410	6.3	91	0.34	410	6.63
Integrated electronic heat and energy control systems (smart office solutions)	13	0.04	157	1.9	13	0.04	157	2.2	13	0.04	157	2.3	13	0.04	157	2.4	13	0.05	157	2.54
Free cooling systems (data centres, server rooms, and process equipment)	540	1.7	375	4.4	695	2.3	483	6.8	744	2.5	517	7.5	766	2.62	533	8.2	839	3.09	640	10.35

The key sources of air pollutant emissions at Rostelecom are fossil fuel-fired boiler facilities. These facilities provide space heating during the cold season. When burned, coal and wood emit sulphur and nitrogen oxides, soot particles, and carbon monoxide. To minimise its environmental impact, the Company invests in the upgrades of boiler facilities, converting them to natural gas and renewable fuels.

–13 %

year-on-year reduction in air emissions

In 2025, the Company upgraded 45 boiler facilities. This included converting two coal-fired, one diesel-fired, and six wood-fired boiler facilities to electric heating, decommissioning one gas-fired boiler facility, and constructing two new boiler facilities (one gas-fired and one electric). In total, the Company has upgraded 167 boiler facilities since 2021.

All sources of vented emissions have gas cleaning systems to keep pollutant concentrations below their permissible limits.

Spent gas filters were replaced as scheduled during 2025. Rostelecom has developed action plans for hazard class 2 and 3 emission sources to address potential adverse weather conditions. These plans are designed to keep emission concentrations below permissible limits in bad weather.

To prevent air pollution from motor vehicle emissions, the Group purchases only Euro 5-compliant vehicles and is gradually phasing out those that do not meet this standard.

No excess emissions were recorded in 2025. The weight of all pollutant emissions totalled 1,058 tonnes, down 13% from 2024. The weight of significant air emissions decreased by 12%.

Weight of significant air emissions of Rostelecom Group,[1] tonnes

Indicator	2021	2022	2023	2024	2025
Carbon oxide (CO)	814	697	659	577	506
Nitrogen dioxide (NO_2)	214	185	169	195	178
Sulphur dioxide (SO_2)	96	78	77	89	80
Nitrogen oxide (NO)	37	35	28	33	30
Soot	181	164	168	136	109
Subtotal	**1,342**	**1,159**	**1,101**	**1,030**	**903**
Particulate matter (excluding soot)	-	183	175	119	92
Methane	-	1	1	1,4	1,5
Volatile organic compounds	-	65	58	66	60
Other pollutants	-	2	2	1.5	1.2
Total	**-**	**1,410**	**1,337**	**1,218**	**1,058**

[1] При расчёте выбросов по области охвата 1 учитывались выбросы CO_2 и CH_4

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

During the reporting period, the Company successfully delivered a number of major environmental monitoring projects.

Rostelecom's digital solutions for environmental monitoring

Environmental monitoring system for the Ecology of the Region State Budgetary Institution

A network of automated environmental monitoring stations continuously monitors air quality and collects four samples four times a day. The system measures concentrations of NO, NO_2, NH_3, SO_2, H_2S, CO, and CO_2. It also analyses organic compounds (benzene, toluene, and styrene), identifies heavy metals (manganese, copper, lead, and zinc), and measures particulate matter. Meteorological parameters are also monitored, including temperature, pressure, humidity, wind speed, and wind direction. All data are automatically recorded and processed.

Small-scale environmental monitoring systems for the Ecology of the Region State Budgetary Institution

The system enables round-the-clock data collection with 20-minute averaging and transmits information via GSM channels. The monitoring covers key pollutants: CO, NO_2, SO_2, O_3, and H_2S.

Federal information system for environmental monitoring

Together with the Russian Ministry of Natural Resources and Environment, Rostelecom developed and implemented Ecomonitoring, a federal government information system for environmental monitoring.

The system collects and analyses environmental data, including information from automated industrial emission control systems and environmental monitoring networks. It brings together monitoring results for ambient air, water bodies, soils, wildlife, radiation levels, and forest resources.

The system contains data on sources of environmental pollution and provides government authorities, municipalities, organisations, and individuals with prompt information on the state of the environment.

Pilot operation of gas and aerosol concentration measuring instruments

Together with R-NOX, Rostelecom carried out pilot operation of gas and aerosol concentration measuring instruments for monitoring ambient air pollution.

The pilot results confirmed the reliability and accuracy of measurements made by the analytical instruments under testing and the complete set of equipment.

Autonomous environmental monitoring in mining operations

Together with the Dalur mining enterprise, Rostelecom developed and implemented ATOM-RTK Ecosystem, a system of small-scale ambient air monitoring stations.

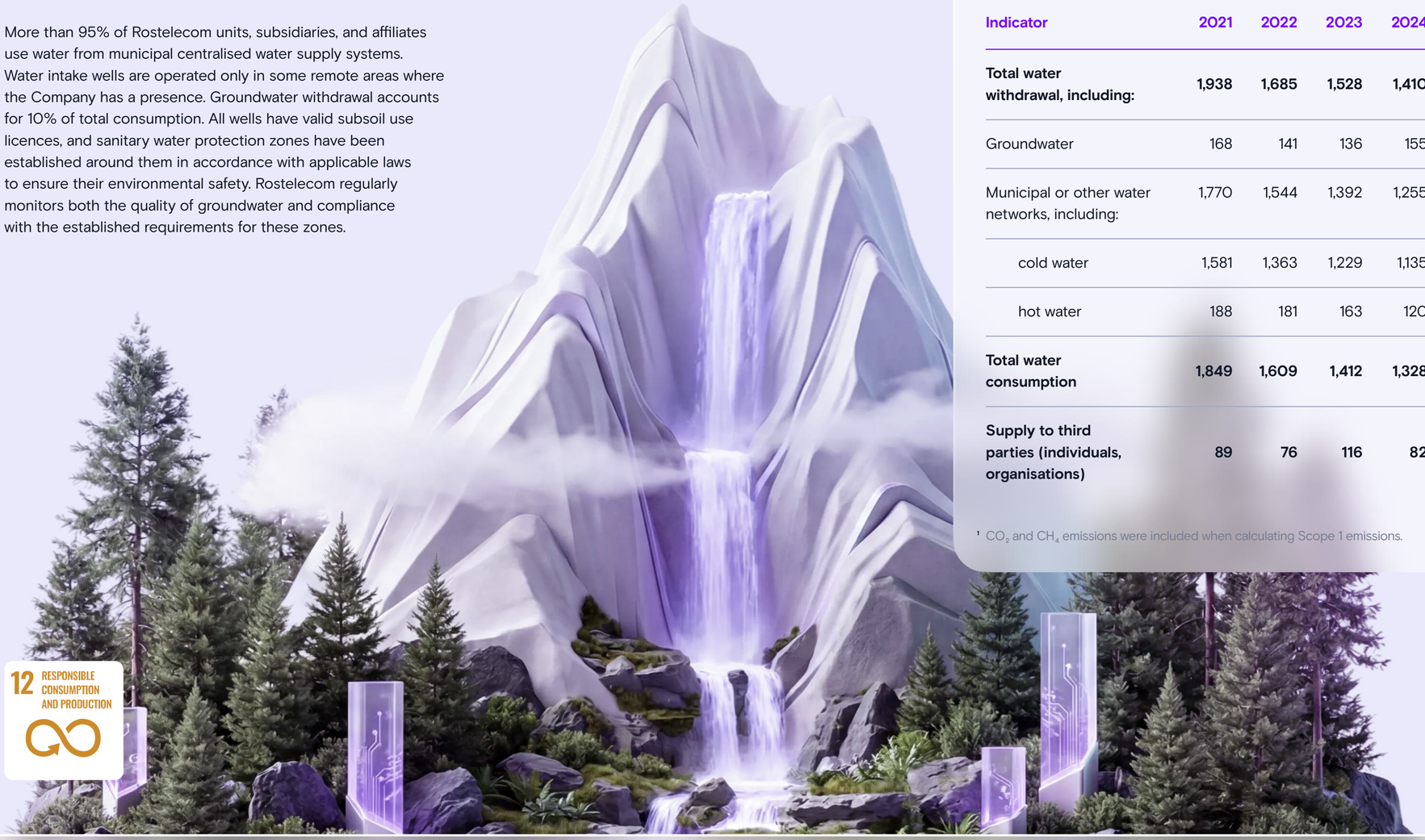
The system automatically collects and analyses air quality data in control zones. The equipment measures concentrations of various pollutants: NH_3, SO_2, HCl, NaOH, NO_2, and radioactive particles. The system also monitors meteorological parameters and noise levels. All collected data are transmitted for rapid air quality assessment.

6.5 Water consumption

GRI 303-1 GRI 303-3 GRI 303-5

Rostelecom follows the principles of responsible water consumption and seeks to minimise its impact on water resources.

More than 95% of Rostelecom units, subsidiaries, and affiliates use water from municipal centralised water supply systems. Water intake wells are operated only in some remote areas where the Company has a presence. Groundwater withdrawal accounts for 10% of total consumption. All wells have valid subsoil use licences, and sanitary water protection zones have been established around them in accordance with applicable laws to ensure their environmental safety. Rostelecom regularly monitors both the quality of groundwater and compliance with the established requirements for these zones.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Water consumption,[1] thsd cu m

Indicator	2021	2022	2023	2024	2025
Total water withdrawal, including:	**1,938**	**1,685**	**1,528**	**1,410**	**1,336**
Groundwater	168	141	136	155	137
Municipal or other water networks, including:	1,770	1,544	1,392	1,255	1,199
cold water	1,581	1,363	1,229	1,135	1,093
hot water	188	181	163	120	106
Total water consumption	**1,849**	**1,609**	**1,412**	**1,328**	**1,255**
Supply to third parties (individuals, organisations)	**89**	**76**	**116**	**82**	**81**

[1] CO_2 and CH_4 emissions were included when calculating Scope 1 emissions.

–5.5 %

year-on-year reduction in water consumption

In 2025, Rostelecom operated 74 wells — the same number as in the previous year. The Group's groundwater withdrawal decreased by 11.6%, from 155 thousand cu m in 2024 to 137 thousand cu m in 2025. Rostelecom transfers some of its withdrawn water to third parties, with 81 thousand cu m handed over in 2025.

To reduce water consumption, the Company is installing sensors on taps, swapping to dual flush toilets, and promoting water-saving habits among employees.

As at the end of 2025, 91 buildings with a total area of 410 thousand sq m, or 6.6% of the total floor space of Rostelecom buildings, were equipped with water-saving systems.

In 2025, the Group's water consumption decreased by 5.5% year-on-year. The contributing factors were water-saving initiatives and the reduction in the number of properties owned by the Group.

Wastewater discharge

Most wastewater generated by Rostelecom is discharged to public sewerage systems under existing contracts. Less than 1% of the total volume is discharged directly to water bodies. All wastewater discharged to water bodies undergoes mandatory treatment at the Company's treatment facilities.

Wastewater discharge to water bodies remained unchanged year-on-year in the reporting year, while discharge to public sewerage systems increased by 1.5%. The Company has made no unplanned wastewater discharges in the past five years.

The water bodies to which wastewater is discharged are listed below:

- **Lake Otradnoye** (Priozersky District, Leningrad Region)
- **River Gzhat** (Gagarinsky District, Smolensk Region)
- **Lyubuchanka Brook** (River Rozhaika, Chekhovsky District, Moscow Region)
- **Vassa Brook** (River Klyazma, Noginsky District, Moscow Region)
- **Bezymyanny Brook** (River Darenka, Istrinsky District, Moscow Region)
- **River Gzhelka** (Ramensky Urban District, Moscow Region)
- **River Dyorzha** (Zubtsovsky District, Tver Region)
- **Bezymyanny Brook** (Kashinsky District, Tver Region)

3x

reduction in discharges to water bodies since 2018

Total water discharge by the Group, thsd cu m

Indicator	2021	2022	2023	2024	2025
Discharges to water bodies (water ejectors)	14.7	13.0	14	11	11
Discharges to public sewerage systems (under contracts)	1,681	1,548	1,571	1,420	1,441
Total	**1,696**	**1,561**	**1,585**	**1,431**	**1,452**

Supporting biodiversity

In 2025, as part of restoration measures for the construction of a cable crossing over the Kama River, Rostelecom released around 60 thousand juvenile sterlet into the Votkinskoye Reservoir in the Perm Territory.

Rostelecom recognises the importance of conserving biodiversity. The Company seeks to minimise its impact on ecosystems and promote the sustainable coexistence of urban infrastructure and the natural environment through landscaping and greening initiatives as well as through area improvements.

For more details on digital solutions for urban environments, see the Digital Region: Smart Community and Urban Environment Projects section.

Rostelecom's AI-powered solution for breeding and genetics in livestock farming

Environmental challenge

Until recently, foreign digital solutions were used in Russia's livestock farming sector to assess breeding value and generate breeding recommendations.

Rostelecom's solution

In 2025, the Company introduced a fully domestic decision-support system for breeding and genetic selection, developed without the use of any foreign software modules. As an industry integrator, Rostelecom deployed the solution within the customer's IT landscape and provided the required computing resources, including secure cloud infrastructure.

The system currently collects and analyses data on cattle and pig farming, generating recommendations on animal culling and breeding pair selection to achieve target performance indicators in the shortest possible time. In the future, the solution may also be applied across other livestock farming sectors.

Area improvements

4,135 sq m

of land were improved in 2025

Planted:

147	732	2,758 sq m
trees	shrubs	flowerbeds and lawns

5 RUB m

spending on area improvements

Automated fire and smoke detection systems for forest fire prevention

Environmental challenge

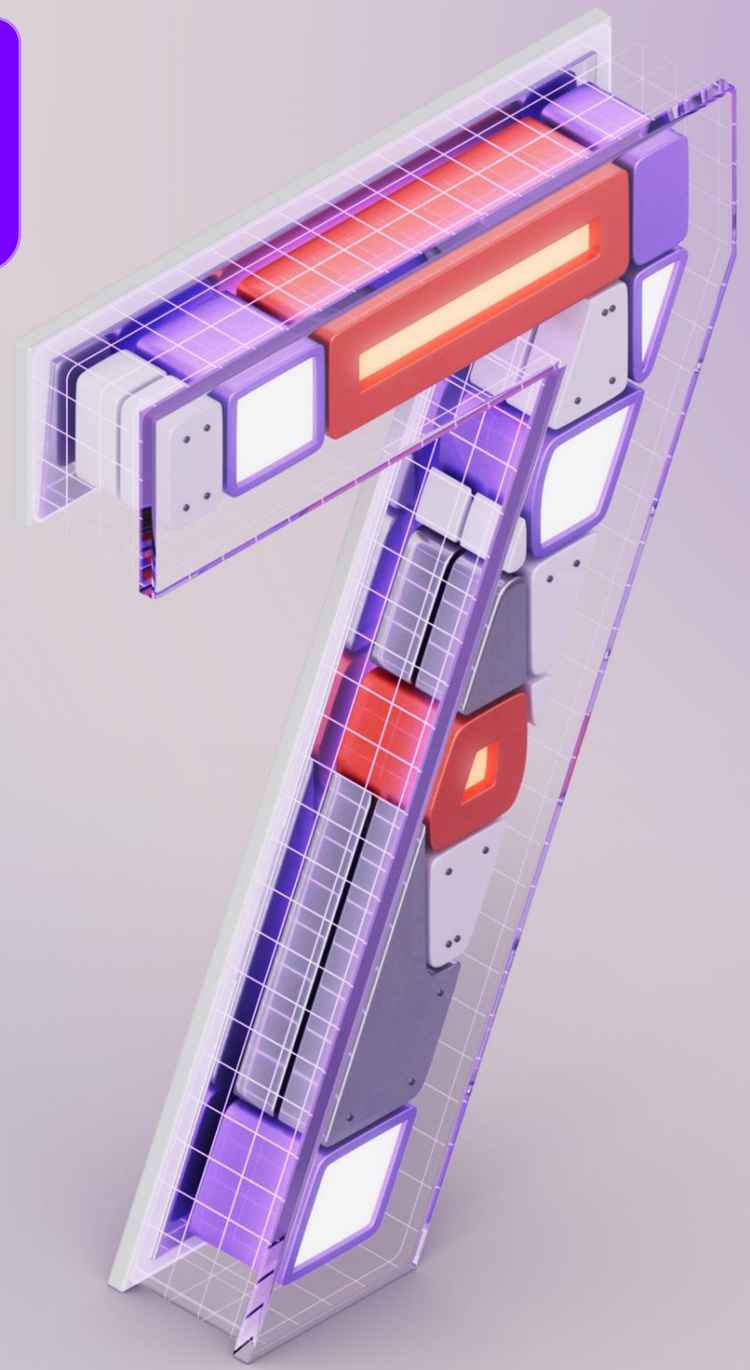
In addition to direct economic losses, forest fires threaten human life, cause huge damage to biodiversity, and contribute to climate change by raising atmospheric CO_2 levels.

Rostelecom's solution

Rostelecom's fire and smoke detection systems include 360° tower-mounted video surveillance cameras for automated forest monitoring. These cameras detect smoke clouds against the forest backdrop, determine the outbreak coordinates, and immediately send data to a regional dispatch centre.

Appendices

270–338



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Rostelecom Group's Sustainability Report 2025 (the "Report") is the fifteenth public non-financial report prepared by PJSC Rostelecom and targeted at a diverse range of stakeholders.

The aim of this Report is to provide stakeholders with the most material information on the economic, social, and environmental aspects of Rostelecom's operations.

The Report describes the Company's activities from 1 January 2025 to 31 December 2025. It also covers significant events that occurred after the reporting period but are closely connected to it as well as Rostelecom Group's plans for the medium term.

We follow an annual reporting cycle, with the previous Report released in 2025 and detailing our performance for the 2024 reporting year.

The publication date of this Report is Month 2026.

Rostelecom is committed to improving its reporting process and strives to present detailed information on its performance to stakeholders. The Report has been prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (the "GRI Standards"). The Report was also prepared with reference to:

- key provisions of Directive 2014/95/EU of the European Parliament and of the Council on disclosure of non-financial and diversity information by certain large undertakings and groups,[1] in particular, disclosure methodologies and indicators
- some United Nations Conference on Trade and Development's (UNCTAD) core indicators for entity reporting on the contribution towards the implementation of the UN SDGs
- AA1000SES Stakeholder Engagement Standard
- UN Global Compact Communication on Progress (CoP) Policy
- ISO 26000:2010, Guidance on social responsibility
- Regulations of the Central Bank of the Russian Federation (the "Bank of Russia") No. 714-P, On Information Disclosure by Issuers of Issue-Grade Securities, dated 27 March 2020
- Bank of Russia XBRL Taxonomy, version 7.5.1.0
- the Bank of Russia's Information Letter No. IN-06-28/49, Concerning the Recommendations for Public Joint Stock Companies on the Disclosure of Non-Financial Information Pertaining to Their Activities, dated 12 July 2021
- the Russian Ministry of Economic Development's Order No. 764, On Approval of Methodological Recommendations for the Preparation of Sustainable Development Reports, dated 1 November 2023
- Resolution of the Russian Government No. 2230, On the Business Public Capital Standard, dated 30 December 2025.

The Company has been reporting its contribution to the UN SDGs since 2017; in 2024, this reporting was expanded to cover its contribution to national development goals and national projects of the Russian Federation. This approach was incorporated in this Report as well.

The Company also considers IFRS S1 and S2 sustainability standards released by the International Sustainability Standards Board (ISSB) and standards of the Sustainability Accounting Standards Board (SASB).

The preparation of the 2025 Report was coordinated by PJSC Rostelecom's External Communications Department, with the involvement of the Group's key units. The Sustainability Report is available to stakeholders in Russian and English in digital form.

Report structure

The Report focuses on the following areas of Rostelecom's business:

- Development strategy and business model
- Contribution to strengthening Russia's technological sovereignty and achieving strategic development goals
- Key events, key figures, awards, and rankings
- Corporate governance, sustainability governance, and stakeholder engagement
- Risk management, including sustainability risk management, business continuity, information security, and physical protection of facilities
- Supply chain management and supplier engagement
- Business ethics, protection of human rights, anti-corruption, and the ethical use of AI
- HR management, employee development, training, and engagement, equal opportunities, and social support for employees and their families
- Cooperation with the public education system
- Occupational health and safety
- Support and development of local communities in the Company's regions of operation
- Environmental protection and energy efficiency improvement
- Provision of high-quality, affordable, and safe products and services

The Report uses references to Rostelecom's Annual Report 2025 and corporate website, which makes the Report more informative and easier to read.

[1] 3'2'Directive 2014/95/EU on disclosure of non-financial and diversity information.

Report boundaries

The Report is published by Rostelecom Group (the “Group”, “Rostelecom Group”, “Rostelecom”, “we”, or the “Company”) and discloses the most material sustainability performance indicators of PJSC Rostelecom (“Rostelecom”, the “Company”), its regional branches and key subsidiaries and affiliates.

Our Sustainability Report 2025 covers the Group’s most material economic, environmental, and social impacts.

The environmental protection and HR management indicators presented in this Report include sustainability data for PJSC Rostelecom and the Group’s most significant subsidiaries and affiliates.

Unless stated otherwise in a note, all data for 2021–2025 in this Report have the same scope for all periods and include indicators for all key subsidiaries and affiliates covered in this Report, regardless of their consolidation date.

The Company’s legal address: 14A Sinopskaya Embankment, intra-city territory of the Smolninskoye Municipal District, Saint Petersburg, 191167, Russian Federation

Reporting principles

When determining the Report’s content, Rostelecom Group was guided by the GRI Standards. An appendix to the Report features the GRI Content Index, which outlines where the disclosures for the relevant GRI indicators can be found in this document.

The comments and recommendations of the RSPP Council on Non-Financial Reporting received following the assurance of the Sustainability Report 2024 were considered during the preparation of this Report.

Principles for defining Report quality

The Report was prepared in accordance with the GRI Standards reporting principles: Balance, Comparability, Accuracy, Clarity, Completeness, Sustainability Context, Verifiability, and Timeliness.

For more details on the principles applied in preparing this document, see the Sustainability Report 2024, p. 312.

Internal procedures to ensure quality and accuracy of the Report

Rostelecom Group has an internal reporting system in place and has designated the units responsible for the collection and provision of consolidated data on every aspect of the Group’s key sustainability dimensions.

Their scope of responsibility includes the quality and accuracy of both qualitative (text) and quantitative information.

Engagements during the Report’s preparation

Rostelecom incorporates recommendations of the expert community received during the year in its Sustainability Report, in particular recommendations of RSPP.

For the status of implementation of recommendations made by the RSPP Council on Non-Financial Reporting and Sustainability Indices and Ratings following its review of the company’s Sustainability Reports for 2022–2024 for public assurance purposes, see Appendix 7.10.

Additionally, the Company has been holding annual stakeholder dialogues since 2018. Our stakeholder dialogue held on 25 February 2026 aimed to:

- inform stakeholders about the results of the 2024–2025 reporting campaign
- record stakeholder requests and suggestions regarding the content and disclosures of the Sustainability Report 2025.

The dialogue was conducted in line with the AA1000SES Stakeholder Engagement Standard and recommendations of the Global Reporting Initiative’s standards for sustainability impacts (GRI Standards).

The online event featured speakers in a studio environment and was live-streamed. The meeting brought together partners, experts, representatives of non-profit organisations (including RSPP), industry media, the heads of Rostelecom’s business units, and employees from the Company’s regional units. The stakeholder dialogue was attended by 220 participants. Attendees asked the speakers and company representatives a number of questions about social projects and made recommendations on improving PJSC Rostelecom’s Sustainability Report.

For a list of stakeholder recommendations voiced during the dialogues held in 2025–2026, see Section 2.4., Stakeholder Engagement.

An innovative feature of the 2026 dialogue was interactive speaker profile cards generated with AI technologies immediately after each presentation.

Materiality assessment

As part of preparing this Report, Rostelecom assessed the materiality of topics reflecting its significant impacts. In determining material topics, the Company followed the recommendations of the GRI Standards. For this purpose, the working group for Report preparation, with the involvement of subject experts in non-financial reporting, corporate social responsibility, and sustainability, put together a list of topics reflecting the significant impacts related to the Company's operations.

The resulting list of topics was submitted to stakeholders for assessment and, in 2025, was expanded to include two additional aspects:

- Impact on the development of the environmental management system and the adoption of Green Office standards
- Impact on AI development and ethical use

Further, the Company conducted a stakeholder survey, which informed the update of the Report's materiality matrix. Stakeholders assessed the extent of the Company's impacts across a wide range of aspects.

A total of 95 respondents from the Company's various stakeholder groups took part in the questionnaire survey.

Steps in the materiality assessment process

Step 1
Analysing the context

- Making a list of topics based on the Company's business environment and the global agenda
- Making a list of stakeholders

Step 2
Identifying actual and potential impacts

- Analysing materials from industry experts and assessing the Company's risks to identify its impacts. Updating metrics for measurement

Step 3
Assessing the significance of topics reflecting the Company's impacts

- Assessing the significance of topics reflecting the Company's impacts on the economy, the environment, or people as a result of its operations through stakeholder surveys and internal expert review

Step 4
Prioritising significant topics

- Prioritising significant topics based on the survey findings and identifying additional material topics to be disclosed in the Report through the Stakeholder Dialogue

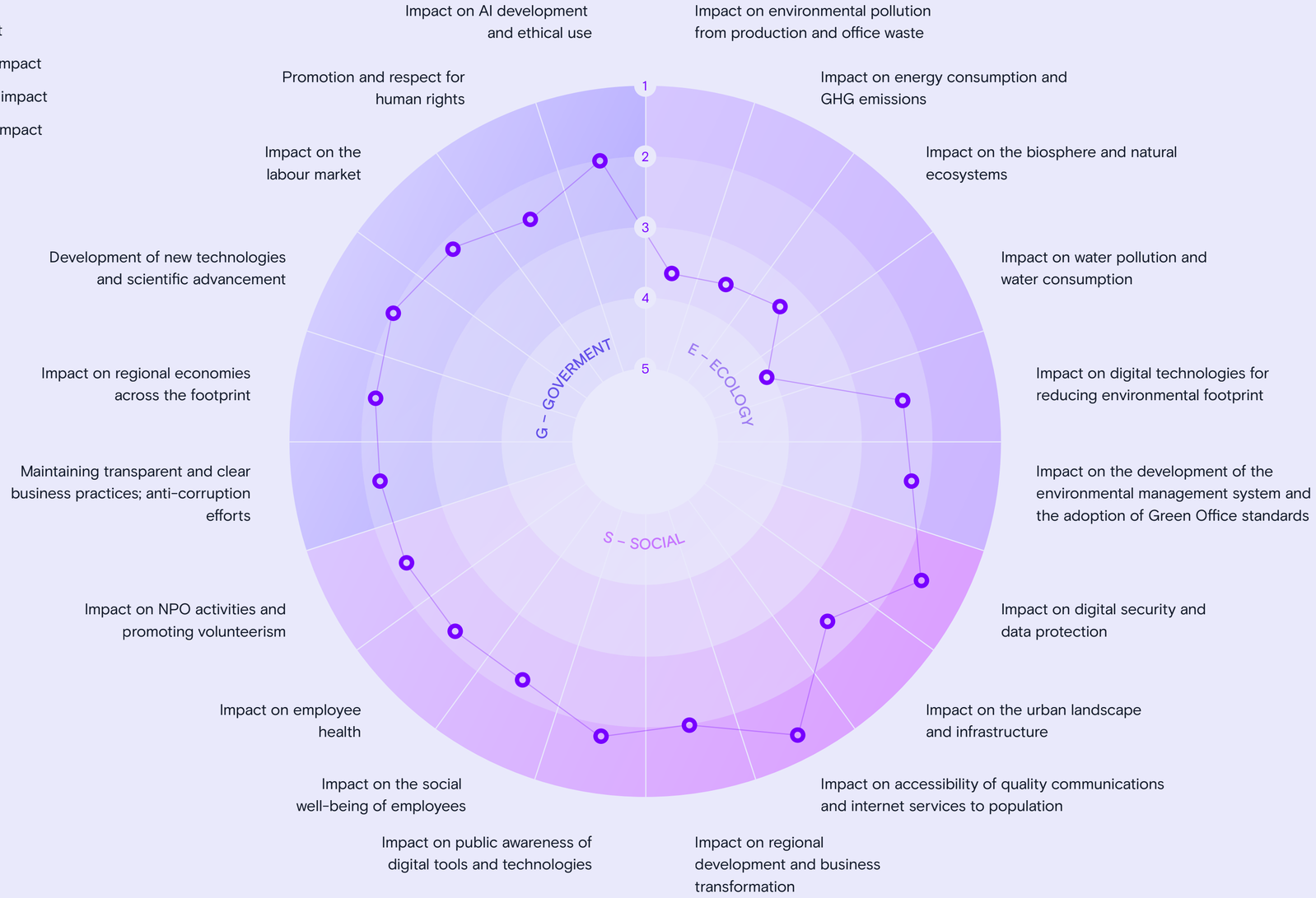
Respondents noted that Rostelecom's strongest impact is in access to high-quality communications and internet services for the population, digital security and data protection, and public awareness of digital skills and technologies.

At the same time, stakeholders believe that Rostelecom has little to no impact on environmental pollution from production and office waste, pollution of water bodies, water use, energy consumption and greenhouse gas emissions, or the biosphere and natural ecosystems.

Material topics

Matrix for assessing PJSC Rostelecom's impacts on the environment, economy, and people (including employees), used to determine the material topics of the 2025 Sustainability Report

1. No impact
2. Low impact
3. Moderate impact
4. Significant impact
5. Strongest impact

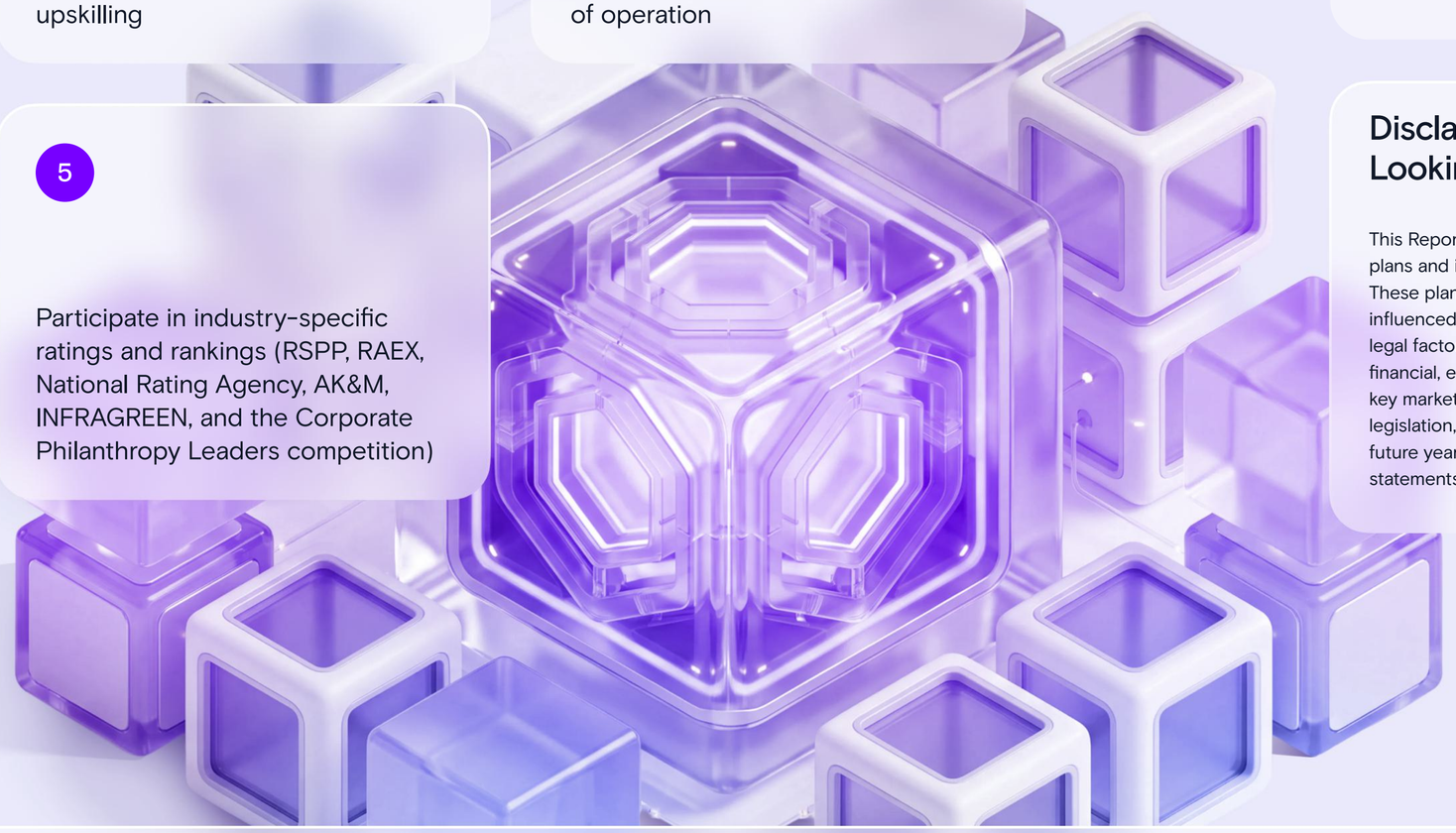


20

material topics

Plans for 2026

1. Review the latest global trends in preparing sustainability reports
2. Conduct employee upskilling
3. Conduct social and stakeholder surveys, including in the regions of operation
4. Promote sustainability reporting principles and approaches at various events and through the media and social media platforms
5. Participate in industry-specific ratings and rankings (RSPP, RAEX, National Rating Agency, AK&M, INFRAGREEN, and the Corporate Philanthropy Leaders competition)



Public assurance of the Report

This document was assured by an independent party – the RSPP Council on Non-Financial Reporting.

We will take into account RSPP's recommendations and comments received during the public assurance of the 2025 Report and incorporate them into our future reports.

Disclaimer Regarding Forward-Looking Statements

This Report contains information on PJSC Rostelecom's plans and intentions for the medium and long term. These plans and intentions are forward-looking and may be influenced, inter alia, by a range of economic, political, and legal factors beyond the Company's control (the global financial, economic, and political situation, the situation in key markets, changes in tax, customs, and environmental legislation, etc.). Consequently, actual performance in future years may differ from the forward-looking statements published in this Report.

7.2 Opinion of the RSPP Board on Non-Financial Reporting

on PJSC Rostelecom's Sustainability Report 2025 submitted for public assurance purposes

The full Russian version of the Opinion is published in the Sustainability section of PJSC Rostelecom's web portal.[1]

Российский союз промышленников и предпринимателей

СВИДЕТЕЛЬСТВО

об общественном заверении
корпоративного нефинансового отчета

Отчет об устойчивом развитии Группы «Ростелеком» за 2025 год

**прошел процедуру общественного заверения
в Совете РСПП по нефинансовой отчетности,
индексам и рейтингам устойчивого развития:**

Отчет об устойчивом развитии Группы компаний «Ростелеком» за 2025 год содержит значимую информацию по ключевым направлениям ответственной деловой практики в соответствии с принципами Социальной хартии российского бизнеса, Отчет с достаточной полнотой раскрывает сведения о деятельности Компании в этих направлениях.

Развернутое заключение Совета РСПП об общественном заверении Отчета об устойчивом развитии Группы «Ростелеком» за 2025 год направлено в Компанию, которая может публиковать его без каких-либо изменений и использовать как для внутрикорпоративных целей, так и в целях коммуникаций с заинтересованными сторонами.

Регистрационный номер 341.01.020.08.25

Президент РСПП А.Шохин

Москва, 2026

[1] www.company.rt.ru/social.

Direct economic value generated and distributed, RUB bn

GRI 201-1

Indicator	2023	2024	2025
Direct economic value generated	**740.477**	**815.270**	**916.746**
Economic value distributed	**663.129**	**705.161**	**779.415**
Operating costs	283.816	245.456	214.627
Employee wages and benefits	175.905	198.713	231.934
Payments to providers of capital	57.006	107.959	133.596
payments to shareholders	5.447	21.2	10.2
interest payments to creditors	51.559	86.759	123.396
Payments to government	145.038	151.388	197.497
including income tax expense	19.684	11.203	7.637
Community investments	1.364	1.645	1.761
Economic value retained	**77.348**	**110.109**	**137.331**

Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

GRI 206-1

Indicator	2023	2024	2025
Number of legal actions regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation	0	0	2[1]

The Group's key documents regulating environmental protection

- International standards (ISO 14001, etc.)
- Russian environmental laws
- Regulations (orders of ministries and agencies, procedures, guidelines, Russian GOST standards and SanPiN (Sanitary Rules and Norms) regulations, etc.)
- PJSC Rostelecom's Environmental Policy
- PJSC Rostelecom's Energy Policy
- PJSC Rostelecom's HSE and Fire Safety Policy
- Regulations on Environmental Operational Control at PJSC Rostelecom
- PJSC Rostelecom's Procedure for the Operation of Water Wells
- Waste Management Procedure
- Orders appointing employees to coordinate environmental safety and safe waste management
- Environmental operational control programmes for negative-impact facilities
- Approved environmental impact rates and limits (for Environmental Hazard Class 2 facilities)
- Documents establishing buffer zones and sanitary water protection zones
- Action plans for adverse weather conditions (for sources of air emissions)

[1] An interactive course, Anti-Competitive Agreements, is currently being rolled out to reduce the anti-trust risk in this area.

Rostelecom Group's total environmental protection and safety expenditures and investments, RUB thsd

Indicator	2023	2024	2025
Landfill disposal fees for municipal solid waste	130,694	135,578	133,590
Disposal/treatment fees for non-landfill wastes	39,252	37,159	29,726
Payment for negative environmental impact	1,785	2,469	1,288
Permit/licence fees and duties	23	15	38
Expenditures related to obtaining subsoil licences (for wells) (excluding duties)	665	211	587
Employee training and upskilling	1,158	472	901
Expenditures on area improvements and urban greening	5,462	5,177	5,048
Expenditures on air pollution control and climate change mitigation (filter installation and repairs, air sampling and analysis, developing adverse weather conditions action plans, etc.)	1,542	1,728	2,205
Expenditures on surface water and groundwater pollution control and wastewater treatment (renovation and refurbishment of water treatment facilities, water well reconstruction and liquidation, cleaning of river beds, setting up sanitary protection zones around water bodies and wells, etc.)	1,012	165	600
Expenditures on laboratory and analytical monitoring of pollutants and noise impact	4,129	5,854	6,065
Expenditures on waste management (setting up separate collection schemes, purchasing containers, setting up temporary waste storage sites, etc.)	2,928	2,986	15,772
Payments for environmental design services and permitting support provided by third-parties	18,391	20,668	20,575
Other expenditures and investments	69	547	419
Total	**207,110**	**213,029**	**216,814**

Monetary value of significant fines imposed on Rostelecom Group for non-compliance with environmental laws and regulations, RUB thsd

Indicator	2022	2023	2024	2025
Monetary value of significant fines	0	0	50	5

Factors used to convert natural units of energy into GJ

Unit of measurement	GJ	Auxiliary factors
Tonne of oil equivalent (toe)	29.3	–
Thousand kWh	3.6	–
Gcal	4.184	–
Coal, tonne	22.5	1 t of coal = 0.768 toe
Natural gas, thousand cubic metres	33.7	1 thousand cubic metres of gas = 1.15 toe
LNG, l	0.01932	1 tonne of LNG = 1.57 toe LNG density = 0.42 kg/litre
Firewood, cubic metres	7.7938	1 cubic metre of firewood = 0.266 toe
Pellets, tonnes	10.548	1 t of pellets = 0.36 toe
Diesel fuel, l	0.032680769	1 t of diesel fuel = 1.45 toe 1 t of diesel fuel = 1,300 l of diesel fuel
Gasoline, l	0.031866423	1 t of gasoline = 1.49 toe 1 t of gasoline = 1,370 l of gasoline

7.4 GRI content index

Statement of use

PJSC Rostelecom has reported the information listed in this GRI Content Index in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.

GRI Standard	Indicator	Report section / Comment	Omissions
GRI 1: Foundation 2021 (no disclosures)			
GRI 2: General Disclosures 2021	2-1 Organisational details	1. Company profile	–
	2-2 Entities included in the organisation's sustainability reporting	Annex 7.1. About the Report	–
	2-3 Reporting period, frequency and contact point	Annex 7.1. About the Report	–
	2-4 Restatements of information	5.3. Breakdown of employees Annex 7.1. About the Report	–
	2-5 External assurance	No external assurance is provided	–
	2-6 Activities, value chain and other business relationships	3.4. Sustainable supply chain	–
	2-7 Employees	5.3. Breakdown of employees	Breakdown by region
	2-8 Workers who are not employees	5.3. Breakdown of employees	–
	2-9 Governance structure and composition	3.1. Corporate governance structure	Information is not disclosed in accordance with Resolution of the Russian Government No. 1102 dated 4 July 2023
	2-10 Nomination and selection of the highest governance body	PJSC Rostelecom's Annual Report 2025 / Section 4.2. Governance bodies / Board of Directors / Induction of Board members	–
	2-11 Chair of the highest governance body		Information is not disclosed in accordance with Resolution of the Russian Government No. 1102 dated 4 July 2023

GRI Standard	Indicator	Report section / Comment	Omissions
	2-12 Role of the highest governance body in overseeing the management of impacts	3.1. Corporate governance structure / Board of Directors / Board of Directors' and its committees' performance report PJSC Rostelecom's Annual Report 2025/ Section 4.2. Governance bodies / Board of Directors / Board of Directors' performance report	–
	2-13 Delegation of responsibility for managing impacts	2. Sustainability management	–
	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors approves the Sustainability Report	–
	2-15 Conflicts of interest	3.1. Corporate governance structure / Board of Directors 3.2. Anti-corruption / Conflict of interest management	–
	2-16 Communication of critical concerns	3.2. Anti-corruption / Feedback channels	Total number of critical concerns communicated
	2-17 Collective knowledge of the highest governance body	PJSC Rostelecom's Annual Report 2025 / Section 4.2. Governance bodies / Board of Directors / Induction of Board members	–
	2-18 Evaluation of the performance of the highest governance body	PJSC Rostelecom's Annual Report 2025 / Section 4.2. Governance bodies / Board of Directors / Evaluation of the Board of Directors' performance 5/5 points – weighted average performance score of Rostelecom's Board of Directors for 2023–2025	–
	2-19 Remuneration policies	5.5. Remuneration and incentives	Information is not disclosed in accordance with Resolution of the Russian Government No. 1102 dated 4 July 2023
	2-20 Process to determine remuneration	–	Information is not disclosed in accordance with Resolution of the Russian Government No. 1102 dated 4 July 2023
	2-21 Annual total compensation ratio	–	Information is not disclosed in accordance with Resolution of the Russian Government No. 1102 dated 4 July 2023

GRI Standard	Indicator	Report section / Comment	Omissions
	2-22 Statement on sustainable development strategy	Letter from the President	–
	2-23 Policy commitments	2. Sustainability management	–
	2-24 Embedding policy commitments	2. Sustainability management	–
	2-25 Processes to remediate negative impacts	2. Sustainability management 3.2. Anti-corruption / Feedback channels	–
	2-26 Mechanisms for seeking advice and raising concerns	3.2. Anti-corruption / Feedback channels 2.4. Stakeholder engagement	–
	2-27 Compliance with laws and regulations	3.2. Anti-corruption 5.10. Occupational safety Appendix 7.2. Additional information	Number of instances for which fines were incurred and number of instances for which non-monetary sanctions were incurred
	2-28 Membership associations	Appendix 7.12. Membership of associations	–
	2-29 Approach to stakeholder engagement	2.4. Stakeholder engagement	–
	2-30 Collective bargaining agreements	5.4. Equal opportunities and employee rights	–
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Appendix 7.3. Additional information	–
	201-3 Defined benefit plan obligations and other retirement plans	5.6. Social support for employees and their families	–
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	4.2. Contributing to the digital economy. Development of digital infrastructure 4.3. Supporting our regions of operation 4.4. Together towards equality: digital and social initiatives	–

GRI Standard	Indicator	Report section / Comment	Omissions
	203-2 Significant indirect economic impacts	4.2. Contributing to the digital economy. Development of digital infrastructure 4.3. Supporting our regions of operation 4.4. Together towards equality: digital and social initiatives	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.4. Sustainable supply chain	–
GRI 205: Anti-corruption 2016	205-1 Total number and percentage of operations assessed for risks related to corruption, and significant risks identified	PJSC Rostelecom assesses all of the Company's operations for risks related to corruption on an ongoing basis.	–
	205-2 Communication and training about anti-corruption policies and procedures	3.2. Anti-corruption	–
	205-3 Confirmed incidents of corruption and actions taken	There were no public legal cases regarding corruption brought against the Company during the reporting year	–

GRI Standard	Indicator	Report section / Comment	Omissions
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Appendix 7.2. Additional information	An interactive course, Anti-Competitive Agreements, is currently being rolled out to mitigate the risk of entering into anti-competitive agreements. This course is aimed at reducing the anti-trust risk
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	6.3. Climate change and energy efficiency	–
	302-3 Energy intensity		
	302-4 Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives		
303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	6.5. Water consumption	–
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal		

GRI Standard	Indicator	Report section / Comment	Omissions
	303-4 Water discharge		
	303-5 Water consumption		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	6.3. Climate change and energy efficiency	–
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	6.4. Air pollution control	–
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	6.2. Waste management	–
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-5 Waste directed to disposal		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.3. Breakdown of employees 5.4. Equal opportunities and employee rights 5.6. Social support for employees and their families	Breakdowns by region
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		–
	401-3 Parental leave		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Ensuring workplace safety	–
	403-2 Hazard identification, risk assessment, and incident investigation		

GRI Standard	Indicator	Report section / Comment	Omissions
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health	Corporate culture and internal communications	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.9. Health and safety 5.10. Occupational safety	
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		The number of hours worked
	403-10 Work-related ill health		–

GRI Standard	Indicator	Report section / Comment	Omissions
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.8. Employee training and development	–
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews	Remuneration and incentives	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5.8. Employee training and development	–
	405-2 Ratio of basic salary and remuneration of women to men		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.7. Protection of human rights In 2025, no incidents of discrimination on the grounds of gender, religion, race, social origin, political opinion, any other characteristic were recorded among Rostelecom suppliers and contractors.	–

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
A	**Economic area**			
A.1	**Revenue and/or (net) value added**	A.1.1. Revenue	IFRS 15	RUB 847.205 bn
		A.1.2. Value added	Revenue less the costs of bought-in materials, goods, and services (gross value added, GVA)	RUB 544.097 bn
		A.1.3. Net value added	Revenue less cost of materials, goods, and services purchased and less depreciation of tangible assets (net value added, NVA)	RUB 453.163 bn
A.2	**Payments to the Government**	A.2.1. Taxes and other payments to the Government	The total amount of taxes paid and payable (including income taxes as well as other fees and taxes, such as property tax or VAT) plus any related penalties paid, plus any royalties, license fees, and other payments to budgets at various levels for a given period	RUB 197.497 bn (including VAT)
A.3	**New investment/expenditures**	A.3.1. Green investment	This indicator includes all the expenditures for those investments whose primary purpose is the prevention and reduction of pollution and other forms of degradation to the environment in absolute and percentage terms	RUB 216.53 m[1] These expenditures account for 0.048% of the Group's net value added in 2025
		A.3.2. Community investment	The total amount of charitable/voluntary donations and investments of funds (CAPEX and OPEX) in the broader community where the target beneficiaries are external to the Company, in absolute and percentage terms for the reporting period	The Group has no consolidated records of community investments. In 2025, PJSC Rostelecom's charitable investments, which are part of its external social policy, amounted to RUB 424 million (0.05% of revenue)

[1] The sum of OPEX is shown in the table "Rostelecom Group's total environmental protection and safety expenditures and investments" and excludes fees for negative environmental impact. For more details, see the Additional Metrics appendix to this Report.

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
		A.3.3. Expenditures on research and development	The total expenditures on research and development in the reporting period, in absolute and percentage terms	RUB 18,671 bn These expenditures account for 2.14% of the Group's revenue in 2025
A.4	**Local supplier/purchasing programmes**	A.4.1. Share of local procurement	Proportion of spending of the Company at local suppliers (based on VAT invoices and commitments made by the Company in the reporting period), in percentage and absolute terms	In 2025, PJSC Rostelecom's expenditures on local procurement for infrastructure construction amounted to RUB 78 billion (14% of the total procurement spending in 2025)
B	**Environmental area**			
B.1	**Sustainable use of water**	B.1.1. Water recycling and reuse	The total volume of water that the Company recycled and/or reused during the reporting period, in absolute and percentage terms	The Company does not recycle or reuse water. Water supplied by public utilities or withdrawn from water supply wells is used in one production cycle and then sent for treatment to public or own sewage systems (in the latter case, after treatment water is discharged to water bodies). For more details, see Section 6.5 of this Report, Water Consumption

Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
	B.1.2. Water use efficiency	The water use per net value added in the reporting period. Water use per net value added over two reporting periods (where water use is defined as water withdrawal plus total water received from a third party) in percentage and absolute terms and change over time	In 2025, water use by the Group totalled 1,255 thousand cu m. Water use per net value added was: in 2024 — 3.37 cu m / RUB 1 m in 2025 — 2.77 cu m / RUB 1 m Water use decreased by 5.5% year-on-year in the reporting period. For more details, see Section 6.5 of this Report, Water Consumption
	B.1.3. Water stress	Water withdrawn with a breakdown by sources (surface water, groundwater, rainwater, wastewater) and with reference to water-stressed areas (expressed as a percentage of total withdrawals), in absolute and percentage terms	In 2025, water withdrawal totalled 1,336 thousand cu m: • Groundwater (artesian water) — 137 thousand cu m (10%) • Water from public utilities (mainly surface water with a minor share of groundwater) — 1,199 thousand cu m (90%) • Rainwater and wastewater are not used Water withdrawal in areas with water stress: 85.2 thousand cu m (7.1% of total withdrawals). Areas with water stress include: the Republic of Kalmykia, the Belgorod, Kursk, Saratov, Orenburg, and Astrakhan Regions, and the Stavropol Territory. For more details, see Section 6.5 of this Report, Water Consumption

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
B.2	**Waste management**	B.2.1. Waste generation	Change in the entity's waste generation per net value added in percentage and absolute terms and over time	Waste generation totalled 31,088 tonnes in 2025. Waste generation per net value added was: in 2024 — 0.09 t / RUB 1 m in 2025 — 0.07 t / RUB 1 m Waste generation was reduced by 16% year-on-year in the reporting period. For more details, see Section 6.2 of this Report, Waste Management
		B.2.2. Waste reused, remanufactured and recycled	The total amount of waste reused, re-manufactured, and recycled in absolute terms, in percentage terms, and change over time	No waste was used for own production processes in 2025. For more details, see Section 6.2 of this Report, Waste Management
		B.2.3. Hazardous waste generation	The total amount of hazardous waste in absolute terms as well as the share of treated hazardous waste, considering the total amount of waste declared by the Company (in absolute and percentage terms and change over time)	In 2025, the total amount of environmental hazard classes 1–2 waste generated was 49.89 tonnes (0.16% of the total waste generated by the Group). In the reporting period, the amount of hazard classes 1–2 waste generated per net value added was 0.00011 t / RUB 1 m of net value added. 100% of hazard classes 1–2 waste was transferred to the Federal Environmental Operator for treatment. In 2025, the total amount of environmental hazard classes 1–4[1] waste generated was 19,901 tonnes (64% of the total waste generated by the Group). In the reporting period, the amount of Hazard Classes 1–4 waste generated per net value added was: in 2024 – 0.061 t / RUB 1 m in 2025 – 0.044 t / RUB 1 m

[1] According to the Russian legislation, waste is categorised into five environmental hazard classes. Hazard classes 1 and 2 wastes are extremely and highly hazardous, classes 3 and 4 wastes are moderately hazardous and low-hazardous, and class 5 waste is non-hazardous.

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
				Treated hazardous waste (environmental hazard classes 1–4, transferred for treatment or recycling) amounted to 4,444 tonnes (14.3% of the total waste generated). The weight of environmental hazard classes 1–4 waste transferred for treatment or recycling decreased by 0.2% year-on-year in the reporting period (4,454 tonnes in 2024). For more details, see Section 6.2 of this Report, Waste Management
B.3	**Greenhouse gas emissions**	B.3.1. Greenhouse gas emissions (scope 1)	Scope 1 emissions, in absolute terms, as a percentage, and change over time (difference)	In 2025, Scope 1 emissions amounted to 119,711 tonnes of CO_2 equivalent (7.0% of the total GHG emissions). Scope 1 GHG emissions per net value added were: in 2024 — 0.327 t of CO_2 equivalent / RUB 1 m in 2025 — 0.264 t of CO_2 equivalent / RUB 1 m Scope 1 emissions decreased by 7.1% year-on-year in the reporting period due to lower gasoline and diesel fuel consumption by Company vehicles (implementation of the project to convert the vehicle fleet to natural gas). For more details, see Section 6.3 of this Report, Climate Change and Energy Efficiency

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
		B.3.2. Greenhouse gas emissions (scope 2)	Scope 2 emissions, in absolute terms, as a percentage, and change over time (difference)	In 2025, Scope 2 emissions amounted to 1,505,819 tonnes of CO_2 equivalent (88.6% of the total GHG emissions). Scope 2 GHG emissions per net value added were: in 2024 — 3.7 t of CO_2 equivalent / RUB 1 m in 2025 — 3.3 t of CO_2 equivalent / RUB 1 m Scope 2 emissions increased by 3.3% year-on-year in the reporting period due to higher electricity consumption by subsidiaries and affiliates (T2 and the Data Centres cluster). For more details, see Section 6.3 of this Report, Climate Change and Energy Efficiency
B.4	**Ozone-depleting substances and chemicals (including pesticides)**	B.4.1. Ozone-depleting substances and chemicals dependency (including pesticides)	The total amount of ozone-depleting substances (bulk chemicals / substances, existing either as a pure substance or as a mixture) per unit of net value added	The Group does not use ozone-depleting substances
B.5	**Energy consumption**	B.5.1. Share of renewable energy	The ratio of an entity's consumption of renewable energy to its total energy consumption	Renewable energy may include: • self-generation — solar installations (7 units), hybrid wind and solar installations (4 units), and wind turbines (6 units). The share of renewable energy in total energy consumption is less than 0.01% (46.08 GJ) • in 2025, heat generation from combustion of biomass (firewood and fuel briquettes) was 27,789 GJ (0.15% of the total energy consumption)

Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
			• purchased grid electricity from hydropower plants and other renewable sources: as electricity suppliers do not provide data on its origin, its ratio to the total energy consumption is unknown. Therefore, it is obtained by calculation: electricity consumption in each federal district of Russia is multiplied by the percentage of renewable electricity in this district; the share of renewable electricity consumed by the Group in 2025 was 1,522,811 GJ (11.5% of total electricity consumption, 8.34% of total energy consumption). The energy consumption data for each federal district are taken from Rosstat's website[1] (the share varies from 0.7% to 53.9%, the average share of electricity generated from renewable sources in Russia is 18%). For more details, see Section 6.3 of this Report, Climate Change and Energy Efficiency
	B.5.2. Energy efficiency	Energy consumption divided by net value added	In 2025, the total energy consumption amounted to 18,257,061 GJ. Total consumption of energy per net value added was: in 2024 — 45.35 GJ / RUB 1 m in 2025 — 40.29 GJ / RUB 1 m For more details, see Section 3.8 of this Report, Energy Efficiency

[1] Rosstat's data for 2025: https://rosstat.gov.ru/storage/mediabank/elektro_2025.xlsx.

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
C	Social area			
C.1	Gender equality	C.1.1. Share of women in managerial positions	The number of women in managerial positions divided by the total number of employees (full-time employees)	The share of women in managerial positions was 35.2% in 2025. For more details, see Section 5, Human Resources Development (Subsection 5.3, Breakdown of employees), of this Report.
C.2	Human capital	C.2.1. Hours of employee training	The average number of training hours per year per employee (as the total number of training hours per year divided by the total number of employees), possibly by employee category	The average amount of training received by employees in 2025 was 42 hours per employee.[1]
		C.2.2. Expenditure on employee training	Direct and indirect costs of training (such as trainers/instructors' fees, training supplies and materials, training facilities, and related travel costs) per year per employee, possibly by employee category	In 2025, direct and indirect costs of training were RUB 7.2 thousand per employee
		C.2.3. Employee wages and benefits by employment type and gender	The total costs of the employee workforce (wages, benefits package, and other compensations) as a proportion of the total revenue for the reporting period	The Group's total payroll amounted to RUB 177 billion in 2025 (20.28% of the Group's revenue). For more details, see Section 5, Human Resources Development (Subsection 5.5, Remuneration and Incentives), of this Report.

[1] Data for PJSC Rostelecom.

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
C.3	**Employee health and safety**	C.3.1. Expenditures on employee health and safety	All the expenses for occupational safety and healthcare programmes, financed directly by the Company, and all expenses sustained for working environment issues related to occupational safety and health incurred during a reporting period, divided by the total revenue for the same period	Expenditures on health and safety amounted to RUB 699 million in 2025 (down 2.9% year-on-year), which is equivalent to 0.08% of the Group's revenue. For more details, see Section 5, Human Resources Development (Subsection 5.9, Health and Safety)
		C.3.2. Incidence rate of occupational injuries	Injury frequency rate: the number of new injuries divided by the total number of hours worked by employees in the reporting period; lost time injury frequency rate: the total amount of lost time accident days expressed as the number of hours divided by the total number of hours worked by employees in the reporting period	In 2025, the injury frequency rate was 0.55 per 1,000 employees.[1] Due to historical and legal reasons, work-related injury frequency rate in the communications industry is calculated as the number of incidents divided by 1,000 employees. Lost time accident days were up 35.5% year-on-year to 3,251 (in 2024 – 2,399 days).[1] For more details, see Section 5, Human Resources Development (Subsection 5.9, Health and Safety)
C.4	**Coverage by collective agreements**	C.4.1. Share of employees covered by collective agreements	The ratio of employees covered by collective agreements to the total number of employees (full-time employees)	100%

[1] Data for PJSC Rostelecom.

	Area	Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
D	**Institutional area**			
D.1	**Corporate governance disclosure**	D.1.1. Number of board meetings and attendance rate	The number of meetings of the Board of Directors during the reporting period and the number of Board members who participated at each Board meeting during the reporting period divided by the total number of directors sitting on the Board multiplied by the number of Board meetings during the reporting period	In 2025, the Board of Directors had 7 meetings[1] (5 meetings in person and 2 remote meetings). The number of Board members who participated at each Board meeting in the reporting period divided by the total number of directors sitting on the Board multiplied by the number of Board meetings during the reporting period was 7. For more details, see Section 3.1, Corporate Governance Structure
		D.1.2. Number and share of female board members	The number of female Board members over total Board members	In 2025, one woman served on PJSC Rostelecom's Board (9.09%). At subsidiaries and affiliates, the share of female board members was 21.31%
		D.1.3. Board members by age range	The number of Board members by age category (e.g. under 30 years old, 30–50 years old, over 50 years old)	The average age of Board members was 55 years, the average tenure on the Board of Directors was 7.4 years.[2] Members of PJSC Rostelecom's Board of Directors by age range (as at 31 December 2024): Under 50 years old — 4 50–60 years old — 5 Over 60 years old — 2

[1] Data for PJSC Rostelecom.
[2] Average age and tenure of Board members at 31 December 2025. There were no changes in the Board membership in 2025.

Area		Indicators	Calculation methodology	Rostelecom Group's performance indicators in 2025
		D.1.4. Number of meetings of audit committee and attendance rate	The number of meetings of the Audit Committee in the reporting period and the number of Audit Committee members who participated at each Audit Committee meeting during the reporting period divided by the total number of members sitting on the Audit Committee multiplied by the number of Audit Committee meetings during the reporting period	In 2025, PJSC Rostelecom's Audit Committee held 10 remote meetings. For more details, see Section 3.1, Corporate Governance Structure
		D.1.5. Compensation: total compensation per board member (both executive and non-executive directors)	Total remuneration (including base salary and variable pay) awarded to each board member, encompassing both executive and non-executive directors	Information is not disclosed in accordance with Resolution of the Russian Government No. 1102 dated 4 July 2023
D.2	**Anti-corruption practices**	D.2.1. Corruption incidence (amount of fines paid or payable due to settlements)	Total monetary value of paid and payable corruption-related fines imposed by regulators and courts in the reporting period	No corruption-related administrative fines were imposed in the reporting period.
		D.2.2. Management training on anti-corruption	The average number of training hours that employees receive in the area of anti-corruption issues per year per employee (the total number of training hours on anti-corruption issues provided to employees per year divided by the total number of employees)	Upon joining Rostelecom, all employees are briefed on the Company's anti-corruption policies and procedures. When updates are made to anti-corruption procedures, the revised documents are circulated to all employees who have workstations. Rostelecom holds regular anti-corruption trainings for its employees. All new employees with workstations are required to complete an online induction course on the key principles set out in our Code of Ethics. In 2025, 7.2 thousand employees completed the course. Employees in management and corruption-prone positions take an in-depth course on preventing and combating corruption in addition to the Code of Ethics course. In 2025, 7.4 thousand employees completed the course online.

7.6 SASB accounting metrics

Indicator	Name	Location
TC-IM-130a.1 TC-TL-130a.1 TC-SI-130a.1	(1) Total energy consumed	6.3. Climate change and energy efficiency
TC-IM-130a.2 TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	6.5. Water consumption
TC-IM-230a.2 TC-TL-230a.2 TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	3.6. Information security PJSC Rostelecom's Annual Report 2025 / Information Security cluster
TC-IM-330a.2 TC-SI-330a.2	Employee engagement as a percentage	5.1 HR management system
TC-IM-330a.3 TC-SI-330a.3	Percentage of gender representation for (1) management (2) technical employees (3) all other employees	5.3. Breakdown of employees

Indicator	Name	Location
TC-TL-440a.1	(1) Materials recovered through take-back programmes, percentage of recovered materials that were (2) reused (3) recycled (4) landfilled	6.2. Waste management
TC-TL-000.A	Number of wireless subscribers	1.3 Key figures
TC-TL-000.D	Network traffic	PJSC Rostelecom's Annual Report 2025/ 3.3. Business overview / Customer segments / Residential segment (B2C)

Disclosure under Order No. 764 of the Russian Ministry of Economic Development dated 1 November 2023

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
Economic metrics						
1	Revenue	RUB m	707,800	761,500	872,800	
2	Value added	RUB m	434,152	482,886	544,097	
3	Net value added	RUB m	349,524	394,000	453,163	
4	Total expenditures on research and development	RUB m	13,075	17,137	18,700	
5	Labour productivity[1]	RUB thousand per person	3,355.83	4,079.82	4,845.83	Labour productivity rate:[2] in 2023 – 113% in 2024 – 122% in 2025 – 119%.
6	Total amount of compulsory payments charged (excluding fines and penalties), including:	RUB m	146,210.99	151,651.57	180,624.27	
	taxes and charges	RUB m	113,201.79	110,740.45	133,216.55	
	insurance contributions	RUB m	33,007.47	40,907.88	47,405.85	
	other compulsory payments	RUB m	1.79	3.25	1.87	
7	Total amount of compulsory payments made (excluding fines and penalties), including:	RUB m	149,810.60	133,404.08	163,244.83	
	taxes and charges	RUB m	121,102.15	105,266.93	120,488.37	

[1] Relative to revenue.
[2] The indicators presented in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	insurance contributions	RUB m	28,706.22	28,134.99	42,754.06	
	other compulsory payments	RUB m	2,22	2,16	2,40	
8	Proportion of Russian goods, works, and services in total procurement of goods, works, and services	%	75	67	69	
9	Proportion of goods, works, and services procured from small and medium-sized enterprises in total procurement from Russian organisations	%	57	57	56	
10	Sustainable (including green) investment[1]	RUB m	10.90	10.01	23.60	
Environmental metrics						
13	Water used from all water supply sources	thousand cu m	1,412	1,328	1,255	
14	Water recycling and reuse	thousand cu m	–	–	–	The Company does not recycle or reuse water. Water supplied by public utilities or withdrawn from water supply wells is used in one production cycle and then sent for treatment to public or own sewage systems (in the latter case, after treatment water is discharged to water bodies).

[1] Environmental protection CAPEX is taken into account.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
15	Total contaminated wastewater discharge, including:	thousand cu m	1,585	1,431	1,452	2023: • To water bodies – 14 thousand cu m • To public sewage systems – 1,571 thousand cu 2024: • To water bodies – 11 thousand cu m • To public sewage systems – 1,420 thousand cu m 2025: • To water bodies – 11 thousand cu m • To public sewage systems – 1,441 thousand cu m
	untreated	thousand cu m	–	–	–	All wastewater is treated: discharges to water bodies at the Company's own treatment facilities, and discharges to public sewage systems at municipal treatment facilities.
16	Water use efficiency (water consumption intensity)[1]	cu m / RUB m	4.04	3.37	2.77	
17	Total hazard classes 1–5 waste generated, including:	t	39,802	37,095	31,100	
	Hazard class 1	t	43	26	17	
	Hazard class 2	t	33	24	33	
	Hazard class 3	t	34	22	22	
	Hazard class 4	t	27,798	23,889	19,829	
	Hazard class 5	t	11,894	13,134	11,187	

[1] Relative to net value added.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
18	Total hazard classes 1–5 waste management, including by category:	thousand t	40	37	31	
	recycled	thousand t	2.619	1.631	2.933	
	treated	thousand t	2.740	2.823	1.511	
	landfilled	thousand t	34.438	32.641	26.644	
	reused	thousand t	0.005	0	0	
	waste reduction	%	+10.5	–6.8	–16.0	
19	Weight of air pollutant emissions from stationary sources	thousand t	1.337	1.218	1.058	
20	Greenhouse gas emissions	thousand t of CO_2 equivalent	1,569.4	1,586.5	1,625.5	Scope 1 and 2 GHG emissions. Total GHG emissions (Scope 1, 2, and 3) 2023 – 1,655.507 thousand tonnes of CO_2 equivalent 2024 – 1,667.278 thousand tonnes of CO_2 equivalent 2025 – 1,699.900 thousand tonnes of CO_2 equivalent
21	Total environmental expenses, including for:	RUB m	207.1	213.0	216.8	
	air pollution control and climate change mitigation	RUB m	3.65	6.13	8.51	
	wastewater collection and treatment	RUB m	4.90	5.62	6.45	
	waste management	RUB m	175.03	179.56	181.50	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
22	Consumption of renewable and low-carbon energy	TJ	1,603,779	1,527,961	1,550,647	
	renewable energy (biomass)	TJ	33,073	34,336	27,790	
	low-carbon energy (solar and wind generation; self-generation)	TJ	69.18	43.20	46.08	
	low-carbon energy (hydro, wind, and nuclear generation; grid electricity)[1]	TJ	1,570,637	1,493,582	1,522,811	
23	Energy efficiency: energy consumption per unit of net value added	MWh / RUB thousand	0.014	0.013	0.011	
Social metrics						
24	Total labour costs	RUB m	130,800	149,000	177,000	
25	Total average headcount,[2] including:	persons	114,300	116,500	117,400	
	number of employees with disabilities	persons	1,081	1,193	1,266	Headcount as at year-end: in 2023 – 1,081 in 2024 – 1,193 in 2025 – 1,266
26	Total average salary, including:	RUB	96,700	113,300	124,300	Employees' average income: in 2023 – RUB 1,160 thousand per year in 2024 – RUB 1,359 thousand per year in 2025 – RUB 1,491 thousand per year

[1] Estimated value.
[2] The 2023–2025 indicators presented in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	weighted average monthly income[1] of men	RUB	105,331	126,316	135,384	
	weighted average monthly income[1] of women	RUB	85,358	98,888	108,391	
	weighted average monthly income[1] of male managers	RUB	298,875	295,075	324,582	
	weighted average monthly income[1] of female managers	RUB	241,184	261,201	294,976	
27	Total occupational health and safety costs, including:	RUB m	672.8	720.0	699.0	
	average per employee	RUB thousand	8.5	9.6	9.4	
29	Number of employees injured in work-related accidents resulting in lost time of one working day or more or in a fatality	persons	32	40	41	
	fatalities	persons	4	3	0	
30	Total expenses for employee training, including:	RUB m	490	544	505	
	average per employee	RUB thousand	5.7[2]	7.1[2]	7.2	
31	Average hours of training per year per employee,[2] including:	hours	38.4	40.0	42.0	
	top management, men	hours	75	52	41	

[1] Salaries and bonuses.
[2] Data for PJSC Rostelecom.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	top management, women	hours	28	35	52	
	managers, men	hours	67	55	43	
	managers, women	hours	60	41	45	
	specialists	hours	42	46	53	
	specialists, women	hours	26	34	31	
	blue-collar employees, men	hours	43	45	47	
	blue-collar employees, women	hours	16	22	39	
32	Proportion of employees covered by collective bargaining agreements in the average headcount	%	100	100	100	
33	Employee turnover[1]	%	20.65	22.18	17.70	
34	Total expenses for supporting social programmes not aimed at employees and their families, including:	RUB m	354	460	424	
	sport	RUB m	42.5	4.6	8.5	
	environment	RUB m	14.1	13.8	25.4	
	spiritual heritage	RUB m	131.0	87.4	144.2	

[1] The 2023–2024 indicators presented in the table include data for PJSC Rostelecom and the Group's most significant subsidiaries and affiliates. Headcount-wise, this perimeter covers 94% of the entire Group.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	education	RUB m	123.9	124.2	84.8	
	support for people in need of social care	RUB m	42.5	230	161.1	
Government metrics						
36	Number of board of directors meetings	meetings	14	15	7	
	Attendance	rate	11/11	11/11	11/11	
37	Total board members, including by age group:	persons	11	11	11	
	under 50 years old	persons	3	4	4	
	50–60 years old	persons	8[1]	5	5	
	over 60 years old	persons		2	2	
38	Number of the auditors' committee (audit committee) meetings	meetings	6	9	10	
	Attendance	rate	3/3	3/3	3/3	
39	Participation in sustainability (ESG) indices and ratings		yes	yes	yes	

[1] In 2023, the breakdown of board members was presented by different age groups: under 30 years old, 30–50 years old, and over 50 years old.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
42	Average hours of anti-corruption training per employee	hours	0.15	0.45	0.39	Upon joining Rostelecom, all employees are briefed on the Company's anti-corruption policies and procedures. When updates are made to anti-corruption procedures, the revised documents are circulated to all employees who have workstations. Rostelecom holds regular anti-corruption trainings for its employees. All new employees with workstations are required to complete an online induction course on the key principles set out in our Code of Ethics: in 2023 – 3.7 thousand employees in 2024 – 11.5 thousand employees in 2025 – 7.2 thousand employees. Employees in management and corruption-prone positions take an in-depth course on preventing and combating corruption in addition to the Code of Ethics course: in 2023 – 2.3 thousand employees in 2024 – 5.6 thousand employees in 2025 – 7.4 thousand employees.
43	Number of administrative proceedings initiated against the company or its subsidiaries and affiliates for corruption offences	instances	0	0	0	Neither the Company, nor its subsidiaries and affiliates were subject to any administrative proceedings for corruption offences in the reporting year.
44	Proportion of female managers among total managers, including:	%	35.5	31.9	35.2	
	in the board of directors (supervisory board)	%	9.09	9.09	9.09	

List of sustainability reporting indicators as per Resolution of the Russian Government No. 2230, On the Business Public Capital Standard, dated 30 December 2025

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
Environmental metrics						
1	Total water withdrawal	million cu m	1.528	1.410	1.336	
2	Water used from all water supply sources	million cu m	1.412	1.328	1.255	
3	Proportion of recycled and reused water supply in the total volume of own water consumption from all sources	%	–	–	–	The Company does not recycle or reuse water. Water supplied by public utilities or withdrawn from water supply wells is used in one production cycle and then sent for treatment to public or own sewage systems (in the latter case, after treatment water is discharged to water bodies).
4	Total volume of wastewater discharge to water bodies and contaminated wastewater sent for treatment to other enterprises, including:	million cu m	1.585	1.431	1.452	
	contaminated	million cu m	0	0	0	
	clean to standards	million cu m	0	0	0	
	treated to standards	million cu m	0.014	0.011	0.011	
	contaminated wastewater sent for treatment to other enterprises	million cu m	1.571	1.42	1.441	
5	Total hazard classes 1–5 waste generated, including:	thousand t	39.802	37.095	31.088	
	Hazard class 1	thousand t	0.043	0.026	0.017	
	Hazard class 2	thousand t	0.033	0.024	0.033	
	Hazard class 3	thousand t	0.034	0.022	0.022	
	Hazard class 4	thousand t	27.798	23.889	19.829	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	Hazard class 5	thousand t	11.894	13.134	11.187	
6	Total waste management, including:	thousand t	39.802	37.095	31.088	
	waste directed to disposal, including:	thousand t	2.619	1.631	2.933	
	treatment	thousand t	2.745	2.823	1.511	
	landfilling	thousand t	34.438	32.641	26.644	
7	Weight of air pollutant emissions from stationary sources	thousand t	1.337	1.218	1.058	
8	Weight of greenhouse gas emissions, including:	million t of CO_2 equivalent	1.656	1.667	1.700	
	Direct emissions	million t of CO_2 equivalent	0.138	0.129	0.120	
	Indirect emissions	million t of CO_2 equivalent	1.517	1.538	1.580	
9	Product carbon footprint	t of CO_2 equivalent per RUB 1 of value added	0.00000474	0.00000423	0.00000375	
10	Total environmental expenses, including:	RUB m	201.628	208.150	198.237	
	for air pollution control and climate change mitigation	RUB m	2.108	4.402	6.305	
	for wastewater collection and treatment	RUB m	3.888	5.455	5.850	
	for waste management	RUB m	172.102	176.574	165.728	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	for conservation of biodiversity and natural areas	RUB m	0	0	0	
	for protection, sustainable use, and rehabilitation of lands	RUB m	5.462	5.177	5.048	
	for protection of the environment from noise, vibration, and other physical impacts	RUB m	0.237	0.836	0.613	
	for other environmental activities	RUB m	17.831	15.706	14.693	
11	Consumption of renewable and low-carbon energy	million kWh	445.494	424.434	430.735	
		%	9	8,6	8,5	
12	Total own energy consumption, excluding heat and electricity delivered to external consumers, including:	TJ	17,710,302	17,864,877	18,257,061	
	heat	TJ	3,820,160	3,549,405	3,266,952	
	electricity	TJ	11,846,955	12,411,353	13,225,070	
	by fuel type	TJ				
	natural gas	TJ	658,757	632,006	589,244	
	hard coal	TJ	79,492	81,830	66,835	
	diesel fuel and fuel oil	TJ	200,627	172,255	152,437	
	gasoline and aviation fuel	TJ	1,027,067	911,660	819,102	
	lignite	TJ	0	0	0	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	liquefied gas	TJ	44,172	72,032	109,631	
	liquefied gas	TJ	33,073	34,336	27,790	
14	Payment for negative environmental impact	RUB m	1.785	2.468	1.288	
15	Expenses for compensations and fines as regards:	RUB m	0	0.05	0.005	
	a) fines for environmental violations	RUB m	0	0.05	0.005	
	b) compensations paid for damage caused to the environment	RUB m	0	0	0	
16	Accidents and incidents resulting in negative environmental impacts (including those caused by man-made emergencies)	instances	0	0	0	
17	Investments in fixed capital aimed at environmental protection and the sustainable use of natural resources, including:	RUB m	5.48	4.88	18.58	
	for wastewater management	RUB m	0	0	0	
	for air pollution control and climate change mitigation	RUB m	1.54	1.73	2.20	
	for soil, surface water, and groundwater restoration and protection	RUB m	1.01	0.17	0.60	
	for waste management	RUB m	2.93	2.99	15.77	
	for reducing noise and vibration impact	RUB m	0	0	0	
	for conservation of biodiversity and protection of natural areas	RUB m	0	0	0	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	for other environmental activities	RUB m	0	0	0	
18	Availability of a certified energy management system at the organisation	description (yes/no)	no	no	no	
Social metrics						
19	Labour costs	RUB m	130.8	149.0	177.0	
21	Average headcount	thousand persons	114.3	116.5	117.4	
23	Proportion of employees with disabilities	%	0.88	0.94	1.02	
25	Proportion of employees by gender					
	men	%	60.9	60.3	60.0	
	women	%	39.1	39.7	40.0	
	Proportion of employees by age group					
	under 30 years old	%	18.4	19.6	18.3	
	30–50 years old	%	54.8	53.5	54.2	
	over 50 years old	%	26.8	26.9	27.5	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
26	Total average salary, including:	RUB thousand	96.7	113.3	124.3	Employees' average income: in 2023 – RUB 1,160 thousand in 2024 – RUB 1,359 thousand in 2025 – RUB 1,491 thousand
	By gender					
	men					
	managers	RUB thousand	298.875	295.075	324.582	
	other employee groups	RUB thousand	105.331	126.316	135.384	
	women					
	managers	RUB thousand	241.184	261.201	294.976	
	other employee groups	RUB thousand	85.358	98.888	108.391	
27	Total expenses for occupational health and safety[1]	RUB m	672.8	734.8	699.0	
	average per employee	RUB thousand	8.5	9.6	9.4	
29	Lost time injury frequency rate (LTIFR)	incidents per 1 million person-hours	0.17	0.17	0.19	
30	Number of fatalities among company employees, excluding contractor employees	instances	4	3	0	

[1] The indicator applies to PJSC Rostelecom only.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
31	The organisation's total expenses for employee training, including:	RUB m	490.0	544.0	505.0	
	per employee	RUB thousand	5.7	7.1	7.2	
32	Average hours of training per year per employee	hours per person	38.4	40.0	42.0	
33	Proportion of employees covered by collective bargaining agreements	%	100	100	100	
34	Employee turnover	%	20.65	22.18	17.70	
35	Total expenses for supporting social programmes, including charitable programmes, not aimed at employees and their families	RUB m	354	460	424	
36	Total expenses for organising and running healthcare activities for employees and their families[1]	RUB m	595.0	1,105.7	1,347.1	
	average per employee	RUB thousand	7.6	14.5	18.2	
37	Proportion of employees involved in corporate volunteering projects	%	4.4	4.3	4.3	
	Number of corporate volunteering projects	projects	297	951	650	
38	Amount of fines imposed on the organisation due to violations of labour legislation	RUB thousand	711	446	1,471	

[1] Data include expenses for VHI, medical examinations, and mandatory mental health examinations.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
	List of fines and penalties imposed on the organisation in connection with violations of labour laws	description	Non-compliance with occupational health and safety requirements	Non-compliance with occupational health and safety requirements	Non-compliance with occupational health and safety requirements	Part 3 of Article 5.27.1 of the Code of Administrative Offences of the Russian Federation Allowing an employee to perform work without completing occupational health and safety training and an assessment of knowledge of occupational health and safety requirements. Part 1 of Article 5.27.1 of the Code of Administrative Offences of the Russian Federation Non-compliance with the procedure for investigating work-related accidents
43	Amount of the one-off payment (including financial assistance) provided to employees upon the birth of a child and paid during the first year after the child's birth	RUB	5,000	5,000	5,000	Employees with at least two years of total service with the Company receive a one-off payment of RUB 5,000 upon the birth or adoption of a child
44	Availability of a certified health and safety management system at the organisation	description (yes/no)	no	no	yes	Effective from 2025
Governance metrics						
48	Proportion of independent directors in the collective governance body	%	90.9	90.9	90.9	
49	Proportion of female managers among total managers	%	35.5	31.9	35.2	
	Proportion of women in the collective governance body	%	9.09	9.09	9.09	
52	Average hours of anti-corruption training per employee	hours	0.15	0.45	0.39	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
53	Availability of a risk management policy, including a climate risk management policy, and/or other risk management documents	description (yes/no)	yes	yes	yes	Rostelecom's risk management is guided by the following internal documents: • PJSC Rostelecom's Charter • Risk Management Policy • Regulations on the Board of Directors • Regulations on the Audit Committee of the Board of Directors • Regulations on the Integrated Risk Management System • Regulations on the Risk Management Committee of the Management Board • Risk Management Procedure
58	Amount of claims filed in court disputes involving the issuer as defendant: In cases involving claims against current or former members of the issuer's governance bodies In cases involving the challenge of transactions under Articles 173 and 174 of the Civil Code of the Russian Federation In cases involving the challenge of decisions of the issuer's governance bodies, and in other disputes involving the issuer and related to violations of corporate law	RUB thousand	0	0	0	
59	Amount of claims upheld in court disputes involving the issuer as defendant	RUB thousand	0	0	0	
60	Amount of fines imposed on the organisation and its officers for violations of Russian legislation governing joint stock companies and securities and corporate relations within joint stock companies	RUB thousand	0	0	0	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
Economic metrics						
61	Revenue	RUB billion	707.8	779.9	872.8	
62	Labour productivity	RUB m per employee	3.356	4.080	4.846	Labour productivity rate: in 2023 – 113% in 2024 – 122% in 2025 – 119%.
63	Amount of accrued mandatory payments (excluding fines and penalties), including taxes and fees, insurance contributions, and other mandatory payments	RUB m	146,210.99	151,651.57	180,624.27	
64	Amount of mandatory payments made (excluding fines and penalties), including taxes and fees, insurance contributions, and other mandatory payments	RUB m	149,810.60	133,404.08	163,244.83	
65	Proportion of Russian goods, works, and services in total procurement of goods, works, and services	%	75	67	69	
66	Proportion of goods, works, and services procured from small and medium-sized enterprises in total procurement from Russian organisations	%	57	57	56	
67	Amount of sustainable investments, including green investments[1]	RUB m	10.90	10.01	23.60	
Business reputation						
73	Responsible business conduct ratings received (ECG (ESG) rating and sustainability ratings), and inclusion in sustainability and responsible business conduct indices and/or rankings	description (yes/no)	yes	yes	yes	

[1] Environmental protection CAPEX is taken into account.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
Preservation of the population, strengthening health and improving the well-being of people, supporting families						
76	a) The organisation's expenses for promoting employee health[1]	RUB thousand	595,000	1,105,700	1,347,100	
78	The organisation's expenses for supporting vulnerable population groups	RUB thousand	42,500	230,000	161,100	
79	The organisation's expenses for promoting mass sport participation	RUB thousand	42,500	4,600	8,500	
Self-fulfilment of each person, unlocking their talents, and educating a patriotic and socially responsible person						
80	The organisation's expenses for supporting education (including specific areas)	RUB thousand	123,900	124,200	84,800	
81	The organisation's expenses for initiatives and projects aimed at promoting traditional Russian spiritual, moral, cultural, and historical values	RUB thousand	131,000	87,400	144,200	
82	The organisation's expenses for volunteering	RUB m	4,400	4,400	13,575	
Comfortable and safe living environment						
84	The organisation's expenses for improving housing conditions for employees who are members of local communities	RUB m	233.8	311.0	317.5	

[1] Data include expenses for VHI, medical examinations, and mandatory mental health examinations. Data are given for PJSC Rostelecom.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment
Stable and dynamic economy						
88	Total expenses for company-sponsored private pension and/or long-term savings programmes	RUB m	1,237	1,228	1,533	
	Expenses for company-sponsored private pension and/or long-term savings programmes per employee	RUB thousand	44.7	44.8	56.1	
Technology leadership						
91	Total expenses for research and/or development	RUB m	13,075	17,137	18,671	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
Environmental metrics						
1	**Weight of greenhouse gas emissions, including:**	**thousand t of CO_2 equivalent**	**1,569.4**	**1,586.5**	**1,625.5**	
1.1	Scope 1 (thousand t of CO_2 equivalent)	thousand t of CO_2 equivalent	138.3	128.9	119.7	
1.2	Scope 2 (thousand t of CO_2 equivalent)	thousand t of CO_2 equivalent	1,431.1	1,457.6	1,505.8	
2	**Total energy consumption within the organisation, excluding heat and electricity delivered to external consumers, including:**	**GJ**	**17,710,302**	**17,864,877**	**18,257,061**	
2.1	heat	GJ	3,820,160	3,549,405	3,266,952	
2.2	electricity	GJ	11,846,955	12,411,353	13,225,070	
2.3	by fuel type	GJ				
	natural gas	GJ	658,757	632,006	589,244	
	hard coal	GJ	79,492	81,830	66,835	
	diesel fuel and fuel oil	GJ	200,627	172,255	152,437	
	gasoline and aviation fuel	GJ	1 027,067	911,660	819,102	
	lignite	GJ	0	0	0	
	liquefied gas	GJ	44,172	72,032	109,631	
	biomass	GJ	33,073	34,336	27,790	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
3	**Consumption of renewable and low-carbon energy (GJ), including:**	**GJ**				
3.1	consumption of renewable energy	GJ	33,073	34,336	27,790	Biomass combustion
3.2	consumption of low-carbon energy	GJ	1,570,706	1,493,625	1,522,857[1]	
4	**Consumption of renewable energy**	**%**	**0.187**	**0.192**	**0.152**	
5	**Consumption of low-carbon energy**	**%**	**8.87**	**8.36**	**8.34**	
6	**Weight of air pollutant emissions from stationary sources**	**thousand t**	**1.337**	**1.218**	**1.058**	
7	**Total water withdrawal**	**thousand cu m**	**1,528**	**1,410**	**1,336**	
8	**Water used from all water supply sources**	**thousand cu m**	**1,412**	**1,328**	**1,255**	
9	**Proportion of recycled and reused water supply in the total volume of water consumption from all sources**	**%**	**–**	**–**	**–**	The Company does not recycle or reuse water. Water supplied by public utilities or withdrawn from water supply wells is used in one production cycle and then sent for treatment to public or own sewage systems (in the latter case, after treatment water is discharged to water bodies).
10	**Volume of wastewater discharge to water bodies (contaminated, clean to standards, or treated to standards) and contaminated wastewater sent for treatment to other enterprises**	**thousand cu m**	**1,585**	**1,431**	**1,452**	

[1] Estimated value.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
11	**Total hazard classes 1–5 waste generated, including:**	**thousand t**	**39.802**	**37.095**	**31.088**	
11.1	Hazard class 1	thousand t	0.043	0.026	0.017	
11.2	Hazard class 2	thousand t	0.033	0.024	0.033	
11.3	Hazard class 3	thousand t	0.034	0.022	0.022	
11.4	Hazard class 4	thousand t	27.798	23.889	19.829	
11.5	Hazard class 5	thousand t	11.894	13.134	11.187	
12	**Total waste management, including by category:**	**thousand t**	**39.802**	**37.095**	**31.088**	
12.1	waste diverted from disposal, including:	thousand t	2.625	1.631	2.933	
12.1.1	reused	thousand t	0.005	0	0	
12.1.2	recycled	thousand t	2.620	1.631	2.933	
12.2	treatment	thousand t	2.740	2.823	1.511	
12.3	landfilling	thousand t	34.440	32.641	26.644	
13	**Expenses for compensations and fines as regards:**	**RUB thousand**	**0**	**50**	**5**	
13.1	fines for environmental violations	thousand t	0	50	5	
13.2	compensations paid for damage caused to the environment and its individual components (land, water bodies, forests, fauna, etc.)	thousand t	0	0	0	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
14	**Total environmental expenses, including:**	**RUB thousand**	**201,628**	**208,150**	**198,237**	
14.1	for air pollution control and climate change mitigation	RUB thousand	2,108	4,402	6,305	
14.2	for wastewater collection and treatment	RUB thousand	3,888	5,455	5,850	
14.3	for waste management	RUB thousand	172,102	176,574	165,728	
14.4	for conservation of biodiversity and natural areas	RUB thousand	0	0	0	
14.5	for protection, sustainable use, and rehabilitation of lands	RUB thousand	5,462	5,177	5,048	
14.6	for protection of the environment from noise, vibration, and other physical impacts	RUB thousand	237	836	613	
14.7	for environmental radiation safety	RUB thousand	0	0	0	
14.8	for other environmental activities	RUB thousand	17,831	15,706	14,693	
15	**Investments in fixed capital aimed at environmental protection and the sustainable use of natural resources, including:**	**RUB thousand**	**5,482**	**4,879**	**18,574**	
15.1	for wastewater management	RUB thousand	0	0	0	
15.2	for air pollution control and climate change mitigation	RUB thousand	1,542	1,728	2,202	
15.3	for soil, surface water, and groundwater restoration and protection	RUB thousand	1,012	165	600	
15.4	for waste management	RUB thousand	2,928	2,986	15,772	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
15.5	for reducing noise and vibration impact	RUB thousand	0	0	0	
15.6	for conservation of biodiversity and protection of natural areas	RUB thousand	0	0	0	
15.7	for other environmental activities	RUB thousand	0	0	0	
Social metrics						
16	**Labour costs**	**RUB thousand**	**130,800,000**	**149,000,000**	**177,000,000**	
17	**Average headcount**	**people**	**114,300**	**116,500**	**117,400**	
18	**Lost time injury frequency rate (LTIFR) per 1 million person-hours among company employees excluding contractor employees**	**instances per 1 million person-hours**	**0.17**	**0.17**	**0.19**	
19	**Number of fatalities among the organisation's employees, excluding contractor employees**	**instances**	**4**	**3**	**0**	
20	**Fines and penalties imposed on the organisation in connection with violations of labour laws and other regulations containing labour law provisions**	**RUB thousand**	**711**	**446**	**1,471**	
21	**Expenses for occupational health and safety per employee[1]**	**RUB thousand**	**8.5**	**9.6**	**9.4**	
22	**The organisation's expenses for employee training per employee**	**RUB thousand**	**5.7**	**7.1**	**7.2**	
23	**Employee turnover**	**%**	**20.65**	**22.18**	**17.70**	

[1] Data for PJSC Rostelecom only.

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
24	**Proportion of male employees**	**%**	**60.9**	**60.3**	**60.0**	
25	**Proportion of female employees**	**%**	**39.1**	**39.7**	**40.0**	
26	**Proportion of employees under 30 years old**	**%**	**18.40**	**19.39**	**18.33**	
27	**Proportion of employees 30–50 years old**	**%**	**54.75**	**53.47**	**54.17**	
28	**Proportion of employees over 50 years old**	**%**	**26.85**	**27.14**	**27.49**	
Governance metrics						
29	**Total amount of compulsory payments charged (excluding fines and penalties), including:**	**RUB m**	**146,210.99**	**151,651.57**	**180,624.27**	
29.1	taxes and charges	RUB m	113,201.79	110,740.45	133,216.55	
29.2	insurance contributions	RUB m	33,007.47	40,907.88	47,405.85	
29.3	other compulsory payments	RUB m	1.79	3.25	1.87	
30	**Total amount of compulsory payments made (excluding fines and penalties), including:**	**RUB m**	**149,810.60**	**133,404.08**	**163,244.83**	
30.1	taxes and charges	RUB m	121,102.15	105,266.93	120,488.37	
30.2	insurance contributions	RUB m	28,706.22	28,134.99	42,754.06	
30.3	other compulsory payments	RUB m	2.22	2.16	2.40	

No.	Indicator	Unit of measurement	2023	2024	2025	Comment / Link
31	**Amount of claims filed in court disputes involving the issuer as defendant:**	**RUB thousand**	**0**	**0**	**0**	
31.1	in cases involving claims against current or former members of the issuer's governance bodies	RUB thousand	0	0	0	
31.2	in cases involving the challenge of transactions under Articles 173.1 and 174 of the Civil Code of the Russian Federation	RUB thousand	0	0	0	
31.3	in cases involving the challenge of decisions of the issuer's governance bodies, and in other disputes involving the issuer related to violations of corporate law	RUB thousand	0	0	0	
32	**Amount of claims upheld in court disputes involving the issuer as defendant:**	**RUB thousand**	**0**	**0**	**0**	
32.1	in cases involving claims against current or former members of the issuer's governance bodies	RUB thousand	0	0	0	
32.2	in cases involving the challenge of transactions under Articles 173.1 and 174 of the Civil Code of the Russian Federation	RUB thousand	0	0	0	
32.3	in cases involving the challenge of decisions of the issuer's governance bodies, and in other disputes involving the issuer and related to violations of corporate law	RUB thousand	0	0	0	
33	**Amount of fines imposed on the organisation and officers in connection with violations of corporate law and/or securities market law**	**RUB thousand**	**0**	**0**	**0**	

Recommendations of the RSPP Council on Non-Financial Reporting and Sustainability Indices and Ratings following the review of the Rostelecom Group's Sustainability Reports for 2022–2024 for public assurance purposes

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
1. Recommendations for the Report 2022	
1.1. The Report tracks certain sustainability performance indicators over three or more years, with commentary provided for some of them to explain the trends. It would be worth expanding this approach to cover more indicators and adding commentary throughout, which would give the reported disclosures greater analytical depth	Recommendations incorporated. Data in the Report primarily covers the past three years (2023–2025), while HR indicators are disclosed over the past five years (2021–2025)
1.2. Going forward, it is recommended to disclose quantitative and qualitative goals for each business segment for the reporting period, presenting results against these goals and reflecting medium-term targets.	Recommendations incorporated. The Company's qualitative and quantitative performance targets are reflected in its business strategy and in its strategic sustainability priorities Section 2.2. The Company's development strategy and strategic ESG priorities
1.3. The Report states that Rostelecom assesses ESG impacts along the value chain. Going forward, it is recommended to cover this activity in more detail in future reports and to disclose the approaches used by the Company to conduct impact assessments.	PJSC Rostelecom's Code of Supplier Business Ethics[1] defines mandatory ESG criteria for its counterparties in the following areas: • Product, work, and service quality • Environmental protection • Occupational health and safety • Protection of employee rights Section 3.4. Sustainable supply chain Recommendations will be more comprehensively addressed in future reporting periods
1.4. The Report contains information on the UN SDGs prioritised by the Company and on the activities undertaken to address specific tasks under individual goals. It is recommended to supplement this information with details of Rostelecom's contribution to the achievement of national development goals and the targets of relevant national projects, beyond its direct contribution to the Digital Economy national project	Recommendations incorporated. Section 2.3. Contribution to global and national development goals and national projects
1.5. Going forward, it is recommended to provide specific information on the Company's responses to demands from key stakeholder groups and on how they are incorporated into management decisions	Recommendations incorporated. Section 2.4. Stakeholder engagement Section 7.1. About the Report
1.6. Going forward, it is recommended to enhance disclosures on workplaces for special needs employees and measures to adapt such employees to Rostelecom's working environment and corporate culture	Recommendations incorporated. Section 5.4. Equal opportunities and employee rights.
1.7. Going forward, it is recommended to include disclosures on the Company's position on the climate agenda as well as its assessment of climate risks and mitigation measures in future reporting cycles	Recommendations partially incorporated. The Company includes potential climate-related risks in its risk register. Climate risk assessment is not currently carried out. The Company plans to address this topic in the future. Section 3.3. Risk management system

[1] The Code is publicly available.

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
1.8. When disclosing the Company's contribution to local community development, it is recommended to provide more details on the goals and objectives of these projects, key activities, stakeholder engagement, and specific outcomes achieved, including long-term social impacts on local communities and approaches to performance evaluation	Recommendations incorporated. Rostelecom reports on the impacts of its social projects. Section 4.3. Supporting our regions of operation Section 4.4. Together towards equality: digital and social initiatives
2. Recommendations for the Report 2023	
2.1. A recommendation to disclose quantitative targets across all key sustainability focus areas, which would place the reported disclosures in a broader strategic context	Recommendations partially incorporated. Quantitative targets have been defined for some strategic sustainability areas, while qualitative goals are provided for the remaining areas. Section 2.2. The Company's development strategy and strategic ESG priorities
2.2. The Report contains information on the Company's strategic goals, with specific results presented for some of them. Going forward, it would be beneficial to include information on progress against all stated goals, based on data on results achieved in the reporting year.	Towards the end of 2025, Rostelecom approved its new 2026–2030 Development Strategy. The Company will address these recommendations when preparing sustainability reports for future reporting periods. Section 2.2. The Company's development strategy and strategic ESG priorities

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
2.3. The Report's disclosures reflect the contribution the Company's core business makes to addressing the country's socio-economic development challenges. In future reports, it would be beneficial to also provide a consolidated view of this information, which is currently spread across different sections of the Report. This would allow stakeholders to gain a fuller understanding of the scale of this contribution. The approach applied by the Company to reflect Rostelecom's contribution to achieving the UN SDGs could also be used for this purpose	Recommendations incorporated. Section 2.3. Contribution to global and national development goals and national projects
2.4. Going forward, it is recommended to give more attention in future reporting cycles to topics such as responsible procurement (in particular, ESG impact assessment in the supply chain) and biodiversity. It is also recommended to ensure alignment between the stated and actual disclosure of information regarding the incorporation of stakeholder recommendations on the content of the Report	Recommendations incorporated. Section 2.3. Contribution to global and national development goals and national projects Section 3.4. Sustainable supply chain Section 6.6. Area improvements and biodiversity conservation

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
2.5. The Report notes the digitalisation of occupational health and safety and injury monitoring, mentioning projects such as the Digital Worker platform and industrial digital outsourcing in occupational health and safety. Going forward, it is recommended to highlight the positive impacts of these projects in future reports	Recommendations partially incorporated. Section 5.9. Occupational health and safety
2.6. In future reports, it would be advisable to provide more colour about the Company's position on the climate agenda and the impact of its activities on reducing climate-related risks. The recommendation to include information on climate risk assessment and on mitigation and prevention measures in future reports remains relevant	Recommendations partially incorporated. The Company includes potential climate-related risks in its risk register. Climate risk assessment is not currently carried out. The Company plans to address this topic in the future. Section 3.3. Risk management system
2.7. The Report provides extensive coverage of the Company's main areas of charitable activity and significant projects, noting that a procedure is in place to evaluate the effectiveness of these efforts. Going forward, it would be useful to disclose the criteria and procedures for such evaluation as well as its results	Recommendations partially incorporated. Rostelecom reports on the impacts of its social projects. Section 4.3. Supporting our regions of operation Section 4.4. Together towards equality: digital and social initiatives The disclosure of criteria for selecting projects for implementation will be considered in the preparation of future reports.

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
2.8. Going forward, it is recommended to disclose more broadly about the Board of Directors' role in sustainability management and to supplement the data on the number of matters considered by the Board with details on the content of those matters relating to sustainability	Recommendations incorporated. Section 2.1. Sustainability management system Section 3.1. Corporate governance structure
2.9. The Report states that the Company is currently developing a sustainability policy, its key corporate guidance document in this area. The adoption and publication of this policy, as well as the inclusion of key information on its contents in future reports, would further contribute to improving reporting quality	The Company will consider these recommendations going forward
3. Recommendations for the Report 2024	
3.1. Expand disclosure around the role of the board of directors in sustainability management Going forward, it is recommended to include information in future reports on matters considered and decisions taken by the Board of Directors relating to various sustainability aspects and ESG management	Recommendations incorporated. Section 2.1. Sustainability management system Section 3.1. Corporate governance structure

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
3.2. It would be useful to accompany a number of the indicators presented in the Report with industry averages for the same metrics in the telecom sector. In particular, this applies to indicators such as remuneration levels, employee turnover, and others. Going forward, it would also be beneficial to provide commentary on any material changes in metrics during the reporting period and the factors driving these changes. For example, the Report notes a significant increase in labour productivity indicator during the reporting year	Recommendations partially incorporated. This Report includes commentary on material changes in indicators. Rostelecom will consider providing industry averages for a number of metrics in the telecom sector when preparing future sustainability reports.
3.3. A recommendation to disclose more information in future reports about the Company's position on the climate agenda and the impact of its activities on reducing risks associated with adapting to climate change. This information would be more complete if it included data on climate risk assessment and on mitigation and prevention measures	Recommendations partially incorporated. The Company includes potential climate-related risks in its risk register. Climate risk assessment is not currently carried out. The Company plans to address this topic in the future. Section 3.3. Risk management system
3.4. One of the key topics raised in supplier communications during the reporting period was fraudulent activity by third parties acting on behalf of the Company. Another concern involves the findings of an analysis of remuneration levels for men and women, which indicate pay disparities. It would be beneficial in future reports to supplement this information with details on how such incoming communications and identified violations are handled, and to report on decisions taken and the results of their implementation. It is recommended to take this into account when preparing future reports	The Company will consider these recommendations going forward

Recommendations of the RSPP Council	Incorporation of recommendations in PJSC Rostelecom's Sustainability Report 2025
3.5. Going forward, it would be beneficial to disclose more information about the responsible supply chain in future reporting cycles, including details on supplier responsibility assessments and the mechanisms used to monitor supplier compliance with the Company's requirements across various aspects of sustainability	PJSC Rostelecom's Code of Supplier Business Ethics[1] defines mandatory ESG criteria for its counterparties in the following areas: • Product, work, and service quality • Environmental protection • Occupational health and safety • Protection of employee rights Section 3.4. Sustainable supply chain Recommendations will be more comprehensively addressed in future reporting periods
3.6. Going forward, it is recommended to ensure a more balanced coverage of different aspects and material topics in future reporting cycles. For instance, considerable attention is given to a detailed description of the Company's digital services and products for customers, while certain aspects relating to human resources management or environmental protection are covered only briefly and generally, without detailed information for the reporting period	Recommendations incorporated. Section 5. Human resources development Section 6. Environmental impact
3.7. The Report provides detailed coverage of the Company's areas of philanthropic and charitable activity, significant projects, key initiatives in the reporting period, and the quantitative results achieved. Going forward, it would be beneficial to also include in future reports information on the procedure for selecting projects for support and/or projects implemented directly by the Company, the mechanisms for fund allocation, and the assessment of social impact, taking into account the long-term nature of several key projects	The disclosure of criteria for selecting projects for implementation will be considered in the preparation of future reports

[1] The Code is publicly available.

7.11 Glossary

4G	The fourth generation of mobile technology, based on the LTE standard, enabling high-speed wireless data transmission at speeds above 100 Mbps
ACRA	Analytical Credit Rating Agency
ACS	Access control systems
AI	Artificial intelligence
AIHR (Academy to Innovate HR)	International online academy and educational platform specialising in training and professional development for HR (human resources) professionals
AML/CFT/PWMD	Anti-money laundering, combating the financing of terrorism and proliferation of weapons of mass destruction
ANO	Autonomous non-profit organisation
API (Application Programming Interface)	Set of rules, protocols, and tools that enables software applications to communicate with each other
ARPU (Average Revenue Per Unit)	Average revenue per user
B2B	Business-to-business
B2C	Business-to-consumer
B2G	Business-to-government
B2O	Business-to-operator
BDD	Bridging the Digital Divide project
BI	Business intelligence
Big data	Large amounts of varied structured and unstructured data efficiently processed by horizontally scaled software tools
BRAS	Broadband remote access server
Broadband	Broadband internet access
CAGR	Compound annual growth rate
CAPEX	Capital expenditures for acquiring or upgrading non-current assets
CHI	Compulsory health insurance
CII	Critical information infrastructure
CIPR	Digitalisation of Industrial Russia forum
Cloud services	Provision of remote access to computing resources in data centres
COBIT 6	Framework created by ISACA for IT management and governance. COBIT 6 focuses on aligning IT-related processes with business goals while providing a structured approach to managing risks, resources, and productivity
COPD	Chronic Obstructive Pulmonary Disease
CR (Core Router)	High-performance router in the network core responsible for managing backbone data traffic between major nodes and regions
CR/RGR (Core/Regional Router)	Versatile platform capable of operating both as a regional core router and as an aggregation node, aggregating traffic from access networks before forwarding it to the backbone network
CRM (Customer Relationship Management)	Software for managing customer relationships and service delivery
CSAT (Customer Satisfaction Score)	Customer satisfaction score
CSR	Corporate social responsibility
Data centre	Data processing centre
DDoS (Distributed denial of service)	Attempt to make an online service unavailable by overwhelming it with traffic from multiple sources
DFIR	Digital forensics and incident response
Digital Economy	Digital Economy of the Russian Federation programme approved by the Russian Government's Instruction dated 28 July 2017

DLP system (Data Loss Prevention)	Class of hardware/software solutions designed to prevent leaks of confidential information from corporate IT infrastructure
DNS (Domain Name System)	Distributed system that translates human-readable domain names into numerical IP addresses required to establish network connections between devices
DWDM (Dense Wavelength Division Multiplexing)	Technology for multiplexing optical channels that increases data transmission capacity over fibre
ECD	External Communications and Corporate Social Responsibility Department
EGRN	Unified State Register of Immovable Property
eNPS (Employee Net Promoter Score)	Method to measure employee loyalty
Employee engagement	Emotional and intellectual commitment of employees to go above and beyond in doing their job
ESG	Environmental, social, and governance
ESM/ITSM (Enterprise Service Management and IT Service Management)	Class of software designed to automate service delivery and service support processes within an organisation, from IT to administrative functions
EVMIAS	Unified Departmental Medical Information and Analytical System
FMBA	Federal Biomedical Agency
FEED	Front-end engineering design
FOCL	Fibre-optic communication line
FSTEC	Federal Service for Technical and Export Control
FTTB (Fibre-to-Building)	Broadband network architecture using optical fibre to provide all or part of the local loop used for last mile telecommunications
Gamification	Application of gaming approaches that are widely used in computer games in non-game contexts to engage people in solving practical tasks and using products and services as well as to strengthen customer loyalty
GHG	Greenhouse gases
GIS	Geographic information systems
GOST (R)	State Standard (of the Russian Federation)
GPON (Gigabyte Passive Optical Network)	Passive optical network technology that provides a cost-efficient solution for broadband data transmission
GPRS	General Packet Radio Service
GPU	Graphics processing unit
GRI Standards (Global Reporting Initiative)	GRI Sustainability Reporting Guidelines offer an international standard for the preparation of voluntary sustainability reports by organisations
Hackathon	Event in which software developers collaborate to solve a problem
HIP	Hybrid integration platform
HoReCa (Hotel, Restaurant, Café/Catering)	Service sector encompassing the hospitality, services, and catering industries
HR (Human Resources)	The Company's human resources
HRM	Human resource management
HSE	Health, safety, and environment
IAU	Internal Audit Unit
ICC	Industrial competence centre
ICU	Internal Control Unit
IEC	International Electrotechnical Commission
IFRS	International Financial Reporting Standards
IGA	Identity Governance and Administration system

ILO	International Labour Organisation
INN	Taxpayer identification number
Internet of Things (IoT)	Global network of physical devices (“things”) that are connected to the internet, equipped with sensors, and capable of transferring data
IP	Internet protocol
IP/MPLS (Multiprotocol Label Switching)	Routing technique in high-performance telecommunications networks that directs data from one node to the next based on short path labels rather than long network addresses, thus avoiding complex lookups in a routing table
IPTV	System for delivering TV services using the internet protocol suite over a packet-switched network such as a local area network or the internet
IQHR	Intelligent IT system for recruitment
ISO	International Organization for Standardization
Issuer	Entity or individual issuing securities to support and finance their business
IT	Information technology
Jump host	Secure intermediate server used for centralised and controlled access to other systems within a protected network
KPI	Key performance indicator
Last mile	Final leg of the telecommunications networks that delivers telecommunications services to retail end users
Legacy systems	Outdated software, IT systems, or hardware that continue to be used despite the availability of more modern alternatives. Such systems are often decades old but remain critical to business operations
LIS	Laboratory Information System
LMS (Learning Management System)	Software app for administering remote learning courses
LTIFR	Lost time injury frequency rate
LTV	Lifetime value
M&A (Mergers and Acquisitions)	Transactions involving the combination, acquisition, or reorganisation of companies to build greater scale, expand market share, capture synergies, or diversify
Management	Top-grade managers who have subordinates and other managers supervising at least one subordinate
MED	Ministry of Economic Development
MLOps	Machine learning operations
MOEX	Moscow Exchange
MPMN	Modern and Promising Mobile Networks
MSW	Municipal solid waste
MVNO (Mobile Virtual Network Operator)	Telecommunications operator that does not own the mobile network infrastructure over which it provides services to its customers under its own brand
NCIT	New communication internet technologies
NCR	National Credit Ratings
Neurogate	Dedicated portal bringing together the neural networks required for work
NIST Cybersecurity Framework	Cybersecurity framework developed by the US National Institute of Standards and Technology (NIST). It helps organisations manage cybersecurity risks through five core functions: identify, protect, detect, respond, and recover
NPF	Non-government pension fund
NPO	Non-profit organisation
NPS (Net Promoter Score)	Index reflecting consumer loyalty to a product or company (likelihood to recommend) and used to gauge repurchase intent
O2O	Rostelecom’s operator-to-operator project aimed to offer network infrastructure support, operation, and development services to other operators

OGRN	Principal State Registration Number
OHS	Occupational health and safety
OHMS	Occupational health management system
OIBDA	Operating income before depreciation and amortisation (an evaluation metric)
OKVED	Russian Classification of Economic Activities code
OLT	Optical line terminal
OPEX	Operating expenses
OTT (Over the Top)	Delivery of video signals from a content provider directly to a user's device over the internet bypassing an operator
PAM (Privileged Access Management systems)	Solutions designed to control, monitor, and restrict access rights to critical systems and data to authorised users only
Pay TV	Subscription-based television services provided by both analogue and digital cable and satellite television networks as well as via digital terrestrial and internet television
PBX	Private branch exchange
PDP	Personal data processing server. Used when identifying users on various platforms, in particular via the Public Services Portal
Phishing	Type of online scam aimed to deceive users into revealing their confidential data (logins and passwords)
PMS (Property Management System)	Specialised software for automating operations in hotels, hostels, apartments, and other tourist accommodation establishments
PPE	Personal protective equipment
PUE	Power usage effectiveness
Random coffee	Informal online meeting.
R&D	Research and development
Regions of operation	Regions where the organisation has production facilities and key employees
RMS	Risk management system
RPS	Rostelecom's production system
RSMB Corporation	Russian Small and Medium Business Corporation
RSPP	Russian Union of Industrialists and Entrepreneurs
RTT	Rostelecom Travel Tech
SASB	Sustainability Accounting Standards Board
SDN	Single Data Network project
SDT	Single Digital Technician app
Service bus	Middleware used to integrate heterogeneous applications and solutions within a single IT infrastructure
SEO (Search Engine Optimisation)	Set of on-site and off-site measures aimed at improving a website's search engine rankings and attracting free organic traffic
Shoplifting	Petty, concealed theft of goods from retail stores, often motivated by thrill-seeking, entertainment, or ideological reasons
SIEM (Security Information and Event Management)	Class of software solutions for the centralised collection, storage, and analysis of information security incidents from multiple IT infrastructure sources, including networks, servers, and applications
SIS	State information system
Smart City	Project aimed at making Russian cities more competitive, improving the efficiency of city management, and creating a safe and comfortable environment for urban residents
Smart Home	High-tech solution for integrating diverse household systems under artificial intelligence control
SME	Small and medium-sized enterprise

SOAR (Security Orchestration, Automation, and Response)	System for coordinating, orchestrating, automating, and responding to cyberincidents, aimed to improve the effectiveness of incident response
SOC (Security Operations Centre)	Cybersecurity monitoring and management centre responsible for preventing, detecting, and responding to cyberthreats
SSID (Service Set Identifier)	Unique identifier of a Wi-Fi network used to distinguish it from other networks
Stakeholder	Individual, group, or entity that can be affected by the Company and/or that can affect the Company
Subscriber	An individual or an entity with a valid contract who has used any service entailing data traffic, a subscription fee, or a service charge in the past six months
Sustainability	Societal development that meets the needs of the present generations without compromising the ability of future generations to meet their own needs
SWG	Secure web gateway
TEA NEXT	New Trans-Eurasian Fibre-Optic Communication Line
UBS	Unified Biometric System
UDP	Unified Digital Platform
UEDMS	Unified Electronic Document Management System
UFRIP	Unified Federal Register of Insured Persons
UI/UX	User interface / user experience
UN SDGs	The 17 Sustainable Development Goals and 169 targets that all members of the United Nations agreed to achieve by 2030
URIS	Unified Radiology Information Service
USE	Unified State Examination
USHIS	Unified State Healthcare Information System
USIEC	Unified System of Interdepartmental Electronic Cooperation
VDI	Virtual desktop infrastructure
VHI	Voluntary health insurance
Virtual PBX	A service offered by IP telephony operators, which allows replacing traditional on-premise telephony hardware
VK	VKontakte social network
VoIP	Voice over Internet Protocol
VoLTE (Voice over LTE)	Technology enabling voice calls to be made over a 4G data network with high-definition sound (HD Voice), near-instant connection (within 1–2 seconds), and uninterrupted internet access during calls
VoWiFi (Voice over Wi-Fi)	Technology enabling voice calls to be made over Wi-Fi networks instead of a mobile operator's network
VPN/IP VPN (Virtual Private Network)	Virtual private network for expanding a dedicated network through a public network (the internet), enabling desktops to send and receive data via a shared or public network as if the desktop was directly connected to the private network, while taking advantage of the public network functionality, security policy and management capabilities
Wi-Fi	Technology for wireless local area data transmission
xDSL	Digital subscriber lines
Yaga	Project management software and a task manager, part of the Lukomorye IT product system

7.12 Membership of associations

GRI 2-28

Name	Date of admission	Type of membership
Association for Educational, Scientific, and Business Collaboration Between Educational Institutions, Businesses, and Organisations in the Telecommunications Industry Sodeystviye	1992	Member
Региональное содружество в области связи (РСС)	1997	Member
International Telecommunication Union (ITU)	1999	Member of the ITU Telecommunication Standardisation Sector
Self-Regulatory Organisation – The Interregional Industry Employers' Association the Union of InfoComm Design Engineers ProjektSvyazTelekom	2011	Member
Russian Institute of Directors	2011	Member
Innovation and R&D Directors Club (iR&Dclub)	2012	Member
National Association of Procurement Institutions	2012	Member
National Radio Association	2012	Member
Public-Government Association of Electronic Document Communications	2013	Member
Media Communication Union	2014	Member
Association of Cable TV of Russia (ACTR)	2014	Member
International Cable Protection Committee (ICPC)	2014	Member

Name	Date of admission	Type of membership
Anti-Corruption Charter of Russian Business	2014	Signatory
National Association of Contact Centers (NACC)	2015	Member
Industry IoT Consortium	2015	Member
Russian Association for Electronic Communications (RAEC)	2015	Member
Construction Association (Association of Self-Regulatory Organisations)	2017	Member
Autonomous Nonprofit Organisation Digital Economy	2017	Member
Russian Union of Industrialists and Entrepreneurs (RSPP)	2017	Member
Internet of Things Association (IOTAS)	2018	Member
TM Forum	2018	Member
ITW Global Leaders' Forum (GLF)	2019	Member
Big Data Association	2019	Member
SRO Association CENTRIZYSKANIYA	2019	Member
Competition Experts Association (CEA)	2021	Member
Innovative Engineering Center	2023	Member
Russian-Chinese Business Council (RCBC)	2024	Member

7.13 Sustainability Report feedback form

Dear Reader,

You have just read Rostelecom Group's Sustainability Report 2025.

We strive to maintain the most transparent and honest dialogue with all stakeholders, and we would be grateful for your responses to a few simple questions below to help us improve the Company's reporting quality.

Which stakeholder group are you in?

- ☐ Shareholder
- ☐ Investor
- ☐ Employee
- ☐ Partner / contractor / supplier
- ☐ Customer
- ☐ Government authority representative
- ☐ NGO / local community member
- ☐ Environmental organisation member
- ☐ Mass media member
- ☐ Academic / expert community member
- ☐ Other group: _____

2. Which information included in the Report was of most interest to you?

_____

3. Which information did you find the least interesting?

_____

4. Which topics of interest to you are missing from the Report?

_____

6. How can we improve?

_____

7. Other comments and suggestions for the Report:

_____

If you would like us to respond to your comments, please leave your contact details:

Name _____

Organisation _____

Position _____

Phone / e-mail _____

1. Did the Report provide you with meaningful information on the issues you are concerned with?

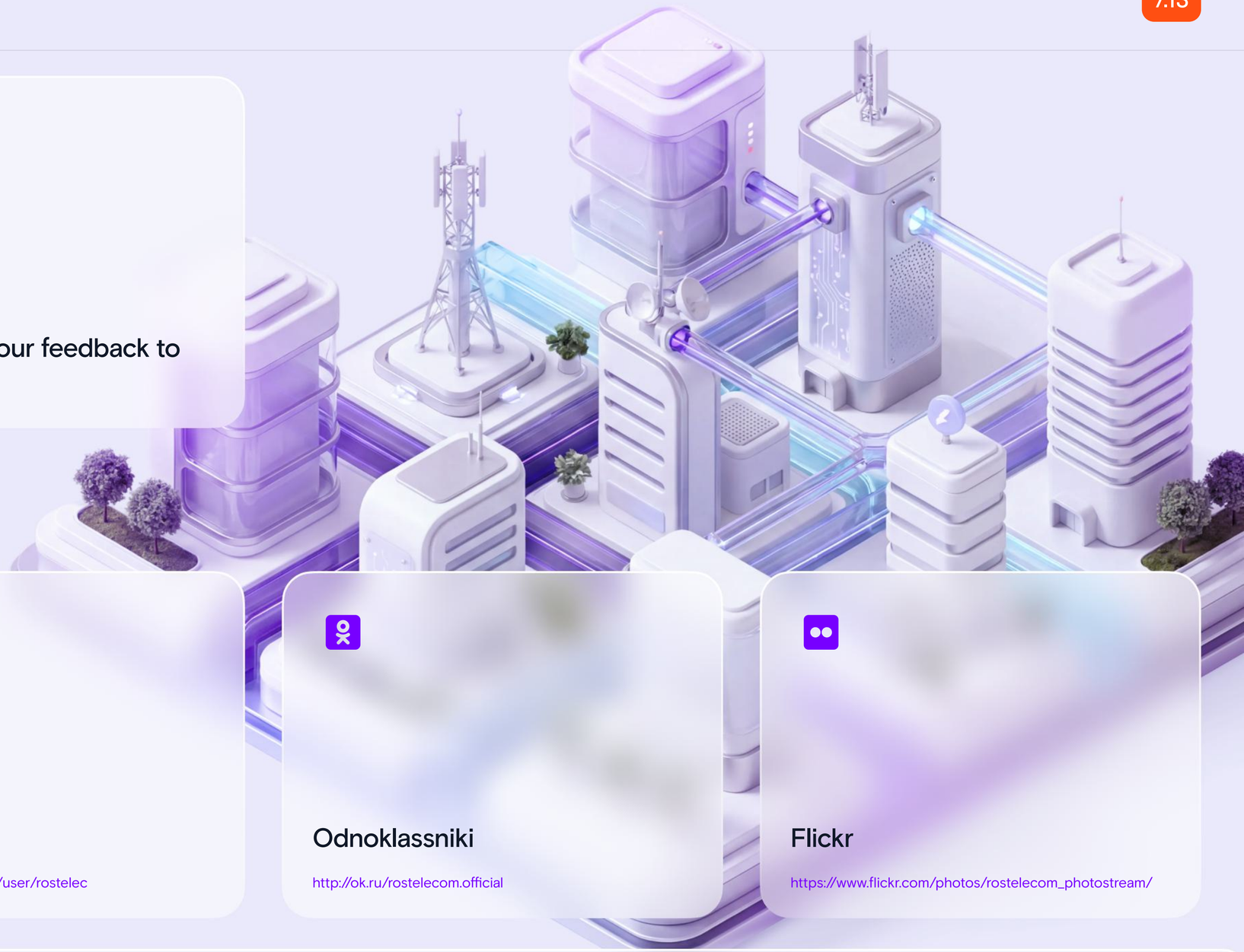
- ☐ Yes, fully
- ☐ Yes, partially
- ☐ No
- ☐ I have just skimmed the Report

5. Please assess this Report against the following criteria:

	excellent	good	satisfactory	poor	not sure
Overall impression	☐	☐	☐	☐	☐
Completeness of the information you are interested in	☐	☐	☐	☐	☐
Accuracy and objectivity of information	☐	☐	☐	☐	☐
Clarity and ease of understanding	☐	☐	☐	☐	☐
Structure and convenience of information search	☐	☐	☐	☐	☐
Appearance and design	☐	☐	☐	☐	☐

THANK YOU FOR YOUR FEEDBACK!

For the digital version of the feedback form, please use this QR code:



Rostelecom's website

company.rt.ru/en/

Please send your feedback to

csr@rt.ru

Мы в социальных сетях:

VKontakte

https://vk.com/rostelecom

YouTube

https://www.youtube.com/user/rostelec

Odnoklassniki

http://ok.ru/rostelecom.official

Flickr

https://www.flickr.com/photos/rostelecom_photostream/

7.14 Contact details

Full company name

Public Joint Stock Company Rostelecom

Abbreviated name

PJSC Rostelecom

State registration certificate number and date

Initial state registration details:
Certificate No. 021.833 dated 23 September 1993

Legal entity registration details

Certificate of entry into the Unified State Register of Legal Entities of an entity registered before 1 July 2002 (OGRN 1027700198767), series 77, No. 004891969 dated 9 September 2002

Location

Saint Petersburg, Russian Federation

Legal address

14A Sinopskaya Embankment, intra-city territory of the Smolninskoye Municipal District, Saint Petersburg, 191167, Russian Federation

Postal address

30 Goncharnaya St., Moscow, 115172, Russian Federation

Type of economic activity

Russian Classification of Economic Activities (OKVED)
code 61.10 – telecommunications services

Headquarters

8 800 200 0033 (toll-free)
+7 499 999 8283
Fax: +7 499 999 8222

Corporate Secretary

+7 499 999 8283
rtkm@rt.ru

Website

www.company.rt.ru

External Communications and Corporate Social Responsibility Department

+7 499 999 8283
pr@rt.ru

Investor Relations and Sustainable Business Development Department

+7 499 995 9780
ir@rt.ru

Hotline for shareholders

8 800 100 1666 (toll-free)

Corporate Governance Department

+7 499 995 9840
rtkm@rt.ru

Company Office

Корпоративный центр
115172, г. Москва, ул. Гончарная, д. 30, стр. 1