










## \\ List of ESG-related investor questions

	Does the company have an environmental policy?	<b>p. 124</b>
	Does the company disclose its CO2 emissions via CDP?	<b>p. 131</b>
	Has the company had any breaches of environmental standards?	<b>p. 126</b>
	Has the company paid any fines to government authorities in the past five years for any failure to comply with environmental laws?	<b>p. 126</b>
	Does the company have a social policy?	<b>p. 84</b>
	What channels are available to employees to raise concerns about dubious business practices and/or unsafe workplace conditions?	<b>p. 48</b>
	Does the Board of Directors consider ESG factors in its discussions and activities?	<b>p. 42</b>
	Do the Audit Committee and the Remuneration and Nomination Committee of the Board of Directors consist only of independent directors?	<b>p. 42</b>
	Does the company have an anti-corruption policy and/or a compliance system?	<b>p. 46</b>

In addition to the Annual Report, presentations summarizing progress under CSR programs are sent out to the Company shareholders in preparation for the Annual General Shareholders' Meeting. This contributes to better alignment of values between management and investors.

## DIVIDEND POLICY

On March 21, 2019, MTS's Board of Directors approved the new dividend policy for 2019–2021, according to which the Company committed to a dividend payout of at least RUB 28.0 per ordinary share (RUB 56.0 per ADR) per calendar year.

Under the new dividend policy, payments will be made on a semi-annual basis, with a full-year dividend payment for the preceding year and payment of interim dividend for the first half of the current year. In determining the payout level, MTS will consider a number of factors, including cash flow from operations, capital expenditures and the Company's debt position.

In addition to regular payments under the dividend policy, the Company may further increase shareholder returns through a share buyback program in the open

market. When making a decision on the launch and size of a buyback program, the Board of Directors will take into account the current availability of funds, operating performance, amount of debt and future cash requirements of the Company, as well as the overall market situation.



Full text  
of the dividend policy

## \\ Total dividends paid<sup>1</sup> (RUB)

Item	2017	2018	2019
Total dividends paid, RUB bn	52.00	52.00	57.30
Dividends paid per ordinary share	26.00	26.00	28.66
Dividends paid per ADR	52.00	52.00	57.32

<sup>1</sup> The total includes dividends on treasury shares and may differ from the net cash dividend flow as reflected in our corporate financial statements.