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TCS Group Holding PLC announces expansion of its long-term management incentive and retention plan

Moscow, Russia - 2 February 2017. TCS Group Holding PLC (TCS LI) (the 'Group'), Russia's leading provider of online retail financial services, including Tinkoff Bank and Tinkoff Insurance, announces that its Board of Directors on 1 February 2017 approved the expansion of its long-term management incentive and retention plan (MLTIP) as follows:

- an increase in the number of participants from the current 51 to 69 with effect from 31 March 2017 and to over 80 with effect from 31 March 2018 and making awards to these new participants,
- an increase of awards to certain existing participants playing a key role in the Group's growth.

Awards to new joiners and an increase of awards to existing participants will represent in aggregate up to 1.5% of the current issued share capital of the Group which increases the total size of MLTIP pool to 5.6% of the Group's current share capital.

The aim of the expansion, as the Group continues to grow the scale and scope of its operations, is to ensure that the interests of its broader management team are closely aligned with the interests of shareholders to grow the Group's value.

The Board of Directors proposes to put on the agenda of the AGM scheduled for 29 May 2017 in Limassol resolutions connected with implementing the expansion of MLTIP.

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About the Group

TCS Group Holding PLC is an innovative provider of online retail financial services operating in Russia through a high-tech branchless platform. The Group has also developed a 'smart courier' network covering almost all cities and towns in Russia which allows next day delivery to many customers.

Tinkoff Bank's product range includes credit, debit and prepaid cards, deposits, co-branded cards, agent-based mortgage products and investment services. With its special focus on mobile, the bank offers mobile applications both for its customer base (Mobile Bank) and beyond it (Traffic Fines, MoneyTalk, Card 2 Card instant money transfers).

As per its five-year strategy, the Group has the ambition to become a financial marketplace, offering both own brand and partner products.

As at 1 November 2016, the bank was the second largest player in the Russian credit card market, with a market share of 9.9%. The Group's 9M 2016 IFRS net income amounted to RUB 7.3 bn.

In October 2016 Tinkoff Bank was named the largest independent global direct bank by Frost & Sullivan. In 2015 and 2016, the Global Finance magazine named Tinkoff Bank as the Best Consumer Digital Bank in Russia. In 2016, the bank also won Global Finance's Best Integrated Consumer Bank Site award and was named the Best Digital Bank in the CEE by Euromoney. The bank's mobile application was recognised as the best in Russia by Marksw Webb Rank & Report for three consecutive years in 2014, 2015 and 2016, and by Deloitte for four consecutive years from 2013 to 2016.

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