

Q4 and FY 2020 Financial Results

Supplementary Slides

March 18, 2021



Important Notice

This presentation, and the accompanying oral presentation, contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this presentation, and the accompanying oral presentation, that do not relate to matters of historical fact should be considered forward-looking statements, including, without limitation, statements regarding our expected financial performance and operational performance for the fiscal year ending December 31, 2021, as well as statements that include the words “expect,” “intend,” “plan,” “believe,” “project,” “forecast,” “estimate,” “may,” “should,” “anticipate” and similar statements of a future or forward-looking nature. These forward-looking statements are based on management’s current expectations. Actual results may differ materially from the results predicted or implied by such statements, and our reported results should not be considered as an indication of future performance. The potential risks and uncertainties that could cause actual results to differ from the results predicted or implied by such statements include, among others, significant competition in our markets, our ability to maintain and enhance our brand, our ability to improve our user experience and product offerings, our ability to respond to industry developments, our reliance on Russian Internet infrastructure, macroeconomic and global geopolitical developments affecting the Russian economy or our business, including coronavirus changes in the political, legal and/or regulatory environment, privacy and data protection concerns and our need to expend capital to accommodate the growth of the business, as well as those risks and uncertainties included under the caption “Risk Factors” in our final prospectus in connection with our Annual Report on Form 20-F for the year ended December 31, 2019 as such factors may be updated from time to time in our other filings with the U.S. Securities and Exchange Commission (“SEC”), which is on file with the SEC and is available on the SEC website at www.sec.gov. In addition, we operate in a very competitive and rapidly changing environment. New risks emerge from time to time. It is not possible for our management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements that we may make. In light of these risks, uncertainties and assumptions, the forward-looking events and circumstances discussed in this presentation are inherently uncertain and may not occur, and actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements. Accordingly, you should not rely upon forward-looking statements as predictions of future events. In addition, the forward-looking statements made in this presentation relate only to events or information as of the date on which the statements are made in this presentation. Except as required by law, we undertake no obligation to update or revise publicly any forward-looking statements, whether as a result of new information, future events or otherwise, after the date on which the statements are made or to reflect the occurrence of unanticipated events. Unless otherwise indicated, information contained in this presentation concerning our industry, competitive position and the markets in which we operate is based on information from independent industry and research organizations, other third-party sources and management estimates. Management estimates are derived from publicly available information released by independent industry analysts and other third-party sources, as well as data from our internal research and are based on assumptions made by us upon reviewing such data, and our experience in, and knowledge of, such industry and markets, which we believe to be reasonable. In addition, projections, assumptions and estimates of the future performance of the industry in which we operate and our future performance are necessarily subject to uncertainty and risk due to a variety of factors, including those described above. These and other factors could cause results to differ materially from those expressed in the estimates made by independent parties and by us.

This presentation includes certain financial measures not presented in accordance with the International Financial Reporting Standards (“IFRS”) including but not limited to, Adjusted EBITDA, Adjusted EBITDA Margin, ARPC, Net Working Capital, Capex, Adjusted Net Income and Net Debt / Adjusted EBITDA. These financial measures are not measures of financial performance in accordance with IFRS and may exclude items that are significant in understanding and assessing our financial results. Therefore, these measures should not be considered in isolation or as an alternative to loss after tax, revenue, gross profit or other measures of profitability, liquidity or performance under IFRS. You should be aware that our presentation of these measures may not be comparable to similarly-titled measures used by other companies, which may be defined and calculated differently. See the appendix for a reconciliation of these non-IFRS measures to the most directly comparable IFRS measure.

Certain figures in this presentation may not recalculate exactly due to rounding. This is because percentages and/or figures contained herein are calculated based on actual numbers and not the rounded numbers presented.



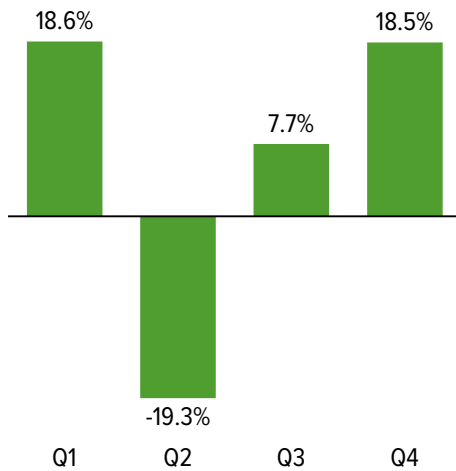
2020 at a glance



Rapid Recovery post Lockdown and Strategy Acceleration

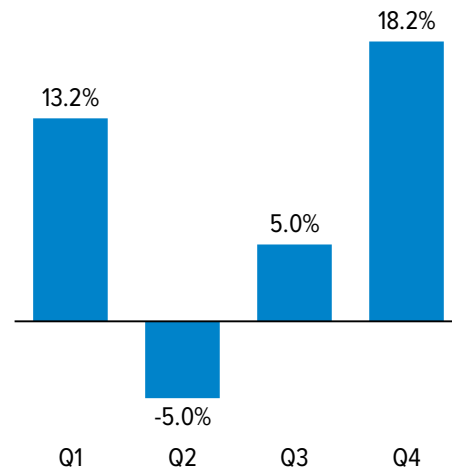
Revenue Recovery

2020 revenue growth
% year-over-year



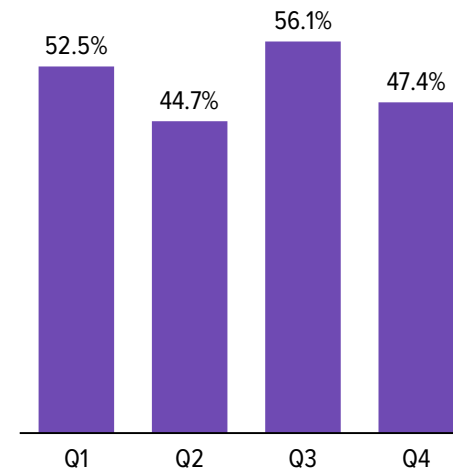
Monetization Enhancement

Moscow and St. Petersburg KA ARPC growth
% year-over-year



Sustainable Profitability

2020 Adj. EBITDA margin¹
% of revenue



Market Consolidation

zarplata.ru



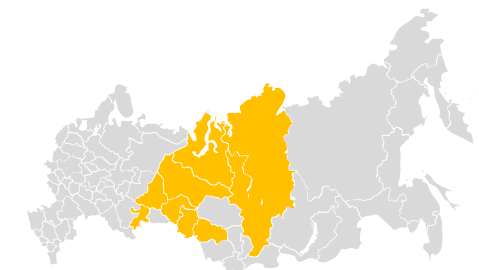
Blue Collars



Russian Regions



SMA



Source: Company Data

1) Adjusted EBITDA margin is a non-IFRS measure. See appendix for a reconciliation to the nearest comparable IFRS measure.

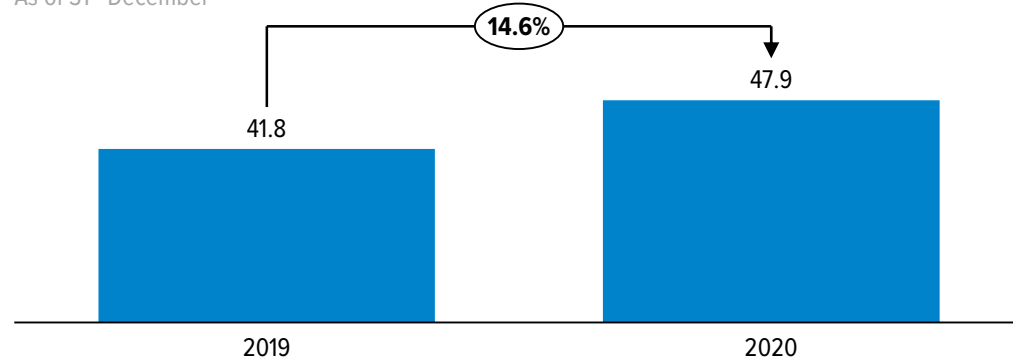


Strong Performance Across all Key Operating Metrics

Candidate Activity

Total CV Database

As of 31st December

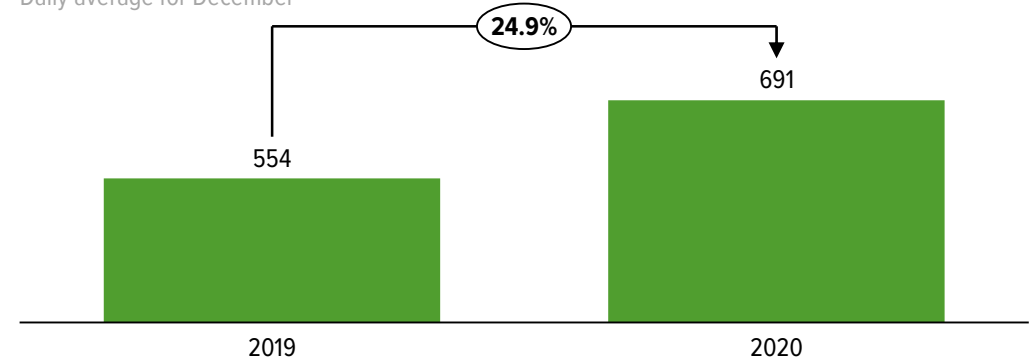


Source: Company data

Employer Activity

Job Postings on the Platform

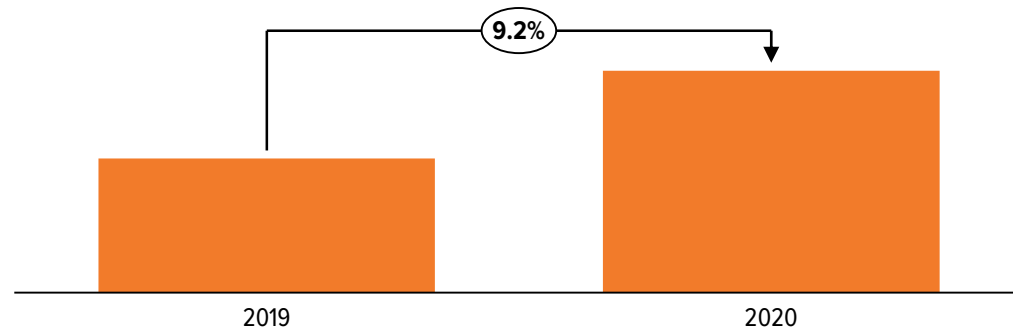
Daily average for December



Source: Company data

Candidate Applications

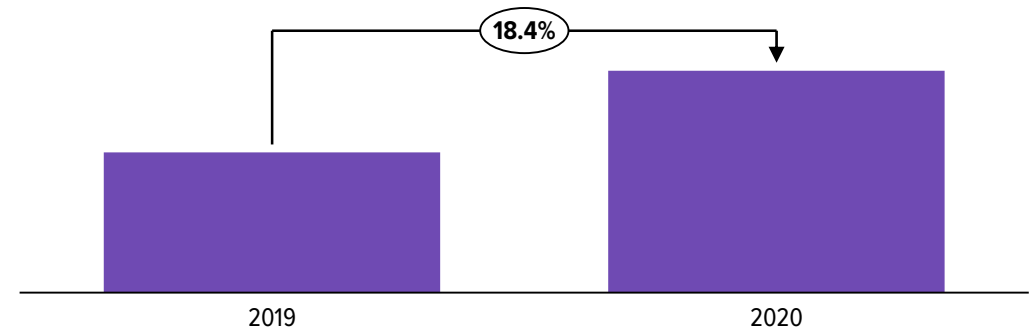
Daily average for December



Source: Company data

Interview Invitations

Daily average for December



Source: Company data

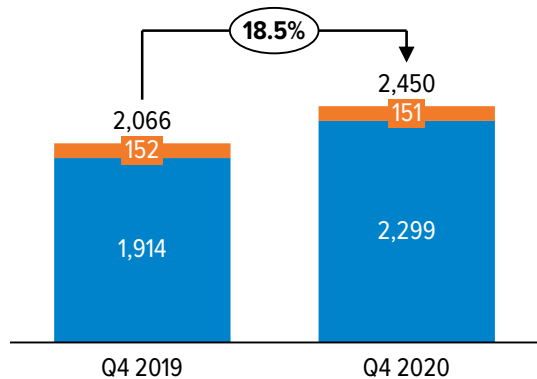
Key Financial Highlights in Q4 and FY 2020

Q4 2020

FY 2020

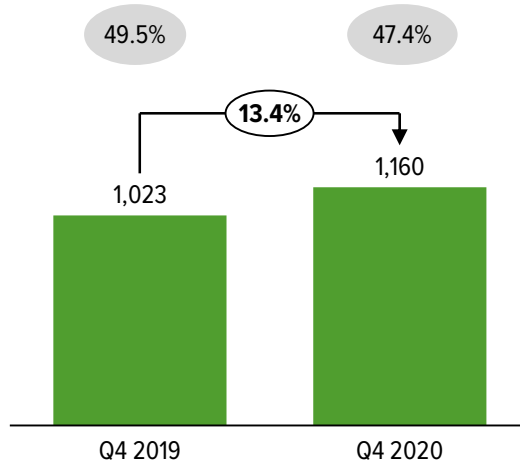
Revenue

RUB mm



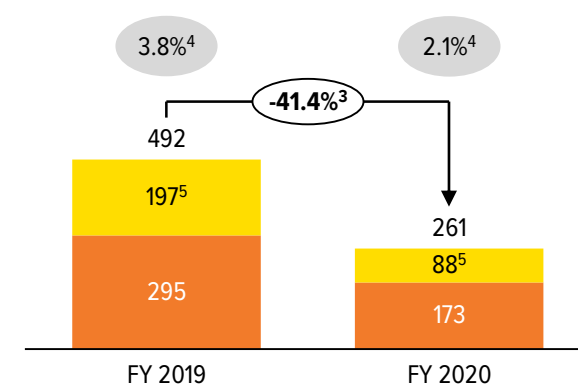
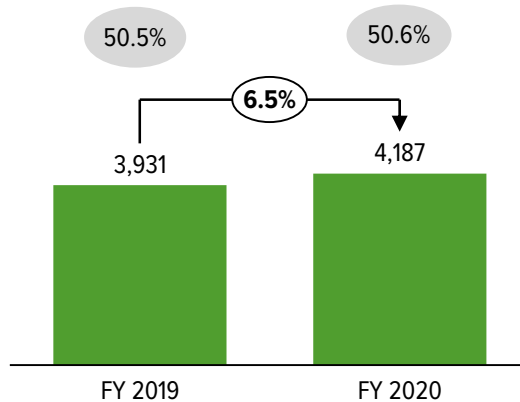
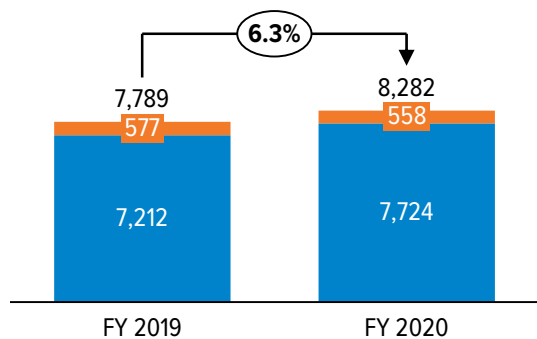
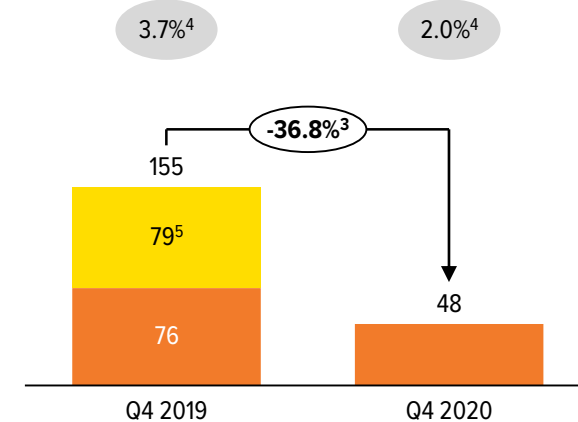
Adjusted EBITDA¹

RUB mm



CAPEX²

RUB mm



Russia Other Segments

Adjusted EBITDA Margin, %

One-off items

As % of Revenue⁴, %

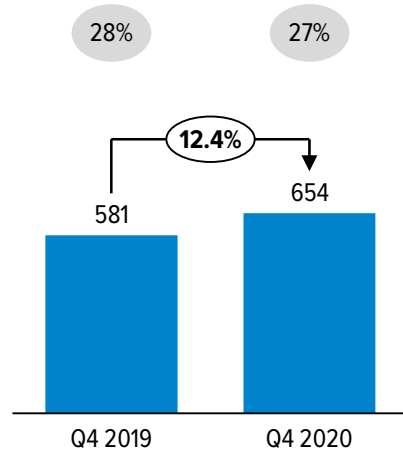
1) Adjusted EBITDA and Adjusted EBITDA margin are non-IFRS measure. See appendix for a reconciliation to the nearest comparable IFRS measure
 2) Capital expenditures ("CAPEX") consist of property and equipment additions, capitalized R&D and other additions of intangible assets.

3) Capex growth excluding one-off effects in 2019 and 2020
 4) Capex as % of revenue excluding one-off effects in 2019 and 2020
 5) Office renovation costs

Revenue by Product Type

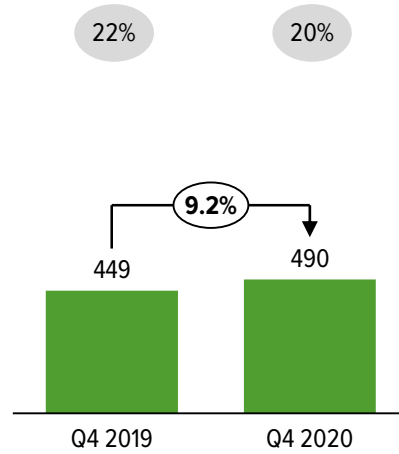
Bundled Subscriptions

RUB mm



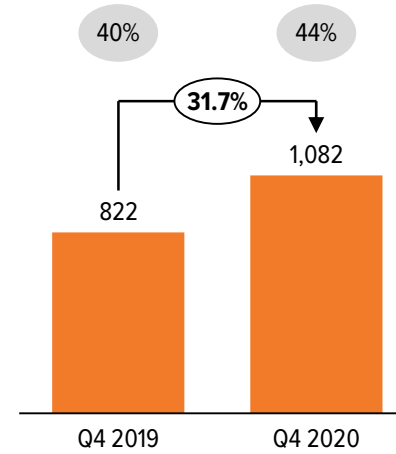
CV Database Access

RUB mm



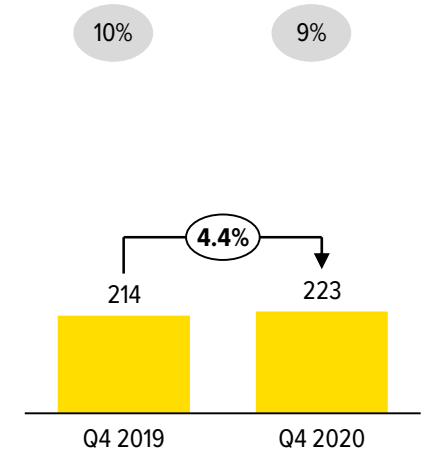
Job Postings

RUB mm



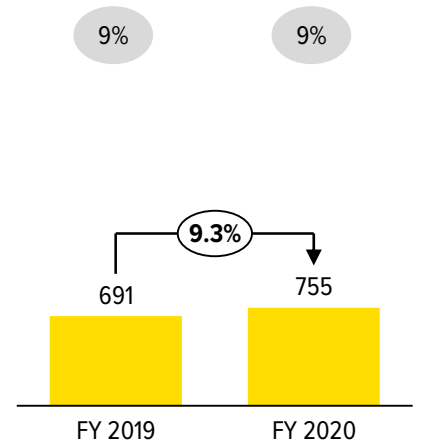
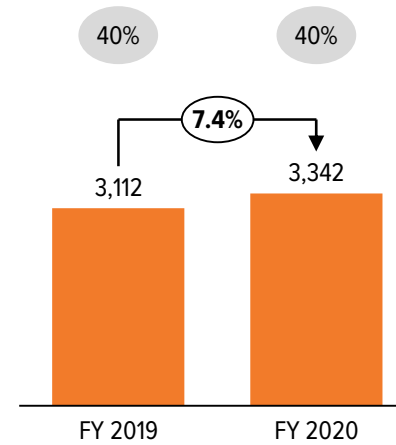
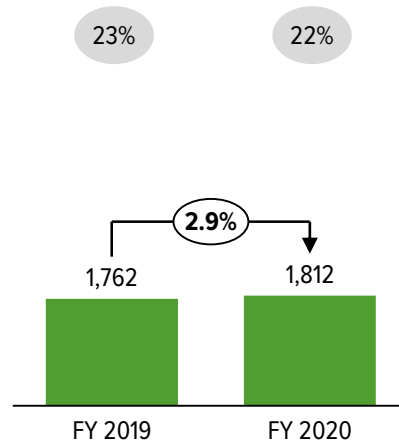
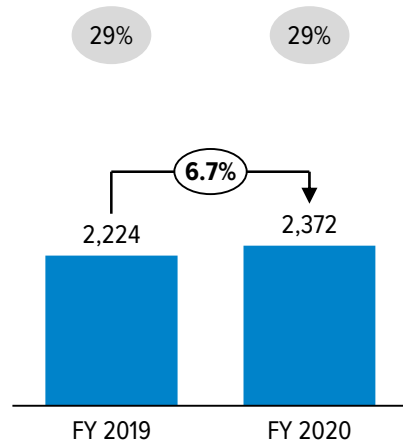
Other VAS

RUB mm



Q4 2020

FY 2020



Share in revenue, %

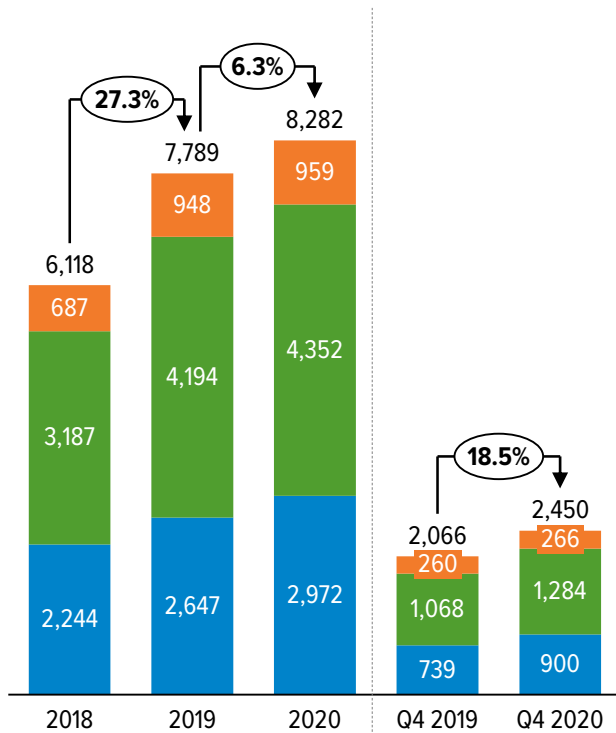


Customer Base Growth

Resumed revenue growth in both client categories

Revenue by Type of Customer

RUB mm



Change, %
Q4 '19-20 2019-2020

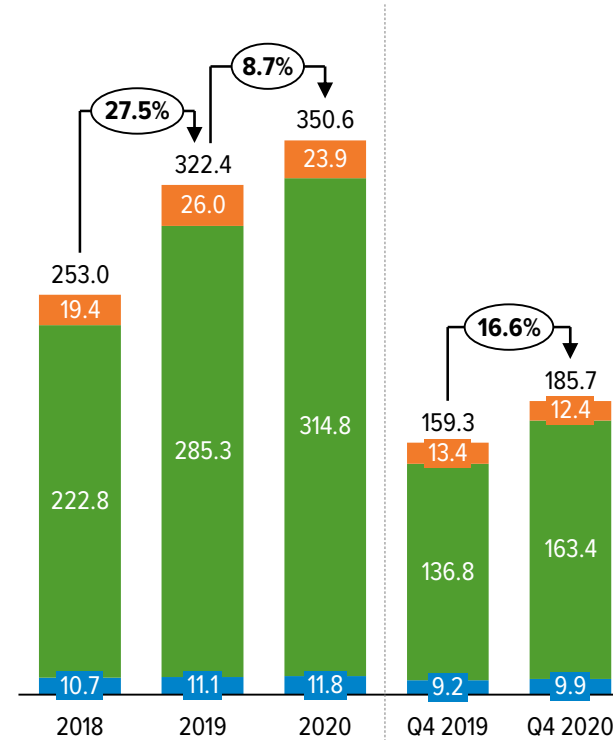
2% 1%

20% 4%

22% 12%

Customer Base by Type of Customer

Number of Paying Customers, '000



Change, %
Q4 '19-20 2019-2020

-7% -8%

20% 10%

8% 6%

■ Key Accounts ■ Small & Medium Accounts ■ Other¹

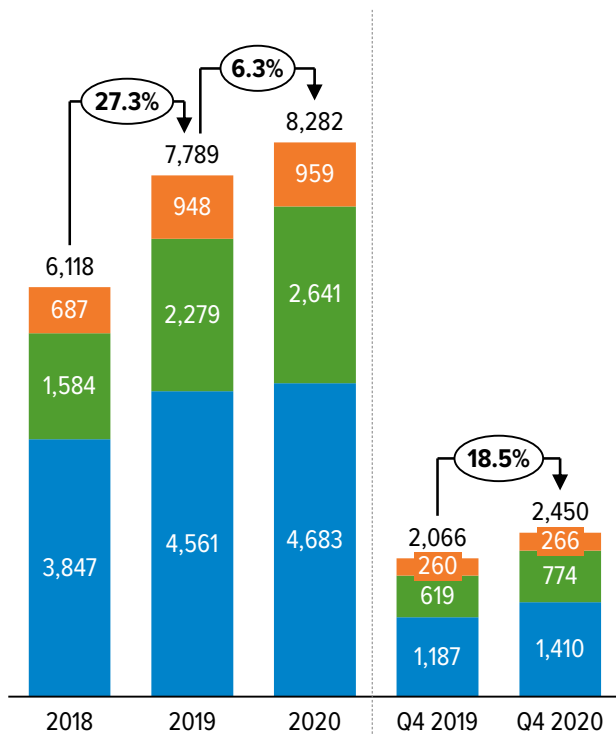
1) Other includes foreign customers in Russia, other customers and other segments

Customer Base Growth (cont'd)

Resumed revenue growth in both geographical divisions

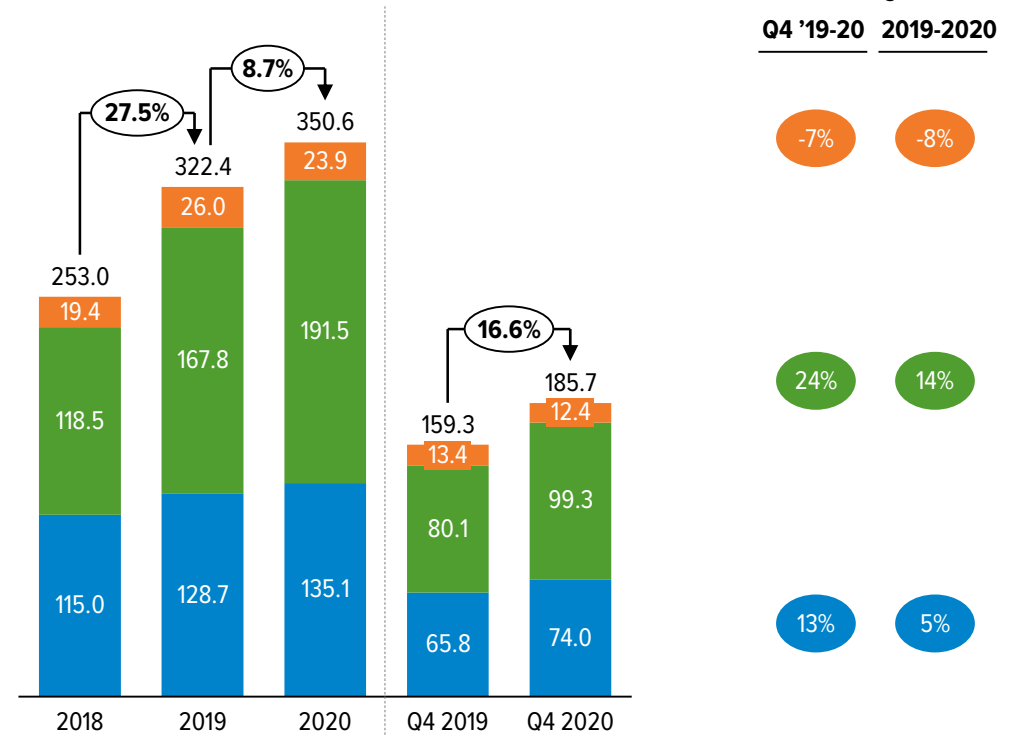
Revenue by Geography

RUB mm



Customer Base by Geography

Number of Paying Customers, '000



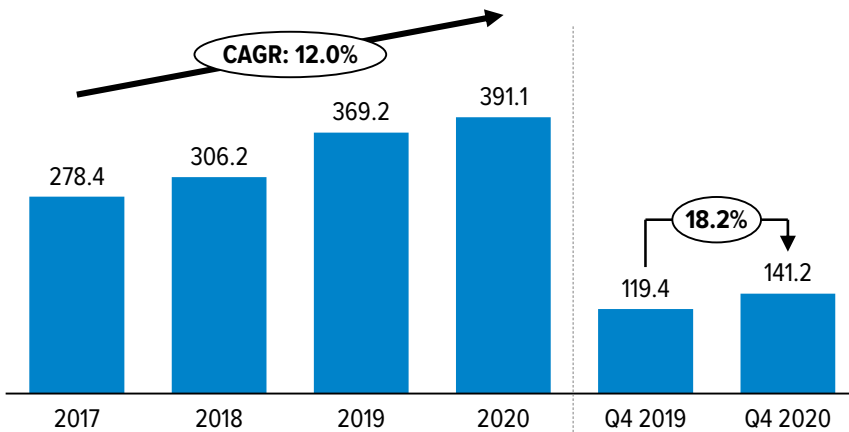
■ Moscow & St. Petersburg ■ Other Regions of Russia ■ Other¹

1) Other includes foreign customers in Russia, other customers and other segments

ARPC Development

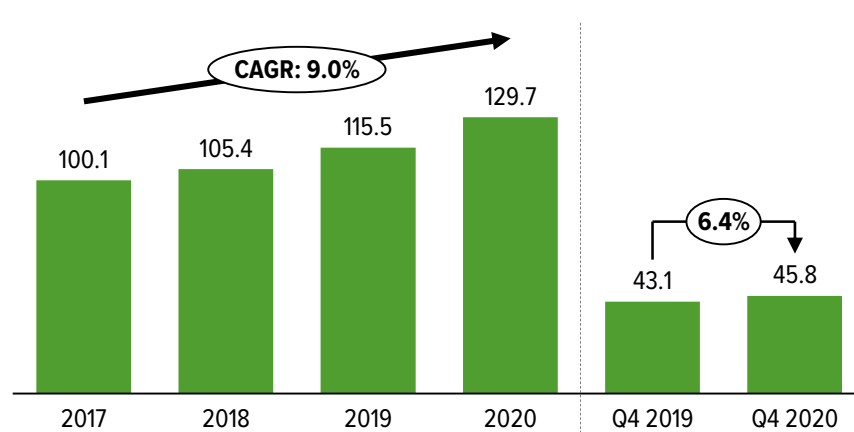
Moscow & St. Petersburg

RUB'000



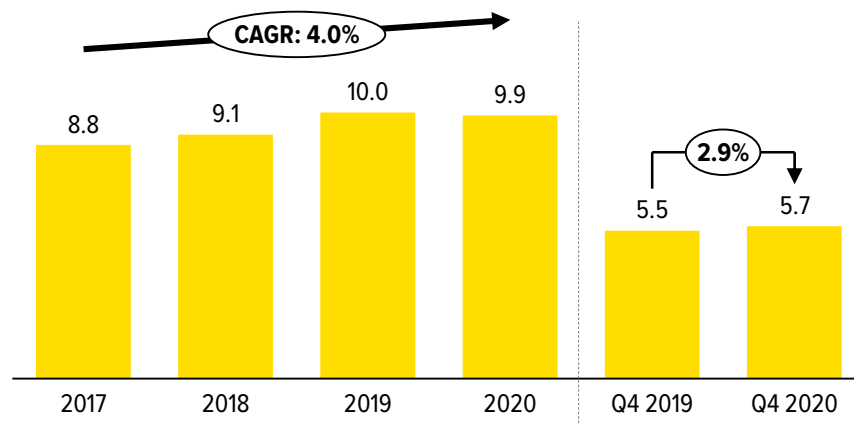
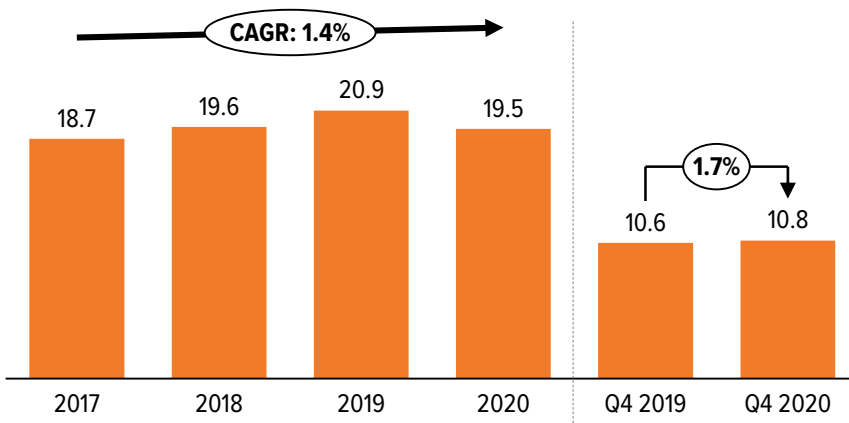
Russian Regions

RUB'000



Key Accounts ARPC

Small and Medium Accounts ARPC



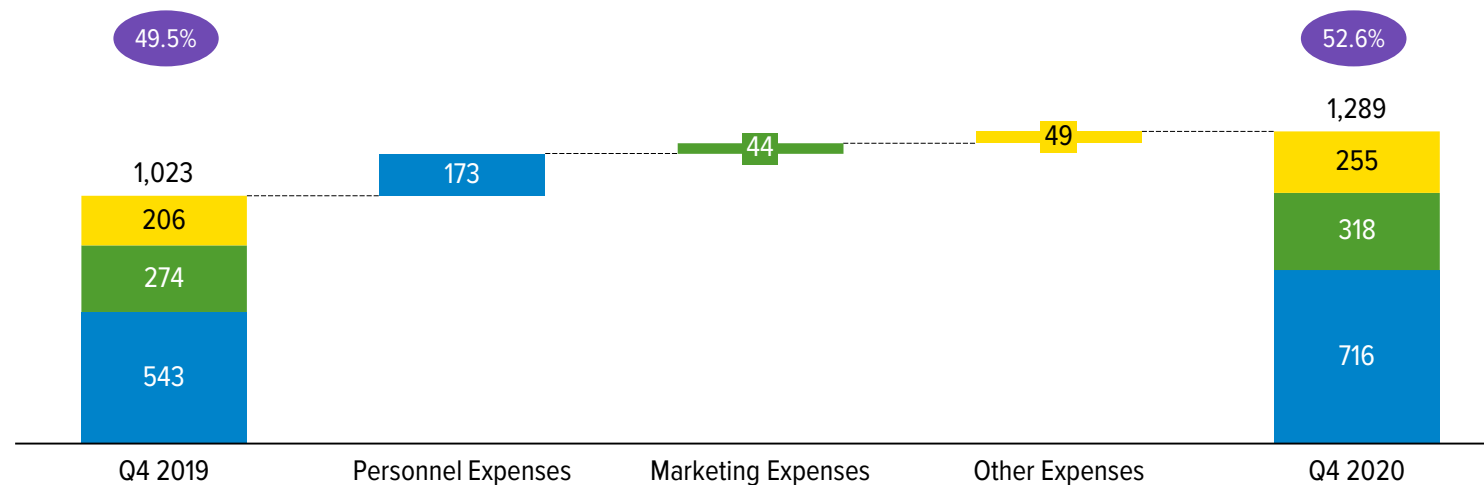
Operating Costs

Operating Expenses Dynamics¹

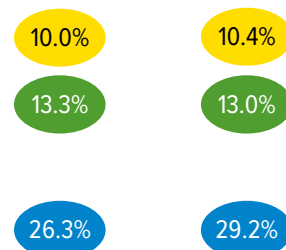
RUB mm

As % of Revenue

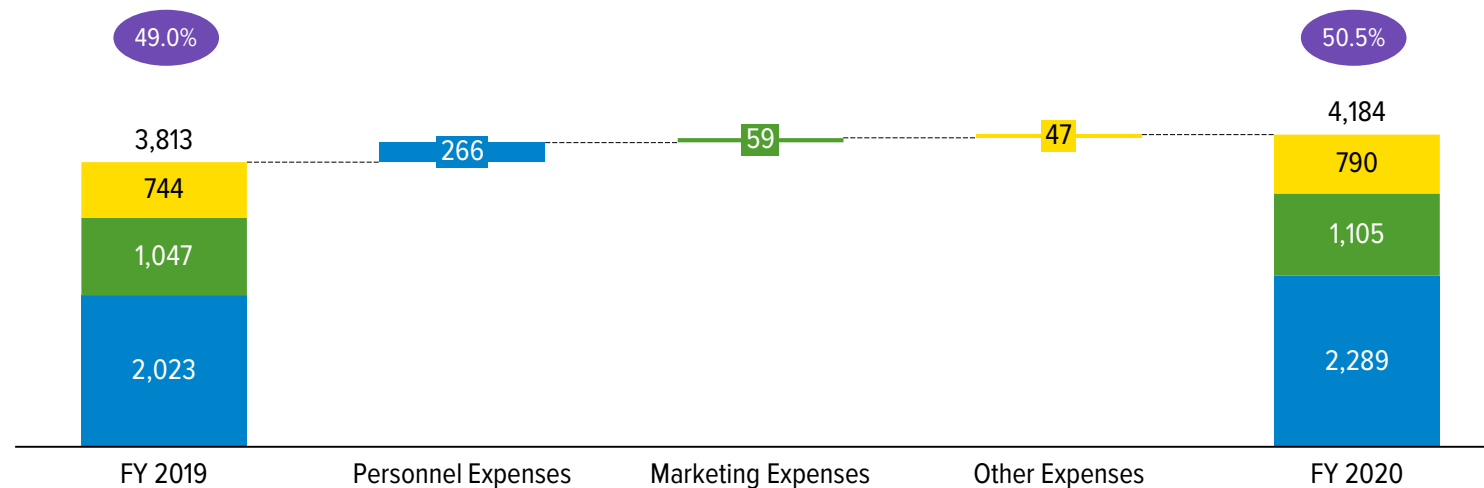
Q4 2020



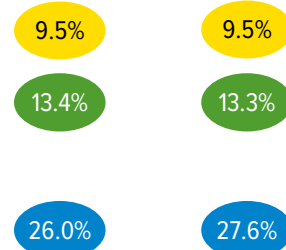
Q4 2019 Q4 2020



FY 2020



FY 2019 FY 2020



■ Personnel Expenses
 ■ Marketing Expenses
 ■ Other Expenses²
 ● Operating Expenses excl. one-offs³ as % of Revenue

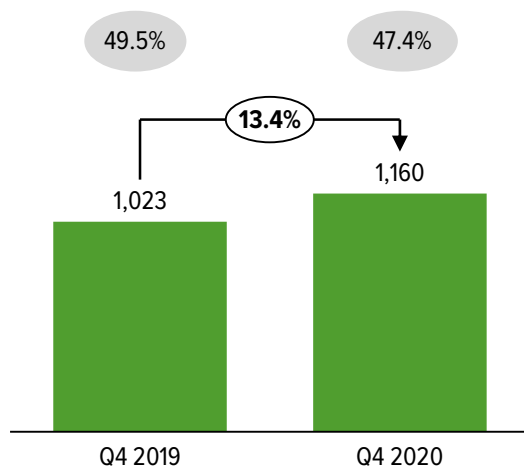


1) Exclusive of depreciation and amortization, Equity-settled awards, including related social taxes, IPO and SPO related costs, costs, related to acquisition of Zarplata, Insurance cover related to IPO and One-off litigation settlements and legal costs
 2) Including office rent and maintenance, professional fees, subcontractor and other costs related to provision of services, hosting and other website maintenance, insurance services and other operating expenses

Adjusted EBITDA and Other Cash Flow Items

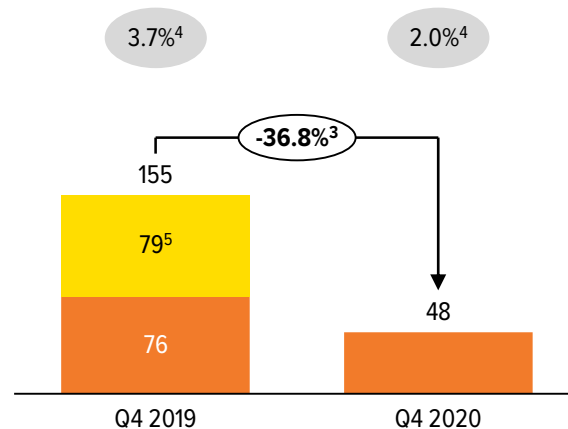
Adjusted EBITDA¹

RUB mm



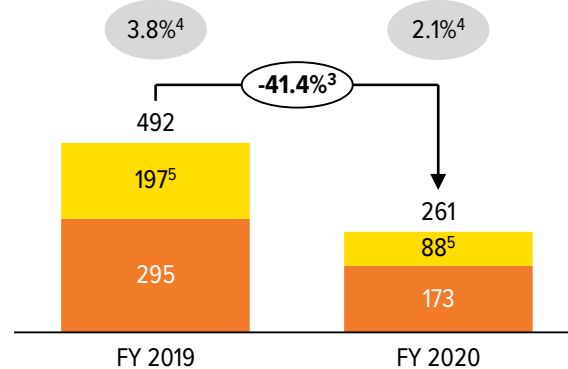
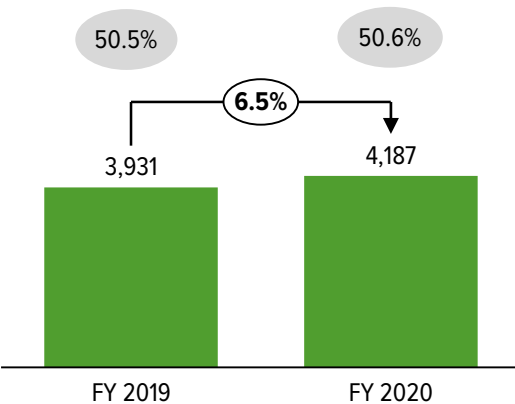
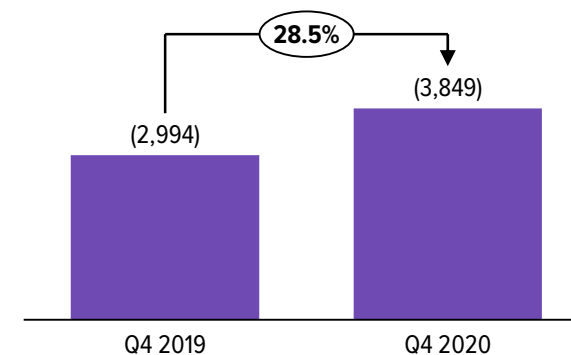
CAPEX²

RUB mm



Net Working Capital⁶

RUB mm



Adjusted EBITDA Margin, %

One-off items

As % of Revenue⁴, %

Q4 2020

FY 2020

1) Adjusted EBITDA and Adjusted EBITDA margin are non-IFRS measure. See appendix for a reconciliation to the nearest comparable IFRS measure
 2) Capital expenditures ("CAPEX") consist of property and equipment additions, capitalized R&D and other additions of intangible assets.
 3) Capex growth excluding one-off effects in 2019 and 2020

4) Capex as % of revenue excluding one-off effects in 2019 and 2020

5) Office renovation costs

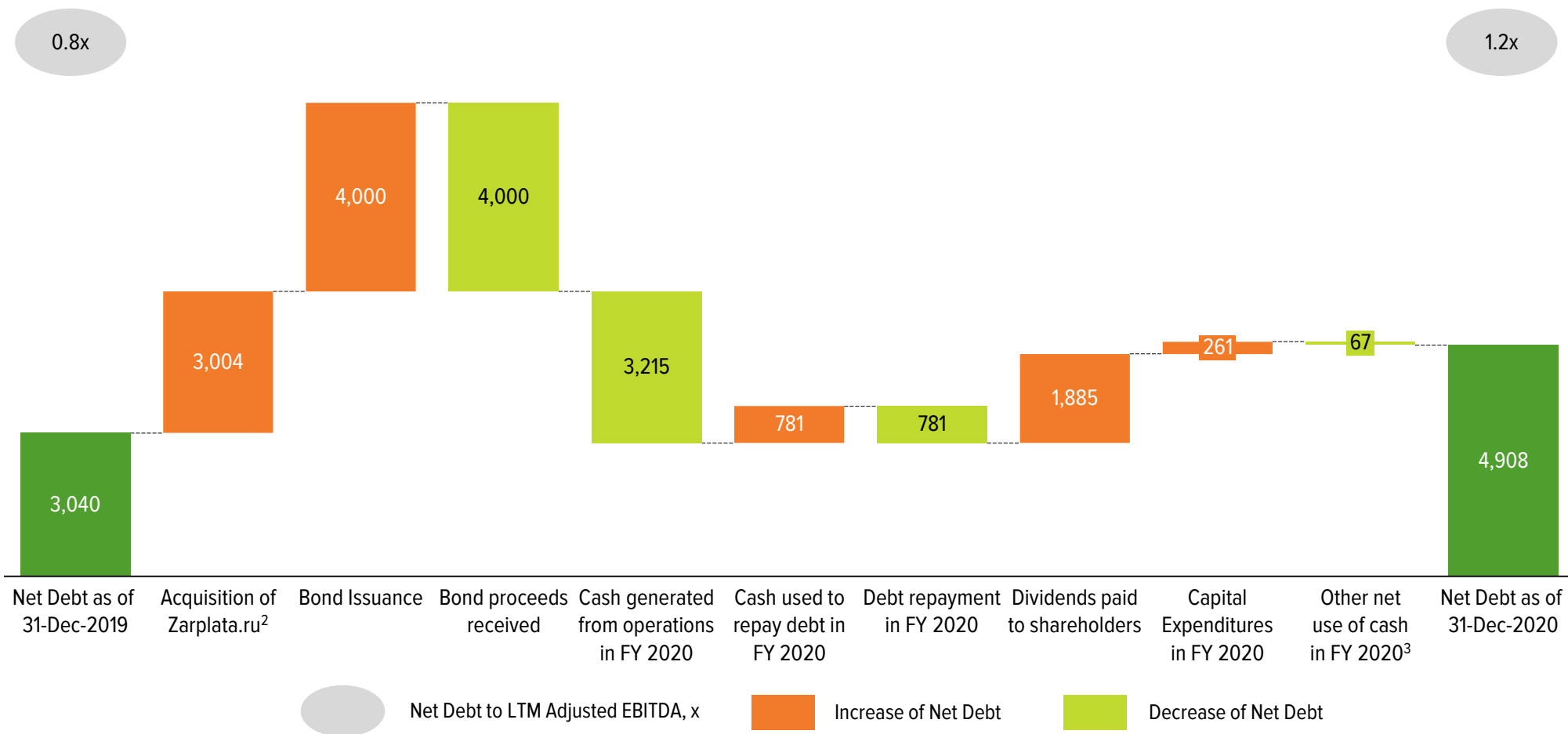
6) Net Working Capital calculated as trade and other receivables plus prepaid expenses less contract liabilities less trade and other payables. Net Working Capital is non-IFRS financial measure. See "Use of Non-IFRS Financial Measures" elsewhere in this presentation for a description of these measure and a reconciliation to the nearest IFRS measure.

Financial Leverage

Net Debt¹ to Adjusted EBITDA ratio¹ has increased from 0.8x as of 2019 YE to 1.2x as of 2020 YE on the back of bond issuance to acquire Zarplata.ru

Leverage Dynamics

RUB mm

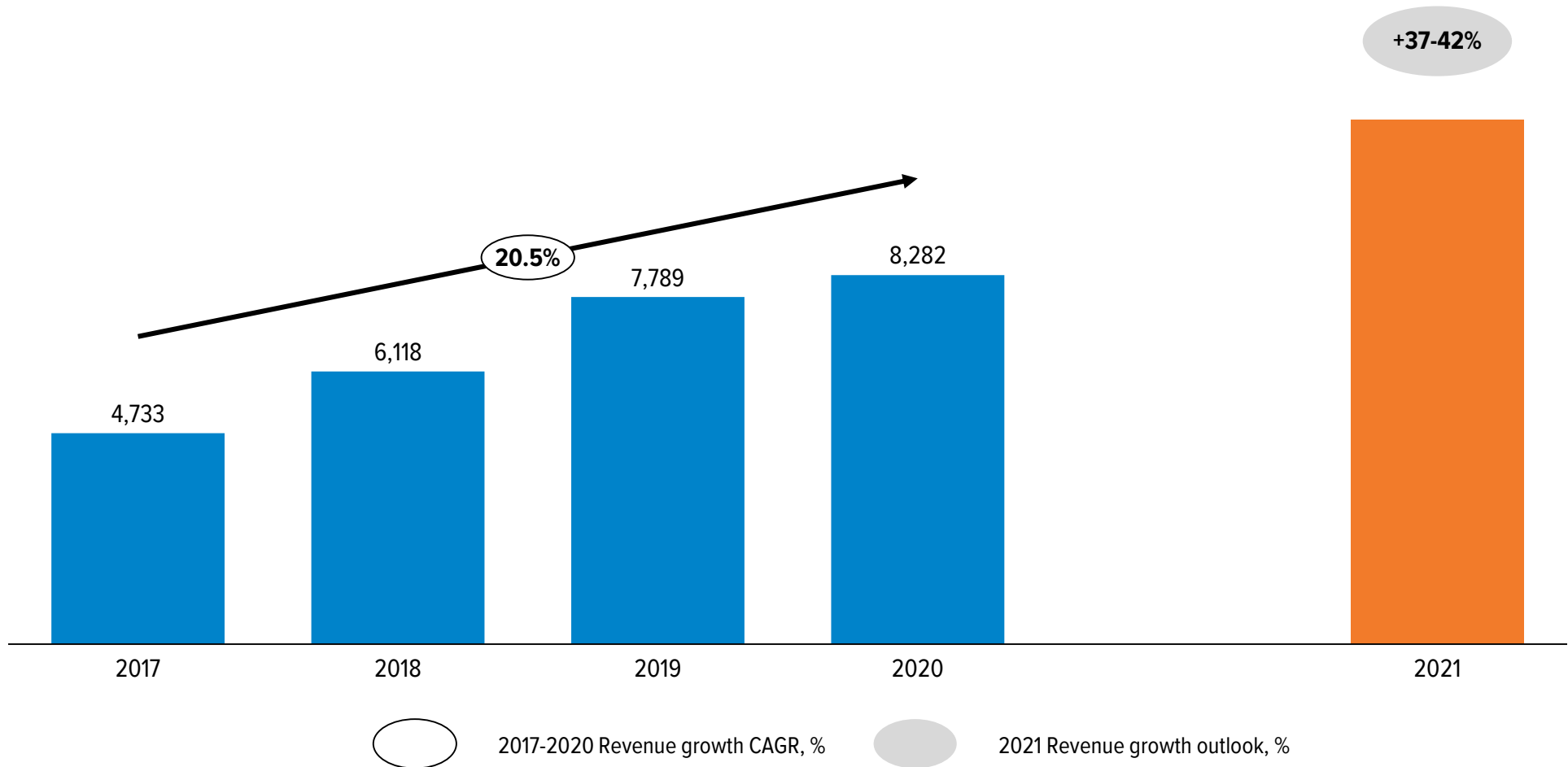


1) Net Debt and Net Debt to Adjusted EBITDA Ratio, adj. EBITDA on twelve months basis are non-IFRS financial measures. See "Use of Non-IFRS Financial Measures" elsewhere in this presentation for a description of these measures and a reconciliation to the nearest IFRS measure.

2) Net of cash acquired

3) Including, inter alia, effect of forex on cash

Revenue Growth Outlook for 2021



Our guidance for FY 2021 reflects our current view, based on the trends we see in the beginning of the year, assumes no new material acquisitions or disposals and does not take into account any impact stemming from the Covid-19 pandemic, as it is not possible to assess what, if any, impact these may have on our operations at this time.

Appendix

Income Statement

| in thousands of RUB | Q4 2019 | Q4 2020 | FY 2019 | FY 2020 |
|---|------------------|------------------|------------------|------------------|
| Revenue | 2,066,358 | 2,449,662 | 7,788,741 | 8,282,107 |
| <i>growth, y-o-y</i> | 22.8% | 18.6% | 27.3% | 6.3% |
| Operating costs and expenses (exclusive of depreciation and amortization) | (1,143,120) | (1,418,798) | (4,300,263) | (4,691,302) |
| <i>as % of revenue</i> | -55.3% | -57.9% | -55.2% | -56.6% |
| Personnel Expenses | (605,016) | (808,344) | (2,234,309) | (2,579,958) |
| <i>as % of revenue</i> | -29.3% | -33.0% | -28.7% | -31.2% |
| Marketing Expenses | (274,274) | (318,219) | (1,046,678) | (1,105,247) |
| <i>as % of revenue</i> | -13.3% | -13.0% | -13.4% | -13.3% |
| Other Operating Expenses | (263,830) | (292,235) | (1,019,276) | (1,006,097) |
| <i>as % of revenue</i> | -12.8% | -11.9% | -13.1% | -12.1% |
| Depreciation and amortization | (177,786) | (195,061) | (683,317) | (750,558) |
| <i>as % of revenue</i> | -8.6% | -8.0% | -8.8% | -9.1% |
| Operating income | 745,452 | 835,803 | 2,805,161 | 2,840,249 |
| Finance income | 19,041 | 25,316 | 76,764 | 59,329 |
| Finance costs | (133,120) | (97,902) | (603,280) | (409,545) |
| Other income | 10,309 | 13,761 | 23,853 | 47,715 |
| Net foreign exchange loss | (21,778) | (1,443) | (46,508) | 83,030 |
| Share of loss of equity-accounted investees (net of income tax) | (21,958) | (10,404) | (30,542) | (49,181) |
| Profit before income tax | 597,946 | 765,131 | 2,225,448 | 2,571,597 |
| Income tax expense | (101,504) | (115,326) | (644,422) | (685,772) |
| <i>Effective tax rate</i> | 17.0% | 15.1% | 29.0% | 26.7% |
| Net income for the period | 496,442 | 649,805 | 1,581,026 | 1,885,826 |

Adjusted EBITDA and Adjusted Net Income

Reconciliation of EBITDA and Adjusted EBITDA to Net Income

| in thousands of RUB | Q4 2019 | Q4 2020 | FY 2019 | FY 2020 |
|--|------------------|------------------|------------------|------------------|
| Net income | 496,442 | 649,805 | 1,581,026 | 1,885,825 |
| <i>Add the effect of:</i> | | | | |
| Income tax expense | 101,504 | 115,326 | 644,422 | 685,772 |
| Net interest costs | 114,079 | 72,586 | 526,516 | 350,216 |
| Depreciation and amortization | 177,786 | 195,061 | 683,317 | 750,558 |
| EBITDA | 889,811 | 1,032,778 | 3,435,281 | 3,672,371 |
| <i>Add the effect of:</i> | | | | |
| Equity-settled awards, including social taxes | 61,891 | 82,323 | 178,953 | 249,286 |
| IPO-related costs | 1,990 | - | 190,284 | - |
| Insurance cover related to IPO | 38,175 | - | 100,048 | 54,772 |
| Income from depository | (8,551) | (12,476) | (22,095) | (41,617) |
| SPO-related costs | - | 12,779 | - | 151,087 |
| Transaction costs related to business combinations | - | 34,275 | - | 51,665 |
| One-off litigation settlements and legal costs | 17,734 | - | 17,734 | - |
| Share of loss of equity-accounted investees | 21,958 | 10,404 | 30,542 | 49,181 |
| Adjusted EBITDA | 1,023,008 | 1,160,083 | 3,930,747 | 4,186,745 |

Reconciliation of Adjusted Net Income to Net Income

| in thousands of RUB | Q4 2019 | Q4 2020 | FY 2019 | FY 2020 |
|--|----------------|----------------|------------------|------------------|
| Net income | 496,442 | 649,805 | 1,581,026 | 1,885,825 |
| <i>Add the effect of:</i> | | | | |
| Equity-settled awards, including social taxes | 61,891 | 82,323 | 178,953 | 249,286 |
| IPO-related costs | 1,990 | - | 190,284 | - |
| Insurance cover related to IPO | 38,175 | - | 100,048 | 54,772 |
| Income from depository | (8,551) | (12,476) | (22,095) | (41,617) |
| SPO-related costs | - | 12,779 | - | 151,087 |
| Transaction costs related to business combinations | - | 34,275 | - | 51,665 |
| One-off litigation settlements and legal costs | 17,734 | - | 17,734 | - |
| Share of loss of equity-accounted investees | 21,958 | 10,404 | 30,542 | 49,181 |
| Amortization of intangible assets recognized upon the Acquisition | 103,947 | 103,947 | 415,787 | 415,787 |
| Net (gain)/loss on financial assets measured at fair value through profit and loss | - | (8,574) | - | (150) |
| Tax effect on adjustments | (20,789) | (20,789) | (83,157) | (83,157) |
| Adjusted Net Income | 712,796 | 851,694 | 2,409,122 | 2,732,679 |

Net Working Capital and Net Debt

Calculation of Net Working Capital

| in thousands of RUB | December 31, 2019 | December 31, 2020 |
|---|--------------------|--------------------|
| Trade and other receivables | 57,908 | 69,120 |
| Prepaid expenses and other current assets | 119,249 | 179,118 |
| Contract liabilities | (2,367,416) | (2,785,402) |
| Trade and other payables | (780,219) | (1,273,090) |
| Other current liabilities | (23,880) | (38,758) |
| Net Working Capital | (2,994,358) | (3,849,012) |

Calculation of Net Debt

| in thousands of RUB | December 31, 2019 | December 31, 20120 |
|--|-------------------|--------------------|
| Loans and borrowings | 4,064,501 | 7,791,326 |
| Loans and borrowings (current portion) | 1,064,554 | 485,100 |
| Cash and cash equivalents | (2,089,215) | (3,367,610) |
| Net Debt | 3,039,840 | 4,908,816 |

Cash Flow Statement

in thousands of RUB

| | FY 2019 | FY 2020 |
|---|--------------------|--------------------|
| OPERATING ACTIVITIES: | | |
| Net income for the period | 1,581,026 | 1,885,825 |
| <i>Adjusted for non-cash items and items not affecting cash flow from operating activities:</i> | | |
| Depreciation and amortization | 683,317 | 750,558 |
| Net finance costs | 526,516 | 350,216 |
| Net foreign exchange (gain)/loss | 46,508 | (83,030) |
| Other non-cash items | 5,690 | (5,509) |
| Management incentive agreement, including social taxes | 196,993 | 262,647 |
| Share-based payments to Board of directors | 12,842 | 21,714 |
| Share of loss of equity-accounted investees, net of income tax | 30,542 | 49,181 |
| Income tax expense | 644,422 | 685,772 |
| Change in trade receivables and other operating assets | (90,218) | (19,546) |
| Change in contract liabilities | 307,388 | 343,903 |
| Change in trade and other payables | 76,418 | 161,742 |
| Change in other liabilities | 147,685 | 17,300 |
| Income tax paid | (975,656) | (840,021) |
| Interest paid | (582,420) | (366,179) |
| Net cash generated from operating activities | 2,611,054 | 3,214,573 |
| INVESTING ACTIVITIES: | | |
| Acquisition of subsidiary, net of cash acquired | – | (3,004,299) |
| Acquisition of equity-accounted investee | (234,730) | – |
| Acquisition of intangible assets | (97,818) | (77,723) |
| Acquisition of property and equipment | (381,648) | (178,782) |
| Loans issued to equity-accounted investees | – | (19,235) |
| Interest received | 77,079 | 52,432 |
| Net cash used in investing activities | (637,117) | (3,227,607) |
| FINANCING ACTIVITIES: | | |
| Bank and other loan received | – | 4,616,478 |
| Non-convertible bonds issued | – | 4,000,000 |
| Bank loan origination fees | – | (56,668) |
| Bank and other loans repaid | (1,325,000) | (5,397,895) |
| Payment for lease liabilities | (61,376) | (59,737) |
| Dividends paid to shareholders | (1,133,501) | (1,885,441) |
| Dividends paid to non-controlling interest | (131,456) | (102,731) |
| Acquisition of non-controlling interest | (2,107) | – |
| Contribution from non-controlling interest | – | 44 |
| Net cash used in financing activities | (2,653,440) | 1,114,050 |
| Net increase/(decrease) in cash and cash equivalents | (679,503) | 1,101,016 |
| Cash and cash equivalents, beginning of period | 2,861,110 | 2,089,215 |
| Effect of exchange rate changes on cash | (92,391) | 177,379 |
| Cash and cash equivalents, end of period | 2,089,215 | 3,367,610 |

Balance Sheet

in thousands of RUB

| | December 31, 2019 | December 31, 2020 |
|--|-------------------|-------------------|
| Non-current assets | | |
| Goodwill | 6,954,183 | 9,875,224 |
| Intangible assets | 2,733,417 | 3,439,959 |
| Property and equipment | 429,744 | 466,725 |
| Equity-accounted investees | 178,847 | 129,666 |
| Right-of-use assets | 279,249 | 215,120 |
| Deferred tax assets | 149,835 | 176,328 |
| Loans issued to equity-accounted investees | – | 11,541 |
| Other financial assets | 25,341 | 25,491 |
| Other non-current assets | 22,134 | 22,176 |
| Total non-current assets | 10,772,750 | 14,362,230 |
| Current assets | | |
| Trade and other receivables | 57,908 | 69,120 |
| Indemnification asset | – | 186,473 |
| Loans issued to equity-accounted investees (current portion) | – | 8,178 |
| Prepaid expenses and other current assets | 119,249 | 179,118 |
| Cash and cash equivalents | 2,089,215 | 3,367,610 |
| Total current assets | 2,266,372 | 3,810,499 |
| Total assets | 13,039,122 | 18,172,729 |
| Equity | | |
| Share capital | 8,547 | 8,597 |
| Share premium | 1,863,877 | 1,987,044 |
| Foreign currency translation reserve | (105,191) | (92,140) |
| Retained earnings | 1,587,697 | 1,536,137 |
| Total equity attributable to owners of the Company | 3,354,930 | 3,439,638 |
| Non-controlling interest | 33,263 | 69,104 |
| Total equity | 3,388,193 | 3,508,742 |
| Non-current liabilities | | |
| Loans and borrowings | 4,064,501 | 7,791,326 |
| Lease liabilities | 230,802 | 164,245 |
| Deferred tax liabilities | 512,804 | 658,970 |
| Trade and other payables | 4,239 | 178,607 |
| Provisions | 19,498 | 87,822 |
| Other non-current liabilities | 126,828 | 142,531 |
| Total non-current liabilities | 4,958,672 | 9,023,501 |
| Current liabilities | | |
| Contract liabilities | 2,367,416 | 2,785,402 |
| Trade and other payables | 780,219 | 1,273,089 |
| Loans and borrowings (current portion) | 1,064,554 | 485,100 |
| Lease liabilities (current portion) | 59,816 | 77,752 |
| Income tax payable | 369,974 | 401,733 |
| Provisions (current portion) | 26,398 | 578,651 |
| Other current liabilities | 23,880 | 38,759 |
| Total current liabilities | 4,692,257 | 5,640,486 |
| Total liabilities | 9,650,929 | 14,663,987 |
| Total equity and liabilities | 13,039,122 | 18,172,729 |

Glossary

| Terminology | Definition |
|-----------------------------------|---|
| Acquisition | Acquisition of all of the outstanding equity interests of Headhunter FSU Limited from Mail.Ru Group Limited by Elbrus Capital and GS ESSG |
| Adjusted EBITDA | We define Adjusted EBITDA as net income/(loss), plus: (i) income tax expense; (ii) interest expense/(income); (iii) depreciation and amortization; (iv) transaction costs related to business combinations; (v) (gain)/loss on the disposal of subsidiary; (vi) transaction costs related to disposal of subsidiary; (vii) expenses related to equity-settled share-based awards, including social tax; (viii) IPO-related costs; (ix) insurance expenses related to the IPO; (x) (income) from the depository; (xi) one-off litigation settlement and related legal costs; (xii) share of (profit)/loss of equity-accounted investees and (xiii) SPO-related costs. |
| Adjusted EBITDA margin | Adjusted EBITDA as % of Revenue |
| Adjusted Net Income | We define Adjusted Net Income as net income/(loss), plus: (i) transaction costs related to business combinations; (ii) (gain)/loss on the disposal of a subsidiary; (iii) transaction costs related to the disposal of a subsidiary; (iv) expenses related to equity-settled share-based awards, including social tax; (v) IPO-related costs; (vi) insurance expenses related to the IPO; (vii) (income) from the depository; (viii) one-off litigation settlement and related legal costs; (ix) share of (profit)/loss of equity-accounted investees; (x) amortization of intangible assets recognized upon the Acquisition; (xi) the tax effect of the adjustment described in (x), (xii) net gain on financial assets measured at fair value through profit and loss and (xiii) SPO-related costs. |
| Adjusted Net Income margin | Adjusted Net Income as % of revenue |
| ARPC | Average revenue per customer, defined as total revenue divided by the number of paying customers for the period |
| Capex | For HH consists of property and equipment additions, additions arising from internal development and other additions of intangible assets |
| EBITDA | For HH is defined as net income or net loss plus: (1) income tax expense; (2) net interest income or expense; and (3) depreciation and amortization |
| KA | Key Accounts, customers who, according to the Spark-Interfax database, have an annual revenue of RUB2 Bn or more or a headcount of 250 or more employees and have not marked themselves as recruiting agencies on their page on our website |
| Net Working Capital | Trade receivables plus prepaid expenses and other current assets minus contract liabilities minus trade and other payables |
| Russian Regions | For HH includes all regions in Russia except for Moscow and St. Petersburg |
| SMA | Small and Medium Accounts, customers who, according to the Spark-Interfax database, have both an annual revenue of less than RUB2 Bn and a headcount of less than 250 employees and have not marked themselves as recruiting agencies on their page on our website |
| UMV | Average unique monthly visitors, or the average of unique visitors during a calendar month |
| VAS | Value-added services |

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