

FORM OF INSTRUMENT APPOINTING A PROXY TO EXERCISE DISCRETION

(To be printed out on the official letterhead)

PROXY

I/We, *(Insert Full Name of Shareholder)*, of *(Insert Registered Address of Shareholder)*, being a Member/Members of HEADHUNTER GROUP PLC, registration No.: 332806 (the **Company**), hereby appoint *(Insert Full Name of Proxy)* _____ (passport No. _____, residing at _____) (the **Proxy**), as my/our proxy to vote (either on a show of hands or on a poll) for me/us or on my/our behalf at the at the Annual General Meeting of the Company, to be held on 24th day of October, 2019, and at any adjournment thereof, at his/her own discretion as the Proxy may deem appropriate and to request voting on a poll if the Proxy deems it appropriate.

Signed this ____ day of _____, 2019.

Signature: _____

Name of Shareholder: _____

(To be stamped with the corporate seal, if any)