

## FORM OF INSTRUMENT APPOINTING A PROXY TO VOTE BY INSTRUCTION

(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**), holding (Insert Number of Shares Held by the Shareholder) of shares in the Company, hereby appoint (Insert Full Name of Proxy) \_\_\_\_\_ (passport No. \_\_\_\_\_, residing at \_\_\_\_\_) (the **Proxy**), as my/our proxy to attend and vote (either on a show of hands or on a poll) for me/us or on my/our behalf at the Annual General Meeting of the Company to be held on 24<sup>th</sup> day of October, 2019, and at any adjournment thereof (the **Meeting**) in accordance with instructions as set out below:

No	ITEM OF AGENDA	FOR	AGAINST	ABSTAIN
1.	Approval of the Company's Audited Consolidated and Standalone Financial Statements including the Management Report therein for the year ended December 31, 2018.			
2.	Appointment of the Company's Auditors.			
3.	Election of Directors.			
4.	Approval of Directors' remuneration.			
5.	Approval of increase of the authorized share capital of the Company.			

By this instrument the Proxy is empowered and authorized to choose the chairman of the Meeting and request a poll, if the Proxy thinks fit.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2019.

Signature: \_\_\_\_\_

Name of Shareholder: \_\_\_\_\_

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