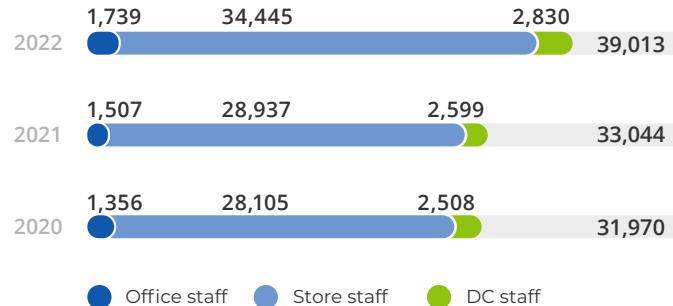
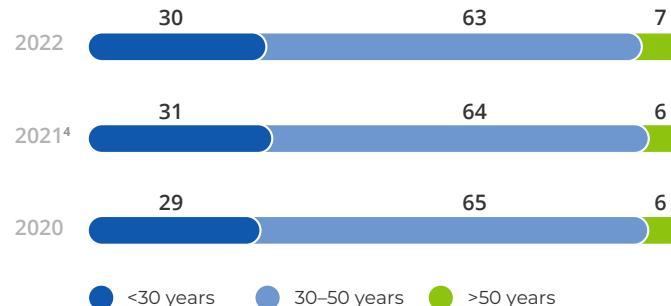


Headcount and Workforce Profile

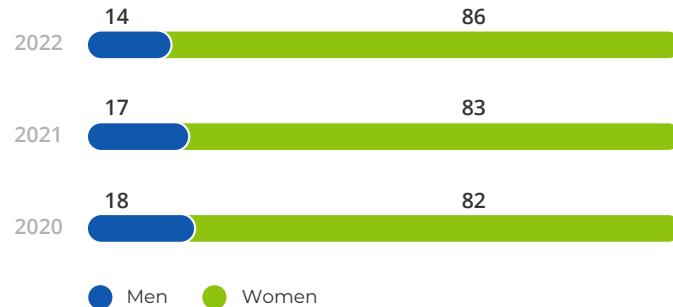
Workforce headcount in 2020–2022,^{1,2} number of employees



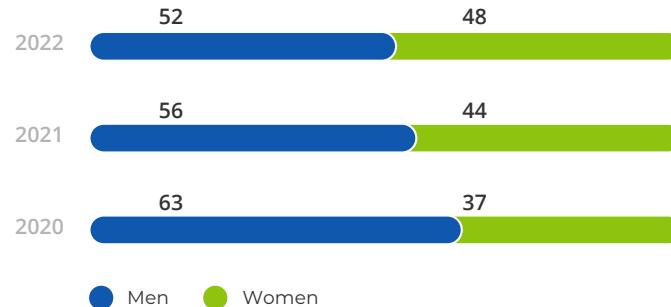
Workforce age profile in 2020–2022,³ %



Workforce gender profile in 2020–2022, %



Management gender profile in 2020–2022,⁵ %



The Group's total average headcount increased by 18% in 2022 due to Fix Price's network expansion.

Fix Price understands that a combination of various personal experiences helps to unleash the team's full potential at the workplace. We believe that diversity and inclusion are important drivers behind a successful team. Fix Price strives to ensure a diverse workforce, including in terms of age and gender.

In 2022, the proportion of women in total workforce and in management increased to 86% and 48%, respectively. The Company employs specialists of various ages, which contributes to the team's diversity and inclusion. Employees aged 30–50 comprise a majority of staff: 63% of our total headcount in 2022. Around one-third of employees (30% in 2022) are under 30.



¹ The personnel of Fix Price Group PLC in all countries where it operates, including contractors

² Total may not equal the sum of the components due to rounding

³ The scope of disclosure in this section of the Annual Report unless stated otherwise: employees of Best Price LLC, the Group's core operating company in the Russian Federation (excluding contractors and the Company's personnel in other geographies)

⁴ Due to rounding, the sum of components in 2021 exceeds 100%

⁵ Unless stated otherwise, the Company's management comprises top, middle and junior managers