

RCS STOCK TRANSFER INC.
570 Lexington Avenue, Suite 2405, New York, NY 10022
212-319-4800

2025 DEPOSITARY SERVICING FEES FOLLOW UP NOTIFICATION

RCS Stock Transfer Inc. (the "Agent") hereby reminds all participants within The Depository Trust Company ("DTC") that the record date for the below-referenced annual service fee in respect of HeadHunter Group PLC was January 20, 2025. Participants are advised that, for administrative convenience, DTC will collect the annual service fee within thirty (30) days after the date of this notice and pass through such fee(s) to Wachtel & Co. Inc., acting on behalf of the Agent.

The Agent hereby represents and warrants to The Depository Trust Company ("DTC") that it may collect and receive, pursuant to the terms and conditions of the Amended and Restated Deposit Agreement dated as of September 16, 2024 (as amended from time to time, the "Agreement"), among HeadHunter Group PLC and the Agent, an annual service fee per American depository share (ADS) in accordance with the table below (the "Representation"):

Agent	DTC # of the Participant receiving fees on behalf of the Agent	Security Name	CUSIP	Security Type	Fee	Record Date
RCS Stock Transfer Inc.	709	Headhunter Group PLC	42207L106	ADS	\$0.03 per ADS	January 20, 2025

The Agent hereby instructs DTC to collect and pass-through such fee(s) to Wachtel & Co., Inc., DTC participant number 709, which has been appointed by the Agent to receive such fee(s) on behalf of the Agent (the "Instruction").

The Agent hereby agrees to indemnify and defend DTC and its respective officers, directors, employees, agents and attorneys (the "Indemnities") from and against, and hold the Indemnities harmless from, any and all liabilities, damages, judgments, payments, litigations, costs and expenses (including without limitation any costs of investigation and legal fees and expenses incurred), regardless of whether or not any liability, payment, obligation or judgment is ultimately imposed against the Indemnities (together "Losses") and/or any claim, counterclaim, demand, action, suit, counterclaim, arbitration, inquiry, proceeding or investigation before any federal, state or foreign court or other tribunal, or any investigative or regulatory agency or SRO (together "Legal Actions") suffered or incurred by the Indemnities resulting from, relating to, arising out of, or in connection with the Representation and/or the Instruction.

RCS Stock Transfer Inc.
February 5, 2025