

Grupa Pracuj S.A. Group

Interim condensed consolidated financial statements
of Grupa Pracuj S.A. Group for the 6-month period
ended on June 30, 2024

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INTERIM CONDENSED CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

CONTINUING OPERATIONS	Note	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Revenue from contracts with customers	2.2	389,595	369,718	193,587	184,348
Depreciation and amortisation		(16,820)	(17,258)	(8,382)	(8,567)
Employee benefits expense	7.5	(135,531)	(123,471)	(66,650)	(60,705)
Cost of advertisements sold		(17,841)	(26,502)	(8,487)	(12,756)
Marketing expenses		(30,595)	(22,351)	(11,941)	(8,145)
Software as service		(7,271)	(6,511)	(3,686)	(3,405)
Other services		(22,126)	(17,189)	(12,670)	(9,191)
Other costs		(5,692)	(4,649)	(3,569)	(2,551)
Other income	2.3	910	1,337	323	509
Other expenses	2.3	(577)	(1,670)	(492)	(1,198)
Expected credit losses		(705)	243	114	139
Operating profit		153,347	151,697	78,147	78,478
Finance income	2.4	7,832	4,019	3,297	2,016
Finance costs	2.4	(30,984)	(22,347)	(24,633)	(10,070)
Net finance income / (costs)		(23,152)	(18,328)	(21,336)	(8,054)
Share of profit of equity-accounted investees	6.5	4,793	2,370	2,395	1,465
Profit before tax		134,988	135,739	59,207	71,889
Income tax	3.1	(32,603)	(25,910)	(16,509)	(12,577)
Net profit from continuing operations		102,385	109,829	42,698	59,310
Net profit		102,385	109,829	42,698	59,310

OTHER COMPREHENSIVE INCOME	Note	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Items that may be reclassified to profit or loss		(5,699)	(27,726)	42	(26,023)
Exchange differences on translation of foreign operations		(5,699)	(27,726)	42	(26,023)
Total other comprehensive income		(5,699)	(27,726)	42	(26,023)
TOTAL COMPREHENSIVE INCOME		96,686	82,103	42,740	33,287

	Note	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Net profit attributable to:		102,385	109,829	42,698	59,310
Owners of the Parent		99,629	107,845	41,544	58,356
Non-controlling interests		2,756	1,984	1,154	954
Total comprehensive income attributable to:		96,686	82,103	42,740	33,287
Owners of the Parent		93,930	80,119	41,586	32,333
Non-controlling interests		2,756	1,984	1,154	954
Basic earnings per share (PLN) – continuing operations	7.2	1.46	1.58	0.61	0.85
Diluted earnings per share (PLN) – continuing operations	7.2	1.44	1.56	0.60	0.84

INTERIM CONDENSED CONSOLIDATED STATEMENT OF FINANCIAL POSITION

ASSETS	Note	30 June 2024 (unaudited)	31 December 2023
Intangible assets	6.1	89,728	88,677
Property, plant and equipment	6.2	12,708	12,359
Right-of-use assets	6.3	30,055	31,780
Goodwill	6.4	449,599	446,128
Equity-accounted investees	6.5	25,776	30,725
Other financial assets	5.2	99,175	103,810
Other non-financial assets	6.7	789	840
Deferred tax assets	3.1	39,099	40,245
Non-current assets		746,929	754,564
Inventory	6.6	2,738	1,891
Trade receivables	5.2	63,686	68,312
Other financial assets	5.2	131	191
Other non-financial assets	6.7	44,124	39,995
Cash and cash equivalents	4.4	269,291	163,756
Current assets		379,970	274,145
Total assets		1,126,899	1,028,709
EQUITY AND LIABILITIES			
Share capital	4.2	341,325	341,325
Reserve capital		338,035	300,617
Share repurchase reserve		-	1,080
Share-based payment arrangements	7.1	77,235	71,341
Other reserves		(17,606)	(18,261)
Translation reserve		(44,897)	(39,198)
Merger reserve		(586,707)	(586,707)
Retained earnings		219,708	292,948
Equity attributable to owners of the Parent		327,093	363,145
Non-controlling interests		44	38
Total equity		327,137	363,183
Bank borrowings	4.3	207,554	239,295
Lease liabilities	4.3	21,532	23,595
Other financial liabilities	5.3	18,864	16,768
Employee benefit obligations	6.9	1,838	1,838
Deferred tax liabilities	3.1	2,782	4,034
Non-current liabilities		252,570	285,530
Bank borrowings	4.3	55,561	23,543
Lease liabilities	4.3	10,898	10,472
Employee benefit obligations	6.9	27,734	29,785
Trade payables	5.3	35,998	35,650
Other financial liabilities	5.3	4,079	8,076
Other non-financial liabilities	6.8	18,041	15,385
Dividends payable	4.2	136,530	-
Current tax liabilities	3.1	5,264	15,432
Contract liabilities	2.2	253,087	241,653
Current liabilities		547,192	379,996
Total liabilities		799,762	665,526
Total equity and liabilities		1,126,899	1,028,709

INTERIM CONDENSED CONSOLIDATED STATEMENT OF CASH FLOWS

	Note	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)
Cash flows from operating activities			
Profit before tax		134,988	135,739
Adjustments for:			
Share of (profit) / loss of equity-accounted investees	6.5	(4,793)	(2,370)
Depreciation and amortisation		16,820	17,258
Foreign exchange (gains) / losses		(386)	(246)
(Gain) / loss on interest		10,418	15,136
(Gain) / loss on investing activities		139	(326)
Remeasurement of dividends receivable	2.4	1,784	1,001
Remeasurement of investments measured at fair value through profit or loss	2.4	18,141	1,138
Measurement of equity-settled share-based payment arrangement	7.1	5,895	4,075
Settlement and measurement of financial instruments	4.3	(2,672)	4,423
Income tax paid		(42,471)	(25,580)
Changes in working capital:			
Employee benefit obligations	6.9	(2,129)	2,597
Inventory	6.6	(847)	(10,766)
Trade receivables	6.2	4,990	6,436
Other non-financial assets	6.7	(3,939)	(11,710)
Trade payables	5.3	(229)	8,962
Other non-financial liabilities	6.8	2,532	(980)
Contract liabilities	2.1	11,384	28,721
Other adjustments		-	(1)
Net cash flows from operating activities		149,624	173,507
Cash flows from investing activities			
Expenditure on acquisition of subsidiaries less cash and cash equivalents in acquired subsidiaries	6.4	(7,705)	-
Purchase of financial assets	6.5	(7,622)	(151)
Proceeds from sale of financial assets		124	-
Proceeds from sale of property, plant and equipment and intangible assets		304	358
Purchase of property, plant and equipment and intangible assets		(11,842)	(10,937)
Net cash flows from investing activities		(26,742)	(10,730)
Cash flows from financing activities			
Repayment of borrowings	4.3	(900)	(32,000)
Payment of lease liabilities	4.3	(4,903)	(5,669)
Interest paid	4.3	(10,125)	(15,241)
Settlement of derivative financial instruments	4.3	(1,415)	47
Net cash flows from financing activities		(17,343)	(52,863)
Total net cash flows		105,539	109,914
Cash and cash equivalents at beginning of period		163,756	109,538
Exchange differences on cash and cash equivalents		(4)	(50)
Cash and cash equivalents at end of period		269,291	219,402
Cash and cash equivalents in the statement of financial position	4.4	269,291	219,402

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All amounts in PLN thousand, unless otherwise stated

INTERIM CONDENSED CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

Note	Share capital	Reserve capital	Share repurchase reserve	Share-based payment arrangements	Other reserves	Translation reserve	Merger reserve	Retained earnings / (losses) carried forward	Equity attributable to owners of the Parent	Non-controlling interests	Total equity
Note	4.2			7.1				4.2			
1 January 2024	341,325	300,617	1,080	71,341	(18,261)	(39,198)	(586,707)	292,948	363,145	38	363,183
Net profit for period	-	-	-	-	-	-	-	99,629	99,629	2,756	102,385
Other comprehensive income for period	-	-	-	-	-	(5,699)	-	-	(5,699)	-	(5,699)
Total comprehensive income for period	-	-	-	-	-	(5,699)	-	99,629	93,930	2,756	96,686
Share-based payments	-	-	-	5,895	-	-	-	-	5,895	-	5,895
Release of special-purpose reserve	-	1,080	(1,080)	-	-	-	-	-	-	-	-
Allocation of profit/(loss)	-	36,339	-	-	-	-	-	(36,339)	-	-	-
Valuation of put option	-	-	-	-	654	-	-	-	654	(2,749)	(2,095)
Dividends	-	-	-	-	-	-	-	(136,530)	(136,530)	-	(136,530)
Transactions with owners	-	37,419	(1,080)	5,894	654	-	-	(172,869)	(129,981)	(2,749)	(132,730)
30 June 2024 (unaudited)	341,325	338,035	-	77,235	(17,606)	(44,897)	(586,707)	219,708	327,093	44	327,137

	Share capital	Reserve capital	Share repurchase reserve	Share-based payment arrangements	Other reserves	Translation reserve	Merger reserve	Retained earnings / (losses) carried forward	Equity attributable to owners of the Parent	Non-controlling interests	Total equity
1 January 2023 (restated)	341,325	238,248	1,080	57,416	(13,633)	508	(586,707)	272,686	310,923	33	310,956
Net profit for period	-	-	-	-	-	-	-	107,845	107,845	1,984	109,829
Other comprehensive income for period	-	-	-	-	-	(27,726)	-	-	(27,726)	-	(27,726)
Total comprehensive income for period	-	-	-	-	-	(27,726)	-	107,845	80,119	1,984	82,103
Share-based payments	-	-	-	4,075	-	-	-	-	4,075	-	4,075
Allocation of profit/(loss)	-	62,369	-	-	-	-	-	(62,369)	-	-	-
Valuation of put option	-	-	-	-	156	-	-	-	156	(1,965)	(1,809)
Dividends	-	-	-	-	-	-	-	(102,398)	(102,398)	-	(102,398)
Transactions with owners	-	62,369	-	4,075	156	-	-	(164,767)	(98,168)	(1,965)	(100,133)
30 June 2023 (unaudited)	341,325	300,617	1,080	61,490	(13,477)	(27,218)	(586,707)	215,764	292,874	52	292,926

1. GENERAL INFORMATION

1.1 General information about the Parent

Name	Grupa Pracuj spółka akcyjna
Registered office	ul. Prosta 68, 00-838 Warsaw
Registry court	District Court for the Capital City of Warsaw, 13th Commercial Division of the National Court Register (KRS)
KRS number	0000913770
Tax identification number (NIP)	527-27-49-631

Grupa Pracuj spółka akcyjna ('Grupa Pracuj S.A.', the 'Company' or the 'Parent') is the parent of the Grupa Pracuj S.A. Group (the 'Group').

On 2 August 2021, the Parent was transformed from a limited liability company (*spółka z ograniczoną odpowiedzialnością*) into a joint-stock company (*spółka akcyjna*).

Grupa Pracuj S.A. is a leading HR technology platform in Europe that operates online job posting sites and offers various services to assist organisations in employee recruitment, retention, and development. The Group helps its users find the right employment to fulfil their potential, and develops world-class technologies shaping the future of the HR market.

The Group's brands form an advanced digital ecosystem for the HR industry, with Pracuj.pl, Robota.ua, eRecruiter and softgarden as the mainstays of the portfolio.

1.2 Composition of the Management Board and Supervisory Board of the Parent

In the six months ended 30 June 2024 and as at that date, the composition of the Management Board of the Parent was as follows:

- Przemysław Gacek, President of the Management Board,
- Gracjan Fiedorowicz, Member of the Management Board,
- Rafał Nachyna, Member of the Management Board.

The composition of the Parent's Management Board remained unchanged as at the date of authorisation of these interim condensed consolidated financial statements.

In the six months ended 30 June 2024 and as at that date, the composition of the Supervisory Board of the Parent was as follows:

- Maciej Noga, Chairman of the Supervisory Board,
- Wojciech Stankiewicz, Member of the Supervisory Board,
- John Doran, Member of the Supervisory Board,
- Przemysław Budkowski, Member of the Supervisory Board,
- Agnieszka Słomka-Gołębiowska, Member of the Supervisory Board,
- Mirosław Stachowicz, Member of the Supervisory Board,
- Martina van Hettinga, Member of the Supervisory Board.

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All amounts in PLN thousand, unless otherwise stated

The composition of the Parent's Supervisory Board remained unchanged as at the date of authorisation of these interim condensed consolidated financial statements.

1.3 Composition of the Group and basis for consolidation

The Group consists of the Parent, i.e. Grupa Pracuj S.A., and its subsidiaries.

These interim condensed consolidated financial statements of the Group include financial information of the Parent and all its subsidiaries. The subsidiaries are consolidated on a full consolidation basis. The Group also holds shares in associates, which are measured using the equity method.

The financial statements of all subsidiaries and associates have been prepared for the same reporting periods as those of the Parent, using consistent accounting policies.

As at 30 June 2024 and 31 December 2023, the Group's ownership interests in its subsidiaries were equal to the voting interests held by the Group in these entities.

Changes in the Group's structure

On 4 January 2024, eRecruitment Solutions sp. z o.o. concluded an agreement to purchase the entire shareholding in HRlink sp. z o.o. of Szczecin held by Agora S.A. of Warsaw and some private individuals. In the transaction, 100% of shares in HRlink sp. z o.o. were acquired for PLN 7,737 thousand.

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The table below provides a list of the subsidiaries and associates of the Group as at 30 June 2024 and 31 December 2023.

Company	Registered office	Principal business	Ownership interest	
			30 June 2024 (unaudited)	31 December 2023
Direct and indirect subsidiaries				
eRecruitment Solutions sp. z o.o.	Poland	IT services	100%	100%
eRecruitment Solutions Ukraine TOV	Ukraine	activities related to databases	100%	100%
BinarJobs sp. z o.o. w likwidacji ¹⁾	Poland	web portals	100%	100%
Spoonbill Holding GmbH	Germany	activities of holding companies excluding financial holdings	100%	100%
Spoonbill GmbH	Germany	activities of holding companies excluding financial holdings	100%	100%
softgarden e-recruiting GmbH	Germany	IT services	100%	100%
absence.io GmbH	Germany	IT services	100%	100%
HRlink sp. z o.o.	Poland	IT services	100%	-
Robota International TOV	Ukraine	web portals	67%	67%
Snowless Global Ltd	Cyprus	licensing activities	67%	67%
Associates				
Fitqbe sp. z o.o.	Poland	IT services	34%	34%
Work Ukraine TOV	Ukraine	web portals	33%	33%
WorkIP Ltd	Cyprus	licensing activities	33%	33%
Coders Lab sp. z o.o.	Poland	training services	22%	22%
Epicode sp. z o.o.	Poland	IT services	- ²⁾	35%

¹⁾ On 10 June 2024, BinarJobs sp. z o.o. was officially placed into liquidation, as recorded in the National Court Register. Consequently, the company's name was changed to BinarJobs sp. z o.o. w likwidacji (in liquidation).

²⁾ On 29 February 2024, Grupa Pracuj S.A. sold its entire shareholding in Epicode sp. z o.o., representing 35% of the company's share capital.

1.4 Basis of preparation of the interim condensed consolidated financial statements

These interim condensed consolidated financial statements have been prepared in accordance with International Accounting Standard 34 *Interim Financial Reporting*, as endorsed by the European Union ('IAS 34'). These interim condensed consolidated financial statements do not include all the information and disclosures required to be included in full-year financial statements and should be read in conjunction with the Group's consolidated financial statements for the year ended 31 December 2023, which were authorised for issue on 3 April 2024.

The accounting policies applied to prepare these interim condensed consolidated financial statements are consistent with those applied in the preparation of the Group's full-year consolidated financial statements for the year ended 31 December 2023.

These interim condensed consolidated financial statements have been prepared on the historical cost basis, except for investments in equity instruments measured at fair value through profit or loss, derivatives and liabilities arising from the put option.

The Management Board of the Parent represents that, to the best of its knowledge, these interim condensed consolidated financial statements have been prepared in accordance with the applicable accounting principles and give a true, fair and clear view of the Group's assets and financial position.

These interim condensed consolidated financial statements have been prepared on the going concern basis, assuming that the Group will continue in operational existence, its form and scope unchanged, for the foreseeable future. As at the date of authorisation of these interim condensed consolidated financial statements for issue, the Management Board of the Parent has not identified any facts or circumstances that would pose a threat to the Group's ability to continue as a going concern for the foreseeable future. An analysis of the Group's working capital as at 30 June 2024 is presented in Note 5.4.3. The impact of the armed conflict in Ukraine on the Group's business is analysed and detailed in note 7.8.

The scope of these interim condensed consolidated financial statements is compliant with the requirements laid down in the Regulation of the Minister of Finance of 29 March 2018 on current and periodic information to be published by issuers of securities and conditions for recognition as equivalent of information whose disclosure is required under the laws of a non-member state (consolidated text: Dz.U. of 2023, item 120), covering the reporting period from 1 January to 30 June 2024 and the comparative period from 1 January to 30 June 2023 for, respectively, the interim condensed consolidated statement of comprehensive income, the interim condensed consolidated statement of changes in equity and the interim condensed consolidated statement of cash flows, as well as the interim condensed consolidated statement of financial position as at 30 June 2024 and 31 December 2023.

The data presented on a YTD basis for the six months ended 30 June 2024 and data for the comparative period ended 30 June 2023 have been reviewed by an independent auditor. The data for the three months ended 30 June 2024 was calculated as the difference between the YTD data for the six months ended 30 June 2024 and the data presented in the interim condensed consolidated financial statements of the Grupa Pracuj S.A. Group for the three months ended 31 March 2024, published on 23 May 2024. The data for the three months ended 31 March 2024 have not been reviewed or audited.

1.5 Significant judgements and assumptions

The preparation of financial statements in accordance with International Financial Reporting Standards ('IFRS') requires the reporting entity to make significant accounting judgements and assumptions. Such judgements and assumptions are reviewed on an ongoing basis taking into account past experience and other factors, including predictions about future events that seem reasonable in a given situation.

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The Group makes judgements and assumptions relating to the future. The resulting accounting estimates will rarely match actual results, as they are subject to uncertainties and assumptions. Judgements and assumptions that entail a significant risk of a material adjustment to the reported carrying amounts of assets and liabilities within the next financial period are described in relevant notes to these interim condensed consolidated financial statements.

In the six months ended 30 June 2024, there were no material changes in the method in which accounting estimates are made.

Judgements and assumptions that entail a significant risk of a material adjustment to the reported carrying amounts of assets and liabilities within the next financial period are described in relevant notes to the Group's consolidated financial statements for the year ended 31 December 2023, authorised for issue on 3 April 2024.

Line items in the financial statements to which significant estimates and judgments pertain	Note
Revenue from contracts with customers	2.2
Deferred tax assets	3.1
Intangible assets	6.1
Property, plant and equipment	6.2
Right-of-use assets	6.3
Taxes payables/receivables	3.1
Lease liabilities	4.3
Financial assets measured at amortised cost	5.1
Trade receivables	5.2
Unlisted shares	5.2
Equity-accounted investees	6.5
Employee benefit obligations	6.9
Share-based payments	7.1

1.6 Effect of new standards and interpretations

New standards, amendments to standards and interpretations that have been endorsed by the European Union and are effective for annual periods beginning on 1 January 2024:

Standard	Description of amendments	Effective date
IFRS 16 <i>Leases</i>	Amendments to IFRS 16 concerning lease liabilities in sale and leaseback transactions	1 January 2024
IAS 1 <i>Presentation of Financial Statements</i>	Amendments to IAS 1 concerning the classification of liabilities as current or non-current	1 January 2024
Amendments to IAS 7 <i>Statement of Cash Flows</i> and IFRS 7 <i>Financial Instruments: Disclosures</i>	Amendments to IAS 7 and IFRS 7 concerning the disclosure requirements for supplier finance arrangements	1 January 2024

The Group has chosen to adopt the new standards and amendments to existing standards from their respective effective dates, thereby opting not to apply these amendments early. However, the amendments do not have a material effect on the interim condensed consolidated financial statements.

1.7 Functional currency and foreign currency transactions

Functional currency and reporting currency

Financial statements of individual Group companies are prepared in the currency of the primary economic environment in which the company operates, i.e. in its functional currency.

The Polish złoty (PLN) is the functional currency of the Parent and of some of the Group companies (except for the foreign operations listed below) as well as the reporting currency of these interim condensed consolidated financial statements.

All amounts in these interim condensed consolidated financial statements have been rounded to the nearest thousand PLN, unless otherwise indicated.

The Group's foreign operations having functional currencies other than PLN are: Robota International TOV, eRecruitment Solutions Ukraine TOV, and Work Ukraine TOV, whose functional currency is the Ukrainian hryvnia (UAH), and Snowless Global Ltd, WorkIP Ltd, Spoonbill Holding GmbH, Spoonbill GmbH, softgarden e-recruiting GmbH, and absence.io GmbH, whose functional currency is the euro (EUR).

Rules applied to translate financial data

For consolidation purposes, foreign operations are translated into PLN:

- in the case of assets and liabilities – at the exchange rate effective for the last day of the reporting period,
- in the case of items of the interim condensed statement of comprehensive income and the interim condensed statement of cash flows – at the average exchange rate for the reporting period (arithmetic mean of the average daily rates quoted by the National Bank of Poland ('NBP') in the period).

Exchange differences arising on such translation are recognised as a component of equity under 'Translation reserve'.

The following exchange rates were applied to translate foreign operations into PLN:

	Exchange rate at the reporting date		
	30 June 2024	31 December 2023	30 June 2023
EUR	4.3130	4.3480	4.4503
USD	4.0320	3.9350	4.1066
UAH	0.0996	0.1037	0.1117

	Average rate in the period	
	6 months ended 30 June 2024	6 months ended 30 June 2023
EUR	4.3178	4.6130
USD	3.9936	4.2711
UAH	0.1024	0.1197

1.8 Corrections of errors and changes in accounting policies

The Group did not make any correction of errors or changes in accounting policies during the reporting period ended 30 June 2024.

2. NOTES TO THE INTERIM CONDENSED CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

2.1 Operating segments

In accordance with IFRS 8 *Operating Segments* ('IFRS 8'), an operating segment is a distinguishable part of the Group's business activities for which separate financial information is available and whose operating results are regularly reviewed by the Management Board of the Parent as the chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance.

The Group has identified the following operating segments:

- Segment Poland – the segment comprises entities that earn revenues in the Polish market. This segment includes the following entities: Grupa Pracuj S.A., eRecruitment Solutions sp. z o.o., BinarJobs sp. z o.o. w likwidacji and HRlink sp. z o.o. The entities comprising this segment offer comprehensive recruitment and employer branding projects, as well as systems for managing recruitment processes in the SaaS (Software as a Service) model;
- Segment Ukraine – the segment comprises entities that earn revenues in the Ukrainian market. This segment includes the following entities: Robota International TOV, eRecruitment Solutions Ukraine TOV and Snowless Global Ltd (an entity registered in Cyprus, providing licensing services for Robota International TOV). The companies operating on the Ukrainian market offer, similarly to the companies operating in Poland, end-to-end recruitment projects;
- Segment Germany – the segment comprises entities that earn revenue mainly in the German market. This segment includes the following entities: Spoonbill Holding GmbH, Spoonbill GmbH, softgarden e-recruiting GmbH and absence.io GmbH. The companies active in the German market provide a broad spectrum of recruitment-related services, complemented by support in time and absence management, and recruitment advertising on digital platforms, predominantly within the DACH region.

The Group has elected to present selected profit or loss data for individual reporting periods by operating segments. The Group has chosen not to disclose the allocation of assets and liabilities by operating segments, availing itself of the exemption permitted under IFRS 8, as the Management Board of Grupa Pracuj S.A., acting as the chief operating decision maker within the meaning of IFRS 8, does not analyse the segment data in terms of allocation of the assets and liabilities.

Selected data on income and expenses analysed by the Management Board of the Parent for the operating segments are presented in the tables below.

6 months ended 30 June 2024 (unaudited)	Segment Poland	Segment Ukraine	Segment Germany	Intersegment eliminations	Total
Revenue from external customers	274,648	24,940	90,007	-	389,595
Other income	575	26	309	-	910
Intersegment revenue	20	20	-	(40)	-
Total segment revenue	275,243	24,986	90,316	(40)	390,505
Depreciation and amortisation	(8,212)	(548)	(8,060)	-	(16,820)
Operating expenses other than depreciation and amortisation	(131,119)	(17,030)	(72,229)	40	(220,338)
Operating profit	135,912	7,408	10,027	-	153,347

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6 months ended 30 June 2023 (unaudited)	Segment Poland	Segment Ukraine	Segment Germany	Intersegment eliminations	Total
Revenue from external customers	257,183	19,899	92,636	-	369,718
Other income	843	9	485	-	1,337
Intersegment revenue	26	17	-	(43)	-
Total segment revenue	258,052	19,925	93,121	(43)	371,055
Depreciation and amortisation	(5,856)	(993)	(10,409)	-	(17,258)
Operating expenses other than depreciation and amortisation	(108,282)	(13,527)	(80,334)	43	(202,100)
Operating profit	143,914	5,405	2,378	-	151,697

3 months ended 30 June 2024 (unaudited)	Segment Poland	Segment Ukraine	Segment Germany	Intersegment eliminations	Total
Revenue from external customers	135,133	12,784	45,670	-	193,587
Other income	213	19	91	-	323
Intersegment revenue	9	19	-	(28)	-
Total segment revenue	135,355	12,822	45,761	(28)	193,910
Depreciation and amortisation	(4,144)	(257)	(3,981)	-	(8,382)
Operating expenses other than depreciation and amortisation	(62,458)	(9,167)	(35,784)	28	(107,381)
Operating profit	68,753	3,398	5,996	-	78,147

3 months ended 30 June 2023 (unaudited)	Segment Poland	Segment Ukraine	Segment Germany	Intersegment eliminations	Total
Revenue from external customers	127,607	10,222	46,519	-	184,348
Other income	302	4	204	-	509
Intersegment revenue	15	9	-	(24)	-
Total segment revenue	127,924	10,235	46,723	(24)	184,857
Depreciation and amortisation	(2,945)	(466)	(5,156)	-	(8,567)
Operating expenses other than depreciation and amortisation	(51,685)	(6,674)	(39,477)	24	(97,812)
Operating profit	73,294	3,094	2,090	-	78,478

2.2 Revenue from contracts with customers

Key types of products and services

The table below shows revenue from contracts with customers, broken down according to the timing of satisfaction of performance obligations and by country.

The key categories of services offered by the Group are consistent with those applied in the preparation of the consolidated financial statements for the year ended 31 December 2023.

Revenue from contracts with customers by the timing of satisfaction of performance obligations

Revenue from contracts with customers by the timing of revenue recognition	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Over time	256,107	224,312	128,904	114,678
At a point in time	133,488	145,406	64,683	69,670
Total	389,595	369,718	193,587	184,348

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Revenue from contracts with customers by region

Revenue from contracts with customers by geography	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Poland	268,632	250,328	132,147	124,848
Ukraine	24,970	19,926	12,803	10,249
DACH region	92,335	96,204	46,473	47,592
Other countries	3,658	3,260	2,164	1,659
Total	389,595	369,718	193,587	184,348

Contract liabilities

Contract liabilities represent the amount of transaction price attributable to an unsatisfied performance obligation at the reporting date. The most significant item under contract liabilities is the sale of recruitment projects.

Contract liabilities	30 June 2024 (unaudited)	31 December 2023
Current	253,087	241,653
Total	253,087	241,653

The Group anticipates that the amounts reported as contract liabilities will be recognised as revenue within 12 months after payment, as the contracts with customers are typically signed for a maximum of one year.

The Group uses the practical expedient permitted by IFRS 15 Revenue from Contracts with Customers, whereby the Group need not disclose the transaction price allocated to the unsatisfied performance obligations if the performance obligation is part of a contract that has an original expected duration of one year or less.

2.3 Other income and expenses

Other income

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Gain on disposal of non-current non-financial assets	92	101	32	31
Income from sublease of office space	261	503	60	269
Other income	557	733	231	209
Total	910	1,337	323	509

Other expenses

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Donations	519	985	467	966
Other expenses	58	685	25	232
Total	577	1,670	492	1,198

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2.4 Finance income and costs

Finance income

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Interest income	4,950	3,789	2,948	2,013
Remeasurement of investments measured at fair value through profit or loss	-	227	-	-
Measurement of derivative financial instruments	2,672	-	349	-
Gain on disposal of investments	75	-	-	-
Other	135	3	-	3
Total	7,832	4,019	3,297	2,016

Finance costs

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Interest expense on bank borrowings	9,582	14,826	4,778	7,103
Interest expense on lease contracts	843	312	410	154
Remeasurement of investments measured at fair value through profit or loss	18,141	1,138	17,266	(43)
Remeasurement of dividends receivable	1,784	1,001	1,840	106
Measurement of derivative financial instruments	-	4,423	-	1,797
Exchange differences	177	409	249	853
Other	457	238	90	100
Total	30,984	22,347	24,633	10,070

As at 30 June 2024, the Group measured at fair value the investment in Pracuj Ventures spółka z ograniczoną odpowiedzialnością ASI sp.k. ('Pracuj Ventures') and Beamer Inc., recognising PLN 1,430 thousand and PLN 16,711 thousand under finance costs (note 5.2).

Finance income and costs associated with the measurement of derivative financial instruments (instruments not designated for hedge accounting) pertained to hedging the variable interest rate on a credit facility (note 4.3).

3. NOTES ON TAXATION

3.1 Income tax

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Current tax	32,709	33,373	14,830	14,969
Reduction of income tax for 2022	-	(1,507)	-	(1,507)
Deferred tax	1,146	(3,687)	3,864	781
Change in net deferred tax liabilities arising from capital gains	(1,252)	(2,269)	(2,185)	(1,666)
Total tax expense in the statement of comprehensive income	32,603	25,910	16,509	12,577

The effective tax rate for the year ended 30 June 2024 was 24.15%, compared with 19.09% in the comparative period.

Deferred income tax

The table below presents the deferred tax assets and liabilities that have been recognised for temporary differences arising from individual items of assets and liabilities.

	30 June 2024 (unaudited)	31 December 2023
Deferred tax assets arising from other sources		
Contract liabilities	34,436	34,043
Other liabilities	615	309
Other non-financial assets	1,065	1,317
Trade receivables	117	(258)
Right-of-use assets and lease liabilities	431	443
Employee benefit obligations	3,159	3,042
Trade payables	1,396	527
Tax losses carried forward	19,921	22,990
Measurement of derivative financial instruments	758	1,534
Other deductible temporary differences	1,563	1,301
Total deferred tax assets arising from other sources	63,461	65,248
	30 June 2024 (unaudited)	31 December 2023
Deferred tax liabilities arising from other sources		
Temporary differences between carrying amounts of property, plant, and equipment and intangible assets recognised in the accounts and their tax base	19,318	20,480
Capitalised costs of obtaining contracts with customers	5,015	4,503
Taxable temporary differences	29	21
Total deferred tax liabilities arising from other sources	24,362	25,003
Deferred tax assets related to capital gains		
Tax losses from capital gains carried forward	11,613	9,860
Total net deferred tax assets related to capital gains	11,613	9,860
Deferred tax liabilities from capital gains		
Deferred tax liabilities arising from remeasurement of investments measured at fair value	11,964	13,894
Remeasurement of equity-accounted investees	2,431	-
Deferred tax liabilities from capital gains	14,395	13,894
Total net deferred tax liabilities arising from capital gains	2,782	4,034
Net deferred tax assets arising from other sources	39,099	40,245
Net deferred tax liabilities arising from capital gains	2,782	4,034

4. NOTES TO THE INTERIM CONDENSED CONSOLIDATED STATEMENT OF CASH FLOWS. DEBT OF THE GROUP

4.1 Capital management policy and net debt

The Group's capital management policy aims to support continuous operations of the Group and increase value for its shareholders and other stakeholders. It also seeks to maintain an optimal capital structure that balances the cost of capital with appropriate levels of credit ratings. The Group may modify the level of dividends paid to shareholders, conduct share buybacks, issue new shares, or sell assets as appropriate to maintain or adjust the capital structure and reduce the level of net debt.

The Group's capital management policy considers various factors, including:

- the Group's performance in relation to investment and development plans;
- the repayment schedule for financial debt;

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- credit rating and capital ratios;
- and value creation for shareholders.

As at 30 June 2024 and 31 December 2023, the Group had financial liabilities arising from the credit facility agreement (note 4.3).

The Group uses the debt ratio as a metric to monitor its capital position, which is computed by dividing net debt by total equity. Net debt is determined by subtracting cash and cash equivalents from interest-bearing loans, option liabilities, derivative liabilities, and lease liabilities. Equity comprises equity attributable to owners of the Parent as well as equity attributable to non-controlling interests.

The following table presents the net debt to equity ratio at the end of each reporting period covered by these interim condensed consolidated financial statements.

	Note	30 June 2024 (unaudited)	31 December 2023
Bank borrowings	4.3	263,115	262,838
Lease liabilities	4.3	32,430	34,067
Other financial liabilities	5.3	22,943	24,844
Dividends payable	4.2	136,530	-
Less: cash and cash equivalents	4.4	(269,291)	(163,756)
Net debt		185,727	157,993
Equity		327,137	363,183
Leverage (net debt to equity)		0.57	0.44

4.2 Equity

Share capital

As at 30 June 2024, the share capital consisted of 68,265,026 shares with a par value of PLN 5.00 each. All shares outstanding as at 30 June 2024 had a par value of PLN 341,325,130 and were fully paid for.

Changes in equity in the six months ended 30 June 2024

On 18 June 2024, the Annual General Meeting resolved to allocate the net profit of PLN 172,869,056.02 earned by the Company in the financial year ended 31 December 2023, as follows:

- PLN 36,339,004.02 was allocated to the Company's statutory reserve funds, and
- PLN 136,530,052.00 was allocated for dividend distribution.

The dividend of PLN 136,530,052.00 was paid on 5 July 2024. The dividend per share was PLN 2.00.

Changes in equity in 2023

On 15 June 2023, Annual General Meeting resolved to allocate the net profit of PLN 164,766,117.07 earned by the Company in the financial year ended 31 December 2022, as follows:

- PLN 62,368,578.07 was allocated to the Company's statutory reserve funds, and
- PLN 102,397,539.00 was allocated for dividend distribution.

The dividend of PLN 102,397,539.00 was paid in July 2023. The dividend per share was PLN 1.50.

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4.3 Debt liabilities

Debt liabilities

	30 June 2024 (unaudited)	31 December 2023
Bank borrowings	263,115	262,838
- long-term	207,554	239,295
- short-term	55,561	23,543
Lease liabilities	32,430	34,067
- long-term	21,532	23,595
- short-term	10,898	10,472
Total	295,545	296,905

Bank borrowings – terms, payment schedules

Facility	Currency	Nominal value	Credit limit	Interest rate	Maturity
Term credit facility from BNP Paribas Bank Polska S.A., Santander Bank Polska S.A. and Powszechna Kasa Oszczędności Bank Polski S.A.	PLN	399,999,999	400,000,000	3M WIBOR + margin 1.2–1.9%; for periods shorter than 3M the linear interpolation rate	14 June 2027

On 14 June 2022, the Company entered, as the borrower, into a credit facility agreement with BNP Paribas Bank Polska S.A., Santander Bank Polska S.A. and Powszechna Kasa Oszczędności Bank Polski S.A. (the 'Banks') as the lenders (the 'Credit Facility Agreement'). Under the Credit Facility Agreement, the Banks provided the Company with a term loan of up to PLN 400,000 thousand to finance general corporate purposes, including planned future investments and further development of the Company. The facility repayment date is 14 June 2027. The facility bears interest at a variable rate plus the Banks' margin.

Debt covenants

The credit facility agreements executed with the Banks stipulate customary legal and financial commitments (covenants) on the Parent, as is customary for transactions of this nature. Some of the key covenants in the Credit Facility Agreement include the following financial ratios calculated for the Group: Debt Coverage Ratio (equal to or greater than 1.20), Interest Coverage Ratio (equal to or greater than 2.0), Leverage Ratio (less than 3.50).

As at 30 June 2024 and 31 December 2023, the Group was in compliance with all the covenants.

Execution of interest rate risk hedging transactions

Grupa Pracuj S.A. entered into framework agreements with Banks on 11 July 2022 to govern the execution and settlement of forward financial transactions, as provided for in Article 85.2 of the Bankruptcy Law. These agreements aim to mitigate the risk of negative impact of variable interest rates on finance costs related to debt. Under the agreements, the Company hedged the variable interest rate on the 3M WIBOR credit facility with an interest rate swap (IRS) that guarantees a fixed interest rate of 6.94% for a period of three years, i.e. until 30 September 2025. The carrying amount of the liability under derivative financial instruments used to hedge the interest rate risk and not covered by hedge accounting was PLN 3,989 thousand as at 30 June 2024 and PLN 8,076 thousand as at 31 December 2023.

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	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)
Measurement of derivative financial instruments		
IRS – Interest Rate Swap	4,087	(4,470)
Settlement of derivative financial instruments		
IRS – Interest Rate Swap	(1,415)	47
Total	2,672	(4,423)

Collateral for repayment of the credit facility

In order to provide additional security for the repayment of the Company's liabilities under the Credit Facility Agreement of 14 June 2022, on the same day the Parent entered into agreements with the Banks for the establishment of registered pledges over trademarks and an Internet domain name, as well as an agreement for the establishment of registered pledges and financial pledges over Grupa Pracuj S.A.'s bank accounts.

As at 30 June 2024, the following assets were pledged as collateral:

- registered pledge on a set of Grupa Pracuj S.A.'s assets up to PLN 852,450 thousand,
- registered pledge on the word and graphic trademark 'pracuj.pl' up to PLN 852,450 thousand,
- registered pledge on the word trademark mark 'pracuj.pl' up to PLN 852,450 thousand,
- registered pledge on the Internet domain name 'pracuj.pl' up to PLN 852,450 thousand,
- registered pledges and financial pledges on bank accounts up to PLN 852,450 thousand each,
- the Company's statement of voluntary submission to enforcement pursuant to Art. 777 of the Code of Civil Procedure.

The Group remained in compliance with all repayment and other terms of its credit facility agreements during the reporting period covered by these interim condensed consolidated financial statements, and there were no events of default in repayment of principal or interest by the Group.

Reconciliation of movements in debt liabilities to cash flows arising from financing activities in the interim condensed consolidated statement of cash flows

	Borrowings	Lease liabilities	Total
1 January 2024	262,838	34,067	296,905
Changes in cash flows from financing activities			
Repayment of borrowings	(900)	-	(900)
Payment of interest on borrowings	(9,300)	-	(9,300)
Payment of lease liabilities	-	(4,903)	(4,903)
Payment of lease interest	-	(826)	(826)
Net cash flows from financing activities	(10,200)	(5,729)	(15,929)
Other changes			
Acquisition-related loan agreement	900	-	900
Acquisition-related leases	-	221	221
New lease contracts	-	816	816
Lease modification/indexation	-	2,527	2,527
Accrued interest	9,577	843	10,420
Effect of changes in foreign exchange rates	-	(315)	(315)
Total other changes	10,477	4,092	14,569
30 June 2024 (unaudited)	263,115	32,430	295,545

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	Bank borrowings	Lease liabilities	Total
1 January 2023	366,660	19,704	386,364
Changes in cash flows from financing activities			
Payment of bank borrowings	(32,000)	-	(32,000)
Payment of interest on bank borrowings	(14,929)	-	(14,929)
Payment of lease liabilities	-	(5,670)	(5,670)
Payment of lease interest	-	(312)	(312)
Net cash flows from financing activities	(46,929)	(5,982)	(52,911)
Other changes			
New lease contracts	-	642	642
Lease modification/indexation	-	3,313	3,313
Accrued interest	14,824	312	15,136
Effect of changes in foreign exchange rates	-	(1,058)	(1,058)
Total other changes	14,824	3,209	18,033
30 June 2023 (unaudited)	334,555	16,931	351,486

For information on the Group's exposure to interest rate risk, currency risk, and liquidity risk see note 5.4. For information on fair value, see note 5.1.

4.4 Cash and cash equivalents

	30 June 2024 (unaudited)	31 December 2023
Cash in current accounts	109,118	45,300
Bank deposits	159,806	118,188
Cash in transit	367	268
Total	269,291	163,756
<i>including restricted cash</i>	122	292

The Group holds restricted cash at banks in Ukraine, whose limited availability results from restrictions imposed by the National Bank of Ukraine. An additional moratorium on cross-border foreign exchange payments was imposed on 24 February 2022. The total value of cash held in Ukrainian bank accounts as at 30 June 2024 was PLN 28,648 thousand (PLN 24,080 thousand as at 31 December 2023). The Ukrainian subsidiary Robota International TOV ('Robota') has full ability to meet its financial obligations and manage its cash balances, as its liabilities are largely limited to the domestic market.

5. FINANCIAL INSTRUMENTS AND MANAGEMENT OF FINANCIAL RISK

5.1 Financial instruments and fair value

Due to the short-term nature of trade receivables, cash, dividends receivable, short-term bank deposits, cash security deposits, trade payables, dividends payable, and other financial liabilities, the Group assesses that their carrying amounts at the end of each reporting period covered by these interim condensed consolidated financial statements are a reliable approximation of their fair value.

The Group assessed that, given the variable interest rates, the fair value of the interest-bearing credit facilities not measured at fair value approximates their carrying amount.

In the six months ended 30 June 2024 or in the year ended 31 December 2023, there were no transfers between Level 1 and Level 2 of the fair value hierarchy, and no instruments were transferred from or to Level 3 of the fair value hierarchy.

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The following table presents the carrying amounts of each financial instrument and its allocation to the levels of the fair value hierarchy. The fair value hierarchy information applies to instruments that are measured at fair value according to the adopted accounting policy.

	Note	30 June 2024 (unaudited)	31 December 2023	Fair value hierarchy
Financial assets measured at fair value through profit or loss				
Unlisted shares	5.2	86,455	97,013	Level 3
Total		86,455	97,013	
Financial assets measured at amortised cost				
Trade receivables	5.2	63,686	68,312	
Cash and cash equivalents	4.4	269,291	163,756	
Cash security deposits	5.2	4,621	4,549	
Dividends receivable	5.2	8,230	2,439	
Total		345,828	239,056	
Other financial liabilities				
Bank borrowings	4.3	263,115	262,838	
Lease liabilities	4.3	32,430	34,067	
Trade payables	5.3	35,998	35,650	
Liabilities arising from put option	5.3	18,864	16,768	Level 3
Derivatives recognised in financial liabilities	5.3	3,989	8,076	Level 3
Dividends payable	4.2	136,530	-	
Other financial liabilities	5.3	90	-	Level 3
Total		491,016	357,399	

5.2 Trade receivables and other financial assets

Trade receivables

	30 June 2024 (unaudited)	31 December 2023
Trade receivables		
- to related entities	17	18
- to other entities	63,669	68,294
Total	63,686	68,312

Other financial assets

	30 June 2024 (unaudited)	31 December 2023
Non-current	99,175	103,810
Unlisted shares	86,455	97,013
Cash security deposits	4,490	4,358
Dividends receivable	8,230	2,439
Current	131	191
Cash security deposits	131	191
Total	99,306	104,001

Changes in the carrying amount of unlisted shares in each of the reporting periods presented in these interim condensed consolidated financial statements

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)
Unlisted shares measured at fair value through profit and loss at beginning of period	97,013	126,507
Purchase of unlisted shares measured at fair value	7,583	-
Changes in fair value recognised in net finance income / (costs)	(18,141)	(1,138)
Unlisted shares measured at fair value through profit and loss at end of period	86,455	125,369
<i>including shares in:</i>		
Beamery Inc.	61,564	107,730
Pracuj Ventures sp. z o.o. ASI sp.k.	24,891	17,639

Valuation of shares not listed on active markets

The Group measures its interests in entities not listed on active markets based on Level 3 of the fair value hierarchy. The Group uses its own estimates for this valuation, based on the belief that no reasonably available information suggests that market participants would adopt different assumptions in their valuations.

Pracuj Ventures spółka z ograniczoną odpowiedzialnością ASI sp. k. ('Pracuj Ventures')

Pursuant to Resolution No. 2 passed by the General Meeting of Pracuj Ventures on 12 January 2024, Grupa Pracuj S.A. provided an additional cash contribution of PLN 7,583 thousand to Pracuj Ventures as part of a capital increase. The payment was made on 17 January 2024.

Beamery Inc. ('Beamery')

As at 31 December 2023, the fair value of shares in Beamery was remeasured using the multiplier method. The valuation was prepared by an independent advisor and required the management to adopt certain assumptions regarding the data used in the valuation. Following the remeasurement, the fair value of the shares in Beamery was reduced by PLN 29.5 million. As at 30 June 2024, the fair value of the shares decreased by PLN 16,711 thousand compared with the amount disclosed in the consolidated financial statements for the year ended 31 December 2023. This decrease was due to a reduction in the multipliers used in the valuation, bringing the fair value to PLN 61,564 thousand.

The Management Board continuously analyses factors that may affect the fair value of shares in entities not listed on active markets. In the opinion of the Group's Management Board, as at 30 June 2024 the fair value of unlisted shares was lower by PLN 18,141 thousand compared with the fair value as at 31 December 2023 (note 2.4).

Assessment of the Group's interest in Pracuj Ventures

As at 30 June 2024, the Company continued to classify its 71.96% interest in Pracuj Ventures as an investment despite its majority interest in the entity (as at 31 December 2023, the Company also held a 71.96% interest). The Company determined that its interest in Pracuj Ventures is subject to the variable financial performance of the entity, but the Company's Management Board does not have the ability to influence the direction and decision-making of the entity's investment activities. As a result, the Management Board has no control over Pracuj Ventures, and therefore, it does not have any influence over the investment returns achieved by Pracuj Ventures.

The key factor, based on the analysis conducted, that influenced the Company's judgement regarding the absence of significant influence over Pracuj Ventures is the decision-making process and the composition of Pracuj Ventures' key management personnel. The Company does not have a

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representative on the key management personnel of Pracuj Ventures, nor does it have any influence on its composition. Investment decisions are made by an investment committee, consisting of a number of shareholders identified in the Pracuj Ventures Articles of Association. The investment committee does not include Grupa Pracuj S.A. Ownership rights, i.e. voting rights arising from shares held, are not taken into account in the decision-making processes. For resolutions that concern matters beyond ordinary management, including key operational activities, Pracuj Ventures' Articles of Association dictate that unanimity is necessary among Przemysław Gacek, Maciej Noga, Ataraxy Ventures Man sp. z o.o., and Paweł Leks. This implies that significant control over the investment activities, which includes the major operational activities of Pracuj Ventures, resides with Przemysław Gacek in his capacity as an individual investor, rather than in his role as the President of the Management Board of Grupa Pracuj S.A. Furthermore, the ongoing oversight of Pracuj Ventures' activities is exercised by the management board of its general partner, Pracuj Ventures sp. z o.o., with which the Company has no capital ties.

5.3 Trade payables and other financial liabilities

Trade payables

	30 June 2024 (unaudited)	31 December 2023
Trade payables		
- to related entities	25	451
- to other entities	35,973	35,199
Total	35,998	35,650

Other financial liabilities

	30 June 2024 (unaudited)	31 December 2023
Non-current liabilities	18,864	16,768
Non-current liability arising from put option	18,864	16,768
Current liabilities	4,079	8,076
Derivative liabilities	3,989	8,076
Other	90	-
Total	22,943	24,844

Liabilities arising from put option

The non-current liabilities arising from a put option are related to the estimated value of potential future payments to non-controlling shareholders of Robota International TOV. The liability was recognised in the amount of PLN 18,864 thousand, with a corresponding entry in equity (other reserves). For detailed information see note 5.3 to the consolidated financial statements for the year ended 31 December 2023.

Derivative liabilities

The carrying amount of the liability under derivative financial instruments used to hedge the interest rate risk and not covered by hedge accounting was PLN 3,989 thousand as at 30 June 2024, compared with PLN 8,076 thousand as at 31 December 2023 (note 4.3).

5.4 Financial risk management

5.4.1 Principles of financial risk management

The Group is exposed to various financial instrument risks, including:

- credit risk,
- liquidity risk,

- currency risk,
- interest rate risk.

This note provides information about the Group's exposure to each of the risks identified above and describes the Group's risk management objectives and policies. The overall objective of the financial risk management policy is to minimise the negative impact of the identified financial risks on the Group's financial results.

5.4.2 Credit risk

Credit risk is the potential risk of a credit event occurring in the future, which can take the form of counterparty insolvency, partial repayment of receivables, significant delays in repayment, unexpected deviations from contractual terms, or the risk of not recovering cash placed with banks. This risk primarily relates to trade receivables, cash and cash equivalents, dividends receivable, and other financial assets, under which the Group recognises, in particular, cash security deposits.

The following table presents the Group's maximum exposure to credit risk:

	Note	30 June 2024 (unaudited)	31 December 2023
Trade receivables	5.2	63,686	68,312
Other financial assets	5.2	4,621	4,549
Dividends receivable	5.2	8,230	2,439
Cash and cash equivalents	4.4	269,291	163,756
Total		345,828	239,056

Credit risk related to cash

The Group periodically places free cash in short-term deposits with banks to earn finance income from interest.

The credit risk associated with cash at banks and bank deposits is considered to be low since the Group conducts transactions with banks that have high ratings and a stable market position. The Company has estimated that the expected credit loss is minimal, and therefore it has not recognised any allowance for such loss.

The maximum exposure to this risk is equal to the carrying amount of cash and cash equivalents as presented in the financial statements.

Credit risk related to trade receivables

The table below presents information on the gross carrying amount and allowance for expected credit losses for trade receivables measured at amortised cost.

	Weighted-average loss rate	Gross carrying amount	Allowance for expected credit loss	Net carrying amount
30 June 2024 (unaudited)	5.20%	67,181	3,495	63,686
31 December 2023	4.15%	71,267	2,955	68,312

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Changes in the amount of allowance for expected credit losses for trade receivables in the periods covered by these interim condensed consolidated financial statements were as follows:

	6 months ended 30 June 2024 (unaudited)	2023
Opening balance	2,955	2,648
Net change in allowance for expected credit loss	705	668
Acquisition-related allowance	82	-
Amounts written off	(241)	(303)
Exchange differences on translation of foreign operations	(6)	(58)
Closing balance	3,495	2,955

5.4.3 Liquidity risk

The Group faces liquidity risk, which refers to its ability to meet financial obligations in a timely manner. The Group manages its liquidity risk by closely monitoring the maturity profiles of its assets and liabilities, cash requirements for short-term obligations and long-term cash needs for investment projects and distributions to shareholders. Cash requirements are compared against projected inflows from operating activities and the readily available cash resources. In addition, the Group has a policy of diversifying its funding sources.

In managing liquidity risk, the Group's approach is to ensure financing needed for its companies to meet their obligations, prioritising the most advantageous financing options available. The following measures are applied to reduce liquidity risk:

- ongoing monitoring of the liquidity position of Group companies,
- monitoring and optimising the level of working capital,
- ongoing monitoring of the Group's compliance with the terms of credit facility agreements and timely payment of principal and interest.

The following tables show the maturity of the Group's financial liabilities. The table below presents the maturity profile of the Group's financial liabilities, including undiscounted cash flows with interest based on contractual terms.

30 June 2024 (unaudited)	Carrying amount	Expected cash flows from financial liabilities						Total
		up to 1 month	1-3 months	3-12 months	1-3 years	3-5 years	over 5 years	
Bank borrowings	263,115	-	12,793	60,658	229,654	-	-	303,105
Lease liabilities	32,430	933	1,880	8,266	22,864	1,155	52	35,150
Trade payables	35,998	32,779	2,889	311	-	-	-	35,979
Dividends payable	136,530	136,530	-	-	-	-	-	136,530
Other financial liabilities	22,943	-	90	3,989	23,071	-	-	27,150
Total		170,242	17,652	209,754	275,589	1,155	52	674,444

31 December 2023	Carrying amount	Expected cash flows from financial liabilities						Total
		up to 1 month	1-3 months	3-12 months	1-3 years	3-5 years	over 5 years	
Bank borrowings	262,838	-	4,660	38,042	154,033	115,849	-	307,924
Lease liabilities	34,067	961	1,880	7,988	18,582	7,715	74	37,200
Trade payables	35,650	29,740	5,597	312	-	-	-	35,650
Other financial liabilities	24,844	-	-	8,076	19,830	-	-	27,906
Total		30,700	12,137	54,418	192,445	123,564	74	413,340

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The table below presents working capital, which is the difference between current assets and current liabilities, at the end of the reporting periods covered in these interim condensed consolidated financial statements. Changes in working capital in the periods presented were mainly attributable to changes in cash and changes in current dividends payable. Contract liabilities are a significant component of current liabilities, representing the Group's obligation to provide services to customers in exchange for which the Group has already received consideration (or the consideration is due) from the customer.

	30 June 2024 (unaudited)	31 December 2023
Current assets	379,970	274,145
Current liabilities	(547,192)	(379,996)
Working capital	(167,222)	(105,851)

5.4.4 Currency risk

The Group's exposure to transactional currency risk arises when there is a mismatch between the currencies used for sales, purchases, receivables, and payables and the respective functional currencies of its subsidiaries.

The Group's financial statements are reported in the Polish złoty, but its foreign subsidiaries have different functional currencies. The Group recognises currency risk arising from transactions conducted by its subsidiaries in currencies different from each subsidiary's functional currency. The Group regularly assesses currency risk by analysing transactions conducted in currencies other than the functional currency of each respective entity, and monitors the impact of exchange rate fluctuations on these transactions.

5.4.5 Interest rate risk

The Group faces the risk of cash flow volatility due to fluctuations in interest rates, which can affect assets and liabilities that are subject to variable interest rates, such as credit facilities and leases, resulting in changes in interest income and expenses. The Group aims to minimise the impact of interest rate fluctuations on items that bear variable-rate interest through its interest rate risk management strategy.

The profile of the Group's exposure to interest rate risk is provided in the table below, which breaks down interest-bearing financial assets and liabilities according to whether they have fixed or variable interest rates.

	30 June 2024 (unaudited)	31 December 2023
Interest-bearing financial instruments		
- fixed-rate instruments	(36,419)	(42,143)
Lease liabilities	(32,430)	(34,067)
Derivatives recognised in financial liabilities	(3,989)	(8,076)
- variable-rate instruments	10,504	(94,875)
Bank borrowings	(263,115)	(262,838)
Cash security deposits	4,328	4,207
Cash and cash equivalents	269,291	163,756
Net exposure to interest rate risk (in relation to variable-rate instruments)	10,504	(94,875)

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The table below illustrates how changes in interest rates impact the Company's profit or loss with respect to variable-rate instruments.

	Net exposure to interest rate risk	Effect on net profit or loss	
		1pp increase in interest rate	1pp decrease in interest rate
30 June 2024 (unaudited)	10,504	85	(85)
31 December 2023	(94,875)	(768)	768

An increase in interest rates may lead to higher service costs of external financing, resulting in a decrease in profit or loss and potentially reducing the financial effectiveness of investments made by the Group. Seeking to minimise interest rate risk, the Group hedged the variable interest rate on the 3M WIBOR credit facility with an interest rate swap (IRS) that guarantees a fixed interest rate of 6.94% for a period of three years, i.e. until 30 September 2025.

Credit risk related to derivative instruments

The counterparties with which the Group enters into derivative transactions to hedge interest rate risk operate in the financial sector. These are banks with investment-grade ratings. The Company diversifies the banks with which it enters into derivative transactions.

6. NOTES TO THE INTERIM CONDENSED CONSOLIDATED STATEMENT OF FINANCIAL POSITION

6.1 Intangible assets

The Group distinguishes the following categories of intangible assets: acquired property rights, internally developed software, and other intangible assets. All categories mostly relate to software used in the Group's core operations. Expenditures incurred for internally developed software represent the costs of development incurred before the software is used to generate revenue from contracts with customers.

As at 30 June 2024, these expenditures stood at PLN 9,566 thousand, of which PLN 6,605 thousand was spent on internally developed software that had not yet been completed. The Group assessed the risk of impairment of these assets as insignificant.

Based on the assessments performed, the Group did not identify any objective indications of impairment of intangible assets as at the end of the reporting periods presented in these interim condensed consolidated financial statements.

6.2 Property, plant and equipment

The most significant item of the Group's property, plant and equipment is technology infrastructure (computers, servers, telephones) and improvements in leased office space. The Group also has its own fleet of vehicles used for business purposes.

During the reporting period, the Group acquired property, plant and equipment for PLN 3,343 thousand and sold property, plant and equipment for PLN 1,556 thousand.

Based on the assessments performed, the Group did not identify any objective indications of impairment of property, plant and equipment as at the end of the reporting periods presented in these interim condensed consolidated financial statements.

6.3 Right-of-use assets

The Group acts as a lessee in contracts involving the use of office space leased for business purposes and in long-term car lease contracts.

Based on the assessments performed, the Group did not identify any objective indications of impairment of right-of-use assets as at the end of the reporting periods presented in these interim condensed consolidated financial statements.

In the reporting period, the Group recorded additions to its right-of-use assets, which included PLN 816 thousand attributable to new contracts and PLN 2,528 thousand attributable to modifications and adjustments of existing ones.

6.4 Goodwill

Purchase of shares in HRlink sp. z o.o.

On 4 January 2024, eRecruitment Solutions sp. z o.o. concluded an agreement to purchase the entire shareholding in HRlink sp. z o.o. of Szczecin held by Agora S.A. of Warsaw and some private individuals. In the transaction, 100% of shares in HRlink sp. z o.o. were acquired for PLN 7,737 thousand.

The purchase price of PLN 7,737 thousand was financed entirely with the buyer's own funds. The total amount of consideration transferred may change as a result of the contractual earn-out mechanism.

HRlink.pl is a comprehensive recruitment system providing support at every stage of recruitment: from attracting and communicating with candidates, integration with other systems, HR collaboration with business partners, to onboarding of new hires.

The Group had not completed the process of purchase price allocation as at 30 June 2024. Therefore, the fair value of the acquired assets, liabilities, and goodwill recognised on the acquisition may change within 12 months of taking control over HRlink sp. z o.o. As part of the provisional accounting for the acquisition, as at 30 June 2024, the Group recognised an excess of the price paid over the value of the acquired net assets in the amount of PLN 7,063 thousand. This excess was recognised as goodwill.

The Group incurred transaction-related costs amounting to PLN 309 thousand, which were recognised as operating expenses in the 2024 and 2023 consolidated statements of comprehensive income.

The provisionally recognised amounts of the Company's identifiable assets and liabilities as at 4 January 2024 are presented below.

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	Provisional amounts as at the acquisition date (PLN thousand)
Acquired assets	
Intangible assets	1,818
Property, plant and equipment	19
Right-of-use assets	197
Trade receivables	363
Cash and cash equivalents	107
Other assets	107
Deferred tax assets	51
Total assets	2,662
Acquired liabilities	
Liabilities under non-bank borrowings	902
Employee benefit obligations	78
Trade payables	523
Contract liabilities	50
Lease liabilities	221
Other liabilities and provisions	124
Total liabilities	1,897
Net assets	764
Acquired percentage of share capital	100%
Purchase price	7,737
Deferred payment liabilities (price adjustments)	90
Goodwill recognised as at 4 January 2024	7,063

Purchase of shares in Spoonbill Holding GmbH

On 14 June 2022, Grupa Pracuj S.A., as the buyer, entered into a share purchase agreement with Eden Investment S.à r.l. (a company controlled by Investcorp, an alternative investment company) and Stefan Schüffler Beteiligungs UG (haftungsbeschränkt), as the sellers, to acquire 25,000 shares, representing 100% of the share capital in Spoonbill Holding GmbH and indirectly 100% of shares in Spoonbill GmbH, softgarden e-recruiting GmbH, and absence.io GmbH. From the date of acquisition to 30 June 2022, there were no material transactions at Spoonbill Holding GmbH or its subsidiaries.

The purchase price was partly financed through a term loan of PLN 400,000 thousand, while the remaining amount of PLN 152,488 thousand was financed with the Company's own funds.

The acquisition of Spoonbill Holding GmbH, which includes the indirectly acquired shares in Spoonbill GmbH, softgarden e-recruiting GmbH, and absence.io GmbH, was a significant development for Grupa Pracuj S.A. Group in its pursuit of international expansion. This acquisition is expected to strengthen Grupa Pracuj S.A. Group's position as a leading force in HR Tech across Central and Eastern Europe and the DACH region (Germany, Austria, Switzerland).

	Accounting for the acquisition (EUR thousand)	Accounting for the acquisition (PLN thousand)
Gross carrying amount as at 1 January 2024	102,605	446,128
Exchange differences on translation of foreign operations	-	(3,591)
Gross carrying amount as at 30 June 2024	102,605	442,537
Impairment losses as at 1 January 2024	-	-
Impairment losses as at 30 June 2024	-	-
Net carrying amount as at 1 January 2024	102,605	446,128
Exchange differences on translation of foreign operations	-	(3,591)
Net carrying amount as at 30 June 2024	102,605	442,537

6.5 Equity-accounted investees

A summary of associates, along with the Group's equity interests in those companies in all the periods covered by these interim condensed consolidated financial statements, is presented in note 1.3.

The table below presents the carrying amount of equity-accounted investments in associates:

	30 June 2024 (unaudited)	31 December 2023
Carrying amount of equity-accounted investments in associates		
WorkIP Ltd and Work Ukraine TOV	13,749	18,565
Fitqbe sp. z o.o.	12,027	12,023
Other associates	-	137
Total	25,776	30,725

WorkIP Ltd and Work Ukraine TOV are assessed jointly for the presence of impairment indicators due to the significant operational relationships between the two companies. The Company believes that it cannot consider the cash flows generated by these companies as largely independent of each other. WorkIP Ltd owns trademarks and domain names, and its main revenue source is licence fees paid by Work Ukraine TOV for the use of these rights. In contrast, Work Ukraine TOV generates operating revenue by using licences from WorkIP Ltd. Impairment indicators, which result mainly from the armed conflict in Ukraine, are described in note 7.8.

Changes in the value of equity-accounted investees in each of the periods presented in these interim condensed consolidated financial statements

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)
Equity-accounted investees at beginning of period	30,725	27,407
Dividends	(8,270)	(4,371)
Share of profit / (loss) of equity-accounted investees	4,793	2,370
Sale of associate	(137)	-
Exchange differences on translation of share of profit of equity-accounted investees	(1,335)	-
Waiver of the right to shares	-	(314)
Equity-accounted investees at end of period	25,776	25,092

In 2024, the Company sold its entire 35% shareholding in Epicode sp. z o.o.

In 2024 and 2023, the shareholders of Work Ukraine TOV passed resolutions on the allocation of profits earned in previous years. The dividends reduced the carrying amount of equity-accounted investees in the six months ended 30 June 2024, and the year ended 31 December 2023.

No reversals of impairment losses were recorded on equity-accounted investees during the periods covered by these interim condensed consolidated financial statements.

6.6 Inventory

	30 June 2024 (unaudited)	31 December 2023
Inventory		
Advertisements	2,738	1,891
Total	2,738	1,891

The Group recognises in its inventory the cost of advertisements acquired for resale from websites predominantly active in the DACH region. Advertisements are typically acquired at the start of the financial year and are then consistently resold over the subsequent months of the year.

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In the six months ended 30 June 2024, the Group did not recognise any inventory write-downs, while in the year ended 31 December 2023 it recognised an inventory write-down of PLN 2,019 thousand.

6.7 Other non-financial assets

	30 June 2024 (unaudited)	31 December 2023
Non-current	789	840
Other	789	840
Current	44,124	39,995
Prepaid services		
Prepaid marketing expenses	1,678	2,043
Prepaid hardware and software maintenance services	4,291	3,598
Prepaid other services	1,549	1,128
Advertisements purchased based on customer orders	17,222	13,446
Other	1,163	710
Other assets		
Incremental costs of obtaining a contract	16,676	14,972
Prepayments for intangible assets and property, plant and equipment	508	484
Taxes and public charges receivable	865	1,221
Unvoiced bonuses on advertisements sold	-	2,283
Other	172	110
Total	44,913	40,835

6.8 Other non-financial liabilities

	30 June 2024 (unaudited)	31 December 2023
Tax liabilities (other than CIT) and social security liabilities	13,710	13,462
Other non-financial liabilities	4,331	1,923
Total	18,041	15,385

6.9 Employee benefit obligations

	30 June 2024 (unaudited)	31 December 2023
Non-current	1,838	1,838
Provisions	1,838	1,838
Death gratuities	970	970
Retirement benefits	750	750
Disability benefits	118	118
Current	27,734	29,785
Provisions	72	72
Death gratuities	38	38
Retirement benefits	17	17
Disability benefits	17	17
Other obligations to employees	27,662	29,713
Accrued holiday entitlements	8,889	6,796
Sales-related bonuses and commission fees payable to employees	17,503	20,315
Other	1,270	2,602
Total	29,572	31,623

7. OTHER NOTES

7.1 Share-based payments

Incentive Scheme 1

On 29 October 2021, the Extraordinary General Meeting of the Company passed a resolution establishing incentive scheme No. 1 ('Incentive Scheme 1') for members of the Management Board, the Supervisory Board and key personnel (persons employed under an employment contract or a mandate contract, regardless of the applicable law governing the contract). Incentive Scheme 1 is founded on shares issued under the authorisation granted to the Management Board to increase the share capital within the limits of the authorised share capital pursuant to Resolution No. 5 of the Extraordinary General Meeting of 22 October 2021 ('Bonus Shares 1'). To implement Incentive Scheme 1, the Management Board is authorised to issue up to 1,021,563 Bonus Shares 1, representing up to 1.5% of the share capital, and to disapply shareholders' pre-emptive rights with respect to the shares, subject to approval from the Supervisory Board. Incentive Scheme 1 aims to align the interests of key personnel with the long-term success of the Company and retain talent who play a significant role in shaping and executing the Company's strategy. Incentive Scheme 1 is being implemented in 2022-2024. A participant's entitlement to receive Bonus Shares 1 will be conditionally vested at the end of each calendar year during the term of Incentive Scheme 1 and will be subject to the fulfilment of the following conditions as determined by the Management Board:

- delivery of a specific financial result in a given performance period (proportion 80%),
- delivery of a specific business objective in a given performance period (proportion 20%).

Each participant will pay the issue price per Bonus Share 1 determined as:

- a PLN-equivalent of 33% of the final price per share in the retail tranche of the initial public offering, rounded down to the nearest grosz (PLN 1/100), or
- the par value per share, that is PLN 5.00.

The vesting period runs from 1 June 2022 to 31 March 2025. The total cost of the scheme recorded in the Company's employee benefits expense was PLN 13,925 thousand in 2023, while PLN 5,895 thousand was recorded in the six months ended 30 June 2024.

The scheme has an estimated maximum total cost of PLN 33,489 thousand, which may be recognised in the Company's equity during the scheme's term.

The following table shows the key assumptions used for the scheme valuation and terms of the scheme.

Fair value measurement of the scheme as at the grant date of Tranche 2 under Incentive Scheme 1, i.e. 10 July 2023	
Fair value of a single option at the grant date (PLN)	32.48 (Tranche 1) 32.89 (Tranches 2 and 3)
Number of priced options	1,021,563
Total fair value of the scheme (PLN thousand)	33,498
Key inputs used in the fair value measurement	
Option exercise price (PLN)	24.42 or 5.00
Expected option exercise date	31 March 2025
Expected dividend yield	2.03%
Model used	Black-Scholes-Merton

On 22 October 2021, the Company's Extraordinary General Meeting authorised the Management Board to issue up to 1,191,823 new bearer shares with a par value of PLN 5.00 per share, and a total par value not more than PLN 5,959,115.00. Within the limits of the authorised capital, the Management Board is authorised to increase the Company's share capital once or multiple times e.g. for the purposes of

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Incentive Scheme 1, as discussed above. The authorisation will expire three years after the registration of the relevant amendment to the Company's Articles of Association by the competent registry court, i.e. the amendment made in accordance with Resolution No. 5/2021 of the General Meeting held on 22 October 2021. As the allotment of Bonus Shares 1 is scheduled no earlier than 31 March 2025, the Annual General Meeting passed a resolution to extend the Management Board's authorisation to increase the authorised share capital. The Management Board is also authorised to disapply the pre-emptive rights to shares issued within the authorised capital, either wholly or in part, subject to approval from the Supervisory Board. This extension enables the share capital increase and the issuance of Bonus Shares 1 in 2025.

7.2 Earnings per share

Earnings per share are calculated by dividing the net profit for the financial year attributable to the owners of the Parent by the weighted average number of ordinary shares in the reporting period.

The calculation of basic earnings per share for the periods covered by these interim condensed consolidated financial statements took into account the dilution caused by equity instruments. These instruments resulted from the acquisition of rights under the share-based payment arrangement outlined in note 7.1.

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Net profit attributable to owners of the Parent	99,629	107,845	41,544	58,356
CONTINUING OPERATIONS	99,629	107,845	41,544	58,356
Net profit attributable to owners of the Parent	99,629	107,845	41,544	58,356
Number of ordinary shares – for the purpose of calculation of basic earnings per share	68,265,026	68,265,026	68,265,026	68,265,026
Effect of dilution (share-based payment arrangement)	939,576	930,677	939,576	930,677
Weighted average number of ordinary shares – for the purpose of calculation of diluted earnings per share	69,204,602	69,195,703	69,204,602	69,195,703
Basic earnings per share (PLN) – continuing operations	1.46	1.58	0.61	0.85
Diluted earnings per share (PLN) – continuing operations	1.44	1.56	0.60	0.84

7.3 Related-party transactions

During the period covered by these interim condensed consolidated financial statements, there were no transactions between the Group and its related parties on other than arm's length terms.

Members of the Parent's Management Board, Supervisory Board and close members of their families, or other related parties, did not engage in transactions with Group companies that had a significant impact on the profit or loss of the reporting period or the Group's financial position.

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7.4 Remuneration and other transactions with key management personnel

Remuneration of key management personnel

The Group identifies the Management Board and the Supervisory Board of the Parent as members of the key management personnel.

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Short-term employee benefits	1,693	1,594	842	808
Share-based payments	952	634	476	319
Total	2,645	2,228	1,318	1,127

Short-term employee benefits refer to the cost of salaries and bonuses, including additional payroll costs, for members of the Management Board and the Supervisory Board.

Non-monetary benefits received by members of the Group's key management personnel mainly consist of medical care packages, company cars, and company phones for private use. However, the value of these benefits is not significant.

7.5 Employee benefits expense

	6 months ended 30 June 2024 (unaudited)	6 months ended 30 June 2023 (unaudited)	3 months ended 30 June 2024 (unaudited)	3 months ended 30 June 2023 (unaudited)
Salaries and wages	93,018	81,759	47,541	35,572
Bonuses	15,886	17,470	6,001	12,229
Share-based payments	5,895	4,075	2,947	2,049
Social security contributions	17,597	16,078	8,545	7,792
Other employee benefits	3,135	4,089	1,616	3,063
Total	135,531	123,471	66,650	60,705

7.6 Other information relevant to the assessment of assets, financial condition and results

Other than the information disclosed in these interim condensed consolidated financial statements, the Group is not aware of any information which, in its opinion, could be relevant to the assessment of its assets, financial condition and results.

The Group's business is not seasonal.

7.7 Contingent liabilities

Guarantee provider	Currency	30 June 2024 (unaudited)	31 December 2023
PKO Bank Polski S.A.	EUR	589	551
	PLN	43	-
Total	EUR	589	551
	PLN	43	-

The Group recognises bank guarantees issued on behalf of the Parent as contingent liabilities. These guarantees secure lease payments under office leases in which the Group is the lessee.

7.8 Impact of the armed conflict in Ukraine on the Group's business

On 24 February 2022, martial law was declared in Ukraine due to the invasion of Russian troops into Ukraine and the onset of an armed conflict that has created new and unpredictable circumstances for the Ukrainian economy. The Company did not generate significant revenue from contracts with customers in Ukraine, Russia, and Belarus; however, it holds shares in entities operating in Ukraine ('Ukrainian Companies').

The armed conflict in Ukraine could potentially have a long-term adverse impact on the operational and financial performance of entities operating in the region. The most significant risk could stem from the prolonged economic downturn in Ukraine, potentially resulting in continued decline in revenues, challenges in receivables collection at Ukrainian Companies, and the potential loss of value for the Company's assets involved in Ukraine. To date, no assets used to generate cash flows in Ukrainian Companies have been destroyed, and there are currently no restrictions on access to these assets, including those available through banking systems. However, due to regulatory restrictions, Ukrainian Companies are unable to make dividend payments outside of Ukraine. In addition, Ukrainian Companies have sufficient cash resources to continue operations in the coming months. The risk of losing the use of Internet domain names that Ukrainian Companies use for their operations under licence agreements is either low or non-existent. These domain names are registered by entities domiciled in Cyprus in which the Company holds shares.

Despite the strong financial performance of the Ukrainian Companies, the Group's Management Board decided not to reverse prior years' impairment losses on assets as at 30 June 2024.

In 2024 and 2023, the shareholders of Work Ukraine TOV passed resolutions on the allocation of profits earned in previous years. Dividends reduced the amount of equity-accounted investees in the period ended 30 June 2024 and in the year ended 31 December 2023. The Management Board expects to receive the dividends from Work Ukraine TOV by 31 December 2025. Consequently, the Management Board resolved to discount the dividends receivable for the period ended 30 June 2024, and the year ended 31 December 2023 (note 5.2).

The Management Board of the Parent continually monitors the military and economic situation in Ukraine and analyses its impact on the operations of Ukrainian Companies. Despite the challenging and unstable background, the financial results delivered by the Ukrainian Companies in the six months ended 30 June 2024 were positive.

The table below summarises Robota's assets recognised in the interim condensed consolidated statement of financial position as at 30 June 2024, which are at risk of impairment, and the corresponding assets of the Group as reported in the interim condensed consolidated statement of financial position as at 30 June 2024.

	Robota's assets as at 30 June 2024 (unaudited)	Assets of the Group as at 30 June 2024 (unaudited)
Intangible assets	-	89,728
Property, plant and equipment	880	12,708
Right-of-use assets	1,017	30,055
Deferred tax assets	4,255	39,099
Trade receivables	2,254	63,686
Other non-financial assets	1,602	44,913
Cash and cash equivalents	28,642	269,291

The Group's assets include equity-accounted investees (WorkIP Ltd and Work Ukraine TOV) which have operations in Ukraine, measured at PLN 13,749 thousand as at 30 June 2024.

Grupa Pracuj S.A. Group

Interim condensed consolidated financial statements of the Grupa Pracuj S.A. Group for the six months ended 30 June 2024

All amounts in PLN thousand, unless otherwise stated

The following table summarises the Group's liabilities related to its operations in Ukraine and the corresponding liabilities of the Group as reported in the interim condensed consolidated statement of financial position as at 30 June 2024.

	Group's liabilities related to operations in Ukraine as at 30 June 2024 (unaudited)	Group's liabilities as at 30 June 2024 (unaudited)
Non-current lease liabilities	1,077	21,532
Current lease liabilities	1,079	10,898
Employee benefit obligations	2,105	29,572
Trade payables	838	35,998
Other non-financial liabilities	988	18,041
Contract liabilities	21,880	253,087

In addition, the Group has a put option liability to non-controlling shareholders in Robota. The carrying amount of the liability as at 30 June 2024 was PLN 18,864 thousand.

The Group has no direct significant transactions with customers or suppliers from Russia and Belarus.

The Management Board of the Company would like to emphasise that the effects of the ongoing armed conflict in Ukraine and its potential impact on the financial performance of the Ukrainian subsidiaries in future periods remain uncertain. Consequently, the Management Board is closely monitoring developments and potential indicators that could signify the loss of ability of the Ukrainian subsidiaries to continue as going concerns, and will take appropriate actions as necessary.

7.9 Events after the reporting date

Payment of dividend

A dividend of PLN 136,530,052.00 was paid on 5 July 2024.

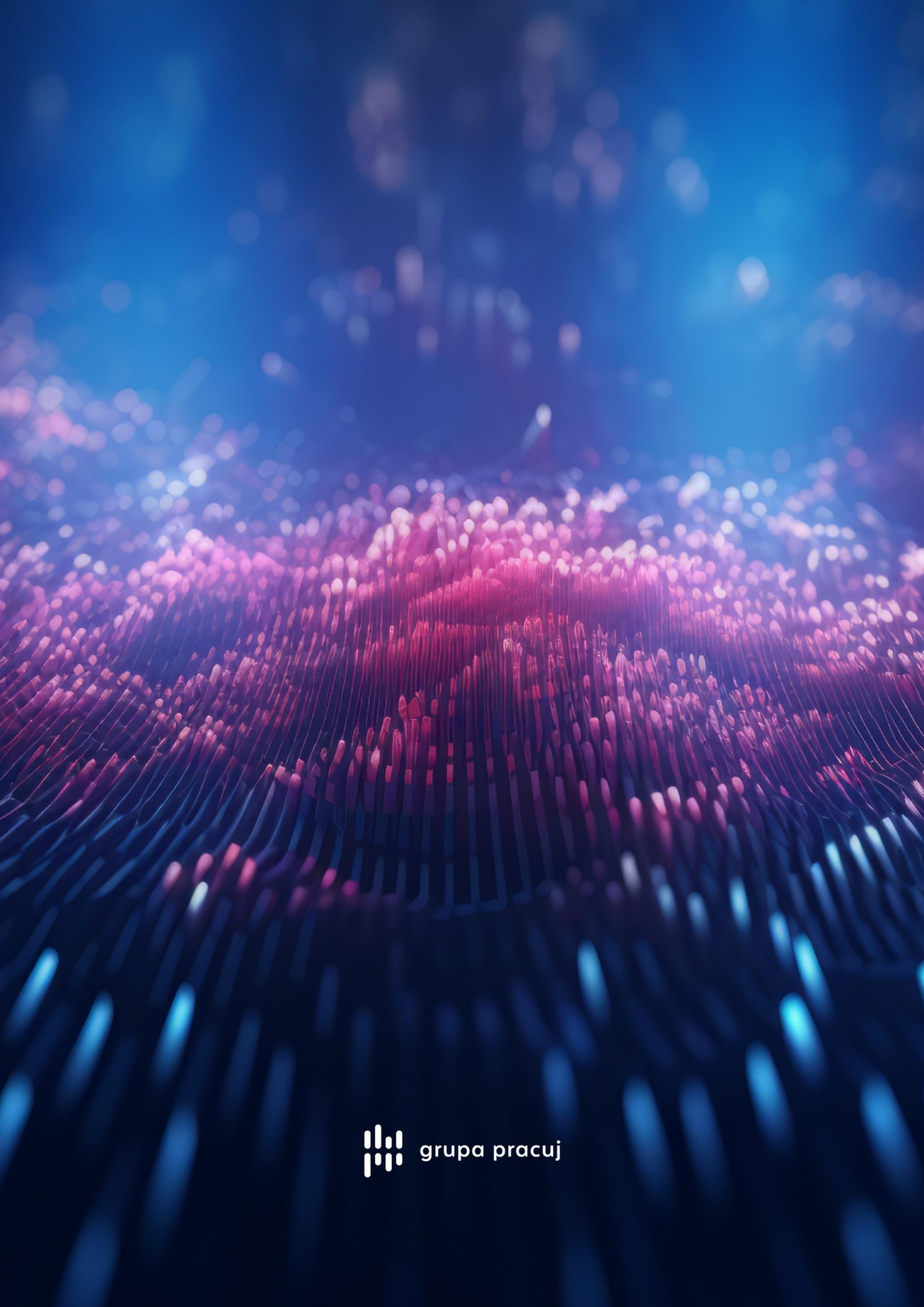
Authorisation of the interim condensed consolidated financial statements

These interim condensed consolidated financial statements for the six months ended 30 June 2024 were authorised for issue by the Management Board of Grupa Pracuj S.A. on 27 August 2024.

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Przemysław Gacek
President of the Management Board

.....
Gracjan Fiedorowicz
Member of the Management Board

.....
Rafał Nachyna
Member of the Management Board



grupa pracuj