

Leading European HR Tech platform

Grupa Pracuj is a leading European HR technology platform in the CEE region supporting organizations in the recruitment, retention and development of their staff, helping people find the best job for them to maximize their full potential, and developing world-class technology to shape the future of the HR market.

Grupa Pracuj has been operating for over 20 years in Poland, for 15 years in Ukraine, and since June 2022 also in the DACH region (Germany, Austria & Switzerland), employing a total of about 1,100 people. Grupa Pracuj brands form an advanced digital ecosystem for the HR sector.

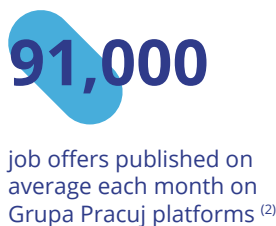
Grupa Pracuj includes **Pracuj.pl**, the largest Polish job board; the Ukrainian job board **Robota.ua**; and recruitment management systems—the Polish **eRecruiter** and the German **softgarden**, operating in an SaaS (software as a service) model.

In 2022, **Grupa Pracuj's platforms were visited by an average of 7.9 million users per month, 4.9 million of them in Poland and 3.0 million in Ukraine.**

On the group's platforms, in which Poland's largest recruitment platform, Pracuj.pl, remains key, an average of 91,000 job offerings are posted each month. As of the end of 2022, over 1,800 companies used the eRecruiter system, the most frequently used tool in Poland supporting the conduct of recruitment procedures. Another more than 1,400 firms chose the services of softgarden systems, mainly in the DACH region.

The company's strategic objectives include strengthening its position in existing markets, improving existing and providing new technological solutions in the HR area, increasing revenues by investing in tools and services in the SaaS model and also through potential acquisitions of solutions that complement or expand Grupa Pracuj's HR ecosystem.

Grupa Pracuj in numbers after in 2022



(1) average in 2022 (excluding job centers announcements)
(2) as of 31 December 2022

Key brands of Grupa Pracuj

Pracuj.pl is the largest Polish online job board, with a leading market share by revenue. It is the undisputed leader on the market of job offers for specialists and managers (white-collar segment) and is strengthening its position on the market of offers for physical labourers (blue-collar segment). The average number of job postings published each month on the platform is about 90,000, while over 57,700 employers use the paid services of the platform (as of the end of December 2022), including the biggest Polish and international companies. In 2022 Pracuj.pl was visited by 4.9 million users every month (according to Gemius/PBI). Since 2021 Pracuj.pl is complemented with the: protocol – an online job portal for IT specialists.

Robota.ua is a leading online job board on the Ukrainian market, with a universal profile, publishing postings for both popular and specialized professions. It has been owned by Grupa Pracuj since 2006. The average number of postings accessible daily on the platform in 2022 was about 41,600, while about 42,200 companies actively used the platform, including the largest Ukrainian enterprises and major international brands. In this period, an average of 3.0 million users visited the platform every month.

eRecruiter is the leading Polish recruitment platform offered in an SaaS model. It is regularly used by over 1,800 companies from dozens of industries (as of the end of December 2022). The eRecruiter system provides a single tool for managing the entire recruitment process, including publishing job advertisements, verifying skills, managing the candidate database in compliance with GDPR, and researching candidate experience. eRecruiter supports process optimisation and improves process efficiency through the automation of activities and the ability to integrate with multiple HR tools, making it the centre of an effective and automated ecosystem of HR tools within an organisation.

softgarden is one of the leaders of the HR Tech industry in Germany, and also present on other European markets. It has belonged to Grupa Pracuj since 2022. softgarden provides comprehensive solutions in the area of talent acquisition systems supporting innovative recruitment, including tools for planning and managing recruitment, creation of career pages, generating employer reviews and employee recommendations. softgarden also offers employers technologies enabling multiposting-automated publication

of job offers on multiple platforms. Over 1,400 employers use softgarden's services (as of the end of December 2022).



pracuj.pl



robota.ua



eRecruiter



(softgarden)

Worksmile is a modern platform combines fringe benefits for employees with building an integrated corporate culture through which Grupa Pracuj is expanding its services beyond the field of recruitment.



the:protocol



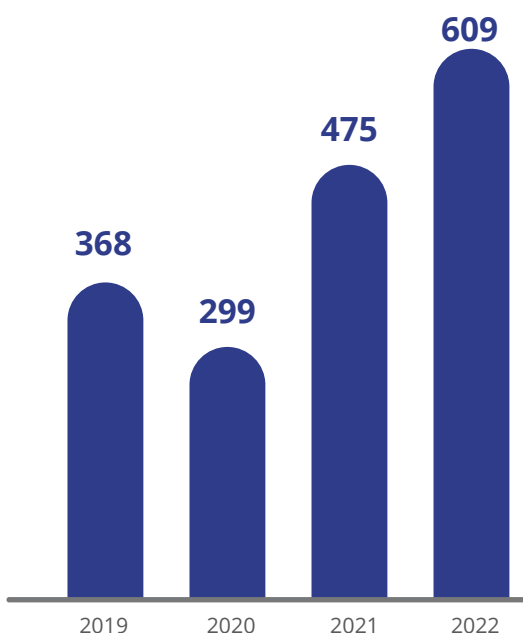
worksmile

Proven and profitable business model

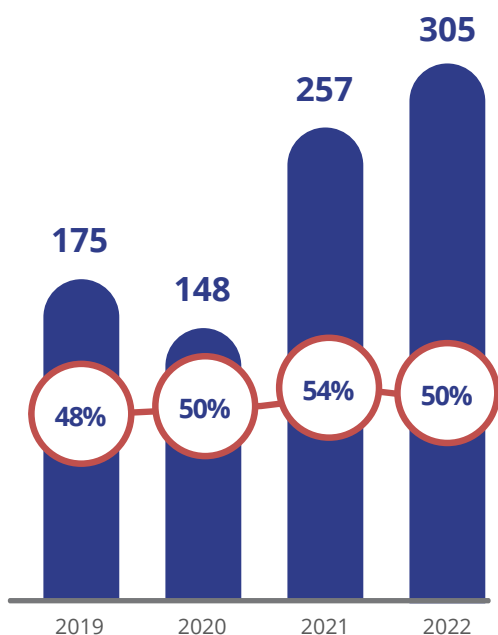
Most of Grupa Pracuj's revenue derives from employers and recruitment agencies. The group also generates revenue from the eRecruiter platform, operating in the SaaS subscription model. In June 2022 it was joined by twin company softgarden, operating mainly in the DACH region.

In 2022 Grupa Pracuj's revenue from contracts with customers exceeded PLN 609 million, 28% higher than in the same period of 2021 (PLN 475 million). The group earned an adjusted EBITDA⁽¹⁾ of PLN 305 million in 2022, compared to PLN 257 million in 2021. Consolidated net profit in 2022 was PLN 169 million compared to PLN 204 million in 2021. The results of the comparative periods were significantly affected by one-off items, including transaction costs related to the softgarden acquisition, costs of the share-based payment programmes, the 2021 revaluation of shares in Beamery Inc. belonging to Grupa Pracuj and costs of the public offering. Adjusted 2022 net profit increased by 1.2%/y to PLN 204.3 million.

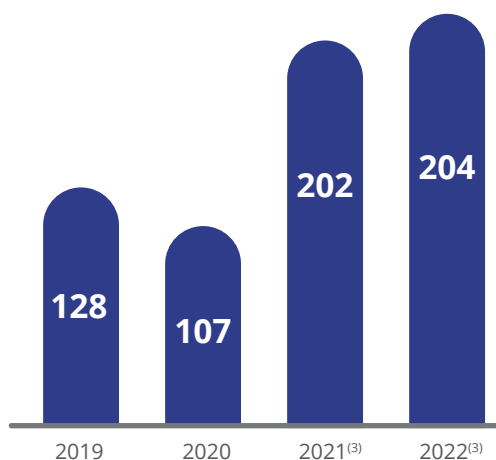
Revenue from contracts with customers (PLN million)



Adjusted EBITDA



Net profit (PLN million)



(1) Adjusted EBITDA defined as operating profit plus depreciation and amortization (including amortization of goodwill) adjusted by recognized as well as previously recognized and reversed impairment losses on assets, as well as costs of share-based payment programmes, costs of the public offering, and costs related to acquisitions, disclosed in the consolidated statement of comprehensive income.

(2) Adjusted EBITDA margin for a given period defined as the ratio of Adjusted EBITDA in the given period to revenue from contracts with customers for the same period.

(3) Excluding the impact of one-off items, i.e. transaction costs related to softgarden acquisition of PLN 7.1m net in 2022, share-based payment programme of PLN 28.2m in 2022 and PLN 12.6m in 2021, net impact of the revaluation of the investment in Beamery Inc. of PLN 70.5m in 2021 and the cost of the public offering of PLN 4.2m net in 2021.

Growth directions of Grupa Pracuj

Grupa Pracuj as a leading HR Tech platform in Europe:

↑ leader in online recruitment - recruitment services in Poland and Ukraine

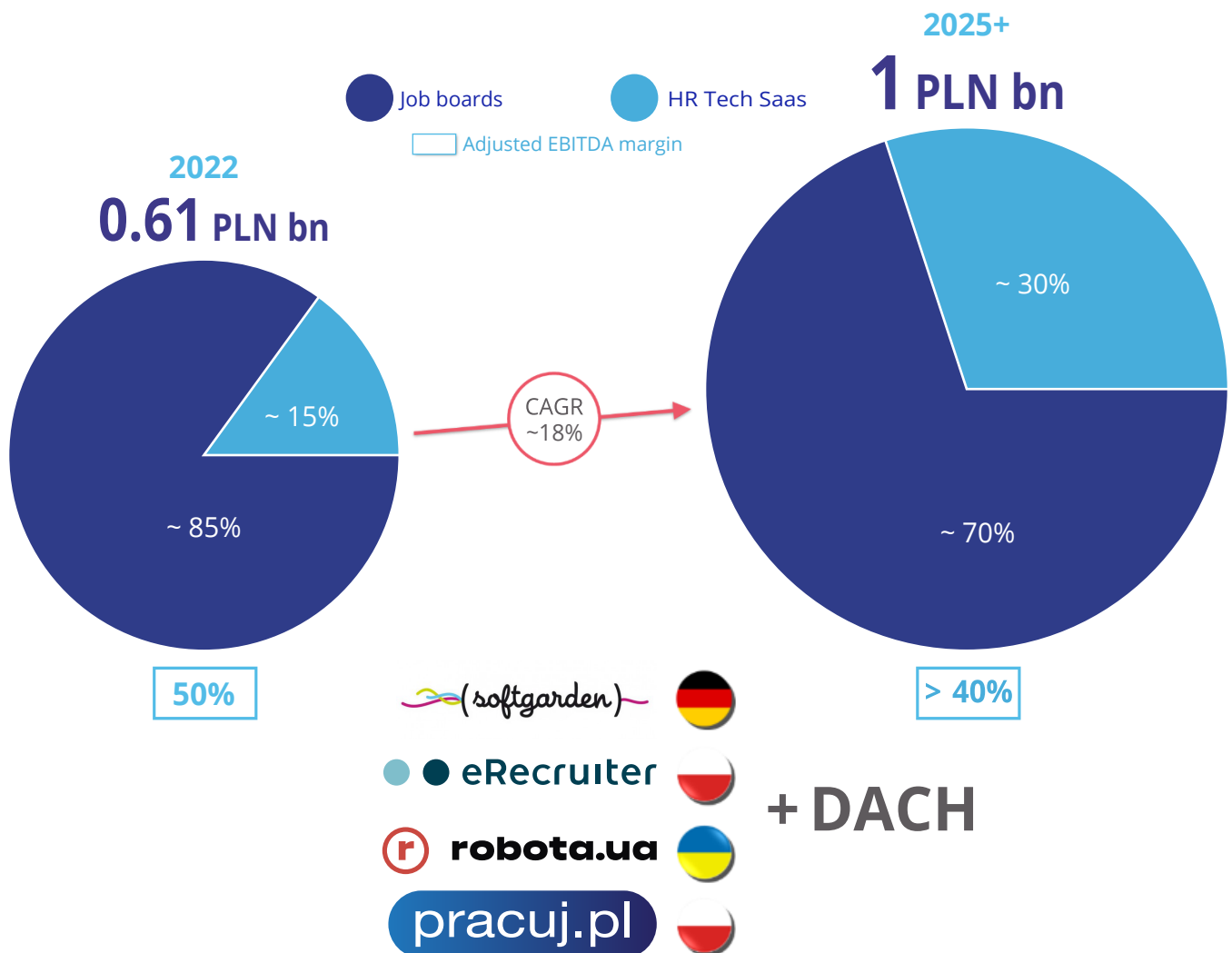
↑ the largest TAS (Talent Acquisition System) in the DACH region

Grupa Pracuj aims to diversify its revenues and systematically increase the Group's competitive advantage in its current markets, not excluding geographical expansion. The Group's growth will be achieved through

↑ organic growth of the Group's core activities

↑ opportunistic acquisitions in the HR Tech sector

Projected growth and structure of revenues



Management Board of Grupa Pracuj



Przemysław Gacek
CEO



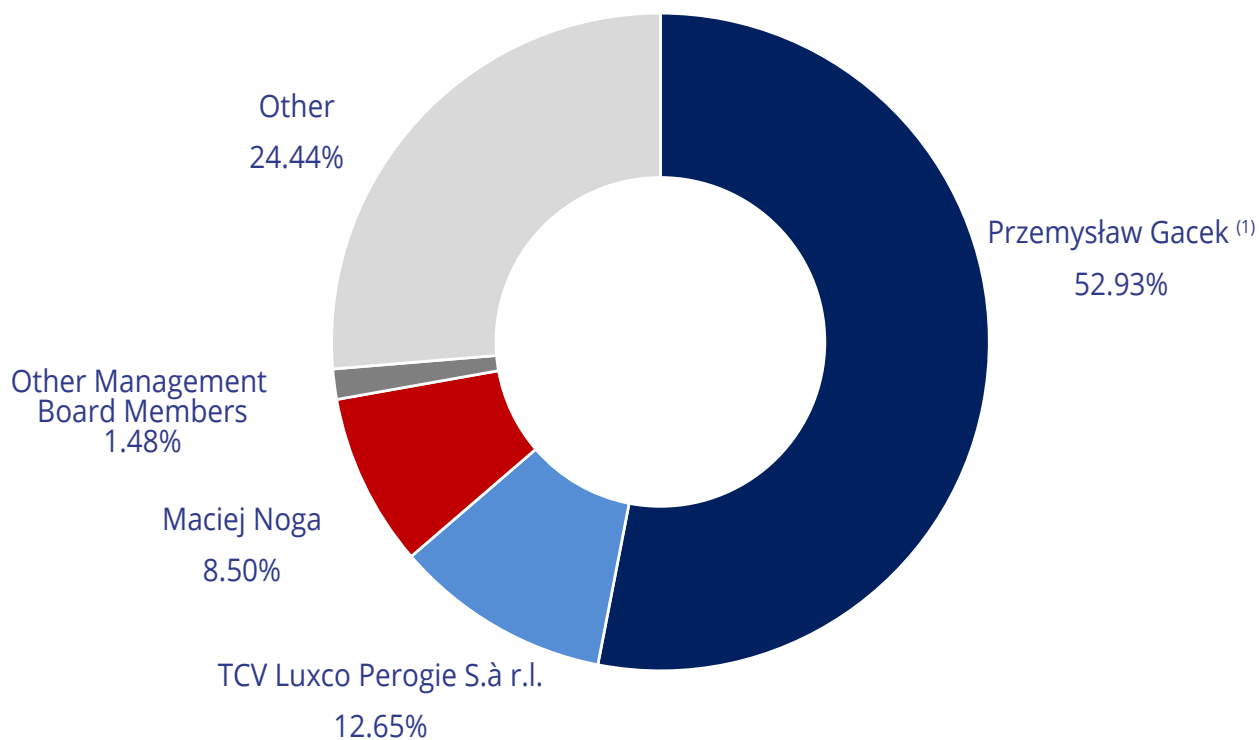
Rafał Nachyna
Management Board
Member



Gracjan Fiedorowicz
Management Board
Member

Shareholders Grupy Pracuj

(as of 31 December 2022)



(1) directly and indirectly through Frascati Investments sp. z o.o., which is controlled by Przemysław Gacek, and also taking into account shares held by persons with regard to whom there exists a presumption of an agreement referred to in Art. 87(1)(5) of the Act on Public Offerings, Conditions for Introduction of Financial Instruments into Organized Trading, and Public Companies