







14 June 2022



The Leading HR Technology Platform in Central and Eastern Europe

Grupa Pracuj is completing its portfolio of products and services



Grupa Pracuj on its path to become a leading player in the HR technology market in Central and Eastern Europe, and to reach new markets in the future





The leading technology platform

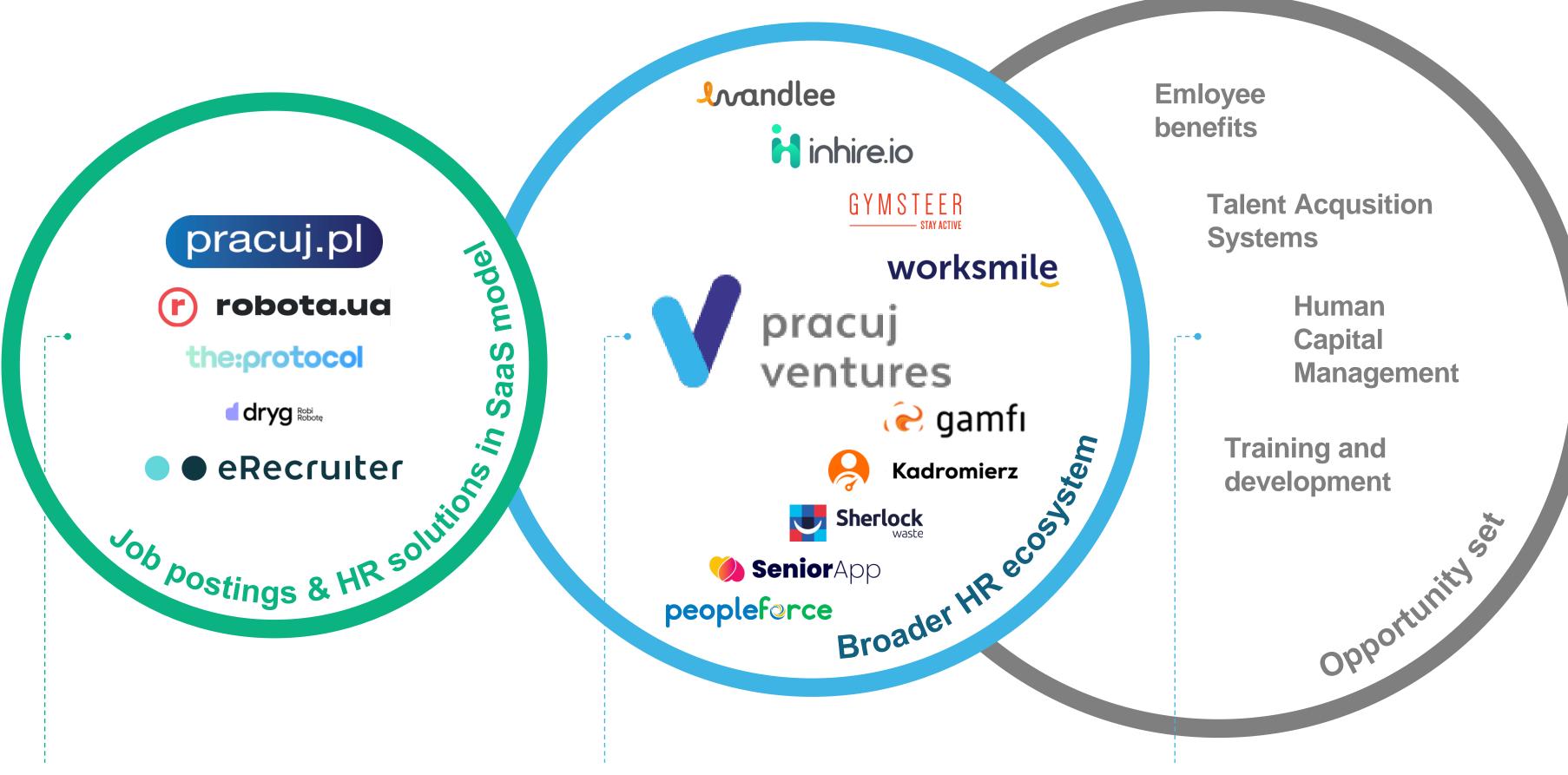
- Strong position in attractive HR Tech market
- More than 12 years of experience in development of eRecruiter – pure SaaS product
- HR innovator leveraging network effects
- Platform for future growth
- Exceptional financial profile, experienced founder-led Management

A leading recruiting TAS software

- Full core TAS value chain and additional products beyond ATS to complete Talent Acqusition System
- German focused with presence across Europe
- Strong historical growth
- Healthy, scalable business model
- Motivated and deeply involved Management

Grupa Pracuj's development until now





- 20+ years experience building HR tools and products, incl. those offerred in SaaS model
- Stable, long-term relations with key employers

- Various minority investments through Pracuj Ventures across Core HR, Benefits, HCM, HR SaaS and other HR adjacencies
- Potential to invest/acquire or cooperation

eRecruiter

softgarden at a glance



Employee Vacation and Absence Management tracker through an intuitive and easy to use interface

Time Tracker with individual time sheet for each employee through an app

Digital Personnel File for storing and maintaining employee information

Absence.io



The ultimate software suite for corporate hiring:

- Applicant Management
- Career Site Pro
- **Employer Reviews**
- **Employee Referrals**
- Access to >300 job portals (paid and free) at competitive prices
- Fully integrated analytics



HR Technology Value Chain



Pre hire **Post hire** Rewards Performance Hire Onboard Train & Develop Attract & Progression & Benefits Company **Learning Management** Access to Online Job Classifieds Time and Attendance **Benefits Management** reviews Management Systems Software Job Orientation and Performance Talent Acquisition Suites Benefits Cafeteria e-Learning Platforms **Training** Management Payroll Surveys pracuj.pl • eRecruiter robota.ua >= (softgarden)worksmile absence the:protocol dryg

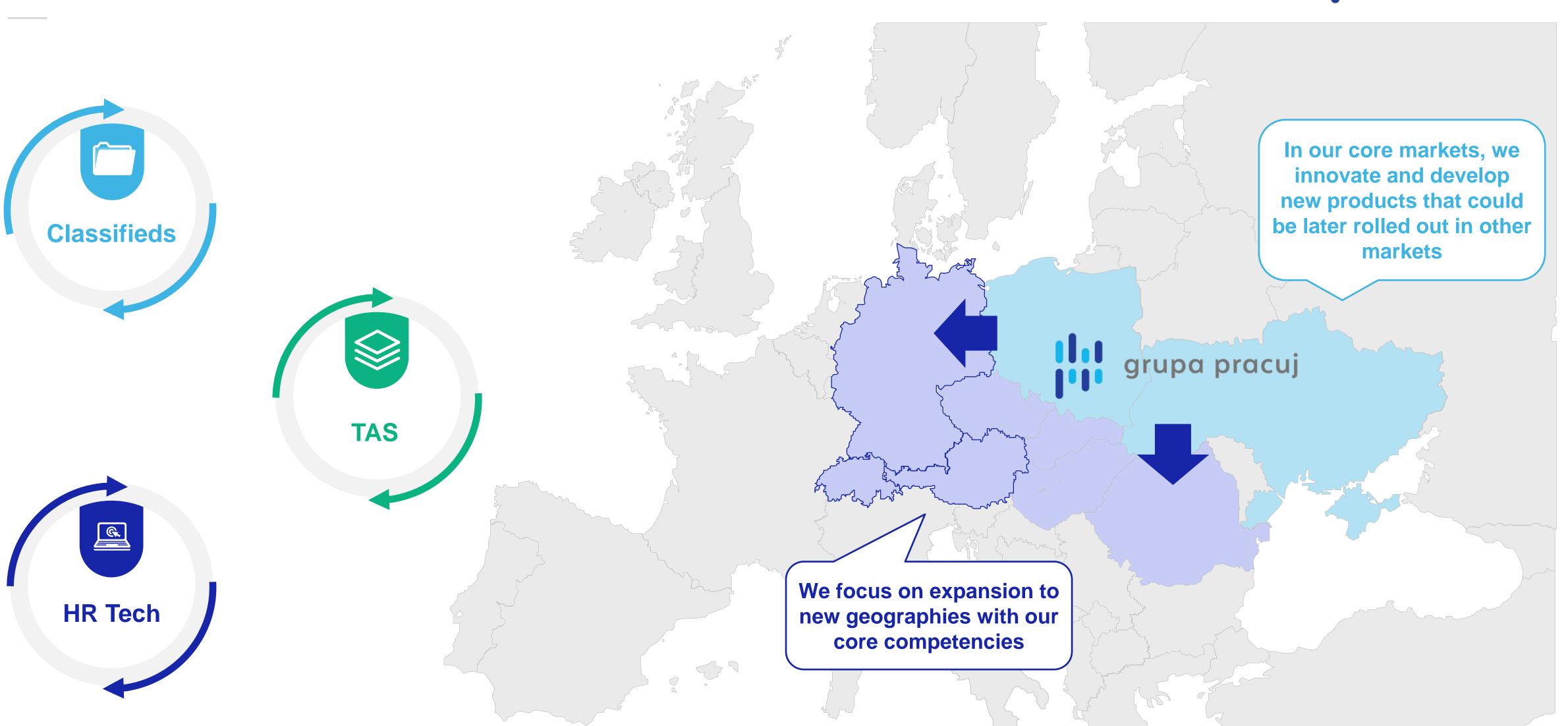
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International Expansion



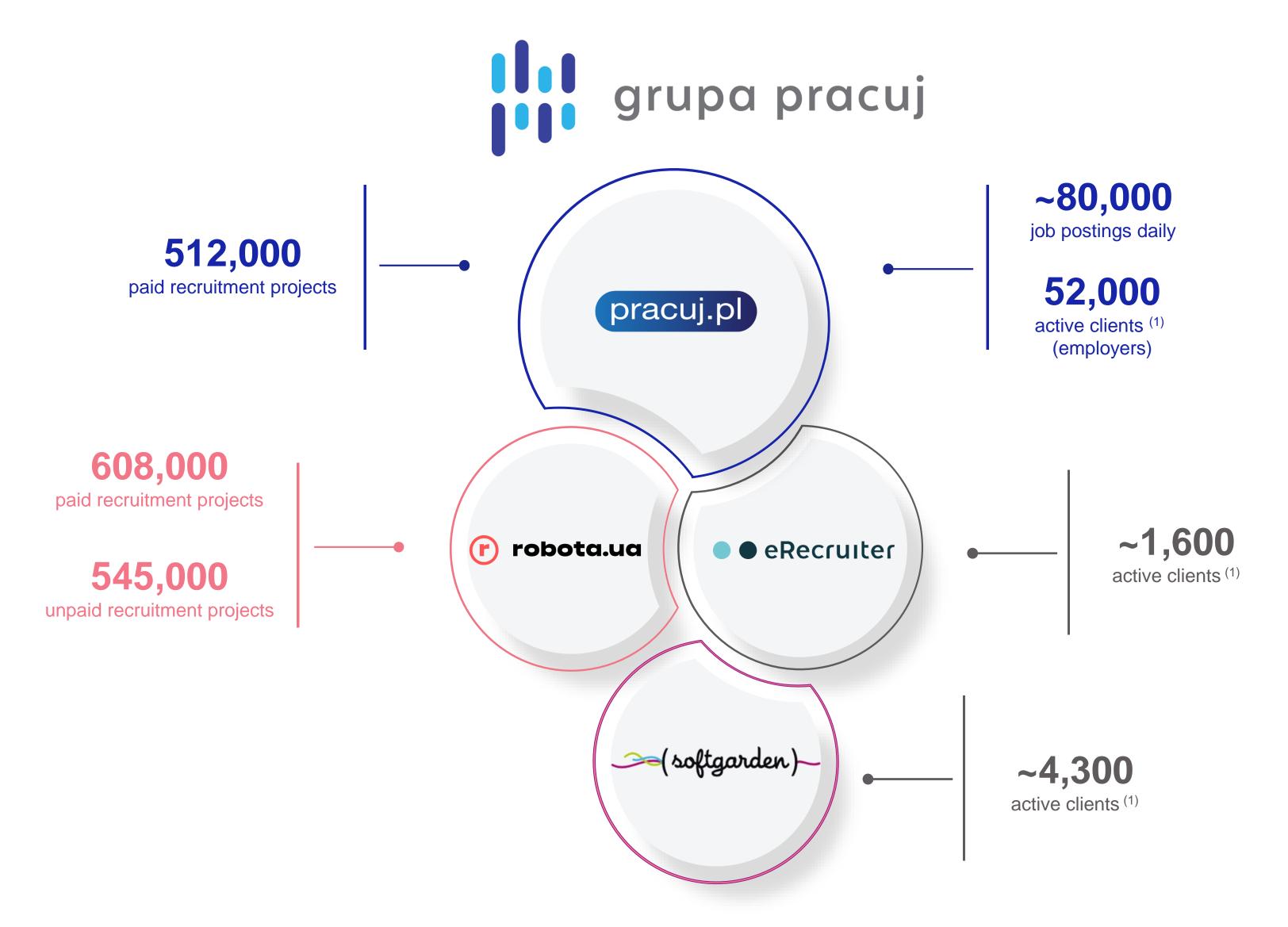






Grupa Pracuj & softgarden in numbers





Financial performance of Grupa Pracuj & softgarden



FY 2021 1Q 2022

Revenue



EUR 104.0m +59% y/y

+74% y/y

adjusted EBITDA

grupa pracuj

EUR 11.2m +57% y/y

EUR 5.7m +63% y/y

EUR 1.1m

+681% y/y

EBITDA



EUR 56.3m EUR 1.5m **EUR 17.2m**

+56% y/y adjusted EBITDA

EUR 30.6m

+41% y/y

~890

grupa pracuj

~140

Employees







The German TAS market is large with clear future growth drivers



Market size

- The German TAS market is large and fast growing, supported by long-term trends in improving propositions and SME adoption,
 - Germany's strong economy (6 times larger than Poland's in terms of GDP) and
- low unemployment rate translate into a growing demand for employees, resulting in a strong focus on the candidate acquisition process and usage of supporting tools

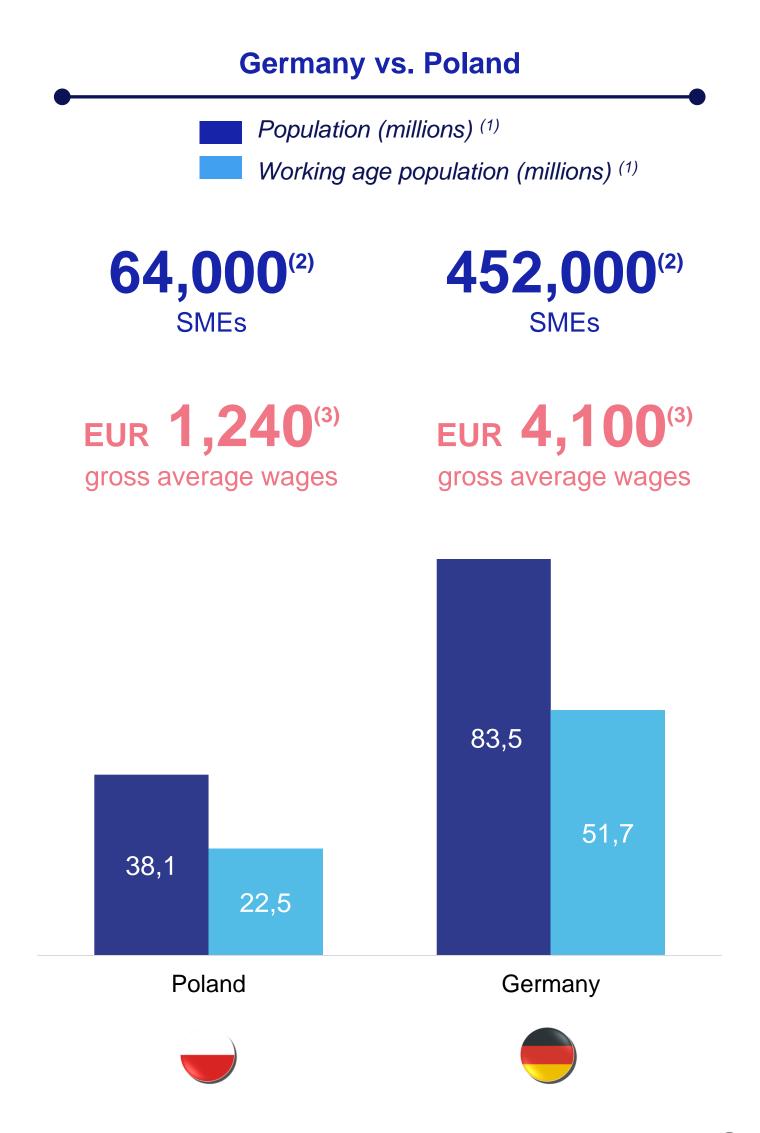
Competitive landscape

- The German market is highly competitive and fragmented
- The most important is to cover the market with one of the TAS leaders, which tend to offer end-to-end TAS solutions

Growth possibilities

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TAS in Germany is a highly strategic direction, especially amongst SMEs, and this is where future growth is likely to come from







⁽³⁾ According to DESTATIS

Grupa Pracuj ready to seize the moment and accelerate its growth

- Buying a market leader is key to expanding internationally
- By investing in softgarden, Grupa Pracuj enters top league in HR Tech in Germany
- Performance of recruitment SaaS
 businesses have proven cycle resilient
 Aiming at investments which in the short
- and medium term will grow twice as fast as our core classified businesses,
- Current market environment has created a window opportunities for M&A



Strategic ditrections

- Be the first-choice destination within white collars and across selected segments in Poland
- Acquire, integrate and grow HR tech solutions with a focus on SaaS
- Become the first-choice destination for candidates and employers in Ukraine
- Strengthen leading position in the German TAS market
- Shape company culture to achieve our goals and engage people
- Increase efficiency in Grupa Pracuj



Grupa Pracuj's growth avenues grupa pracuj **DACH** region Central **Europe Training and** development Human capital management (HCM) **Employee** benefits **Growth of** portfolio of **Building** data-based niche products services in Growing attractive market share categories in whitesuch as IT Increased collar penetration segment of SMEs and micro firms **Pricing** upside • eRecruiter pracuj.pl robota.ua the:protocol dryg worksmile **International expansion Growth in core business Expansion in HR Tech** & selective acquisitions

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Financial outlook

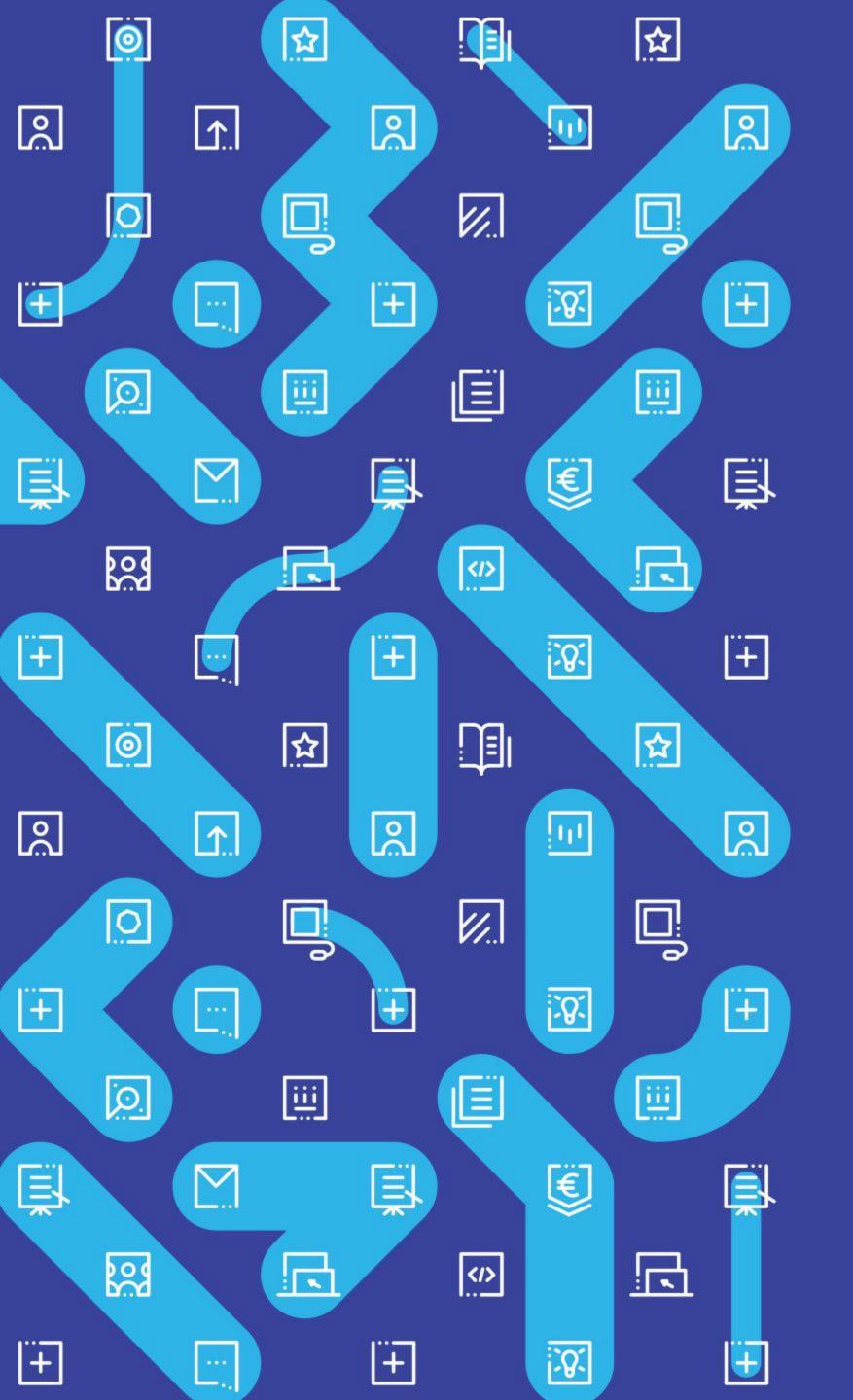


Strong Outlook for 2022

Faster revenue growth in Germany than expected in Poland Strong and stable growth of softgarden **Total revenue** Total impact of armed conflict in Ukraine difficult to estimate Once consolidated, softgarden EUR revenue shall represent more than 15% of the Group's total revenue **EBITDA** Expected positive impact of revenue growth on EBITDA **EBITDA** margin Slightly negative impact on EBITDA margin level in short term **One-offs** Expected one-off transaction costs that will impact results on EBITDA level in 2Q 2022



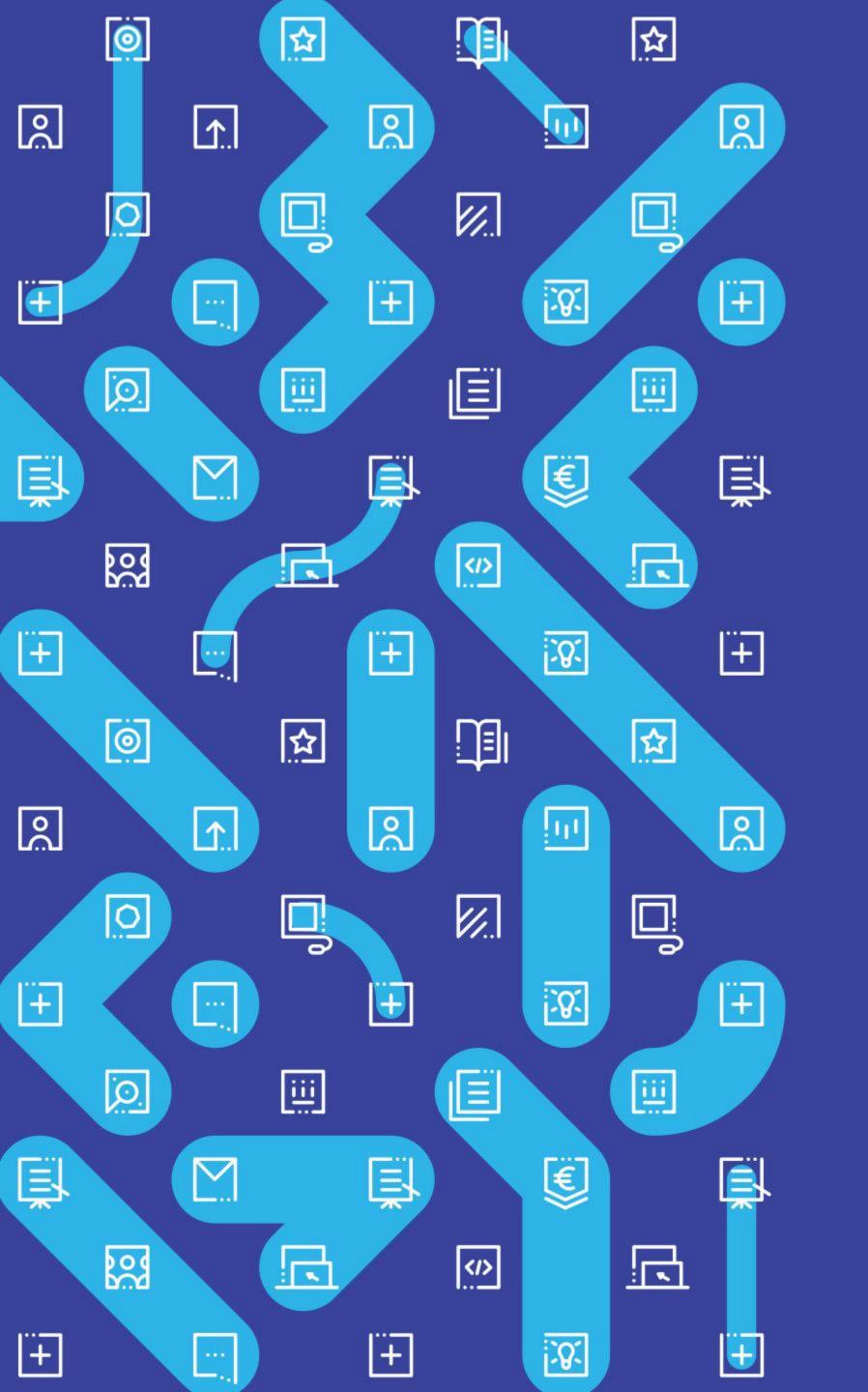
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Q&A

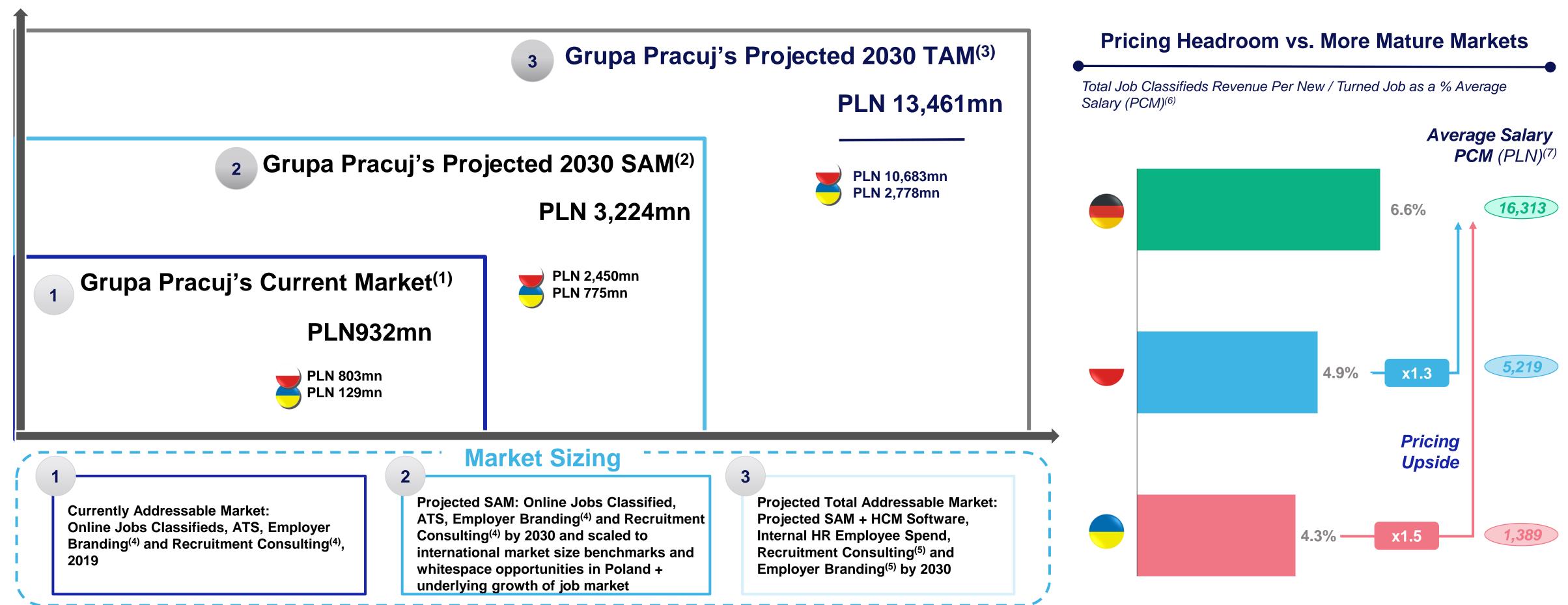
We invite your questions





Appendices

Grupa Pracuj benefits from a large and expanding TAM



Source: OC&C: Project Interstellar Market Report August 2021. Note: FX as of 31-Dec-20: €1 = PLN4.6. Total jobs classifieds market size is denoted as Underlying Job Market Structure (A) * Penetration of usage of Online Job Classifieds (B) * Propensity to spend on Online Job Classifieds (C). A = Size of the working age population * % employed or actively seeking employment * share of employed in the active labour population * estimated percentage of annual vacancies. B= Estimated # of paid listings per new/turned job. C = Increase in average employee salary * spend per paid listing as percentage of salary. (1) Current market spend on segments addressable today by Grupa Pracuj, with current pricing and current product penetration. Underlying market data as of 2019. (2) The Projected 2030 SAM is the spend on segments addressable today by Grupa Pracuj, where the market is scaled for the total underlying wage pool for vacancies to 2030 and also scaled by international benchmarks for market size as a proportion of the wage pool for vacancies (Germany for Poland and for Ukraine) and for headroom by segment based on observable rates of monetisation / penetration and white spaces. (3) The Projected 2030 TAM is the spend on segments addressable today and potentially in the future by Grupa Pracuj, scaled in the same way as the SAM to 2030; in addition to the SAM, the TAM to 2030 for a) Poland includes HCM Software Spend and Internal HR Employee Spend, Recruitment Consulting and Employer Branding. (4) Poland only. (5) In Ukraine. (6) As per OC&C analysis. (7) 2019 reference year.

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Selected financial data concerning Ukraine operations



Selected financial results in 2021 (PLN '000)	Poland segment	Ukraine segment	Elimination between segments	Total
Sales to external customers	131,511	10,585	-	142,096
Other operating revenue	294	94	-	388
Sales between segments	11	52	(64)	-
Total segment revenue	131,817	10,731	(64)	142,484
Amortization	(2,315)	(774)		(3,089)
Operating costs other than amortization	(60,246)	(10,506)	64	(70,688)
Operating profit	69,255	(549)	-	68,706
Assets (PLN '000)	Robota International TOV assets			Group assets
	as of 31 March 2022			as of 31 March 2022
Intangibles	30			6,848
Tangible fixed assets	2,777			9,851
Right-of-use assets	6,714			19,565
Deferred income tax asset	5,365			36,195
Trade receivables	3,436			67,924
Other non-financial assets	4,602			11,714
Cash and cash equivalents		16,600		241,381
Obligations (PLN '000)	Group obligations involved	ving operations in Ukraine		Group obligations
Leasing obligations		4,839		15,664
Short-term leasing obligations	2,743		9,446	
Obligations to employees	2,380		17,367	
Trade obligations	291			14,951
Other non-financial obligations	392			12,246
Contractual obligations	29,588			162,485





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The group's assets indicate investments valued by the ownership rights method which conduct operating activity in Ukraine, and their value as of 31 March 2022 was PLN 20,662 thousand.

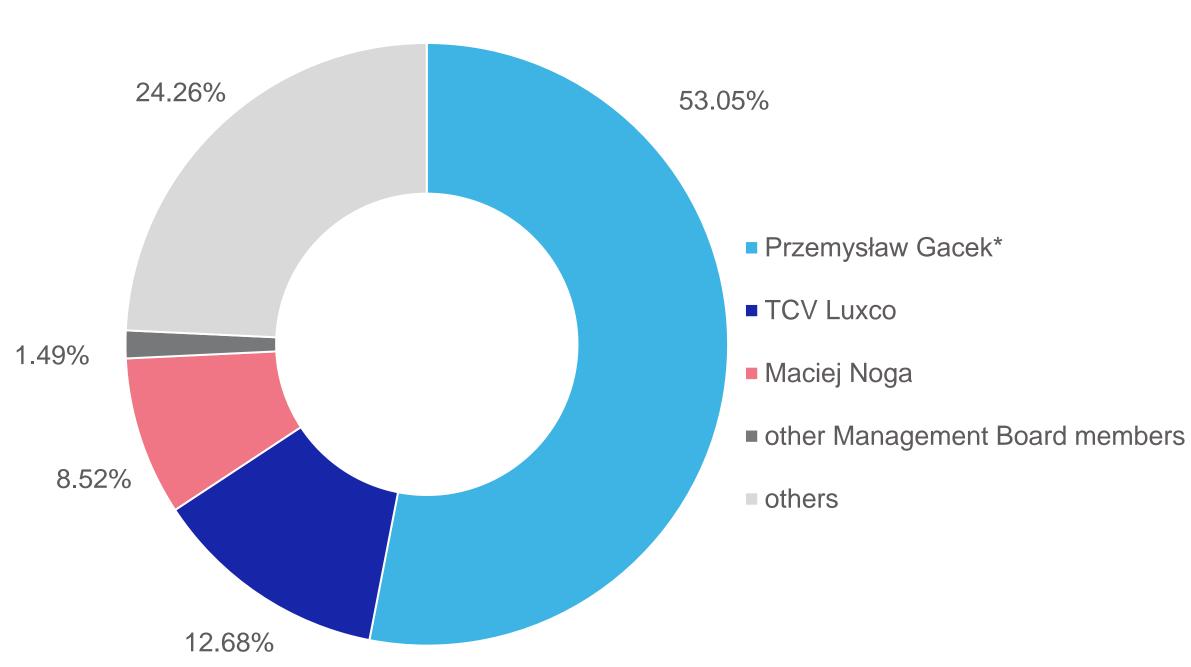
Management board and shareholders of Grupa Pracuj





Shareholder structure

(as of 31 March 2022)



^{*} Directly and indirectly via Frascati Investments sp. z o.o., which is controlled by Przemysław Gacek, and also reflecting shares held by persons deemed to be in an agreement referred to in Art. 87(1)(5) of the Act on Public Offerings and Conditions for Introduction of Financial Instruments into an Organized System of Trading and on Public Companies.



Our mission and values



We support organizations in recruitment, retention and development of their staff

We help people find the best job for them to maximize their full potential

To achieve this, we use the most efficient and modern technologies





Respect 2) S for diversity



Responsibility for my work and company's goals



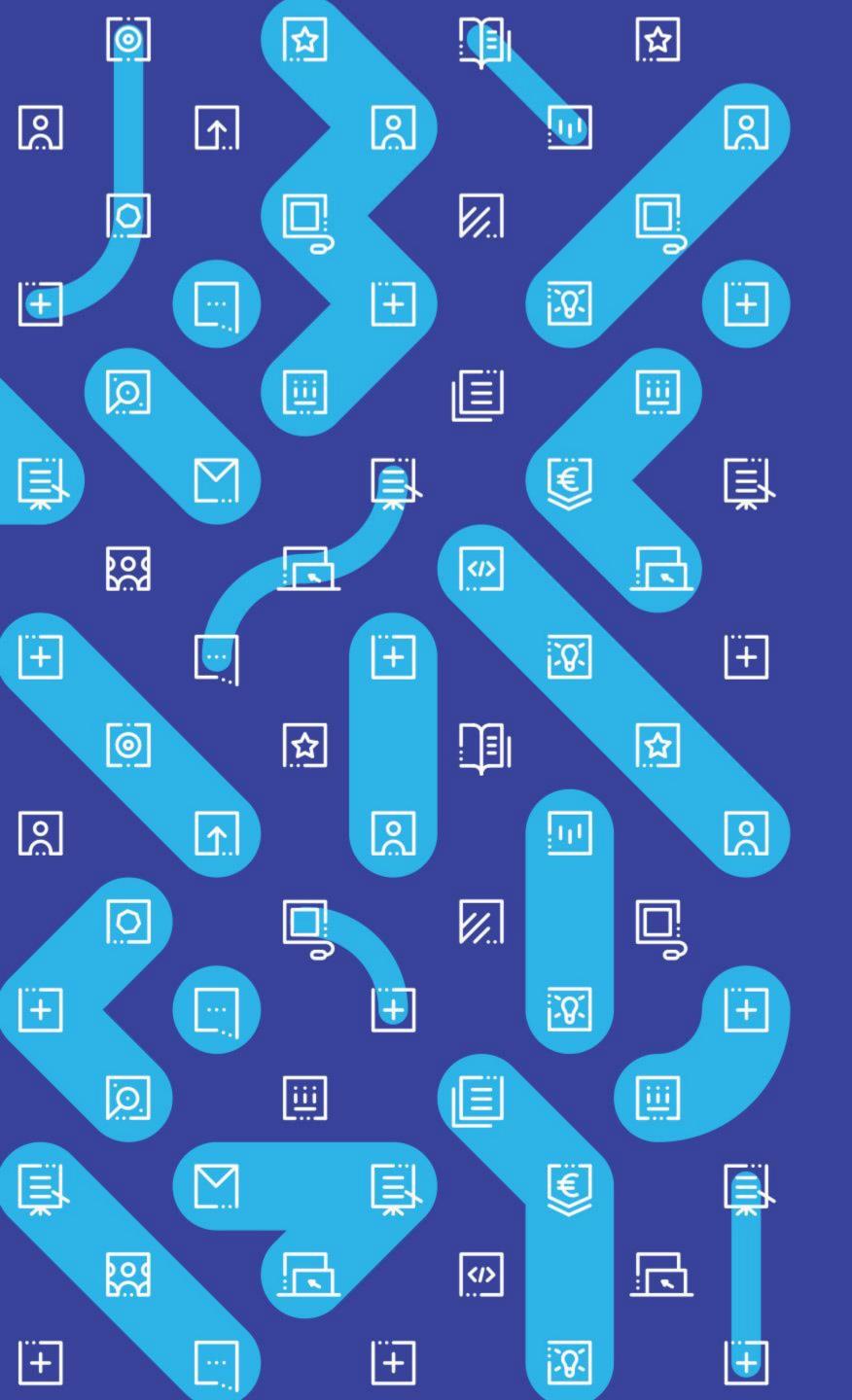
Courage to act and learn from mistakes





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Grupa Pracuj history of growth

Successfully building HR Tech ecosystem

Deloitte.























Technology Fast50

London 1999

2001

2006

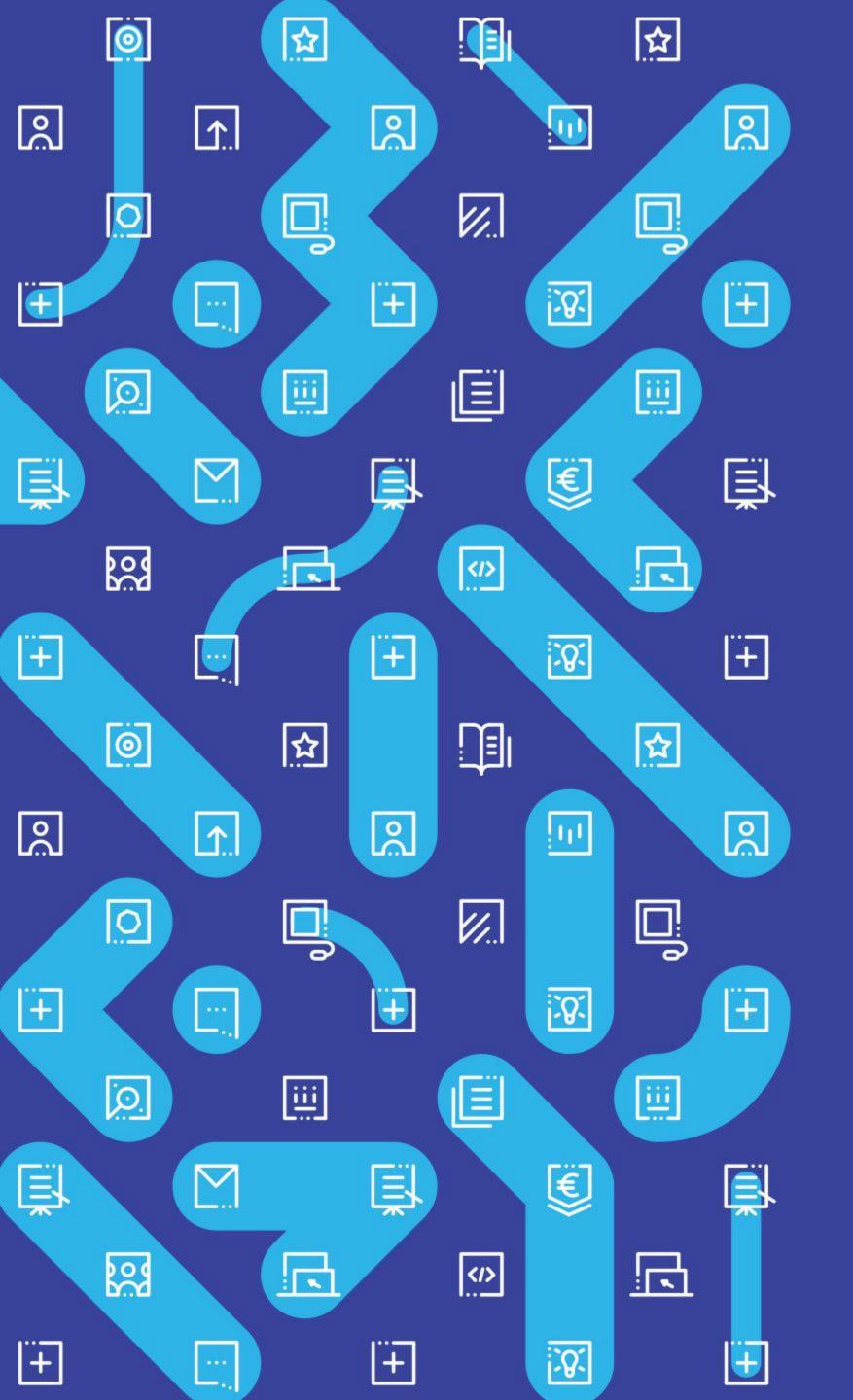
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2009

eRecruiter

2017

Warsaw 2022





softgarden

history of growth

softgarden - focused on TAS

How softgarden has become one of the leading Talent Acquisition Suites across Europe

2017 2016 2020 2003 2015 2021 2013 2014 2018 2019 Acquisition 2+ million +3million Career Site 1+million of absence.io Talent applications applications Pro softgarden applications Multiposting Network Hiring founding Marketplace ATS goes Merger with manager Feedback SaaS International 1000jobs Mobile app Solution Expansion





















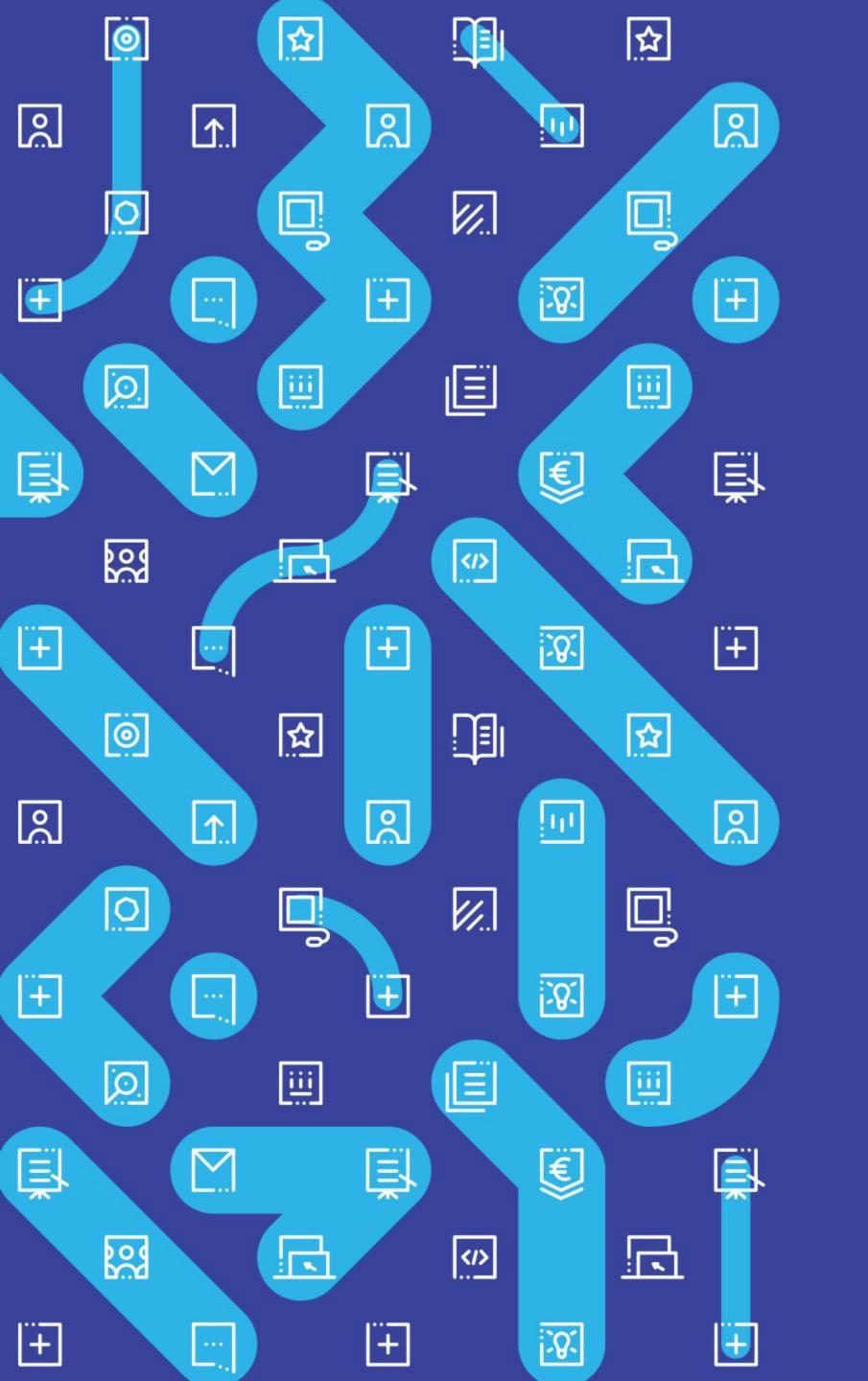














Thank you