



**Important Notice**  
The Depository Trust Company

<b>B #:</b>	22043-25
<b>Date:</b>	May 30, 2025
<b>To:</b>	All Participants
<b>Category:</b>	Depository Services Fee
<b>From:</b>	International Services
<b>Attention:</b>	Operations, Reorg & Dividend Managers, Partners & Cashiers
<b>Subject:</b>	<b>Depository Fees Notification</b> <b>Security: Headhunter Group PLC</b> <b>CUSIP: 42207L106</b> <b>Depository: Corinthian Partners, L.L.C.</b> <b>Transfer Agent: RCS Stock Transfer Inc.</b>

The Depository Trust Company has received from RCS Stock Transfer Inc. the attached notice regarding the payment of depository fees. DTC has been instructed that the payment instructions in the Notice **replace and supersede** those in Important Notices B#: 21108-24 (December 10, 2024); B#: 21520-25 (February 7, 2025); and B#: 21521-25 (February 7, 2025).

\*\*\* Note: DTC will **not** be collecting the Fees through Participants' monthly billing and has removed the charges for the referenced CUSIP and record dates from Participants' billing statements. RCS Stock Transfer Inc. will collect the Fees from Participants **outside of DTC**. \*\*\*

**Important Legal Information:** The Depository Trust Company ("DTC") does not represent or warrant the accuracy, adequacy, Timeliness, completeness or fitness for any particular purpose of the information contained in this communication, which is based in part On information obtained from third parties and not independently verified by DTC and which is provided as is. The information contained in this communication is not intended to be a substitute for obtaining tax advice from an appropriate professional advisor. In providing this communication, DTC shall not be liable for (1) any loss resulting directly or indirectly from mistakes, errors, omissions, interruptions, delays or defects in such communication, unless caused directly by gross negligence or willful misconduct on the part of DTC, and (2) any special, consequential, exemplary, incidental or punitive damages.

To ensure compliance with Internal Revenue Service Circular 230, you are hereby notified that: (a) any discussion of federal tax issues contained or referred to herein is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties that may be imposed under the Internal Revenue Code; and (b) as a matter of policy, DTC does not provide tax, legal or accounting advice and accordingly, you should consult your own tax, legal and accounting advisor before engaging in any transaction.

DTCC offers enhanced access to all important notices via a Web-based subscription service. The notification system leverages RSS Newsfeeds, providing significant benefits including real-time updates and customizable delivery. To learn more and to set up your own DTCC RSS alerts, visit [http://www.dtcc.com/subscription\\_form.php](http://www.dtcc.com/subscription_form.php).

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

**ADR FEES NOTIFICATION –UPDATED ANNOUNCEMENT**  
**MANDATORY FEE COLLECTION OUTSIDE OF DTC**

**RCS Stock Transfer Inc.** (the "Agent") hereby further reminds all participants within The Depository Trust Company ("DTC") that the record dates for the below referenced annual service fees were November 29, 2024 and January 17, 2025 and that the Agent is entitled to collect and receive, pursuant to the terms and conditions of the Amended and Restated Deposit Agreement dated as of September 16, 2024, among HeadHunter Group PLC and the Agent (the "Agreement"), an annual service fee per American depositary share (ADS) in accordance with the table below:

Agent	DTC #	Security Name	CUSIP	Security Type	Fee	Record Date
RCS Stock Transfer Inc.	35868	Headhunter Group PLC	42207L106	ADS	\$0.03 per ADS	November 29, 2024
RCS Stock Transfer Inc.	35868	Headhunter Group PLC	42207L106	ADS	\$0.03 per ADS	January 17, 2025

**Aggregate DSF Owing: US\$0.06 per ADS**

Because the Agent is not a DTC participant, the ADS amounts owing will not be collected through the DSF Portal. As a result, all Participants will be required to pay the above-reference fees directly to the Agent. All Participant's remain fully obligated to pay such fees, notwithstanding that the fees are being collected by the Agent rather than DTC, and the Agent reserves all rights against Participants in order to collect what is owing. Accordingly, the Agent will be collecting the obligatory fees outside of DTC and will be billing, and expecting payment from, each participant directly for said fees. Any payments previously made on account of the 2024 record date amount will be reflected in invoicing. Participants are advised that all amounts owing should be wired to the following coordinates:

JPMorgan Chase Bank, N.A.  
 A.B.A. # 0210 00021  
 Account # 579872683  
 RCS Stock Transfer Inc.  
 JPMorgan Chase Bank, N.A., 410 Park Avenue, New York NY 10022  
 Ref: Headhunter Group plc DSF Participant No. [INSERT]

Participants should pass-through such fee(s) to their clientele. Late Payment will Incur interest at the rate of 1% per month plus costs incurred in connection with the collection of the amount owing. The Agent reserves all rights against registered holders of ADSs and Participants.

Any questions should be addressed to RCS Stock Transfer Inc. at [boychuk@rcsstocktransfer.com](mailto:boychuk@rcsstocktransfer.com) or at the above phone number

RCS Stock Transfer Inc.  
 May 27, 2025