

Appendix to the Our Employees section

GRI 2-7

Headcount of Magnit Group (incl. DIXY) by gender, region and employment type

Metric	As at:			2022/2021 change, %
	31 December 2020 ¹	31 December 2021	31 December 2022	
1. Headcount by gender				
Men	74,152.00	82,697.00	81,947.00	-0.9
Women	241,849.00	271,572.00	278,917.00	2.7
2. Headcount by age group				
Under 30	95,589.00	102,641.00	103,668.00	1.0
30-50	194,805.00	217,257.00	217,648.00	0.2
Over 50	25,416.00	34,371.00	39,548.00	15.1
3. Headcount by employment type				
Men (permanent employment contract)	70,423.00	79,030.00	77,630.00	-1.8
Women (permanent employment contract)	238,738.00	265,420.00	268,877.00	1.3
Men (fixed-term employment contract)	3,678.00	3,667.00	4,293.00	7.1
Women (fixed-term employment contract)	2,971.00	6,152.00	10,064.00	63.6
4. Full-time employees by gender				
Men	70,047.00	78,217.00	78,091.00	-0.16
Women	225,962.00	253,180.00	262,713.00	3.8
Total	296,009	302,408		
5. Part-time employees by gender				
Men	4,054.00	4,480.00	5,913.00	32.0
Women	15,747.00	18,392.00	21,055.00	14.5

Share of Magnit Group employees by category as at 31 December of the reporting period, %

Metric	2020 ¹	2021	2022	2022/2021 change, %
	Share of employees by category, %			
Headcount as at 31 December, thous. people	316.001	354,269	360,864	1.9
B T. 4.: Share of employees by category, %				
Managers	10.79%	11.13%	11.39%	0.26
incl.				
men	2.07%	2.02%	1.98%	-0.04
women	8.72%	9.11%	9.41%	-0.30
incl.				

¹ Excluding DIXY as DIXY was consolidated by the Group in 2021.

under 30	1.66%	1.52%	1.39%	-0.13
30-50	8.71%	9.10%	9.39%	0.20
over 50	0.42%	0.51%	0.61%	0.10
Experts and other office staff	23.77%	24.83%	25.49%	0.66
incl.				
men	6.49%	6.36%	6.23%	-0.13
women	17.28%	18.46%	19.27%	0.81
incl.				
under 30	7.22%	7.01%	6.89%	-0.12
30-50	15.67%	16.79%	17.37%	0.58
over 50	0.87%	1.03%	1.24%	0.21
Blue collar employees	65.44%	64.04%	63.12%	-0.92
incl.				
men	14.91%	13.98%	13.68%	-0.30
women	50.53%	50.06%	49.43%	-0.63
incl.				
under 30	21.39%	20.76%	20.77%	0.01
30-50	38.62%	37.15%	35.34%	-1.81
over 50	5.44%	6.13%	7.00%	-0.87

Total number of Magnit Group employees (permanent and fixed-term employment contracts) by region, thous. people

Region	Employment type	As at:		
		31 December 2020 ²	31 December 2021	31 December 2022
Volga Federal District	permanent employment contract	45,979.00	47,520.00	46,669.00
Volga Federal District	fixed-term employment contract	862.00	1,310.00	2,350.00
North Caucasian Federal District	permanent employment contract	19,994.00	21,375.00	21,679.00
North Caucasian Federal District	fixed-term employment contract	168.00	119.00	588.00
Moscow region	permanent employment contract	50,820.00	50,672.00	70,101.00
Moscow region	fixed-term employment contract	1,487.00	2,200.00	4,408.00
Northwestern Federal District	permanent employment contract	27,204.00	27,490.00	30,920.00
Northwestern Federal District	fixed-term employment contract	360.00	434.00	1,520.00
Siberian Federal District	permanent employment contract	17,131.00	18,647.00	19,138.00
Siberian Federal District	fixed-term employment contract	230.00	115.00	388.00
Urals Federal District	permanent employment contract	52,193.00	54,241.00	57,533.00
Urals Federal District	fixed-term employment contract	429.00	482.00	488.00
Central Federal District	permanent employment contract	36,690.00	37,751.00	38,106.00
Central Federal District	fixed-term employment contract	996.00	1,027.00	2,620.00
Southern Federal District	permanent employment contract	59,150.00	59,936.00	62,361.00
Southern Federal District	fixed-term employment contract	2,117.00	1,773.00	1,995.00

² Excluding DIXY as DIXY was consolidated by the Group in 2021.

Disclaimer

GRI 401-1

Total number and share of new hires by age group, gender and region

Metric	2020 ¹			2021			2022		
	Total new hires	Average headcount	Share of new hires, %	Total new hires	Average headcount	Share of new hires, %	Total new hires	Average headcount	Share of new hires, %
1. Total number and share of new hires in the reporting period by gender									
Men	42,845.78	72,938.59	58.7%	56,774.34	78,415.69	72.4%	63,121.68	78,427.21	80.5
Women	103,632.58	196,722.09	52.7%	137,852.03	219,456.04	62.8%	152,499.57	232,606.86	65.6
Total	146,478	269,661	54.3%	194,626	297,872	65.3%	215,621	311,034	69.3
2. Total number and share of new hires in the reporting period by age group									
under 30	68,504.90	77,329.42	88.6%	87,125.78	75,836.19	114.9%	103,904.32	79,042.54	131.5
30–50	71,233.71	172,748.47	41.2%	92,202.77	189,046.79	48.8%	96,680.61	193,717.77	49.9
over 50	6,739.75	19,582.79	34.4%	15,297.82	32,988.74	46.4%	15,036.32	38,273.77	39.3
Total	146,478	269,661	54.3%	194,626	297,872	65.3%	215,621	311,034	69.3
3. Total number and share of new hires in the reporting period by region									
Central Federal District	16,858.12	32,353.99	52.1%	19,536.17	34,193.92	57.1%	21,291.65	34,722.75	61.3
Volga Federal District	19,587.60	40,121.26	48.8%	23,373.45	39,487.04	59.2%	28,022.92	40,664.52	68.9
Southern Federal District	23,296.04	53,289.36	43.7%	27,101.78	53,032.51	51.1%	32,069.68	63,266.22	50.7
Urals Federal District	25,208.19	43,779.75	57.6%	31,355.70	44,877.70	69.9%	33,464.46	46,321.96	72.2
North Caucasian Federal District	9,108.00	16,876.75	54.0%	10,433.05	16,954.84	61.5%	15,584.85	17,685.65	71.2
Northwestern Federal District	16,261.90	22,659.38	71.8%	23,468.60	30,851.15	76.1%	23,481.30	27,323.37	85.9
Moscow region	26,052.09	45,999.42	56.6%	48,128.37	63,522.57	75.8%	52,549.94	65,568.05	80.1
Siberian Federal District	10,106.42	14,580.77	69.3%	11,229.25	14,951.99	75.1%	12,156.45	15,481.56	78.5
Total	146,478	269,661	54.3%	194,626	297,872	65.3%	215,621	311,034	69.3

¹ Excluding DIXY as DIXY was consolidated by the Group in 2021.

The Sustainability Report should be read as a whole taking into account the content of all sections as well as the notes and the explanations herein, including the information set forth in this section.

The Sustainability Report of PJSC Magnit for 2022 (hereinafter also referred to as Magnit or the Company) was prepared based on the information available to PJSC Magnit and its subsidiaries (also referred to as PJSC Magnit, Magnit or the Company) as at 31 December 2022, unless otherwise implied by the meaning or content of the information provided.

Forward-looking statements are not based on actual circumstances and include all statements concerning the Company's intentions, opinions, or current expectations regarding its performance and sustainability strategy. By their nature, such forward-looking statements are characterised by risks and uncertainties since they relate to events and depend on circumstances that may not occur in the future.

Such terms as "assume," "believe", "expect", "predict", "intend", "plan", "project", "consider" and "could" along with other similar expressions as well as those used in the negative usually indicate the predictive nature of the statement. These assumptions contain risks and uncertainties

that are foreseen or not foreseen by the Company. Thus, future performance may differ from current expectations, therefore the recipients of the information presented in the Sustainability Report should not base their assumptions solely on it.

The annual General Meeting of Shareholders of PJSC Magnit scheduled for 30 June 2022 was declared inquorate. As a result, all powers of the Board of Directors except for the powers to prepare for, convene and hold an annual General Meeting of Shareholders ended under Article 66 of Federal Law No. 208-FZ On Joint-Stock Companies dated 26 December 1995.

Since February 2022, we are witnessing growing geopolitical tension and certain countries have announced and imposed and subsequently expanded various sanctions against the Russian Federation's sovereign debt, certain Russian banks, organisations and individuals. The Russian Federation has taken a number of retaliatory measures, including those drastically changing the regulation of Russian business compared to what it was as at 31 December 2021. These events, separately or jointly with other known and unknown circumstances, including those arising after 31 December 2022 in terms of changes in the conditions for the functioning of international businesses in the territory of

the Russian Federation, may affect the Company's strategy, plans, ongoing projects and partnerships in the field of sustainable development.

In addition to official information on the activities of Magnit, this Sustainability Report contains information obtained from third parties and from sources which Magnit finds to be reliable. However, the Company does not guarantee the accuracy of this information, as it may be abridged or incomplete.

Magnit offers no guarantees that the actual results, scope, or indicators of its performance or the industry in which the Company operates will correspond to the results, scope, or performance indicators clearly expressed or implied in any forward-looking statements contained in this Sustainability Report or elsewhere.

Magnit is not liable for any losses that any person may incur due to the fact that the above person relied on forward-looking statements. Except as expressly envisaged by applicable laws, the Company assumes no obligation to distribute or publish any updates or changes to forward-looking statements reflecting any changes in expectations or new information as well as subsequent events, conditions, or circumstances.