MAGNIT LAUNCHES MASS HIRING INITIATIVE FOR PEOPLE WITH SPECIAL NEEDS

Krasnodar, Russia (December 17, 2024): Magnit, one of Russia's largest retailers, is launching a pilot program to actively hire people with disabilities for positions in its stores.

The initiative is currently being tested in Yekaterinburg and Ufa, with the pilot phase set to run until July 2025. Magnit, in collaboration with its partner, the Everland inclusive project, aims to develop a framework for mass recruitment of people with disabilities. They will also establish connections with regional employment centers and non-profit organizations, and create a methodology for training employees, including store managers who will engage with candidates. In both cities, Magnit aims to recruit 150 people with disabilities to work as sales clerks, with the first hires expected to begin in February next year.

If the pilot proves successful, Magnit plans to expand the program to other regions and cities where it operates. Specifically, the program for mass hiring of people with disabilities is set to launch in Chelyabinsk, located in the Ural Federal District. The Company estimates that, over the next year and a half, around 2,500 people with disabilities could find employment in Magnit stores as part of this initiative.

Olga Fedorova

Magnit's Chief Human Resources Officer

"Inclusion and creating an accessible environment are key components of our sustainable development strategy. We believe that health conditions should never limit professional growth or hinder full participation in society. Our chain already employs many talented professionals with special needs, but until recently, we lacked a comprehensive system for mass recruitment of these individuals. During the pilot project in Yekaterinburg and Ufa, we will refine the necessary business processes, and then we plan to implement this approach across our entire geography."

Lenara Ivanova

Acting Minister of Family, Labor, and Social Protection of the Republic of Bashkortostan

"Collaboration between businesses and the government to employ people with disabilities is not just a social responsibility; it is essential for the sustainable development of our society. The republic has financial support programs for socially-focused employers, including paid internships and creation of specialized job opportunities for individuals with special needs. With the current staff shortages, companies are increasingly considering this group of applicants, which has not always been in high demand in the labor market. By working together, we can ensure equal opportunities for everyone, providing access to quality education, professional training, and meaningful employment."

Igor Novikov

Director of the Autonomous Non-profit Organization "Space of Equal Opportunities", Co-Founder of Everland, Member of the Presidential Council for the Development of Civil Society and Human Rights, Expert for the United Nations Development Programme

"Today, convenience stores in grocery retail can provide excellent job opportunities for individuals with various disabilities. The launch of this pilot project by Magnit, with its systemic approach, is a responsible and well-considered initiative. It addresses a significant social issue by promoting genuine and sustainable integration of job seekers who are often overlooked in the labor market."

Anna Savelievskikh

Director of City of Masters inclusive social workshops in Yekaterinburg

"The initiative to actively integrate people with disabilities into the open labor market is a long-awaited development for Yekaterinburg. I hope this marks the start of an exciting journey and brings new opportunities for individuals with disabilities in our city."

Magnit is actively involved in various inclusion projects aimed at different target audiences. In 2023, the Company partnered with Everland and the Union of Foster Parents, with support from the Open for All initiative of the Agency for Strategic Initiatives, to launch a significant social program called Relay Race of Success. This program features a series of open discussions among successful individuals with disabilities, representatives from specialized non-profit organizations, and other experts. The primary goal of the Relay Race of Success is to showcase positive examples of how young people with disabilities can integrate into society and the workforce. It highlights inspiring stories of employment, creativity, sports, and social engagement. So far, the program has reached over 1.5 million people.

Another inclusive initiative of Magnit is the Magnit Life training program for children aged 15 and older who are in government care. Over several months, these teenagers receive training focused on social skills and career guidance, along with paid internships at the Company's stores. As a result, 127 participants have found employment in the stores, and more than 50 of them have successfully renewed their contracts. Magnit also runs a training program for its line staff called "Kind Hare. Inclusive City." This program teaches employees how to engage and interact effectively with people with disabilities. For more details about the Company's social initiatives, please visit the digital platform Magnit Vsevozmozhny, which also contains information about the new

mass hiring project aimed at recruiting individuals with disabilities in Yekaterinburg and Ufa.

For further information, please contact:

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Note to editors

"Magnit" is one of Russia's leading retailers. Founded in 1994, the company is headquartered in the southern Russian city of Krasnodar. As of June 30, 2024, Magnit operated 47 distribution centers and 30,109 stores in 4,387 cities and towns throughout 7 federal regions of the Russian Federation and in the Republic of Uzbekistan.
In accordance with pre-IFRS 16 results for 1H 2024, Magnit had revenues of RUB 1,460 billion and an EBITDA of RUB 77 billion. Magnit's shares are listed on the Moscow Exchange (MOEX: MGNT).

Forward-looking statements

This document contains or may contain forward-looking statements that may or may not prove accurate. For example, statements regarding expected sales growth rate and/or store openings are forward-looking statements. Forward-looking statements involve known and unknown risks, uncertainties and other important factors that could cause actual results to differ materially from what is expressed or implied by the statements. Any forward-looking statement is based on information available to Magnit as of the date of the statement. All written or oral forward-looking statements attributable to Magnit are qualified by this caution. Magnit does not undertake any obligation to update or revise any forward-looking statement to reflect any change in circumstances.