

## Fix Price improves payment procedure for linear store staff

### Now part-time day labourers are paid on the next day

**7 April 2025** – In March 2025, Fix Price launched an accelerated part-time work procedure for Company employees – they are paid on the day following that of their part-time assignment. Before that, they used to have the payment included in their regular salary.

The personnel of Fix Price stores and distribution centres can find part-time work using the Company's internal job website, Shifts Market, which ensures prompt addressing of operating matters and time logging. An employee can find a convenient part-time assignment that they are fit for, do it outside their regular work hours and be paid on the next day.

Month after month, the number of part-time assignments handled through the internal job site is growing. Year to date, we have logged over 160,000 work hours and 17,000 shifts.

The Shifts Exchange is especially popular in the largest cities across our footprint – Moscow, St Petersburg, Novosibirsk, and Yekaterinburg – and is available in all Fix Price stores the Company operates in Russia.

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*"A flexible schedule and a chance to earn more are what line retail staff really value in their employer. At Fix Price, we can see stable growth in demand for part-time assignments. The Shifts Market job website was launched in early 2024, and since then we have logged over 447,000 work hours and more than 47,000 shifts through it. The Shifts Market is a handy tool to support our employees, and it helps increase operational efficiency across the retail chain."*

**Anton Maksimenko, HR Director at Fix Price**

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In mid-2025, we are planning a pilot launch of the Shifts Exchange for Everyone service, which will help not only Fix Price employees but any residents of Russia find part-time assignments in our stores and be paid on a daily basis.

## ABOUT THE COMPANY

Fix Price (AIX: FIXP.Y; MOEX: FIXP), one of the leading variety value retailers globally and the largest in Russia, offers its customers a compelling and constantly updated assortment of non-food goods, including personal care and household products, and food items at low fixed price points.

As of 31 December 2024, Fix Price was operating 7,165 stores in Russia and other countries, all of them stocking approximately 2,000 SKUs across around 20 product categories. As well as its own private brands, Fix Price sells products from leading global names and smaller local suppliers. As of 30 September 2024, the Company was operating 13 DCs covering 81 regions of Russia and 9 other countries.

In 2024, the Company recorded revenue of RUB 314.9 billion, EBITDA of RUB 53.1 billion and net profit of RUB 22.2 billion, in accordance with IFRS.

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## CONTACTS

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