

## Investor Presentation

Leading children's goods digital retailer in Russia and Kazakhstan

## **●●●●** detsкy mir

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# 1 Detsky Mir at a glance



## Russia's Children goods retail market leader with strong growth profile

#### Detsky Mir at glance



## **Undisputed #1 player**

• 24% share of total children's goods market in Russia in 2021<sup>(1)</sup>



#### Iconic brand

• with 98% prompted awareness<sup>(1)</sup>



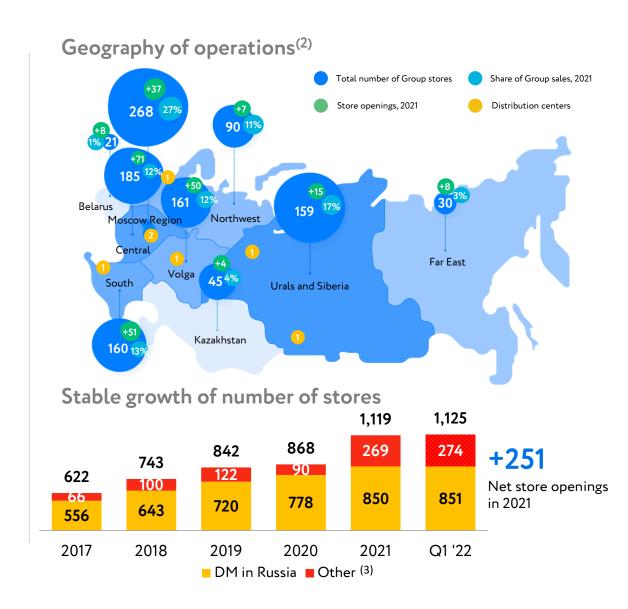
### Omni-channel with focus on online

- 80% CAGR '18-21 in online sales
- 31% share of online in total sales in Q1 '22



## Private label & exclusive assortment

• 45% share of private label & direct imports in total sales in Q1 2022 in Russia





## Iconic brand with 75 years of history

1997-2018

**2019-Today** 

1947-1996

Establishment of Detsky Mir store chain and brand in USSR Active expansion of
Detsky Mir retail chain
to become
#1 children's goods
market player in Russia

Transformation into a fully-fledged omni-channel player with well-known brand strength

Revenue has increased ~6x since 2012 while number of stores performed 5.2x growth reaching 1,119 stores by December 2021

#### O 1947

 First store with the name of "Detsky Mir" was established

#### **O**1997

✓ Sistema consolidated 100% of "Detsky Mir" company

#### O 2011-2012

- Launch of e-commerce
- ✓ Entering Kazakhstan market
- Acquisition of ELC retail chain in Russia

#### O 2015-2017

- ✓ Sale of 23.1% in DM to RCIF
- ✓ Successful IPO on MOEX with over 30.5% free float

#### 2019

- ✓ Launch of own marketplace
- ✓ Entering Belarus market

#### 2020-2021

- ✓ New Strategy 2020 2024
- Online channel development with focus on mobile
- ✓ Introduction of Detsky Mir 3.0
- Developing new verticals (Zoozavr), digital services and own marketplace









## Unique customer value proposition: tackling online competition via a better offering





#### Price Leadership



## Focus on Private Label & Exclusive Products



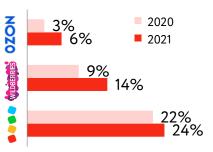
## Online Delivery Convenience



#### Mobile App & Digital Store Concept

- 4-7% below Ozon/WB<sup>(1)</sup>
- Enabled by buying power in children's goods purchase volumes (market share gap):
  - Threefold overall
  - Over tenfold in 1P

Market share in total children's goods retail in Russia, %



 Large and growing share of exclusive assortment

44.8%

Private labels & direct imports, Q1 '22, % of sales in Russia

- Direct contracts with large manufacturers
  - Purchase prices optimization, efficient assortment management & better quality control

382

Producers among Detsky Mir suppliers

- 60 minute click-and-collect covers 80% of Russia's population for 20-30k SKUs<sup>(2)</sup>
- 45k own and partners' pickup points in more than
   <2,100 cities</li>
- 60-120 minute express courier delivery for 20-30k SKUs
- Next-day delivery from regional DC

86.3%

Total orders fulfilled via pickup

**110** 

DM Mini (in-store compact Pick-Up-Points)

- Introduction of digital services in Dec'20 – Mar'22
- In 2022, section "Digital services" is planned to be launched in mobile app



- ✓ Educational apps
- ✓ Online games
- ✓ Babysitting
- Dog walking
- Cleaning
- Online medicine
- $\checkmark$  Granny for an hour
- 12 partners selected for development of digital products marketplace
- 2 games launched in pilot version
- 1 game released in Apr'22

# Our investment story



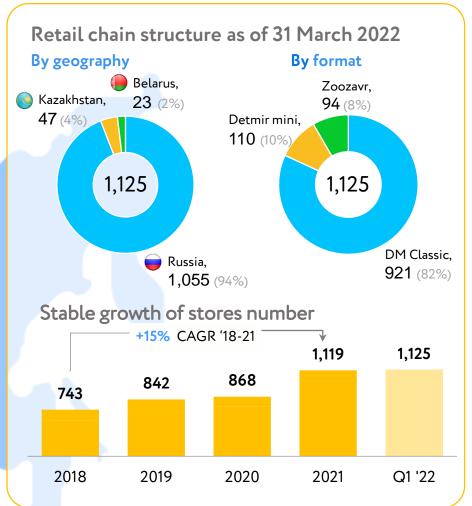
## Leading specialized children's goods retailer

	Market leader in children's goods retail market in Russia and Kazakhstan	1
	Unparalleled customer value proposition with the focus on private label and digital experience	2
detsky mir	Unique omni-channel model with significant growth potential, including new verticals	3
	Asset-light business with strong returns on capital and consistent dividend payments	4
	Experienced management team and strong adherence to ESG best practice	5



## Detsky Mir – increasing footprint in Russia and CIS



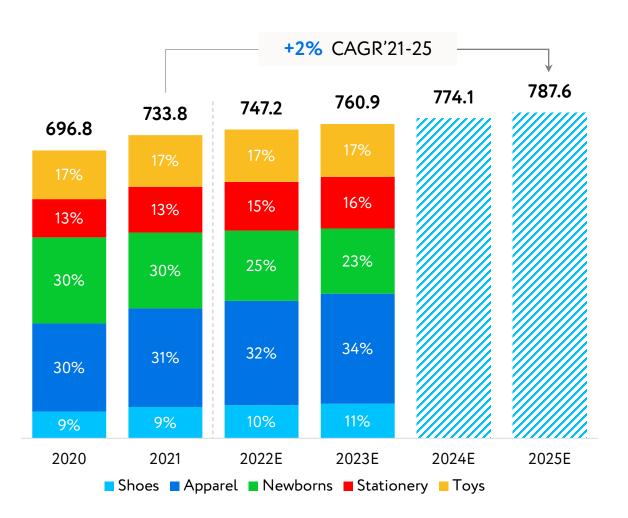




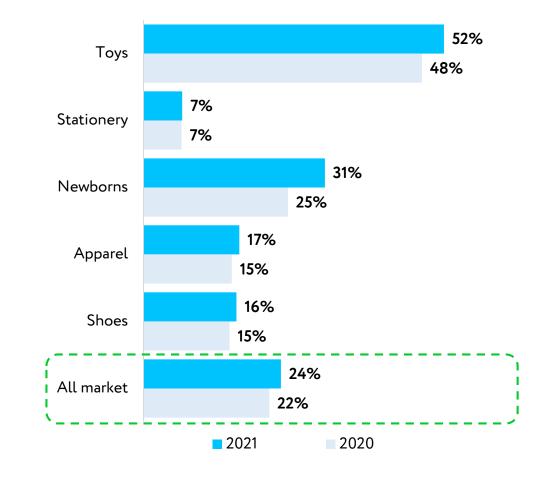
## Solid addressable market for Detsky Mir

#### Healthy outlook on key market segments ...

Russian children's goods market in all Russian cities<sup>(1)</sup> (RUB bn)



#### ... with DM gaining market leadership across all categories Detsky Mir market share by segments<sup>(2)</sup> (%)

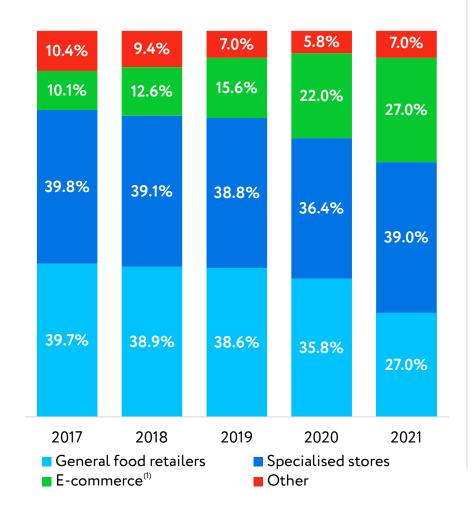




### Market environment evolution

#### Online is one of the most fast-growing channels ...

Russian children's goods market breakdown by channels (%)

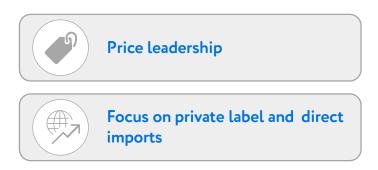


#### ... while DM maintains leading positions in both offline & online

Market share in total children's goods retail in Russia<sup>(2)</sup>(%)



#### Key competitive strengths allowing Detsky Mir to sustain market leadership







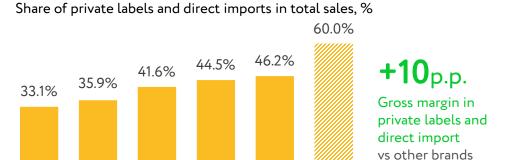
Strong offline presence appreciated by our customers



## Private label and direct import - value accretive differentiating factor

Private label development is to support margin growth 

Exclusive value offers and direct contracts with large manufacturers



2021

2024E

Share of private labels and direct imports in sales by category, %

2020

2019

2017

2018

		5.6%	6.4%	7.7%
1 ( 0/	2.9%		30.7%	31.7%
1.6% 18.1%	22.9%	29.2%		52.8%
31.7%	33.4%	38.9%	50.3%	32.076
64.6%	64.6%	67.6%	68.9%	71.5%
90.3%	92.9%	95.9%	96.5%	97.4%
2017	2018	2019	2020	2021
■ Fashion ■ Toys		arge-size products roducts for newbor	■ Stationery	and other

	Fashion	Large-Size products	Stationery and others	Toys	Products for newborns
Private labels & direct imports % in total sales, 2021 (vs 2017)	97.4% (90.3% in 2017)	<b>71.5%</b> (64.6% in 2017)	<b>52.8%</b> (31.7% in 2017)	<b>31.7%</b> (18.1% in 2017)	<b>7.7%</b> (1.6% in 2017)
Own brands	Baby Go TREND FUTURINO MAMA  FUTURINO SCHOOL FUTURINO SCHOOL FUTURINO FUTURINO  AUN LIFEWEAR WARPO JOOK FUTURINO FUTURINO  FUT	© orssco	Erhaft	GIOBAL BROS  Laffi  More & double  Attivio	Bobyco



## Well-balanced product mix across traffic generators and high-margin products

Product segment	Gross margin	Traffic generation	Reve	nue break	down <sup>(1)</sup>
Newborns		**	31%	30%	30%
Toys	**	**	32%	31%	31%
Fashion	**				
Large items and other	**	**	27%	29%	30%
			<b>10%</b> 2019	10% 2020	<b>9%</b> 2021
				wborns	<ul><li>Toys</li><li>Other</li></ul>



## Unlocking online growth through omni-channel model

#### Efficient online channel



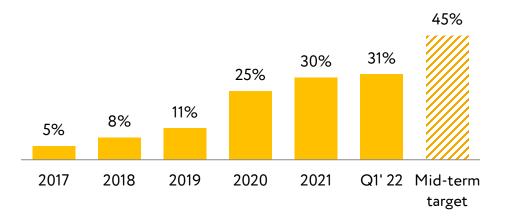




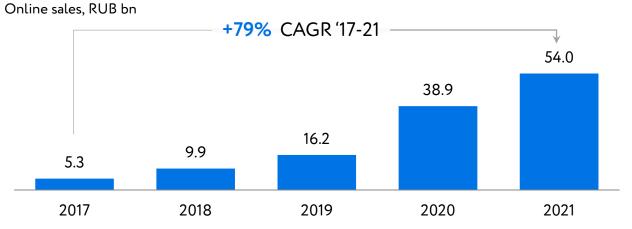


#### Rapidly shifting to online channel

Online sales as % of total GMV



## Accelerated growth on the back of the unique omni-infrastructure



## Outperforming pure e-commerce players and traditional retailers in online Online sales CAGR'18-21, %





## Detsky Mir – core store format overview

#### **Detsky Mir Classic**

- Presence in large cities with >100k population
- Sales channel mix with focus on in-store (70% offline, 30% online)
- Product assortment is almost equally allocated across toys, products for newborns and apparel & footwear
- 18-24 months stores maturity period
- 2.5 3.0 years payback period
- 99% stores leased

1,057 sqm

Average selling space<sup>(1)</sup>

20-30k in-store SKUs

855 # of stores

RUB **1,210** Average ticket





#### Detsky Mir Mini<sup>(2)</sup>

- Presence in smaller cities with 5k-100k population, expanding Company's market size by 30%+ to c. RUB 700bn
- Balanced sales channel mix (50% offline, 50% online)
- 800+ stores in medium-term, 1,200+ additional stores in longer term
- Pick-ups with an **unlimited shelf** from DCs focused on products for newborns, clothing, footwear
- Relying on regional DCs coverage within 500km

138 sam Average selling

in-store SKUs space<sup>(1)</sup>

110 # of stores

**RUB 856** Average ticket

~2k

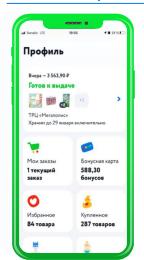


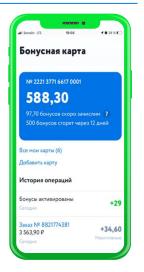




## Initiatives to achieve best-in-class mobile user experience

#### New personal account





#### Subscription



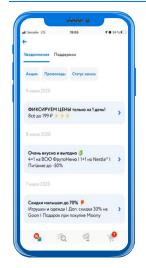


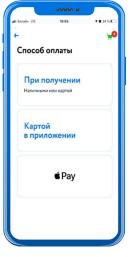
#### **Shopping cart**



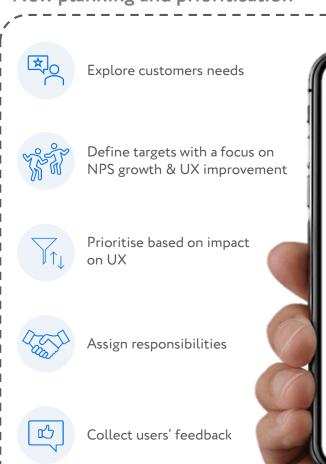


#### Notifications & Payment options



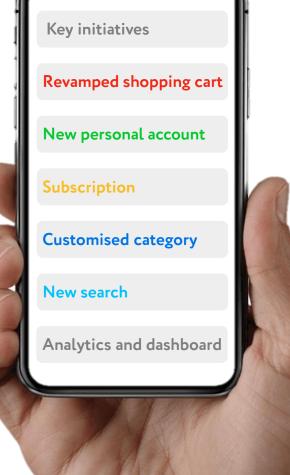


#### New planning and prioritisation



Single projects backlog and

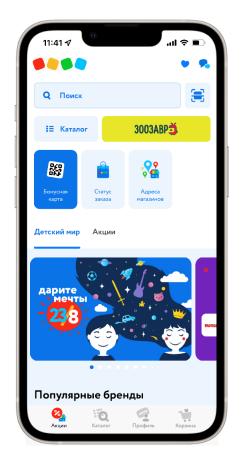
KPIs for multiple departments

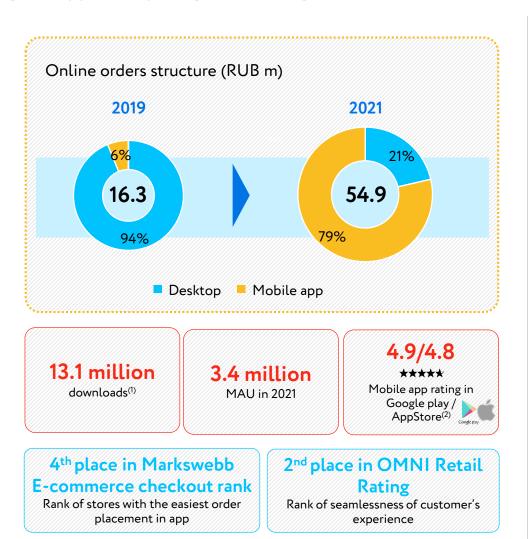




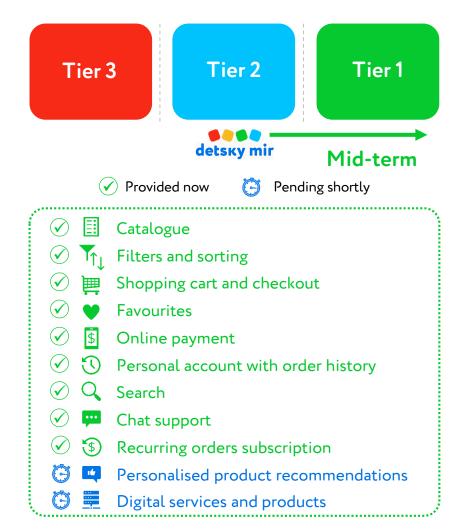
## Investing in mobile app as key driver to deliver strategic objectives

Detsky Mir mobile app – a go to app for anything children's goods related





#### Developing Tier 1 app





## Roll-out of regional DCs to boost availability of next-day delivery



#### Distribution centers overview

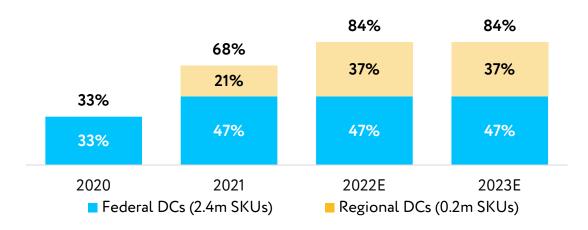
Distribution center	Space, k sq.m	SKUs, m	Population coverage, m
Moscow (Bekasovo 1 and 2)	71.0	2.4	48.3
110SCOW (BERASOVO 1 alid 2)	63.0	2.4	46.3
Rostov <sup>(1)</sup>	5.5	0.2	15.9
Kazan	8.0	0.2	14.9
Novosibirsk	10.0	0.2	14.4
Ekaterinburg	63.0	2.4	20.5
Saint-Petersburg (2)	10.0	0.2	9.5
Federal DC <sup>(3)</sup>		2.4	
Total	230.5		123.5

#### New Federal Distribution Center in Ekaterinburg



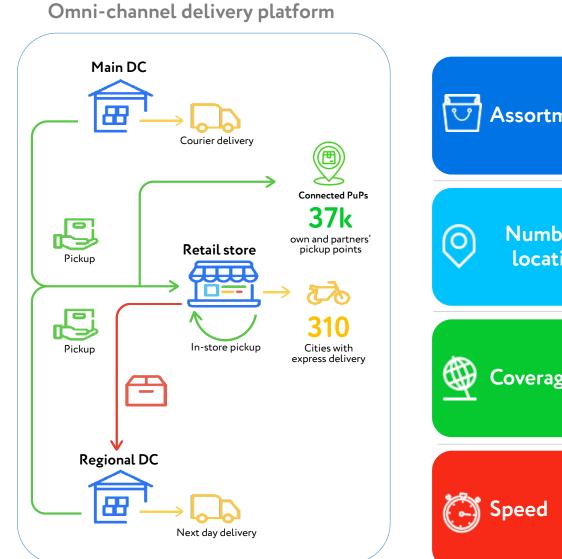
#### Growing availability of next-day delivery

Federal and Regional DCs Coverage as % of Russia population, (%)





## 3 complementary channels to optimise speed and coverage of courier delivery



	Main DC	Regional DCs	"Last mile" through retail chain
Assortment	2.4m SKUs	200k SKUs	<40k SKUs
Number of locations	2 Main DC <sup>(1)</sup> + 2 DCs in the pipeline	2 Regional DC + 2 DCs in the pipeline	950 stores
Coverage	<b>95%</b> of Russia population	500km from Regional DCs, 84% of Russia population	5km within stores 30% of Russia population
Speed	<b>1-20</b> days	Next- day	Same-day <b>~2</b> hours



## Detsky Mir marketplace contributes to the wide assortment

#### DM Marketplace profile



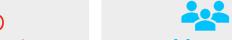
#### **Assortment**

Focus on children's FMCG and fashion



#### **Economics**

√ 3PL commission-based model



#### **Users**

₽₽

**Pricing** 

Mid- to mid-high

price segments

- ✓ Customers: same target base, same loyalty program
- Merchants: local producers and well-known international brands



### Service platform

Interface and logistics / delivery on same platform as DM's 1P e-Commerce



#### Growth

- √ Focus on children's goods
- √ New categories (pet supplies)

#### Key developments in 2021

3.5

GMV (RUB bn)

6.3%

Share of marketplace in total online sales

2.1k

Number of suppliers added

**920k** SKUs

- Transition to a **structural commission** (similar to Ozon and Wildberries)
- O Deeper monetisation of merchants
  - Automation of logistics processes
- Improvement of reverse logistics management

#### Long-term vision



**2,400k SKUs** - overtaking key local competitors in relevant categories



Double-digit share of marketplace in total online sales



19-22% fixed / actual commission rate



**Lean costs structure** – primarily logistics and payroll



Low marketing cost vs other MPs thanks to "free" traffic / strong brand



## Zoozavr – entering promising pets supplies market

#### **Store Format**

- 100sqm total / 85sqm selling area
- At shopping center or street retail, close to a chain food retailer
- Comprehensive assortment:
  - ~3k SKUs in store
  - >10.0k SKUs online Upcoming private labels range
- Cross-integration with DM: stores, ordering, pickups, logistics
- Effective online coverage of entire Russia via DM's footprint













#### Why Zoozavr?

- Russian pet supplies market is large at RUB 296bn (2020)
- Solid market growth outlook
  - 8.3% 2020-24E CAGR, outpacing children's goods
  - Rising pet ownership rate, while children's birth rates are sluggish
  - Same low elasticity to macro as children's goods
- High fragmentation with weak competition
  - Top 5 specialist players account for only 8% market share
  - No highly recognized brand or large, well-funded and efficient player
- Large overlap with children's goods target customers and suppliers

#### Performance highlights in 2021

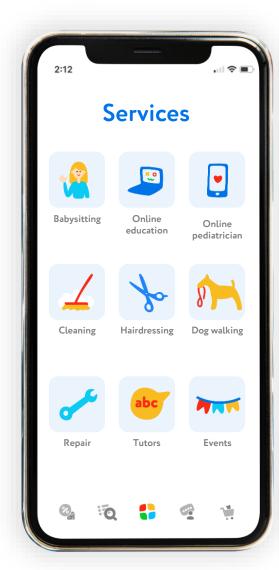
- ✓ ~RUB 930m revenue
- ✓ Share of online sales reached 66% in total sales
- Loyalty program members generated ~75% of total sales

#### Q1'22 highlights

- ✓ 94 stores as of 31 March 2022
- √ 6 private labels with 600 SKUs were successfully launched



## "Beyond retail" – digital services as the next growth layer





## Entering digital services and products market in mid-term

#### Pilot results

- Pilot stage of digital products marketplace launched in Dec'20
- Selection of 20 partners & adding 70 apps to mobile app (incl. parental control & GPS, educational apps, entertainment and games)
- Adding 30 new services in Mar'21 (incl. babysitting, dog walking, cleaning, online medicine, granny for an hour services)
- Starting to develop a full-fledged platform in Apr'21
- > 12 partners were finally selected for development of DM digital products marketplace
- 1 game released in Apr'22
- Section "Digital services" is planned to be launched in mobile app in 2022

#### Key benefits

- For Partners
- Free traffic and loyal audience
- For Customers
- High confidence in brand
- ✓ Trustworthy content
- ✓ Unique customer experience at all touchpoints
- For Detsky Mir
- Business diversification
- ✓ Additional source of monetizing traffic and audience
- ✓ Building long-term relationships with clients



## 3 Strategic update



## Our Strategy 2021 – key building blocks

#### Solidify leadership in the children's goods retail Investment in logistics – enhancing our delivery options √ 84% Next Day Delivery Coverage of Russian Population by 2022 Further roll-out of private label and Implementing best-in-class UX exclusive offering and CX across the channels 60% private label share in the sales by 2024 An emerging go-to app for anything children's goods related Continuous expansion of detsky mir Marketplace as a tool omni-channel proposition to enrich the assortment driving both offline and online sales 2.4m SKUs by 2024 - the leading children's goods assortment ✓ 2x GMV growth '20-24 Pet supplies stores – penetrating new Digital services - further unlocking market value of our mobile app A promising new source of monetization / traffic Promising unconsolidated new market New verticals



## 2021 and Q1 2022 Highlights

- 1 Accelerated top-line growth
- 2 Explosive online sales growth
- 3 Continuous retail chain expansion
- 4 Solid EBITDA and margin
- 5 Sound financial discipline

#### 2021

- 16.9% total GMV growth
- 15.0% net revenue growth
- **40.2%** total online sales growth
- 29.8% online sales share
- 251 new stores: 84 Detsky Mir, 94 Detmir mini, 73 Zoozavr
- Adj. EBITDA at RUB 18.0 bn
- Adj. EBITDA margin at 11.0%

## Q1'22

- 7.6% total GMV growth
- 6.1% net revenue growth
- 19.9% total online sales growth
- 30.7% online sales share
- 8 new stores: 7 Detsky Mir,1 Zoozavr
- Adj. EBITDA at RUB 2.6 bn
- Adj. EBITDA margin at 7.0%

- Net debt / adj. EBITDA LTM at 1.8x
- Fully RUB-denominated debt to match RUB revenue, mostly fixed



## Strategy execution progress: Further consolidation of children's goods market

Continuous omni-channel retail platform development and growth

		2020	2021	Mid-term target
	Number of stores <sup>(1)</sup>	848	1,026	~1,970
	Distribution centers	2 Federal 1 Regional	2 Federal 3 Regional <sup>(2)</sup>	4 Federal 4 Regional
	Online sales share of GMV (Russia)	25.5%	30.8%	45.0%
	Marketplace GMV % of online GMV	1.4%	6.3%	~10%
ОООО маркет плейс	Number of SKUs (incl. Marketplace)	250k	920k	~2.4m
<b>⋘</b>	Private label share of revenue	44.5%	46.2%	60.0%



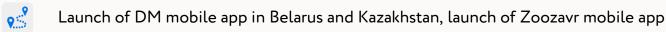
## Strategy execution progress: Enhancement of customer and user experience

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#### Mobile-first concept with best-in-class app

#### New features introduced to the mobile app, 2021 achievements included



Updated search engine with an improved user interface

Quick second order function and improved mobile app area "My orders"

Login and registration via social networks

Product recommendations and chat with customer support





Unified customer communication in stores and online leads to NPS increase

All new stores will be opened in 3.0 format since 2021

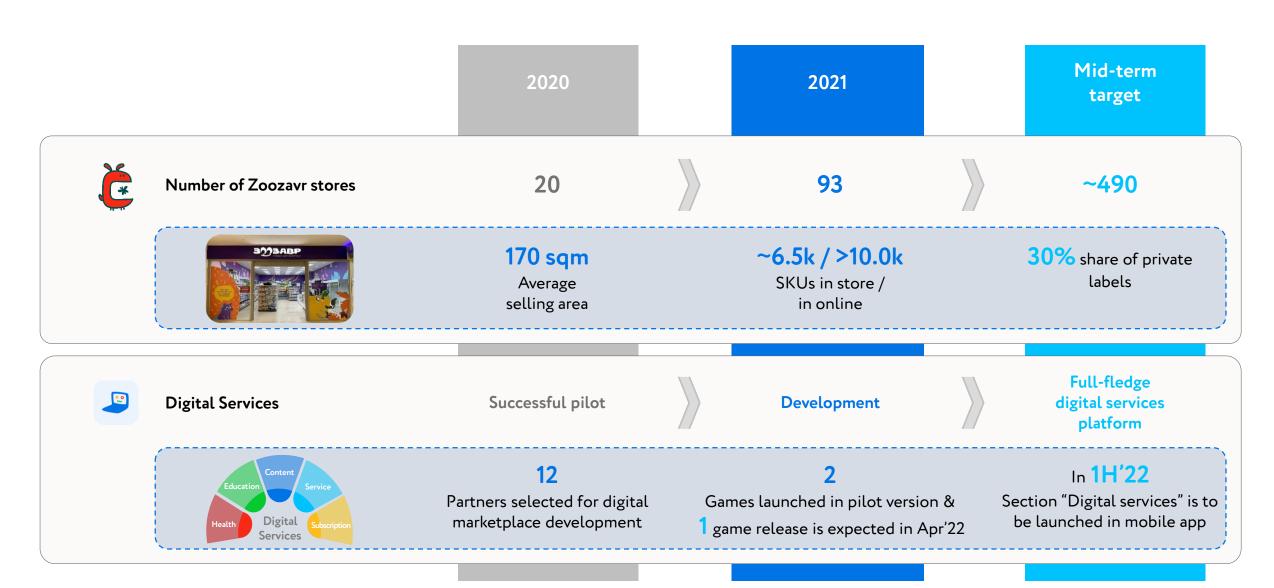
Full digital transformation and modernisation of existing stores in the mid-term

Simplified store design and Omni-channel design concept improving user experience

#### Detsky Mir 3.0 successful pilot and further roll-out



## Continued development of our complementary sources of growth

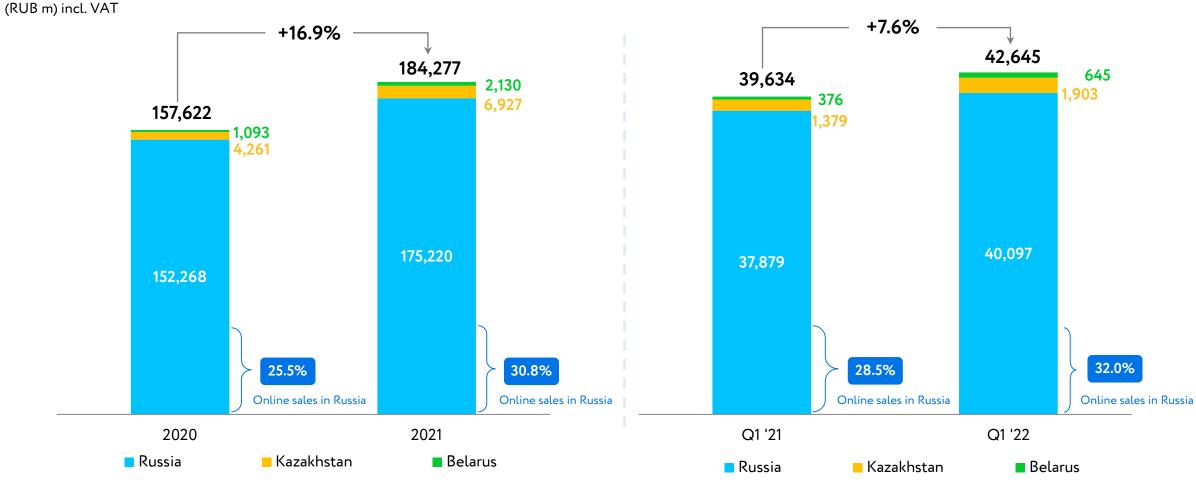


# Recent financial performance



## Continued top-line growth

Total GMV<sup>(1)</sup> stable growth, including growth of online sales<sup>(2)</sup>

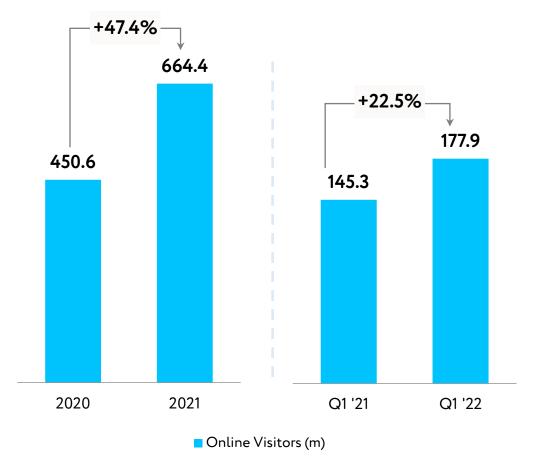




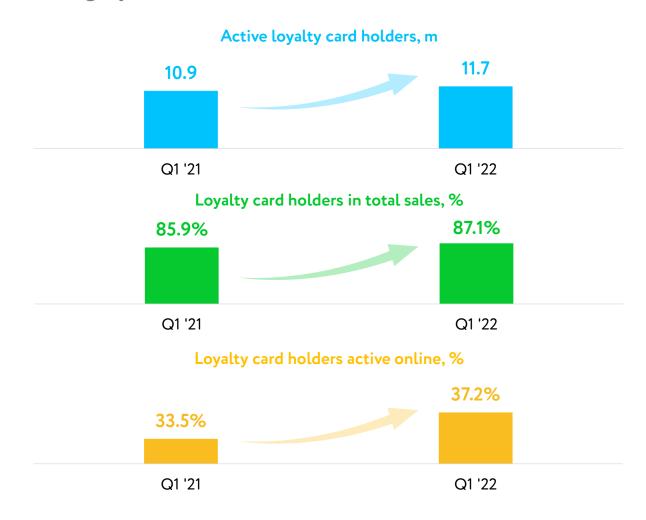
## Solid online growth with strong loyal customer base



(Web and mobile platforms)

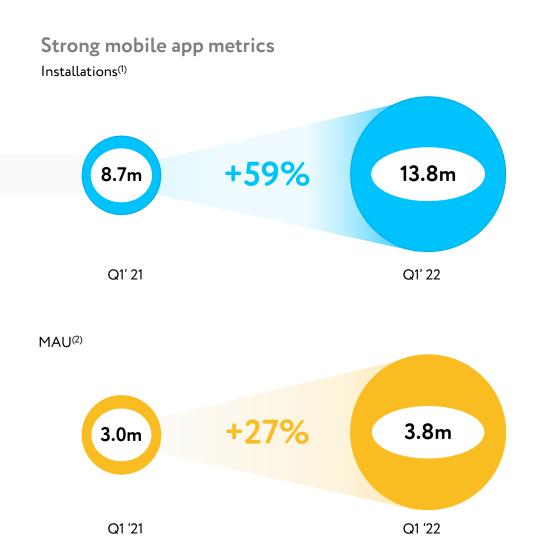


#### Strong loyal customer base<sup>(1)</sup>



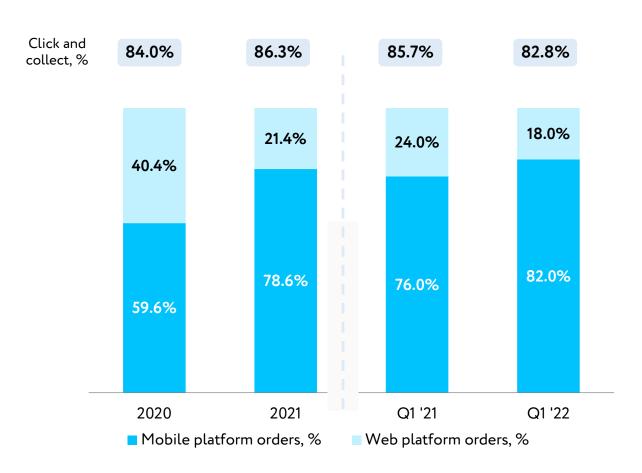


## Best-in-class mobile app performance



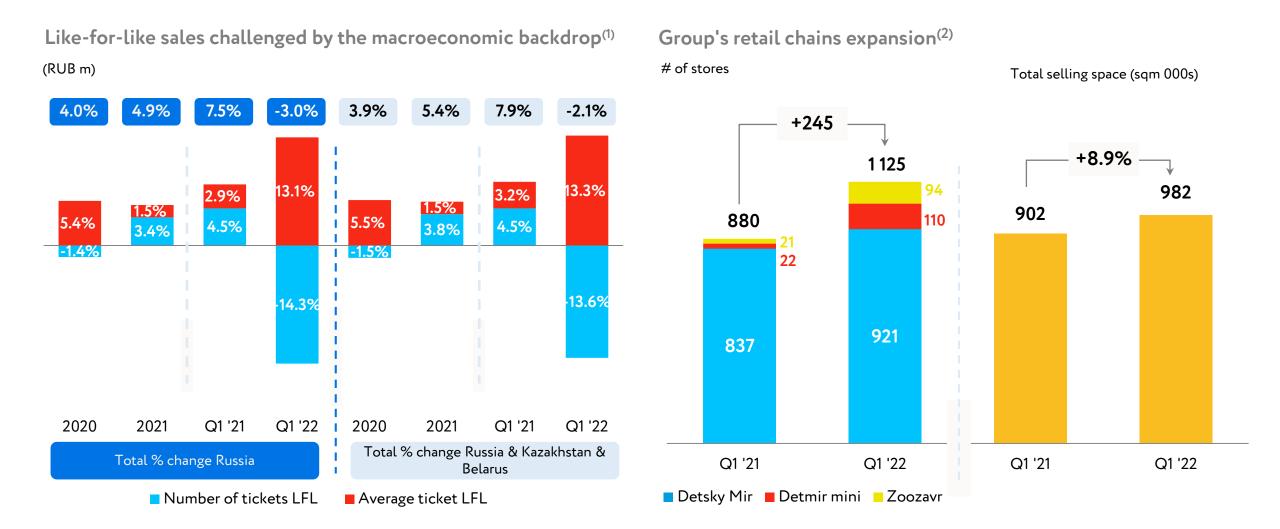
#### Mobile app is the largest online channel

(Online orders, Russia)



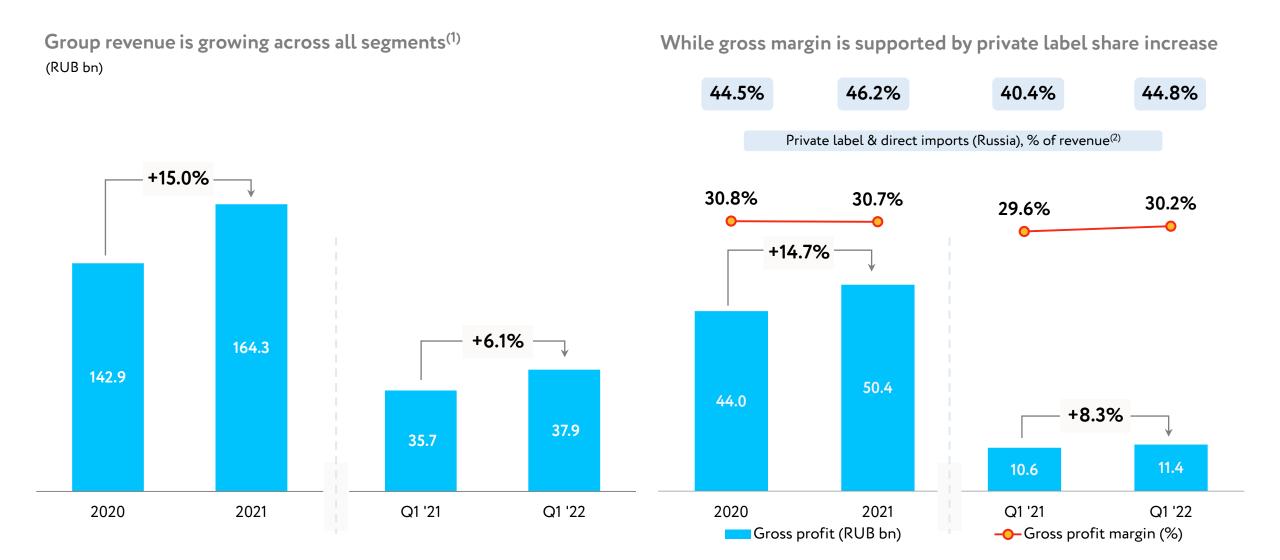


## Our growth trajectory





## High gross margin driven by private label expansion

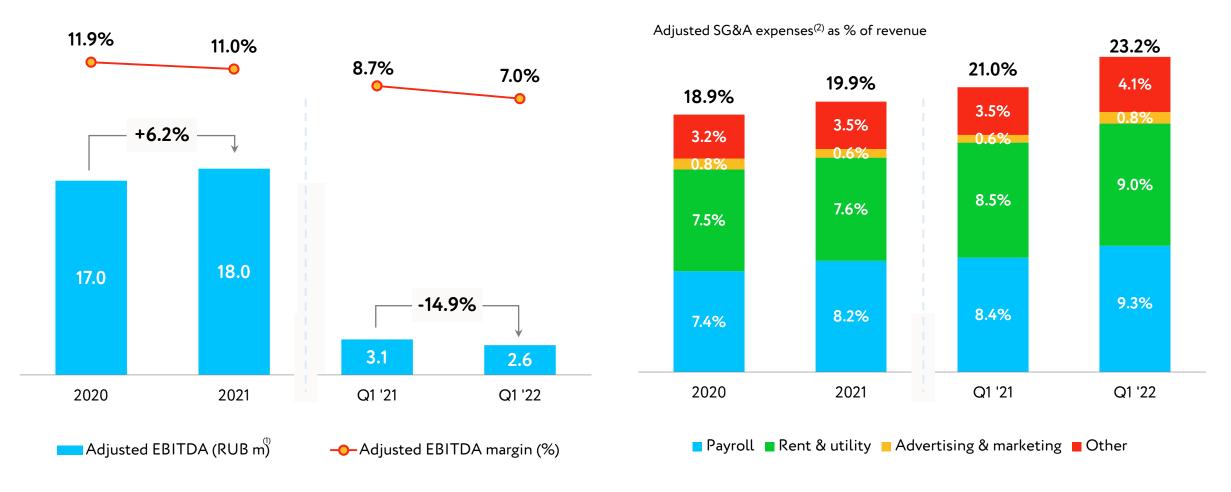




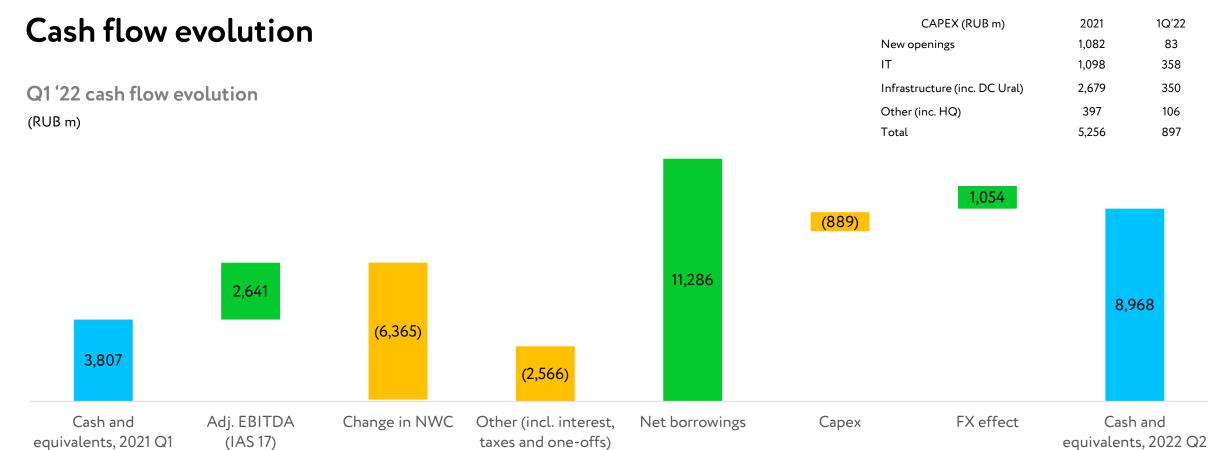
## Consistently strong profitability

#### Continuous delivery of the solid double-digit profitability...

#### ... despite the rising cost inflation



#### Capex breakdown



- Solid operating cash flow driven by high EBITDA
- Disciplined capex focused on store openings and selective investments in IT and infrastructure; limited maintenance capex requirements



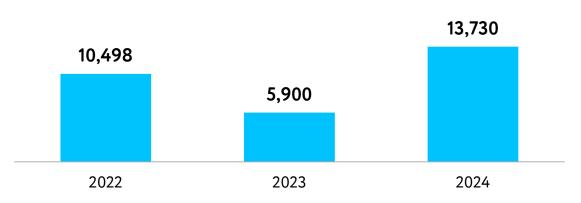
# Conservative financial policy

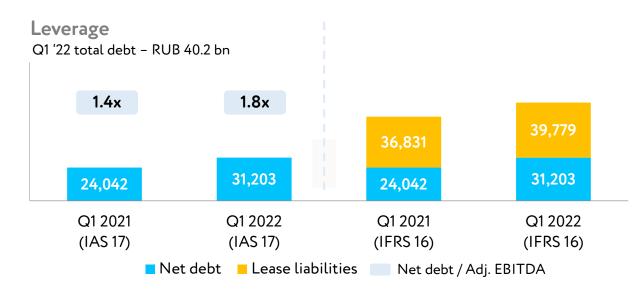
# Comments

- Commitment to a conservative financial policy
  - Fully RUB-denominated debt to match RUB revenue, mostly fixed rates
- Relationships with multiple Russian and international banks
- Net debt / Adj. EBITDA ratio as of 31 March 2022 is 1.8x vs. 4.0x average covenant level across the loan portfolio (IAS 17)
- Weighted average interest rate<sup>(1)</sup> 12% as of 31 March 2022
- No contingent off-balance sheet liabilities
- Available undrawn credit limit of RUB 29.7 bn for refinancing of the current credit portfolio aiming at its further diversification as of 31 March 2021

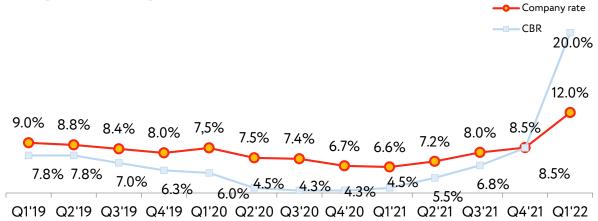
# Debt maturities as of 31 March 2022

(RUB m)





# Weighted average interest rate<sup>(1)</sup>



# Sustainable development

# Continuous Focus on ESG



# **Environmental**



# 40% of hangers

are made of recycled plastic by the end of 2021



# 6.6 kt of waste for recycling

were collected at the Company's distribution centers



- 26% reduction of GHG emission<sup>(1)</sup>

intensity in 2021 vs 2018

From 0.89 in 2018 to 0.66 tons of  $CO_2$  per RUB m in 2021



# 71% and 44% of the purchases

in the Clothing and Footwear categories were made from participating suppliers in the ZDHC initiative



# **BCI's** cotton processing standards

are applied to the Company's own line of Baby Go and Futurino brands





# RUB 2.6bn

paid to the national and regional budgets as social payments



# 81% women employment rate

with minimal gender pay gap (0.90 ratio of basic salary of women to men)



# Over RUB 1bn

The total value of goods donated to charitable causes in 2021



# 25.3% of total sales

Are children's goods manufactured in countries where the Company operates



# More than 900 beneficiaries

Received help due to Participate! Campaign in 2021

# Governance



# 5 INEDs out of 10

BoD members



# Independent Chairwoman

heads the BoD



# Transparent compensation system

Information is disclosed based on the principles of regularity, consistency and availability



# Zero

tolerance to corruption



# 100% of suppliers signed

 ${\bf Supplier\ Code\ of\ Conduct}$ 

International sustainability initiatives supported by Detsky Mir









# Strong Independent Governance Framework

## **INEDs**



Maria Gordon Chairwoman, Head of Nomination and Remuneration Committee



David Rönnberg Independent Director

• CEO of Musti Group (a Scandinavian omnichannel pet supplies retailer)



**Alexander Shevchuk** 

Independent Director

 Executive Director at the Association of Professional Investors



Michael Foss Independent Director

 Co-founder & BoD member of Independent Pet Partners



Andrey Anischenko Independent Director

Co-founder of Skillbox

Member of the BoD of Grape LLC and Possible LLC



Pavel Grachev Deputy Chairman, Non-Executive Director. Head of Strategy and ESG Committee



**Dmitri Klenov** Non-Executive Director

· CEO of Altus Capital

 Member of the BoD at Pharmacy Chain 36.6 and Sakhalin Shipping Company



Mikhail Stiskin Non-Executive Director

CFO of Polyus

Chairman of the BoD of Lenzoloto Gold Mining Company



**Tony Maher** Non-Executive Director

· Director at Da Vinci Capital

Member of the BoD at Steppo Agro



Vladimir Klimanov Non-Executive Director

Investment Director of Veta Capital Partners LLC

Deputy M&A Director at Management Company Polyus

BoD of 10 members with 50% INEDs (incl. Independent Chairwoman)

**INEDs** 

Non-INEDs



















Audit

100% INEDs



Nomination and Remuneration 100% INEDs

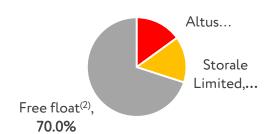


Strategy and ESG





Prominent shareholder base (1)



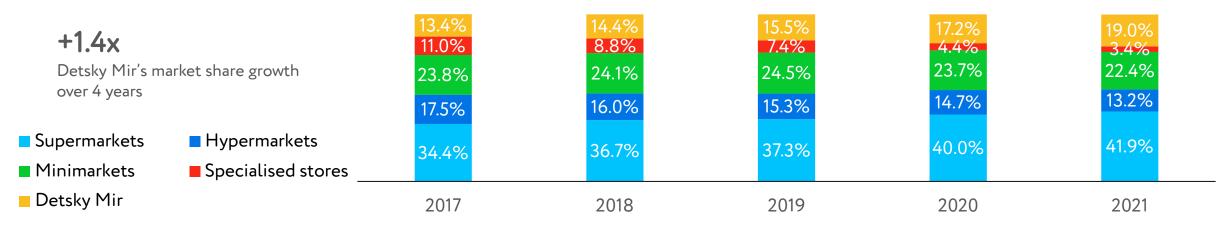
Sources: Company data

# 6 Appendix

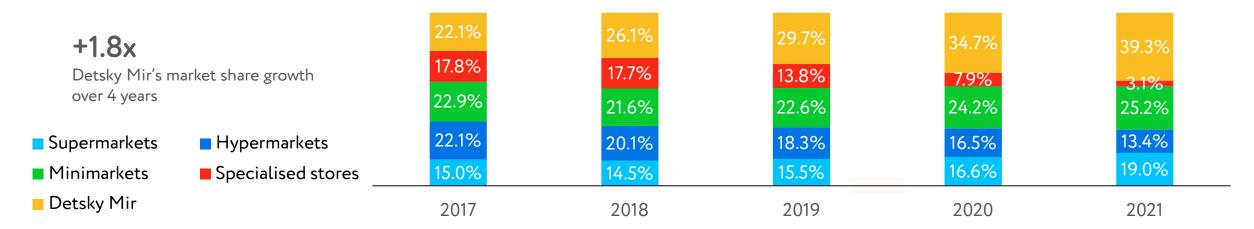


# Gaining market share in baby food and diapers segments

# Baby food sales by channel in Russia



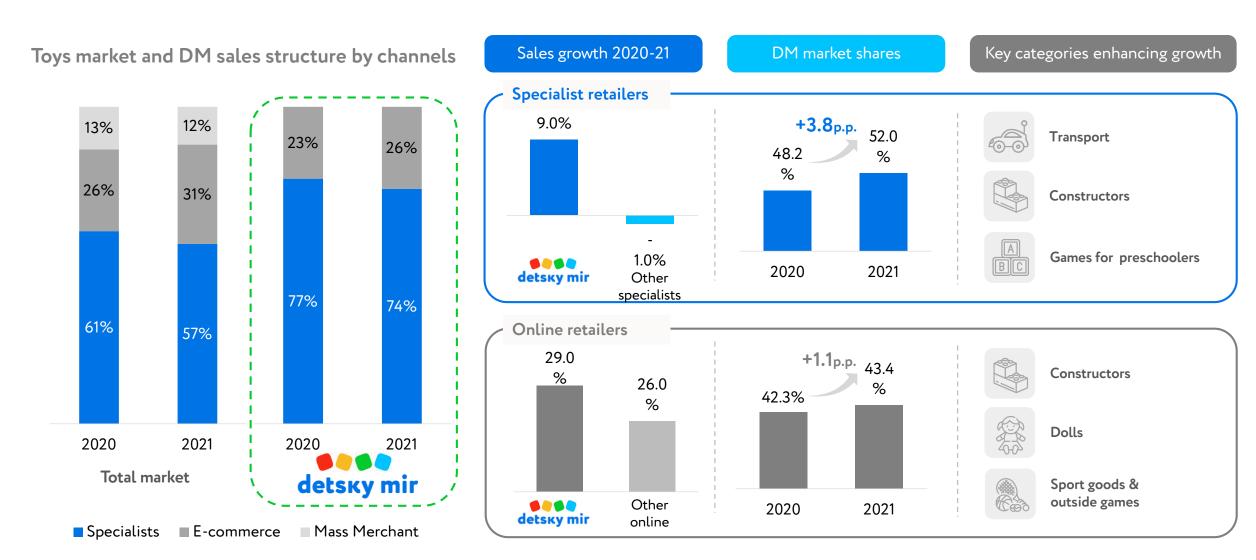
# Diapers sales by channel in Russia



Source: Nielsen



# Gaining market share in toys segment





# Why is our offline channel so important?

# Purposes of DM store visiting

# **Emotional purposes**



Choose gift for a child



Store visit purposefully at the child's wish



Impulsive shopping (customers passed by DM store)





Visiting a store for entertainment



- Frequency of mentioning the purpose of DM store visiting

# Practical purposes

Buy new apparel & footwear





Pickup an online order





Large targeted purchase of necessary goods





Buy staples in small amounts





70%

Detsky Mir clients prefer buying offline<sup>(1)</sup>

98%

Detsky Mir brand awareness

#1

Source of family entertainment – shopping centers

98%

Share of DM stores located in shopping malls

86%

The share of click & collect (fast delivery, post-payment and no min limit for orders)

Strong presence in offline channel allows Detsky Mir to deliver unique customer experience, which is highly appreciated by our clients, who prefer in-store shopping



# Shopping malls – core family entertainment centers

Detsky Mir is a core tenant for shopping malls

98%

Share of Detsky Mir stores located in shopping malls



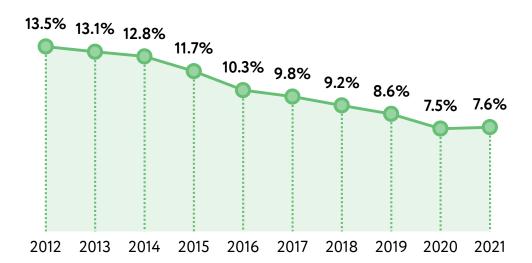
Detsky Mir is a **must** for the most **shopping malls** 



Exceptional **brand** awareness **boosts traffic generation** 



Rental expenses % of revenue





Detsky Mir is a large and financially sound counterparty with **strong**bargain power



Shopping malls in Russia – #1 source of family entertainment



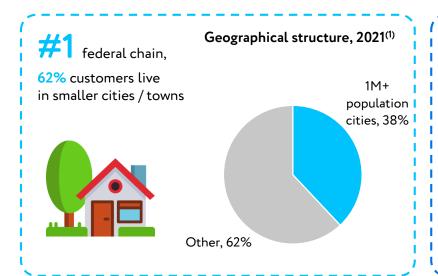
Favorable rental terms

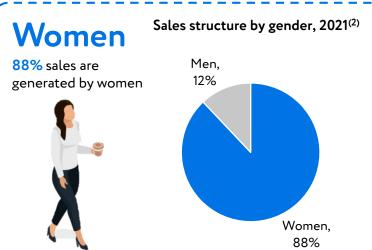


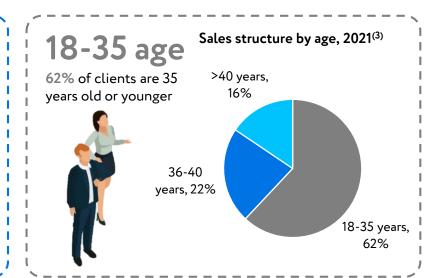
Sources: Company data, Ipsos Comcon report



# Who is DM's customer?







Children and average salary of DM customers <sup>(3)</sup>						
 	1 child	2 children				
% share of clients	39.3%	40.5%				
Monthly income	RUB 40-90k	RUB 30-60k				









# New Government measures to support birth rates and boost disposable income for families with children

Allowance per child	Before changes (2020)	After Changes (2022)		
1st child 🤄	-	RUB 524k <sup>(1)</sup>		
2 <sup>nd</sup> child 🗽 🙊	RUB 467k RUB 169k <sup>(1)</sup> / RUB 693k <sup>(1),(2)</sup>			
1st child 🤄	c.540k children			
2 <sup>nd</sup> child 🗽 🧟	c.560k children			
Total program	c. RUB 260bn	c. RUB 440bn		
Cumulative incremental funds available	+RUB 180bn			

- Strictly defined use of proceeds, overwhelmingly linked to purchases of housing and compensation of mortgage payments
- Incremental funds available = c. 1/3 of the total children's good market size
- Russian Government expects substantial positive impact of the new measures on the actual birth rates
  - Supporting demographics remains of paramount importance for the Government

Additional payments of c. RUB 600bn for families with children starting from June 2020

- One-off payments related to COVID-19
  - RUB 15k per child in Q2 2020 for children <3 years old</li>
  - RUB 10k per child for children 3-16 years old in June
  - RUB 10k per child for children <16 years old in July</li>
  - RUB 5k per child for children <8 years old in December</li>

# Supporting measures have been updated starting from 2021

- Ongoing support for lower income families: 50%, 75% or 100% of the living wage payments per month depending on the family income for children 3-7 years old accruing from January 2021
- Ongoing payment of RUB 7.7k<sup>(1)</sup> per month for children <1.5 years old starting from February 2022
- One-off payment of RUB 20.5k<sup>(1)</sup> for the birth of a child starting from February 2022

In April 2021, the President instructed the Federal Assembly to prepare a comprehensive system of support measures for families with children by July 2021

- Ongoing payments of RUB 6.4k per month for pregnant women with low income
- A lump sum payment in August 2021 in the amount of RUB 10k for families with schoolchildren and future first-graders
- Ongoing payments of RUB 5.7k per month for children growing up in singleparent families
- Sick leaves for child care (<7 years old) to be paid at 100% of the parent's income</li>

In February 2022, the Government announced maternity allowance indexation



# Top management compensation structure overview

# Annual compensation structure

		CEO	«CEO-1»	«CEO-2»
Fixed		50%	50%-80%	60%-85%
Variable	Total	50%	20%-50%	15%-40%
	Incl. Financial <sup>(1)</sup>	30%	5%-20%	4%-14%
	Incl. Functional <sup>(2)</sup>	20%	15%-30%	10%-26%

Last LTI programme

# At IPO

- %-based payment linked to valuation increase at IPO
- Amount calculated as 3% from the differential between new liquidity event (i.e. IPO) price and RCIF price in 2015
- 50%/50% cash and share based payments (via purchases of shares in the open market)

# After IPO

- Approved by the Board of Directors in August 2017
- Covers the 3-year period to February 2020, the third anniversary of the Company's IPO, senior management in continuing employment by the Company as of that anniversary will be eligible for cash payments from a pool equivalent in value to up to 4.6% of the increase in the Company's stock market value (including dividend payments) over the period
- The LTIP also provides for additional cash payments expected to total around RUB 500m (plus any social taxes)

# New equity-based compensation programme

# The new 3-year LTIP

- Approved by the Board of Directors in October 2019
- Covers the 3-year period from the end date of the previous program (Feb 8, 2020) to February 7, 2023
- Senior management team in continuing employment by the Company and in program membership as of April 30, 2024 will be eligible for the Company's share grants and cash payments from a bonus fund valued at up to 4.6% of the increase in the Company's stock market value (incl. dividend payments) over the period. The new LTIP includes more than 40 key employees of the Company
- In 2022, the Company plans to increase the number of LTI program participants

Incentive program to cement the management's long-term focus on shareholder value creation