

## **X5 RETAIL GROUP OPENS DIGITAL ACADEMY**

**Moscow, 10 February 2020** – X5 Retail Group ("X5" or the "Company"), a leading Russian food retailer (LSE and MOEX ticker: "FIVE"), announces the launch of the first modules of its Digital Academy, a corporate education platform for enhancing employees' digital skills and expertise.

The Academy aims to help participants acquire or improve competencies required to work effectively in a digital environment. The training programme will focus on change management, product management, data analysis and management, digital tools, enhancing technical expertise, and digital culture. Training courses will be tailored based on the specific job responsibilities of employees ranging from technical functions and experts, to product owners, top management and operational staff. The Academy courses will be available to employees of the X5 Corporate Centre, as well as the Pyaterochka, Perekrestok, and Karusel retail formats.

Over 40 educational products for different training levels will be rolled out. The Academy provides for various training formats ranging from site visits and sharing best practices to face-to-face lectures, online courses, hands-on training, labs, coaching sessions, seminars and workshops. The training will be run by in-house instructors as well as visiting experts from leading universities, partner companies and online education platforms.

"X5's business can be viewed in terms of traditional retail operations and a new block of digital projects. Our Corporate Centre already employs over 1,500 IT and data experts. This year, we are set to boost that number to facilitate X5's digital transformation, which is one of our strategic priorities. Among other tasks, the Academy seeks to help current employees develop their technical skills and acquire new competencies and expertise. We expect several thousand of our colleagues to complete the training this year," said Tatiana Krasnoperova, HR and Organisational Development Director at X5.

The Academy has already welcomed X5 product teams, with Python and Data Science internal schools slated for launch in 2020. There will also be programmes centred on relevant digital areas and a single education platform for all employees.

**Note to Editors:**

X5 Retail Group N.V. (LSE and MOEX: FIVE, Fitch – ‘BB+’, Moody's – ‘Ba1’, S&P – ‘BB’, RAEX – ‘ruAA+’) is a leading Russian food retailer. The Company operates several retail formats: the chain of proximity stores under the Pyaterochka brand, the supermarket chain under the Perekrestok brand and the hypermarket chain under the Karusel brand.

As of 31 December 2019, X5 had 16,297 Company-operated stores. It has the leading market position in both Moscow and St Petersburg and a significant presence in the European part of Russia. Its store base includes 15,354 Pyaterochka proximity stores, 852 Perekrestok supermarkets and 91 Karusel hypermarkets. The Company operates 42 DCs and 4,124 Company-owned trucks across the Russian Federation.

For the full year 2018, revenue totalled RUB 1,532,537 mln (USD 24,439 mln), Adjusted EBITDA reached RUB 109,871 mln (USD 1,752 mln), and net profit for the period amounted to RUB 28,642 mln (USD 457 mln). In 9M 2019, revenue totalled RUB 1,265,130 mln (USD 19,440 mln), adjusted EBITDA reached RUB 95,975 mln (USD 1,475 mln), and net profit amounted to RUB 25,043 mln (USD 385 mln).

X5's Shareholder structure is as follows: CTF Holdings S.A. – 47.86%, Intertrust Trustees Ltd (Axon Trust) – 11.43%, X5 Directors – 0.08%, treasury shares – 0.01%, Shareholders with less than 3% – 40.62%.

**Forward looking statements:**

*This announcement includes statements that are, or may be deemed to be, "forward-looking statements". These forward-looking statements can be identified by the fact that they do not only relate to historical or current events. Forward-looking statements often use words such as "anticipate", "target", "expect", "estimate", "intend", "expected", "plan", "goal", "believe", or other words of similar meaning.*

*By their nature, forward-looking statements involve risk and uncertainty because they relate to future events and circumstances, a number of which are beyond X5 Retail Group N.V.'s control. As a result, actual future results may differ materially from the plans, goals and expectations set out in these forward-looking statements.*

*Any forward-looking statements made by or on behalf of X5 Retail Group N.V. speak only as of the date of this announcement. Save as required by any applicable laws or regulations, X5 Retail Group N.V. undertakes no obligation publicly to release the results of any revisions to any forward-looking statements in this document that may occur due to any change in its expectations or to reflect events or circumstances after the date of this document.*

*Elements of this press release contain or may contain inside information about X5 Retail Group N.V. within the meaning of Article 7(1) of the Market Abuse Regulation (596/2014/EU).*

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