

FORM OF POWER OF ATTORNEY
FOR
THE ORDINARY GENERAL MEETING OF
GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
CONVENED FOR
22 JUNE 2022

The undersigned, shareholder / representing a shareholder of Grupa Pracuj S.A. with its registered office in Warsaw (the "**Company**"), hereby declare that:

..... (name and surname / company name of the shareholder) (hereinafter "**Shareholder**") hold(s) (number:) shares in the Company and I / we grant the power of attorney to:

- (i) Mr / Mrs., holding with the number,
- (ii) or.....
(name of the company), with its registered office in, and address:

to represent the Shareholder at the Ordinary General Meeting of the Company convened for 22 June 2022, at 10.00 a.m. in Warsaw, at 68 Prosta St., 00-838 Warsaw (8th floor), and in particular to participate, speak at the Ordinary General Meeting, vote on behalf of the Shareholder and perform any other actions related to the Ordinary General Meeting in accordance with the voting instructions below / at the discretion of the proxy (delete as appropriate).

signature
Name and surname:

.....

Company:

.....

Position:

.....

Address:

.....

signature
Name and surname:

.....

Company:

.....

Position:

.....

Address:

.....

**INSTRUCTION TO EXERCISE VOTING RIGHTS BY THE PROXY
 AT THE ORDINARY GENERAL MEETING
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 22 JUNE 2022**

Agenda item 2 - Election of the Chairperson of the Ordinary General Meeting			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 5 - Adoption of the agenda of the Ordinary General Meeting			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter a) - Consideration and approval of the Management Board's report on the operations of the Company and the Company's Capital Group for the year ended 31 December 2021			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter b) - Consideration and approval of the Company's separate financial statement for the year ended 31 December 2021			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter c) - Consideration and approval of the consolidated financial statement of the Company's Capital Group for the year ended 31 December 2021			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter d) - Expressing an opinion on the report of the Supervisory Board of the Company on remuneration of members of the Management Board and the Supervisory Board of the Company for the year 2021			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter e) – Approval of the Report of the Supervisory Board on the activities of the Supervisory Board of Grupa Pracuj sp. z o.o. and the Supervisory Board of the Company in the year ended 31 December 2021			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter f) – Distribution of the Company's profit for the year ended 31 December 2021			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter g) – Granting a discharge to Przemysław Gacek			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter g) – Granting a discharge to Gracjan Fiedorowicz			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter g) – Granting a discharge to Rafał Bogusław Nachyna			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter g) – Granting a discharge to Mykola Mykhaylov			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: <div style="height: 40px;"></div>			

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Agenda item 6 letter h) – Granting a discharge to Maciej Artur Noga			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: <div style="height: 40px;"></div>			

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Agenda item 6 letter h) – Granting a discharge to Maciej Krzysztof Filipkowski			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter h) – Granting a discharge to John Doran			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter h) – Granting a discharge to Wojciech Robert Stankiewicz			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions:			

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Agenda item 6 letter h) – Granting a discharge to Przemysław Tomasz Budkowski			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter h) – Granting a discharge to Agnieszka Katarzyna Słomka - Gołębiowska			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter h) – Granting a discharge to Mirosław Bogusław Stachowicz			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter i) – Introducing of changes to the Incentive Scheme No. 1 for key employees of Grupa Pracuj S.A. Capital Group.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter j) – Application of "Code of Best Practice for WSE Listed Companies 2021"			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter k) – Amending the Company's Articles of Association, extending the authorisation for the Company's Management Board to increase the share capital within the authorised capital, and consequently authorising the Company's Management Board to deprive other shareholders of all or part of their pre-emptive rights in accordance with adopted resolution No. 5/2021 of the Extraordinary General Meeting of the Company dated 22 October 2021

<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions:			

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Agenda item 6 letter l) – Granting consent to the establishment of any right <i>in rem</i> over the enterprise of Grupa Pracuj S.A. or its organised part			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions:			

Shareholder

(signature / s)

Proxy

(signature/s)

Attachments to the form of power of attorney - drafts of resolutions of the Ordinary General Meeting of Grupa Pracuj S.A.