

[Draft resolution submitted by MetLife OFE during ordinary general meeting of Benefit Systems S.A. on 29 June 2022]

Resolution No. _____

of the Ordinary General Meeting

**of company under the business name of BENEFIT SYSTEMS Spółka Akcyjna
with its registered seat in Warsaw (hereinafter, the “Company”)**

of _____

**on the determination of the amount and rules of payment of remuneration to members of the
Supervisory Board of the Company.**

§1.

Pursuant to § 25 Sec. 2 of the Company's Articles of Association, the Ordinary General Meeting determines the remuneration for the Members of the Supervisory Board of the Company in the following amount, starting from 1 July 2022:

- 1) Chairperson of the Supervisory Board 11,000 PLN (in words: eleven thousand zloty) gross per month,
- 2) Deputy Chairperson of the Supervisory Board 9,000 PLN (in words: nine hundred zloty) gross per month,
- 3) Member of the Supervisory Board 7,000 PLN (in words: seven thousand zloty) gross per month, and additional remuneration for acting as a Member of the Audit Committee in the amount of 1,500 PLN (in words: one thousand five hundred zloty) gross per month.

§2.

The remuneration specified in § 1 shall be paid in arrears, by the 10th day of the month, to the bank account of the Supervisory Board Member. If a Member of the Supervisory Board holds a position for an incomplete month, the remuneration shall be calculated proportionally in the amount of 1/30 of the remuneration specified in § 1 for each day of holding the position of the Supervisory Board Member.

§3.

The resolution shall enter into force upon adoption and repeals all previous resolutions regarding remuneration of the Supervisory Board members.