

**PROXY**  
**FOR THE EXTRAORDINARY GENERAL MEETING OF BENEFIT SYSTEMS S.A.**  
**WITH ITS REGISTERED OFFICE IN WARSAW**  
**CONVENED FOR 21 JULY 2026**  
**/NATURAL PERSON/**

**Shareholder:**

Mr / Ms: \_\_\_\_\_  
FIRST NAME AND FAMILY NAME OF THE SHAREHOLDER

PESEL: \_\_\_\_\_  
SHAREHOLDER'S PERSONAL IDENTIFICATION NUMBER

Holder of [identity card / passport<sup>1</sup>]: \_\_\_\_\_  
NUMBER AND SERIES

Entitled to: \_\_\_\_\_  
NUMBER OF SHARES OF BENEFIT SYSTEMS S.A. FROM WHICH THE VOTING RIGHTS SHALL BE EXERCISED

Shareholder's contact details:

Locality: \_\_\_\_\_

Postal code: \_\_\_\_\_

Street address: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Telephone No.: \_\_\_\_\_

**Hereby appoints, as their proxy:**

Mr / Ms: \_\_\_\_\_  
FIRST NAME AND FAMILY NAME OF THE PROXY

Holder of [identity card / passport<sup>2</sup>]: \_\_\_\_\_  
NUMBER AND SERIES

PESEL: \_\_\_\_\_  
PROXY'S PERSONAL IDENTIFICATION NUMBER

Proxy's contact details:

Locality: \_\_\_\_\_

Postal code: \_\_\_\_\_

Street address: \_\_\_\_\_

E-mail address: \_\_\_\_\_

Telephone No.: \_\_\_\_\_

to represent the Shareholder at the Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw, convened for 21 July 2026.

The Proxy shall be authorised to perform, on behalf of the Shareholder, all acts connected with participation in the Extraordinary General Meeting, including in particular to exercise the voting rights attached to all of the above-mentioned shares of Benefit Systems S.A. [at the Proxy's discretion / in accordance with the attached voting instructions<sup>3</sup>].

If no voting instructions are attached, the Proxy shall exercise the voting rights at their own discretion.

Attachments:

1. Voting instruction<sup>4</sup>

*<sup>1-4</sup> – delete as appropriate*

\_\_\_\_\_  
PLACE / DATE

\_\_\_\_\_  
SIGNATURE OF THE SHAREHOLDER