



**Resolution No. 26/10.06.2026
of the Ordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw**

dated 10 June 2026

**on the amendments to the Remuneration Policy for members of the Management
Board and Supervisory Board of the Company**

§ 1.

The Ordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw (the **"General Meeting"** and the **"Company"**), acting pursuant to Article 90d section 1 and Article 90d section 6 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, makes the following amendments to the Remuneration Policy for members of the Management Board and Supervisory Board of Benefit Systems S.A. (the **"Policy"**):

1. The wording of § 10 section 6 of the Policy is hereby amended as follows:

„Remuneration comprising variable remuneration components due for a given financial year (excluding remuneration in the form of financial instruments), may not exceed 300% of the fixed remuneration components due for that financial year.”

2. The wording of § 19 section 3 the Policy is hereby amended as follows:

„The material amendments made to the previously applicable Policy concerned a change in the ratio of variable remuneration, excluding remuneration in the form of financial instruments, to fixed remuneration.”

§ 2.

The General Meeting authorizes the Management Board of the Company to prepare the consolidated text of the Policy incorporating the amendments made by this resolution and to introduce other editorial changes, consisting in correcting the numbering of sections in § 5 of the Policy and the cross-reference in § 14 section 4 of the Policy, which should refer to section 5.

§ 3.

This resolution shall become effective upon its adoption.

2,485,005 (two million four hundred eighty-five thousand and five) valid votes were cast on the resolution, from 2,485,005 (two million four hundred eighty-five thousand and five) shares, representing 75.28% (seventy-five point twenty-eight per cent) of the share capital, of which 1,377,653 (one million three hundred seventy-seven thousand six hundred fifty-three) were votes in favour and 1,107,352 (one million one hundred seven thousand three hundred fifty-two) were votes against, with no abstentions. The above resolution was therefore adopted.