

PROXY
FOR THE EXTRAORDINARY GENERAL MEETING OF BENEFIT SYSTEMS S.A.
WITH ITS REGISTERED OFFICE IN WARSAW
CONVENED FOR 10 MARCH 2026
/NATURAL PERSON/

Shareholder:

Mr / Ms: _____
FIRST NAME AND FAMILY NAME OF THE SHAREHOLDER

PESEL: _____
SHAREHOLDER'S PERSONAL IDENTIFICATION NUMBER

Holder of [identity card / passport¹]: _____
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 / passport²]: _____
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 10 March 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 instructions³].

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

Attachments:

1. Voting instruction⁴

¹⁻⁴ – delete as appropriate

PLACE / DATE

SIGNATURE OF THE SHAREHOLDER