Appendix to Resolution No. [•]/[•]2026 of the Extraordinary General Meeting of Benefit Systems S.A. dated 15 December 2026

Diversity Policy for Members of the Supervisory Board of Benefit Systems S.A.

Table of Contents

1. **Definitions** 2
2. **Nature and purpose of the Policy** 3
3. **General provisions** 3
4. **Detailed provisions** 4
5. **Final provisions** 5
6. **Related documents** 5

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This Diversity Policy for Members of the Supervisory Board forms part of the corporate governance framework of Benefit Systems S.A., supporting the Company's long-term objectives and the responsible management of environmental, social and governance (ESG) factors. The Policy takes into account the principles of the Best Practice for GPW Listed Companies 2021 and the statutory requirements concerning gender balance in the Company's governing bodies laid down in Chapter 4aa of the Act on Public Offering.

1. Definitions

For the purposes of this document, the following terms shall have the meanings set out below:

Supervisory Board Member – any member of the Company's Supervisory Board;

Best Practice for GPW Listed Companies 2021 or DPSN 2021 – the Best Practice for GPW Listed Companies 2021 introduced by Resolution No. 13/1834/2021 of the Supervisory Board of the Warsaw Stock Exchange (GPW) dated 29 March 2021, as amended;

Group – the Benefit Systems Capital Group;

Audit Committee – the audit committee established within the Company's Supervisory Board;

Diversity Criteria – the areas of diversity in the composition of the Supervisory Board specified in section 4.1 of the Policy, to be taken into account when assessing the needs of the Supervisory Board as a whole and monitoring the implementation of the Policy. The Diversity Criteria do not constitute independent candidate selection criteria;

Policy or Diversity Policy for Members of the Supervisory Board – this Diversity Policy for Members of the Supervisory Board of Benefit Systems S.A.;

Gender Balance Policy for the Governing Bodies – the Gender Balance Policy for the Governing Bodies of Benefit Systems S.A. referred to in Article 90gd section 1 of the Act on Public Offering;

Supervisory Board – the supervisory board of the Company;

Diversity – differences among individuals, in particular in terms of age, gender, field of education, specialist knowledge, professional experience and other aspects of competence, contributing to a variety of perspectives that enables the effective performance of functions and duties entrusted to the Company's governing bodies;

Company – Benefit Systems Spółka Akcyjna;

Act on Statutory Auditors – the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Oversight, as amended;

Act on Public Offering – the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies;

General Meeting – the General Meeting of the Company;

Management Board – the management board of the Company.

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2. Nature and purpose of the Policy

2.1. Diversity within the Supervisory Board plays an important role in building a socially responsible business and a fairer and more sustainable economy, in line with the Company's long-term objectives and its ESG-related activities.

2.2. The purpose of the Policy is to promote diversity in the composition of the Supervisory Board, taking into account the qualifications of candidates and the Company's needs. The Policy sets out diversity objectives and Diversity Criteria, as well as the rules for monitoring their achievement.

2.3. The Policy supplements the Gender Balance Policy for the Governing Bodies with respect to the diversity objectives and Diversity Criteria applicable to the Supervisory Board. Its provisions shall be applied in compliance with the obligations arising from Chapter 4aa of the Act on Public Offering and the Gender Balance Policy for the Governing Bodies. The rules governing the selection process for candidates for Supervisory Board membership are set out in the Gender Balance Policy for the Governing Bodies.

2.4. The Policy also takes into account the corporate governance objectives and principles applicable to companies listed on the Warsaw Stock Exchange S.A., as set out in the Best Practice for GPW Listed Companies 2021, and the guidance issued by the Corporate Governance Committee on the application of those principles.

3. General provisions

3.1. The Diversity Policy for Members of the Supervisory Board shall be adopted and approved by the General Meeting.

3.2. Candidates for the Supervisory Board shall be nominated and elected in accordance with applicable law, the Company's Statutes and the Company's internal regulations, with due respect for the powers of the General Meeting and the rights of shareholders.

3.3. The assessment and selection of candidates for Supervisory Board membership shall be based on their qualifications, in particular their knowledge, skills and experience relevant to the performance of supervisory duties, and on the needs of the Company and the Group.

3.4. When determining the composition of the Supervisory Board, the Diversity Criteria shall be considered in relation to the Supervisory Board as a whole. Particular consideration shall be given to the extent to which the knowledge, skills and experience of prospective Supervisory Board members complement one another and meet the needs of the Supervisory Board and its committees.

3.5. The Diversity Criteria referred to in section 4.1 letters a)–d) and g) of the Policy may be taken into account when establishing candidate selection criteria to the extent that they concern education, knowledge, skills or professional experience relevant to the role. Gender and age do not constitute independent criteria for assessing candidates' qualifications. The need to ensure gender balance shall be taken into account in accordance with the Act on Public Offering and the Gender Balance Policy for the Governing Bodies.

3.6. The gender representation objective specified in section 4.1 letter f) of the Policy applies to the composition of the Supervisory Board as a whole. This objective shall be taken into account when appointing Supervisory Board Members, with a view to achieving or maintaining it. The objective does not constitute an independent condition for appointment, subject to the rules set out in section 3.7 of the Policy.

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3.7. Where Article 90ge of the Act on Public Offering applies, candidate selection shall be subject to the rules laid down therein, in particular those concerning the prior establishment of selection criteria, the comparative assessment of the qualifications of candidates and priority for candidates of the underrepresented sex. Exceptions to the priority rule shall be permitted only in the circumstances specified in Article 90ge section 3 of the Act on Public Offering. Merely invoking the Diversity Criteria does not justify a departure from the priority rule.

3.8. Where the Company participates in identifying candidates for the Supervisory Board, it shall endeavour to ensure that the candidates considered include individuals of both sexes and individuals with diverse qualifications and experience.

4. Detailed provisions

4.1. The following areas shall be considered when assessing Diversity in the composition of the Supervisory Board:

a) **Education**: diversity of educational paths, levels and profiles of education, and ways of acquiring knowledge, taking into account their relevance to the performance of supervisory duties;

b) **Fields of education and areas of competence**: complementary skills and expertise of Supervisory Board Members, in particular in management, finance, law, risk management, sustainability and other areas relevant to the Company's business and strategy;

c) **Knowledge and skills, including specialist and industry-specific expertise**: diversity and complementarity of knowledge and skills acquired through education, professional development and professional practice;

d) **Professional experience**: diversity of experience arising from roles performed, positions held, areas of responsibility, sectors, markets and organizations, taking into account the importance of industry experience for the implementation of the Company's strategy;

e) **Age**: seeking age diversity in the composition of the Supervisory Board, while respecting the principles of equal treatment and non-discrimination. A candidate's age shall not, in itself, constitute grounds for preference or exclusion, and their suitability for the role shall be assessed on the basis of qualifications, skills and experience;

f) **Gender**: the Company aims to maintain representation of the less represented gender on the Supervisory Board at a level of at least 30% of its members, in accordance with DPSN 2021. This objective complements the statutory gender balance objective for the Company's Governing Bodies set out in the Gender Balance Policy for the Governing Bodies pursuant to Article 90gc section 2 of the Act on Public Offering, and shall be pursued in accordance with the rules set out in sections 3.6–3.7 of the Policy;

g) **Other areas**: other aspects of diversity in knowledge, skills and experience relevant to the performance of the duties of the Supervisory Board and its committees, taking into account the Company's needs.

4.2. When assessing candidates for Supervisory Board membership, education, knowledge, skills and professional experience shall be considered as interrelated areas, taking into

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account the different ways in which qualifications may be acquired and their relevance to the tasks and duties entrusted to a Supervisory Board Member.

5. Final provisions

5.1. The Supervisory Board shall periodically review the Policy, with the assistance of the Management Board where necessary. The review shall include an assessment of whether the Policy needs to be updated, in particular following changes in applicable law, the Gender Balance Policy for the Governing Bodies or the DPSN 2021 principles concerning diversity in governing bodies.

5.2. The Supervisory Board shall monitor the achievement of the Policy's objectives at least once a year when preparing its annual report on the activities of the Supervisory Board to be presented to the Ordinary General Meeting. The Supervisory Board shall include in that report information on the extent to which the Policy, including its objectives, has been implemented.

5.3. When determining the composition of the Supervisory Board, the independence requirements arising from the Company's Statutes and Principle 2.3 of DPSN 2021 shall be taken into account. When determining the composition of the Audit Committee, the requirements of the Act on Statutory Auditors and the Audit Committee By-Laws shall apply.

5.4. The Policy shall be applied in accordance with generally applicable law, the Company's Statutes and the Gender Balance Policy for the Governing Bodies. The provisions of the Policy shall not exclude or limit any obligations arising under those regulations. In the event of any inconsistency between this Policy and the Gender Balance Policy for the Governing Bodies, the provisions of the Gender Balance Policy for the Company's Governing Bodies shall prevail.

6. Related documents

6.1. Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Oversight.

6.2. Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies.

6.3. Best Practice for GPW Listed Companies 2021 introduced by Resolution No. 13/1834/2021 of the Supervisory Board of the Warsaw Stock Exchange (GPW) dated 29 March 2021.

6.4. Guidance of the Corporate Governance Committee on the Application of the Principles of the "Best Practice for GPW Listed Companies 2021".

6.5. Commission Recommendation of 15 February 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board (2005/162/EC).

6.6. Gender Balance Policy for the Governing Bodies of Benefit Systems S.A.

6.7. Supervisory Board By-Laws of Benefit Systems S.A.

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