INFORMATION ON THE CURRENT LEVEL OF ACHIEVEMENT OF THE GENDER BALANCE OBJECTIVE IN THE GOVERNING BODIES OF BENEFIT SYSTEMS S.A. AND THE IMPACT OF THE PROPOSED CHANGE IN THE COMPOSITION OF THE SUPERVISORY BOARD ON THE ACHIEVEMENT OF THAT OBJECTIVE

The Management Board of Benefit Systems Spółka Akcyjna, with its registered office in Warsaw (address: plac Europejski 2, 00-844 Warsaw), entered in the register of entrepreneurs of the National Court Register maintained by the District Court for the Capital City of Warsaw in Warsaw, 13th Commercial Division of the National Court Register, under KRS number 0000370919, NIP: 8361676510, with share capital of PLN 3,301,042.00, fully paid up (the "**Company**"), in connection with the inclusion of a change in the composition of the Supervisory Board in the agenda of the Extraordinary General Meeting of the Company convened for 15 December 2026 (the "**General Meeting**"), and having regard to Articles 90gb–90gh of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (the "**Act on Public Offering**"), hereby provides information on the current level of achievement of the gender balance objective in the Company's governing bodies and the impact of the possible options for filling the vacancy on the Supervisory Board on the achievement of that objective.

As at the date of preparation of this information, no candidates for membership of the Supervisory Board have been nominated to the Company. The impact of the proposed change in the composition of the Supervisory Board on the achievement of the gender balance objective is therefore presented on the basis of two possible scenarios: the election of a woman or the election of a man.

I. Gender balance objective

Pursuant to Article 90gc section 2 of the Act on Public Offering, the gender balance objective in the Company's governing bodies is achieved if both of the following conditions are met:

1. the number of positions on the Management Board and Supervisory Board held by persons of the underrepresented gender is not lower than the number closest to 33% of all positions on those bodies; and
2. persons of the underrepresented gender hold positions on both the Management Board and the Supervisory Board.

The underrepresented gender means the gender whose representatives hold no more than 49% of the total number of positions on the Company's governing bodies. Women currently constitute the underrepresented gender on the Company's governing bodies (the "**Underrepresented Gender**" or "**URG**").

For a total of nine or ten positions on the Company's governing bodies, the number closest to 33% of all positions is three.

II. Current level of achievement of the objective

As at 18 November 2026, i.e. the date of publication of the notice convening the General Meeting, the Management Board consists of three members and the Supervisory Board consists of seven members.

The resignation of Mr Grzegorz Wachowicz from the Supervisory Board will take effect at the end of 30 November 2026.

The table below shows the composition of the Company's governing bodies as at the date of publication of the notice convening the General Meeting and their projected composition from 1 December 2026, assuming no other changes in the composition of those bodies.

Status	Governing body	Number of women	Number of men	Total
As at the date of publication of the notice convening the General Meeting	Management Board	0	3	3
	Supervisory Board	3	4	7
	Governing bodies in total	3 (30.0%)	7 (70.0%)	10
From 1 December 2026	Management Board	0	3	3
	Supervisory Board	3	3	6
	Governing bodies in total	3 (33.3%)	6 (66.7%)	9

As at the date of publication of the notice convening the General Meeting, women hold three out of ten positions on the Company's governing bodies. The statutory numerical requirement concerning the total number of positions held by persons of the Underrepresented Gender is therefore met. However, the gender balance objective is not currently achieved, as no person of the Underrepresented Gender serves on the Management Board.

From 1 December 2026, following the effective resignation of Mr Grzegorz Wachowicz and assuming no other changes in the Company's governing bodies, women will account for three out of nine members of those bodies, i.e. 33.3%. The numerical requirement will therefore continue to be met, but the gender balance objective will still not be achieved because no representative of the Underrepresented Gender serves on the Management Board.

III. Projected composition following the appointment of a Supervisory Board member

The following projection assumes the election of one person to the Supervisory Board and no other changes in the composition of the Company's governing bodies. The table separately indicates whether the statutory numerical requirement and the requirement for the Underrepresented Gender to be represented on both governing bodies are met.

Scenario	Women on governing bodies	Men on governing bodies	Numerical requirement	URG represented on both bodies	Objective
Election of a woman to the Supervisory Board	4 of 10 (40.0%)	6 of 10 (60.0%)	met	not met	not achieved
Election of a man to the Supervisory Board	3 of 10 (30.0%)	7 of 10 (70.0%)	met	not met	not achieved

Electing a woman to the Supervisory Board would increase the overall proportion of women on the Company's governing bodies to 40%, whereas electing a man would result in women accounting for 30%. In both scenarios, the statutory numerical requirement would be met. However, neither scenario would, on its own, result in the achievement of the gender balance objective, because there would still be no woman on the Management Board.

IV. Diversity in the composition of the Supervisory Board

Irrespective of the statutory gender balance objective, pursuant to Principle 2.1 of the Best Practice for GPW Listed Companies 2021, persons of the less represented gender should account for at least 30% of the membership of each governing body. This objective is also provided for in the currently applicable Diversity Policy for the Supervisory Board and in the draft new Diversity Policy for Members of the Supervisory Board, which is to be put to a vote at the General Meeting. The objective is currently met on the Supervisory Board and will remain met following the resignation of Mr Grzegorz Wachowicz and under either of the scenarios presented for the election of a new Supervisory Board member. If a woman is elected, men will be the less represented gender on the Supervisory Board, accounting for 42.9% of its members; if a man is elected, women will be the less represented gender, also accounting for 42.9%.

V. Rules applicable to the selection process

Given the composition of the governing bodies set out in Section II of this information, the gender balance objective referred to in Article 90gc section 2 of the Act on Public Offering has not been achieved, despite the numerical requirement being met. Accordingly, the exemption provided for in Article 90gh of the Act on Public Offering does not apply, and Articles 90ge–90gg of that Act apply to the process of selecting a Supervisory Board member. In particular, this means that:

1. before the selection process begins, neutrally formulated, clear and unambiguous criteria are established, taking into account candidates' qualifications, the needs of the Supervisory Board as a governing body and the need to ensure gender balance; the criteria are applied in a non-discriminatory manner at every stage of the process;
2. candidates are selected on the basis of an assessment of their qualifications against predetermined criteria and, where more than one candidate is nominated, on the basis of a comparative assessment of each candidate's qualifications;
3. when choosing between candidates with equivalent qualifications, priority is given to a candidate of the Underrepresented Gender; departure from this priority rule is permitted only in the exceptional circumstances specified in Article 90ge section 3 of the Act on Public Offering, on the basis of an individual, objective and non-discriminatory assessment.

The appointment of a Supervisory Board member falls within the powers of the General Meeting. Shareholders assess candidates when exercising their voting rights. The Management Board's activities in connection with the selection process are organisational and informational in nature and neither replace nor affect the powers of the General Meeting or the statutory rights of shareholders. The election of a Supervisory Board member is conducted by secret ballot, as required by law. If a new candidate is nominated during the General Meeting, the Company will, to the extent within its competence, ensure that the available information about the candidate is presented to shareholders before the vote and that organisational arrangements are in place to enable the candidate to be assessed against the criteria applied in the selection process, in accordance with applicable law and the Company's Statutes.

VI. Update of information

If, after the publication of this information, circumstances change in a manner affecting the assessment presented, the Company will provide shareholders, before voting begins, with appropriately updated information to the extent necessary to assess the achievement of the gender balance objective in the Company.