FORM TO EXERCISE VOTING RIGHT BY A PROXY AT THE EXTRAORDINARY GENERAL MEETING OF BENEFIT SYSTEMS S.A. CONVENED FOR 15 DECEMBER 2026

This form does not replace the power of attorney granted to the proxy by the shareholder.

The form has been prepared pursuant to Article 402³ § 1 item 5 and § 3 of the Commercial Companies Code for the purpose of enabling the casting of votes by a proxy at the Annual General Meeting of Benefit Systems Spółka Akcyjna with its registered office in Warsaw, convened for 15 December 2026 at 11:00 a.m.

The use of this form is not mandatory – it depends solely on the shareholder's decision and is not a condition for the casting of a vote by the proxy. The form contains, in particular, instructions regarding the exercise of voting rights by the proxy.

The Company is not obliged to verify the conformity of the manner in which the proxy exercises the voting rights with the instructions provided by the shareholder.

This form enables:

a) in Part I, the identification of the shareholder casting the vote and of the proxy,

b) in Part II, the casting of the vote, the lodging of objections, and the inclusion of instructions concerning the manner of voting with respect to each resolution on which the proxy is to vote.

If the shareholder decides to vote differently with respect to the shares held, it is recommended that the shareholder indicate, in the Voting Instructions, the number of shares for which the proxy is to vote "in favour", "against", or "abstaining". If the number of shares is not indicated, it is deemed that the proxy is authorized to vote in the indicated manner with all shares held by the shareholder.

PART I.

Identification of the shareholder and the proxy

THE PROXY:

_____

Proxy full name / represented company

_____

Address / company seat, telephone number, e-mail

_____

PESEL / Identification Card Number

THE SHAREHOLDER:

_____

Full name / represented company

_____

Address / company seat, telephone number, e-mail

_____

PESEL / identification card number / company number in the applicable register

_____

Number and type of shares from votes shall be casted

PART II.

Extraordinary General Meeting draft resolutions

For item 2 of the agenda:

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on electing the Chairperson of the Extraordinary General Meeting

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw elects [●] as Chairperson of the General Meeting.

§ 2.

This resolution shall enter into force upon its adoption.

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for” ☐

Vote „against” ☐

Vote „abstaining” ☐

Voting by means of ticking the appropriate checkbox with a cross („X”)

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 4 of the agenda:

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on the election of the Scrutiny Committee

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw elects the Scrutiny Committee composed of [●].

§ 2.

This resolution shall enter into force upon its adoption.

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for” ☐

Vote „against” ☐

Vote „abstaining” ☐

Voting by means of ticking the appropriate checkbox with a cross („X”)

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 5 of the agenda:

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on the adoption of the agenda of the Extraordinary General Meeting

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw (the "**Company**"), hereby adopts the following agenda of the Company's Extraordinary General Meeting held on 15 December 2026 at 11:00 a.m.:

1. Opening of the Extraordinary General Meeting.
2. Election of the Chairperson of the Extraordinary General Meeting.
3. Confirmation that the Extraordinary General Meeting has been duly convened and is capable of adopting resolutions.
4. Election of the Scrutiny Committee.
5. Adoption of the agenda of the Extraordinary General Meeting.
6. Adoption of a resolution on the adoption of the Gender Balance Policy for the Company's Governing Bodies.
7. Adoption of a resolution on amendments to the Diversity Policy for Members of the Company's Supervisory Board.
8. Changes in the composition of the Supervisory Board.
9. Adoption of a resolution on amendments to the By-Laws of the Company's General Meeting.
10. Adoption of a resolution on the Company bearing the costs of convening and holding the Extraordinary General Meeting.
11. Closing of the meeting.

§ 2.

This resolution shall enter into force upon its adoption.

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for” ☐

Vote „against” ☐

Vote „abstaining” ☐

Voting by means of ticking the appropriate checkbox with a cross („X”)

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 6 of the agenda:

The Company's Supervisory Board issued a positive opinion on the draft of this Resolution, pursuant to Supervisory Board Resolution No. 2026/11/18/2 dated 18 November 2026, in accordance with § 22 section 3 letter (k) of the Company's Statutes and Principle 4.7 of the "Best Practice for GPW Listed Companies 2021".

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on the adoption of the Gender Balance Policy for the Company's Governing Bodies

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw (the "**Company**"), acting pursuant to Article 90gd section 1 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, and Article 3 section 1 of the Act of 3 July 2026 amending the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies and the Act on the Implementation of Certain Provisions of European Union Law on Equal Treatment, resolves to adopt the Gender Balance Policy for the Company's Governing Bodies in the wording set out in the **Appendix** to this Resolution.

§ 2.

This Resolution shall become effective upon its adoption.

Appendix:

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

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for” ☐

Vote „against” ☐

Vote „abstaining” ☐

Voting by means of ticking the appropriate checkbox with a cross („X”)

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 7 of the agenda:

The Company's Supervisory Board issued a positive opinion on the draft of this Resolution, pursuant to Supervisory Board Resolution No. 2026/11/18/3 dated 18 November 2026, in accordance with § 22 section 3 letter (k) of the Company's Statutes and Principle 4.7 of the "Best Practice for GPW Listed Companies 2021".

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on amendments to the Diversity Policy for Members of the Company's Supervisory Board

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw (the "**Company**"), in connection with Principle 2.1 of the Best Practice for GPW Listed Companies 2021, resolves to amend the Diversity Policy for Members of the Company's Supervisory Board, adopted by Resolution No. 6/30.09.2022 of the Extraordinary General Meeting of the Company dated 30 September 2022, by adopting the revised wording set out in the **Appendix** to this Resolution.

§ 2.

This Resolution shall become effective upon its adoption.

Appendix:

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

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for" ☐

Vote „against" ☐

Vote „abstaining" ☐

Voting by means of ticking the appropriate checkbox with a cross („X")

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 8 of the agenda:

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on the appointment of a member of the Company's Supervisory Board

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw (the "**Company**"), hereby appoints [●] as a member of the Company's Supervisory Board for the remainder of the joint term of office that commenced on 29 June 2023.

§ 2.

This Resolution shall become effective upon its adoption.

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for" ☐

Vote „against" ☐

Vote „abstaining" ☐

Voting by means of ticking the appropriate checkbox with a cross („X")

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 9 of the agenda:

The Company's Supervisory Board issued a positive opinion on the draft of this Resolution, pursuant to Supervisory Board Resolution No. 2026/11/18/4 dated 18 November 2026, in accordance with § 22 section 3 letter (k) of the Company's Statutes and Principle 4.7 of the "Best Practice for GPW Listed Companies 2021".

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on amendments to the By-Laws of the Company's General Meeting

§ 1.

The Extraordinary General Meeting of Benefit Systems S.A. with its registered office in Warsaw (the "**Company**"), acting pursuant to § 23 section 3 of the Company's Statutes, resolves to amend the By-Laws of the Company's General Meeting, adopted by Resolution No. 8/2010 of the Extraordinary General Meeting of the Company dated 24 November 2010, by adopting the revised wording set out in the **Appendix** to this Resolution.

§ 2.

This Resolution shall become effective upon its adoption.

Appendix:

By-Laws of the General Meeting of Benefit Systems S.A.

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for" ☐

Vote „against" ☐

Vote „abstaining" ☐

Voting by means of ticking the appropriate checkbox with a cross („X")

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*

For item 10 of the agenda:

Resolution No. [●]/[●] 2026
of the Extraordinary General Meeting of
BENEFIT SYSTEMS SPÓŁKA AKCYJNA
with its registered office in Warsaw

dated 15 December 2026

on the Company bearing the costs of convening and holding the Extraordinary General Meeting

The Extraordinary General Meeting of the Company, acting pursuant to Article 400 § 4 of the Commercial Companies Code, resolves as follows:

§ 1.

The Company shall bear the costs of convening and holding the Extraordinary General Meeting

§ 2.

This Resolution shall become effective upon its adoption.

Instructions for the Proxy on how to vote on resolution:

_____

_____

Vote „for” ☐

Vote „against” ☐

Vote „abstaining” ☐

Voting by means of ticking the appropriate checkbox with a cross („X”)

Raising an objection to resolution: YES/NO *)

(applicable only if a vote "against" is cast)*