PROXY

FOR THE EXTRAORDINARY GENERAL MEETING OF BENEFIT SYSTEMS S.A.

WITH ITS REGISTERED OFFICE IN WARSAW

CONVENED FOR 15 DECEMBER 2026

/LEGAL PERSON OR OTHER ORGANISATIONAL UNIT/

Shareholder:

_____
ENTITY'S NAME

_____
KRS NUMBER AND REGISTRY COURT / OTHER REGISTER NUMBER

_____
NUMBER OF SHARES OF BENEFIT SYSTEMS S.A. FROM WHICH THE VOTING RIGHTS SHALL BE EXERCISED

Shareholder's contact details:

Registered office: _____

Postal code: _____

Street address: _____

E-mail address: _____

Telephone No.: _____

Hereby appoints, as its proxy:

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

Identity card / passport: _____
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 15 December 2026.

The Proxy shall be authorized 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 instructions][1].

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

Attachments:

1. Voting instructions[2]
2. A copy of an extract from the relevant register in which the Shareholder is entered, or a copy of another document confirming the authority of the persons signing this Power of Attorney to represent the Shareholder[3]

[1-3] – *delete as appropriate*

On behalf of the Shareholder:

Place and date _____

Signature _____

Place and date _____

Signature _____