PROXY

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

WITH ITS REGISTERED OFFICE IN WARSAW

CONVENED FOR 15 DECEMBER 2026

/NATURAL PERSON/

Shareholder:

Mr / Ms: _____

FIRST NAME AND FAMILY NAME OF THE SHAREHOLDER

PESEL: _____

SHAREHOLDER'S PERSONAL IDENTIFICATION NUMBER

Holder of [identity card / passport[1]]: _____

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 / passport[2]]: _____

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 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 instructions[3]].

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

Attachments:

1. Voting instruction[4]

[1 – 4] – delete as appropriate

_____
PLACE / DATE

_____
SIGNATURE OF THE SHAREHOLDER