



Annex to the current report no. 9/2025 of February 19, 2025

The selected preliminary consolidated financial data of Benefit Systems Capital Group for the fourth quarter of 2024:

The preliminary consolidated financial results of Benefit Systems Capital Group for the fourth quarter of 2024 include approx. PLN 2.3mn of gain related to the Issuer's acquisition of shares in the share capital of SmartLunch S.A., inter alia, in exchange for a non-cash contribution in the form of 100% of shares in the share capital of Lunching.pl sp. z o.o in the Poland Segment, PLN 3.3 mn of negative impact on EBIT in Foreign Segment due to introduction of IAS 29 (hyperinflation) in Turkey and PLN 18.7mn employee stock option programme costs.

PRELIMINARY CONSOLIDATED RESULTS

PLN mn	4Q24	4Q23	yoy (%)
Revenues	912.6	757.5	20%
Gross profit	338.6	291.0	16%
EBIT	164.2	160.1	3%
EBIT adj. for ESOP costs	182.9	160.1	14%
EBITDA	260.7	239.6	9%
EBITDA adj. for ESOP costs	279.5	239.6	17%

PLN mn	31.12.2024	31.12.2023	yoy (%)
Net cash	152.9	373.5	-59%

PRELIMINARY RESULTS: SEGMENTS

PLN mn	4Q24	4Q23	yoy (%)
Segment Poland			
Revenues	663.3	554.5	20%
Gross profit	266.7	222.0	20%
EBIT	174.3	133.2	31%
EBITDA	251.3	202.6	24%
Segment Foreign Market			
Revenues	249.4	203.0	23%
Gross profit	72.0	69.0	4%
EBIT	9.4	26.7	-65%
EBITDA	29.0	36.9	-21%
Other/corporate			
Revenues	0.0	-0.1	n.m.
Gross profit	0.0	-0.1	n.m.
EBIT	-19.6	0.1	n.m.
EBITDA	-19.6	0.1	n.m.