

**FORM OF POWER OF ATTORNEY
FOR THE ORDINARY GENERAL MEETING OF
GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
CONVENED FOR
17 JUNE 2026**

I / We, the undersigned*, a shareholder / representing a shareholder* of Grupa Pracuj S.A. with its registered office in Warsaw (the "**Company**"), hereby declare that:

..... (name and surname / company name of the shareholder) (hereinafter "**Shareholder**") hold(s) (number:) shares in the Company and I / we* grant the power of attorney to:

- Mr / Mrs., holding , with the number /
- (name of the company), with its registered office in , at the address: *

to represent the Shareholder at the Ordinary General Meeting of the Company convened for 17 June 2026, at 11:00 a.m. in Warsaw, at ul. Prosta 68, 00-838 Warsaw (8th floor), and in particular to participate, speak at the Ordinary General Meeting, vote on behalf of the Shareholder and perform any other actions related to the Ordinary General Meeting in accordance with the voting instructions below / at the discretion of the proxy*.

* *delete as appropriate*

Signature:

.....

Signature:

.....

Name and surname:

.....

Name and surname:

.....

Company:

.....

Company:

.....

Position:

.....

Position:

.....

Address:

.....

Address:

.....

**INSTRUCTION TO EXERCISE VOTING RIGHTS BY THE PROXY
AT THE ORDINARY GENERAL MEETING
OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
CONVENED FOR 17 JUNE 2026:**

Agenda item 2 - Election of the Chairman of the Ordinary General Meeting.			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions:			

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 AT THE ORDINARY GENERAL MEETING
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 5 - Adoption of the agenda of the Ordinary General Meeting.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 AT THE ORDINARY GENERAL MEETING
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter a) – Consideration and approval of the Management Board’s report on the operations of the Company and the Company’s Capital Group for the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENE FOR 17 JUNE 2026:**

Agenda item 6 letter b) – Consideration and approval of the Company’s standalone financial statement for the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 AT THE ORDINARY GENERAL MEETING
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter c) – Consideration and approval of the consolidated financial statement of the Company’s Capital Group for the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter d) – Distribution of the Company’s profit for the year ended on 31 December 2025.			
<input type="checkbox"/> For	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded	<input type="checkbox"/> Abstain	<input type="checkbox"/> At the discretion of the proxy
Number of shares: 	Number of shares: 	Number of shares: 	Number of shares:
<input type="checkbox"/> Further / other instructions:			

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 AT THE ORDINARY GENERAL MEETING
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter e) – Expressing an opinion on the report of the Supervisory Board of the Company on remuneration of members of the Management Board and the Supervisory Board of the Company for the year 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 AT THE ORDINARY GENERAL MEETING
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter f) – Approval of the report of the Supervisory Board of the Company on its activities in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter g) – Granting the vote of acceptance to Przemysław Gacek for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter g) – Granting the vote of acceptance to Gracjan Fiedorowicz for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter g) – Granting the vote of acceptance to Rafał Bogusław Nachyna for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter h) – Granting the vote of acceptance to Maciej Artur Noga for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter h) – Granting the vote of acceptance to John Doran for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter h) – Granting the vote of acceptance to Wojciech Robert Stankiewicz for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter h) – Granting the vote of acceptance to Przemysław Tomasz Budkowski for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter h) – Granting the vote of acceptance to Agnieszka Katarzyna Słomka-Gołębiowska for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter h) – Granting the vote of acceptance to Miroslaw Boguslaw Stachowicz for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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 CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter h) – Granting the vote of acceptance to Martina van Hettinga for the discharge of duties in the year ended on 31 December 2025.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter i) – Authorising the Supervisory Board to adopt the gender balance policy.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter j) – Amending the Resolution No. 19/2025 of the Company’s Ordinary General Meeting dated 16 June 2025 on the establishment of an incentive scheme for 2025-2027.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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Agenda item 6 letter k) – Increase of reserve capital earmarked for the acquisition of own shares.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter l) – Amending the Resolution No. 22/2025 of the Company’s Ordinary General Meeting dated 16 June 2025 on granting authorization to the Management Board to acquire the Company’s own shares and authorizing the acquisition.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against <input type="checkbox"/> Objection and request for it to be recorded Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

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CONVENED FOR 17 JUNE 2026:**

Agenda item 6 letter m) – Appointment of member of the Supervisory Board.			
<input type="checkbox"/> For Number of shares: 	<input type="checkbox"/> Against Number of shares: 	<input type="checkbox"/> Abstain Number of shares: 	<input type="checkbox"/> At the discretion of the proxy Number of shares:
<input type="checkbox"/> Further / other instructions: 			

Shareholder

(signature / s)

Proxy

(signature/s)

Attachments to the form of power of attorney - updated drafts of resolutions of the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw.