

**FORM OF POWER OF ATTORNEY
FOR THE ORDINARY GENERAL MEETING OF
GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW
CONVENED FOR
JUNE 16, 2025**

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 June 16, 2025, 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 JUNE 16, 2025:**

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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 5 - Adoption of the agenda 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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

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 December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter b) – Consideration and approval of the Company’s standalone financial statement for the year ended on December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter c) – Consideration and approval of the consolidated financial statement of the Company's Capital Group for the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter d) – Distribution of the Company's profit for the year ended on December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

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 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter f) – Approval of the report of the Supervisory Board of the Company on its activities in the year ended on December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter g) – Granting the vote of acceptance to Przemysław Gacek for the discharge of duties in the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter g) – Granting the vote of acceptance to Gracjan Fiedorowicz for the discharge of duties in the year ended on December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter g) – Granting the vote of acceptance to Rafał Bogusław Nachyna for the discharge of duties in the year ended on December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter h) – Granting the vote of acceptance to Maciej Artur Noga for the discharge of duties in the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter h) – Granting the vote of acceptance to John Doran for the discharge of duties in the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter h) – Granting the vote of acceptance to Wojciech Robert Stankiewicz for the discharge of duties in the year ended on December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter h) – Granting the vote of acceptance to Przemysław Tomasz Budkowski for the discharge of duties in the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

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 December 31, 2024.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter h) – Granting the vote of acceptance to Mirosław Bogusław Stachowicz for the discharge of duties in the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter h) – Granting the vote of acceptance to Martina van Hettinga for the discharge of duties in the year ended on December 31, 2024.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter i) – Establishing an incentive scheme for 2025-2027.			
<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: <div style="height: 40px; border: 1px solid black;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter j) – Amending the Articles of Association and granting authorization to the Management Board to increase the Company's share capital within the limits of authorized capital in order to implement an incentive scheme for key persons in the Company's Capital Group.			
<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: <div style="height: 40px; border: 1px solid black;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter k) – Creation of reserve capital earmarked for the acquisition of own shares.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter I) – Granting authorization to the Management Board to acquire the Company's own shares and authorizing the acquisition.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter m) – Amendment of the Company’s Articles of Association.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter n) – Adoption of the unified text of the Company’s Articles of Association.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter o) – Adoption of a new wording of the remuneration policy for members of the Company's Management Board and Supervisory Board.			
<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: <div style="height: 40px;"></div>			

**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 JUNE 16, 2025:**

Agenda item 6 letter p) – Appointment of _____ to the Supervisory Board of the Company for the new term of office.			
<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: 			

**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 JUNE 16, 2025:**

Agenda item 6 letter p) – Appointment of _____ to the Supervisory Board of the Company for the new term of office.			
<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: 			

Shareholder

(signature / s)

Proxy

(signature/s)

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