

**FORM OF POWER OF ATTORNEY  
FOR THE ORDINARY GENERAL MEETING OF  
GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
CONVENED FOR  
JUNE 18, 2024**

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 18, 2024, at 10:00 a.m. in Warsaw, at ul. Prosta 68, 00-838 Warsaw (8<sup>th</sup> 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 18, 2024:**

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

**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 18, 2024:**

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

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>   <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**INSTRUCTION TO EXERCISE VOTING RIGHTS BY THE PROXY  
 AT THE ORDINARY GENERAL MEETING  
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
 CONVENEED FOR JUNE 18, 2024:**

<b>Agenda item 6 letter b) – Consideration and approval of the Company’s standalone financial statement for the year ended on December 31, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>   <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>Agenda item 6 letter d) – Distribution of the Company’s profit for the year ended on December 31, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**INSTRUCTION TO EXERCISE VOTING RIGHTS BY THE PROXY  
 AT THE ORDINARY GENERAL MEETING  
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
 CONVENEED FOR JUNE 18, 2024:**

<b>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 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>   <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**INSTRUCTION TO EXERCISE VOTING RIGHTS BY THE PROXY  
 AT THE ORDINARY GENERAL MEETING  
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
 CONVENEED FOR JUNE 18, 2024:**

<b>Agenda item 6 letter f) – Approval of the report of the Supervisory Board of the Company on operations in the year ended on December 31, 2023</b>			
<input type="checkbox"/> <b>For</b>	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>	<input type="checkbox"/> <b>Abstain</b>	<input type="checkbox"/> <b>At the discretion of the proxy</b>
<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

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AT THE ORDINARY GENERAL MEETING  
OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
CONVENED FOR JUNE 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>	<input type="checkbox"/> <b>Abstain</b>	<input type="checkbox"/> <b>At the discretion of the proxy</b>
<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>          <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>          <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>          <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>          <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>          			

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>    <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>    <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>    <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

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AT THE ORDINARY GENERAL MEETING  
OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
CONVENED FOR JUNE 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>    			

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AT THE ORDINARY GENERAL MEETING  
OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
CONVENED FOR JUNE 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>	<input type="checkbox"/> <b>Abstain</b>	<input type="checkbox"/> <b>At the discretion of the proxy</b>
<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>  			

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 AT THE ORDINARY GENERAL MEETING  
 OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
 CONVENED FOR JUNE 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request            for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion            of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>Agenda item 6 letter h) – Granting the vote of acceptance to Miroslaw Boguslaw Stachowicz for the discharge of duties in the year ended on December 31, 2023</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>   <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>    			

**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 18, 2024:**

<b>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, 2023</b>			
<input type="checkbox"/> <b>For</b>	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>	<input type="checkbox"/> <b>Abstain</b>	<input type="checkbox"/> <b>At the discretion of the proxy</b>
<b>Number of shares:</b>	<b>Number of shares:</b>	<b>Number of shares:</b>	<b>Number of shares:</b>
.....	.....	.....	.....
<input type="checkbox"/> <b>Further / other instructions:</b>			

**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 18, 2024:**

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

**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 18, 2024:**

<b>Agenda item 6 letter j) – Amending Company’s Articles of Association</b>			
<input type="checkbox"/> <b>For</b>	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>	<input type="checkbox"/> <b>Abstain</b>	<input type="checkbox"/> <b>At the discretion of the proxy</b>
<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....	<b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

**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 18, 2024:**

<b>Agenda item 6 letter k) – Adopting the unified text of the Company’s Articles of Association</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>  <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>    			

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AT THE ORDINARY GENERAL MEETING  
OF GRUPA PRACUJ S.A. WITH ITS REGISTERED OFFICE IN WARSAW  
CONVENED FOR JUNE 18, 2024:**

<b>Agenda item 6 letter I) – Dissolving the special fund created for the repurchase of own shares and transferring the funds accumulated therein to Company’s reserve capital</b>			
<input type="checkbox"/> <b>For</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Against</b>  <input type="checkbox"/> <b>Objection and request for it to be recorded</b>   <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>Abstain</b>     <b>Number of shares:</b>  .....	<input type="checkbox"/> <b>At the discretion of the proxy</b>     <b>Number of shares:</b>  .....
<input type="checkbox"/> <b>Further / other instructions:</b>   			

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