



STATEMENTS OF THE SUPERVISORY BOARD

I. Statement of the Supervisory Board regarding the functioning of the Audit Committee

The Supervisory Board of Grupa Pracuj S.A. with its registered office in Warsaw (the '**Company**'), acting pursuant to § 70(1)(8) and § 71(1)(8) of the Regulation of the Minister of Finance of 29 March 2018 on current and periodic information to be published by issuers of securities and conditions for recognition as equivalent of information which disclosure is required under the laws of a non-member state (the '**Regulation**'), hereby declares that:

- a) the Company complies with regulations governing the appointment, composition and operation of the Audit Committee of the Supervisory Board of the Company (hereinafter '**Audit Committee**'), including regarding meeting the independence criteria by its members and requirements regarding knowledge and skills in the industry in which the Company operates, and in respect of accounting or auditing;
- b) the Audit Committee performed the tasks provided for in the applicable regulations.

II. Statement of the Supervisory Board regarding the selection of the audit firm

Pursuant to § 70(1)(7) and § 71(1)(7) of the Regulation, the Supervisory Board of the Company hereby declares that selection of Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością spółka komandytowa with its registered office in Warsaw, as the audit firm to audit the Company's and the Group's annual financial statements (hereinafter '**Audit Firm**'), was made in compliance with regulations governing the selection and procedure for selecting an audit firm, in particular:

- a) the Audit Firm and the auditors who performed the audit met the conditions required to issue an objective and independent audit report, in accordance with the applicable laws, professional standards, and professional ethics;
- b) the laws governing rotation of audit firms and key certified auditor and mandatory grace periods are observed;
- c) the Company has implemented a policy and procedure for selecting an audit firm, as well as a policy governing the provision of non-audit services, including services conditionally exempted from the prohibition on their provision by an audit firm, by the audit firm, its affiliate or member of its network.

III. Evaluation by the Supervisory Board of the Company's and the Group's standalone and consolidated financial statements for the year ended on December 31, 2024, and of the report of the Management Board on the Company's and the Group's activities in the year ended on December 31, 2024.

The Supervisory Board of the Company, acting pursuant to the requirements of § 70(1)(14) and § 71(1)(12) of the Regulation, and having considered:

1. The standalone financial statement of the Company for the financial year ended on December 31, 2024, including:

- a) the statement of comprehensive income for the year ended on December 31, 2024 showing a net profit of PLN 188,045 thousand,
- b) the statement of financial position as at December 31, 2024, showing total assets and total equity and liabilities of PLN 912,866 thousand,
- c) the statement of cash flows for the year ended on December 31, 2024, showing cash outflows of PLN 20,224 thousand,
- d) the statement of changes in equity for the year ended on December 31, 2024, showing an increase in equity by PLN 63,583 thousand,
- e) explanatory notes,

has concluded that said financial statement have been prepared in accordance with relevant books, documents and facts, and that the financial data are reliable, accurate, and truthful, and have been prepared and presented in compliance with applicable regulations.

2. The consolidated financial statement of the Group for the financial year ended on December 31, 2024, including:
 - a) the consolidated statement of comprehensive income for the year ended on December 31, 2024, showing a net profit of PLN 208,796 thousand,
 - b) the consolidated statement of financial position as at December 31, 2024, showing total assets and total equity and liabilities of PLN 1,043,792 thousand,
 - c) the consolidated statement of cash flows for the year ended on December 31, 2024, showing cash inflows of PLN 30,550 thousand,
 - d) the consolidated statement of changes in equity for the year ended on December 31, 2024, showing an increase in equity by PLN 68,175 thousand,
 - e) explanatory notes,

has concluded that said financial statement have been prepared in accordance with relevant books, documents and facts, and that the financial data are reliable, accurate, and truthful, and have been prepared and presented in compliance with applicable regulations.

3. The report of the Management Board on the Company's and the Group's activities in the year ended on December 31, 2024, which includes sustainability reporting of the Company's Capital Group for the year ended on December 31, 2024,

has concluded that the report has been prepared in accordance with relevant books, documents and facts, contains the necessary summary information on the Company's and the Group's activities in the year ended on December 31, 2024, as well as has been prepared in accordance with the requirements of the relevant regulations.

The Supervisory Board of the Company has based its assessment on information and data obtained from the following sources:

- data and information included in the standalone financial statement of the Company and the consolidated financial statement of the Group for the year ended on December 31, 2024, as well as the report of the Management Board on the Company's and the Group's activities in the year ended on December 31, 2024, which includes sustainability reporting of the Group for the year ended on December 31, 2024;
- draft independent auditor's report on the Company's standalone financial statement for the year ended on December 31, 2024, as well as draft independent auditor's report on the Group's consolidated financial statement for the year ended on December 31, 2024;

- draft independent auditor's report on assurance of sustainability reporting of the Group for the year ended on December 31, 2024 providing limited assurance;
- the supplementary report of the Audit Firm for the Audit Committee;
- information provided to the Supervisory Board of the Company and the Audit Committee by representatives of, including the key auditor, acting on behalf of the Audit Firm;
- information provided to the Supervisory Board and the Audit Committee regarding sustainability reporting by representatives of, including the key auditor, acting on behalf of Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp.k. - the audit firm performing assurance of the Group's sustainability reporting for the year ended on December 31, 2024;
- information obtained by the Supervisory Board through its powers, including within internal control and audit, as well as access to relevant documents and financial records.

Under authorization of the Supervisory Board of Grupa Pracuj S.A.

Maciej Noga