

Resolution No. 1/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on electing the Chairwoman of the Ordinary General Meeting

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw elects Mrs. Magdalena Marczuk as Chairwoman of the General Meeting, and Mrs. Magdalena Marczuk accepts this election. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the person presiding the Meeting stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 2/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on adopting the agenda

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw hereby adopts the agenda of the Ordinary General Meeting, which includes: -----

- 1) Opening of the Ordinary General Meeting.-----
- 2) Election of the Chairman of the Ordinary General Meeting.-----
- 3) Preparing and checking the attendance list.-----
- 4) The ascertainment of the correctness of convening the Ordinary General Meeting and its capability of adopting binding resolutions.-----
- 5) Adoption of the agenda of the Ordinary General Meeting.-----
- 6) Adoption of resolutions on:-----
 - 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 31 December 2025; -----

- b) consideration and approval of the Company's standalone financial statement for the year ended 31 December 2025;-----
 - c) consideration and approval of the consolidated financial statement of the Company's Capital Group for the year ended 31 December 2025;-----
 - d) distribution of the Company's profit for the year ended 31 December 2025; -----
 - e) expressing an opinion on the report of the Supervisory Board of the Company on remuneration of members of the Management and the Supervisory Board of the Company for year 2025; -----
 - f) approval of the report of the Supervisory Board of the Company on its activities in the year ended 31 December 2025;-----
 - g) granting the vote of acceptance for the discharge of duties in year 2025 to members of the Company's Management Board; -----
 - h) granting the vote of acceptance for the discharge of duties in year 2025 to members of the Company's Supervisory Board; -----
 - i) authorising the Supervisory Board to adopt the gender balance policy; -----
 - 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; -----
 - k) increase of reserve capital earmarked for the acquisition of own shares; -----
 - 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; -----
 - m) appointment of member of the Supervisory Board.-----
- 7) Closing of the Ordinary General Meeting. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 3/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

**on approving the report of the Management Board on the operations of Grupa Pracuj S.A. and
Grupa Pracuj S.A. Capital Group for the year ended 31 December 2025**

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, pursuant to Article 395 § 2 point 1) in connection with Art. 393 point 1) of the Commercial Companies Code, having previously considered the report, resolves to approve the Management Board's report on the operations of the Company and the Company's Capital Group for the year ended 31 December 2025, including also the sustainability reporting of the Company's Capital Group for the year ended 31 December 2025.

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 4/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

**on approving the standalone financial statement of Grupa Pracuj S.A. for the year ended
31 December 2025**

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, pursuant to Article 395 § 2 point 1) in connection with Article 393 point 1) of the Commercial Companies Code, having previously considered the standalone financial statement of the Company for the year ended 31 December 2025, which comprises:-----

- 1) the comprehensive income statement for the year ended 31 December 2025, indicating net profit in the amount of PLN 224,349 thousand,-----,

- 2) the financial position statement drafted as of 31 December 2025 presenting the total amount of assets, equity and liabilities in the amount of PLN 987,776 thousand, -----
 - 3) the cash flows statement for the year ended 31 December 2025 indicating cash inflows in the amount of PLN 44,312 thousand, ----- ,
 - 4) the statement of changes inequity for the year ended 31 December 2025 showing an increase in equity by PLN 82,321 thousand, -----
 - 5) explanatory notes, -----
- hereby resolves to approve the standalone financial statement of the Company for the year ended 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

**Resolution No. 5/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026**

on approving the consolidated financial statement of Grupa Pracuj S.A. Capital Group for the year ended 31 December 2025

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, pursuant to Article 395 § 5 of the Commercial Companies Code, having previously considered the consolidated financial statement of the Company's Capital Group for the year ended 31 December 2025, which comprises of:-----

- 1) the consolidated comprehensive income statement for the year ended 31 December 2025, indicating net profit in the amount of PLN 242,868 thousand, ----- ,
- 2) the consolidated financial position statement drafted as of 31 December 2025 presenting the total amount of assets, equity and liabilities in the amount of PLN 1,040,721 thousand,-----
- 3) the consolidated cash flows statement for the year ended 31 December 2025 indicating cash outflows in the amount of PLN 22,074 thousand, ----- ,

4) the consolidated statement of changes in equity for the year ended 31 December 2025 showing an increase in equity by PLN 86,439 thousand, -----

5) explanatory notes, -----

hereby resolves to approve the consolidated financial statement of the Company Capital Group for the year ended 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption. -----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

**Resolution No. 6/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026**

on the distribution of Grupa Pracuj S.A.'s profit for the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 2) and Article 348 § 4 and § 5 of the Commercial Companies Code, having familiarized itself with the proposal of the Management Board of Grupa Pracuj S.A. with its registered office in Warsaw concerning the manner of distribution of the Company's net profit generated in the year ended 31 December 2025, and having received a positive opinion of the Company's Supervisory Board on such proposal, the Ordinary General Meeting of the Company hereby resolves to: -----

1) distribute the Company's net profit for the year ended 31 December 2025 in the amount of PLN 224,349,066.62 in the following manner: -----

a) to allocate for distribution as a dividend to the Company's shareholders an amount of PLN 3.00 per share, excluding 2,348 own shares held by the Company, i.e. a total amount of PLN 206,687,526.00, -----

b) to allocate the remaining amount of the net profit, i.e. the amount of PLN 17,661,540.62 to the Company's supplementary capital, -----

2) determine 24 June 2026 as the dividend date, -----

3) set the dividend payment date for 02 July 2026. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

**Resolution No. 7/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026**

**on expressing an opinion concerning the report on remuneration of the members of the
Management and the Supervisory Board of Grupa Pracuj S.A. for the year 2025**

§ 1.

Acting pursuant to Article 395 § 2¹ of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, having previously considered the report, hereby issues a positive opinion on the report of the Supervisory Board of the Company on the remuneration of the members of the Management Board and the Supervisory Board of the Company for 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" – 55,156,395 votes, -----

- "against" – 433,860 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 8/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

on approving the report of the Supervisory Board of Grupa Pracuj S.A. on its activities in the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 5 of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, having previously considered the report, approves the report of the Company's Supervisory Board on its activities in the year ended 31 December 2025, including the assessment of: (i) the report of the Management Board on the operations of the Company and the Company's Capital Group for the year ended 31 December 2025, (ii) the standalone financial statement of the Company for the year ended 31 December 2025 and (iii) the consolidated financial statement of the Company's Capital Group for the year ended 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 9/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

on granting the vote of acceptance to Przemysław Gacek for the discharge of duties in the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Przemysław Gacek** (PESEL: 74031200052) for

the discharge of duties of the President of the Management Board of the Company in the period from 01 January 2025 until 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 54,528,010 shares, which constitutes 79.1428% of the share capital of the Company. -----

The total of 54,528,010 valid votes was cast, including: -----

- "for" – 54,528,010 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Mr. Przemysław Gacek's proxy did not participate in the vote with respect to his shares. -----

**Resolution No. 10/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on granting the vote of acceptance to Gracjan Fiedorowicz for the discharge of duties in the
year ended 31 December 2025**

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Gracjan Fiedorowicz** (PESEL: 76122800677) for the discharge of duties of the Member of the Management Board of the Company in the period from 01 January 2025 until 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,005,483 shares, which constitutes 79.8358% of the share capital of the Company. -----

The total of 55,005,483 valid votes was cast, including: -----

- "for" – 55,005,483 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----
Mr. Gracjan Fiedorowicz did not participate in the vote with respect to his shares. -----

Resolution No. 11/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on granting the vote of acceptance to Rafał Bogusław Nachyna for the discharge of duties in
the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Rafał Bogusław Nachyna** (PESEL: 77032107175) for the discharge of duties of the Member of the Management Board of the Company in the period from 01 January 2025 until 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption. -----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,083,801 shares, which constitutes 79.9495% of the share capital of the Company. -----

The total of 55,083,801 valid votes was cast, including: -----

- "for" – 55,083,801 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Mr. Rafał Nachyna did not participate in the vote with respect to his shares. -----

Resolution No. 12/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on granting the vote of acceptance to Maciej Artur Noga for the discharge of duties in the year
ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Maciej Artur Noga** (PESEL: 76072311715) for

the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

**Resolution No. 13/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on granting the vote of acceptance to John Doran for the discharge of duties in the year ended
31 December 2025**

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to John Doran** for the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 14/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

**on granting the vote of acceptance to Wojciech Robert Stankiewicz for the discharge of duties
in the year ended 31 December 2025**

§ 1

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Wojciech Robert Stankiewicz** (PESEL: 70070200356) for the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025.-----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 15/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

**on granting the vote of acceptance to Przemysław Tomasz Budkowski for the discharge of
duties in the year ended 31 December 2025**

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Przemysław Tomasz Budkowski** (PESEL: 81051304558) for the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025.-----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 16/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on granting the vote of acceptance to Agnieszka Katarzyna Słomka-Gołębiowska for the
discharge of duties in the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Agnieszka Katarzyna Słomka-Gołębiowska** (PESEL: 76082402520) for the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025.-----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 17/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

on granting the vote of acceptance to Mirosław Bogusław Stachowicz for the discharge of duties in the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Mirosław Bogusław Stachowicz** (PESEL: 62021102978) for the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025.-----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 18/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026

on granting the vote of acceptance to Martina van Hettinga for the discharge of duties in the year ended 31 December 2025

§ 1.

Acting pursuant to Article 395 § 2 point 3) in connection with Article 393 point 1) of the Commercial Companies Code, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw **resolves to grant a vote of acceptance to Martina van Hettinga** for the discharge of duties of the Member of the Supervisory Board of the Company in the period from 01 January 2025 until 31 December 2025.-----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" - 55,590,255 votes, -----

- "against" – 0 votes, -----

- "abstentions" – 0 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 19/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on authorising the Supervisory Board to adopt a gender balance policy

§ 1.

Taking into account the provisions of Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (the "**Directive**"), as well as the obligation to transpose the Directive into the Polish legal order, the Ordinary General Meeting of Grupa Pracuj S.A with its registered office in Warsaw, hereby resolves to authorize the Company's Supervisory Board to prepare a draft policy on gender balance in the governing bodies of the Company (the "**Policy**"), to adopt the Policy and to amend it. Should provisions transposing the Directive into the Polish legal order enter into force, the Supervisory Board shall ensure that the Policy includes, at a minimum, the elements required by such provisions. --

§ 2.

In the event that the final wording of the generally applicable laws requires the Policy to be adopted by resolution of the General Meeting, the Policy adopted by the Supervisory Board or the draft Policy prepared by the Supervisory Board shall be submitted for approval or adoption by the General Meeting prior to the expiry of the deadlines resulting from generally applicable laws. In such case, the General Meeting shall be obliged to ensure that the Policy includes at least the elements resulting from such provisions of law. -----

§ 3.

The resolution comes into force upon its adoption.-----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital

of the Company. -----
The total of 55,590,255 valid votes was cast, including: -----
- "for" - 55,590,255 votes, -----
- "against" – 0 votes, -----
- "abstentions" – 0 votes, -----
There were no objections raised to the resolution. -----

Resolution No. 20/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on 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

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw resolves to: ---

- 1) amend Resolution No. 19/2025 of the Ordinary General Meeting of the Company dated 16 June 2025 on the establishment of the incentive scheme for 2025–2027 ("**OGM Resolution 19/2025**") by giving § 5 section 4 of OGM Resolution 19/2025 the following wording: -----
„4. *The maximum aggregate number of Shares available to the Participants under the Scheme will be no more than 1,240,168 (one million two hundred forty thousand one hundred sixty-eight).*”
- 2) leave OGM Resolution 19/2025 unchanged in all other respects, provided that, for the avoidance of doubt, Shares granted to Participants for Performance Period 1 reduce the maximum number of Shares available for Performance Periods 2 and 3. -----

§ 2.

The Supervisory Board is hereby authorised to undertake all actions necessary to implement this resolution, in particular to adopt amendments to the Rules resulting from this resolution. -----

§ 3.

The resolution comes into force upon its adoption. -----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----
- "for" – 51,234,626 votes, -----
- "against" – 2,231,629 votes, -----
- "abstentions" – 2,124,000 votes, -----
There were no objections raised to the resolution. -----

Resolution No. 21/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on increase of reserve capital earmarked for the acquisition of own shares

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, resolves to increase the reserve capital created pursuant to Resolution No. 21/2025 of the Ordinary General Meeting of the Company dated 16 June 2025 on the creation of reserve capital earmarked for the acquisition of own shares, by the amount of PLN 11,500,000 (eleven million five hundred thousand Polish zlotys), i.e. to the amount of PLN 88,000,000 (eighty eight million Polish zlotys). The amount by which the reserve capital is increased shall be transferred from the Company's supplementary capital, which shall be reduced accordingly. -----

§ 2.

The resolution comes into force upon its adoption. -----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" – 51,382,838 votes, -----

- "against" – 2,083,417 votes, -----

- "abstentions" – 2,124,000 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 22/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
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

§ 1.

The Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw resolves to: ---

- 1) amend Resolution No. 22/2025 of the Ordinary General Meeting of the Company dated 16 June 2025 on granting authorization to the Management Board to acquire the Company's own shares and authorizing the acquisition ("**OGM Resolution 22/2025**") as follows: -----
 - a) § 1 item 2) of OGM Resolution 22/2025 shall read as follows: -----

„2) The total number of Shares acquired as part of the Scheme may not exceed 1,240,168 (one million two hundred forty thousand one hundred sixty-eight) Shares, with a total nominal value of no more than PLN 6,200,840 (six million two hundred thousand eight hundred forty Polish zlotys), which corresponds to 1.8% of the current value of the Company's share capital.”-----

- b) § 1 item 3) of OGM Resolution 22/2025 shall read as follows: -----
„3) The maximum sum allocated to the Scheme is PLN 88,000,000 (eighty eight million Polish zlotys).” -----
- c) § 1 item 5) of OGM Resolution 22/2025 shall read as follows: -----
„5) The Shares will be acquired from funds accumulated in the Company's reserve capital (the “**Reserve Capital**”) (funds allocated to the Scheme): -----
a) established and funded pursuant to Resolution No. 21/2025 of the Company's Ordinary General Meeting of 16 June 2025, increased pursuant to Resolution No. 21/2026 of the Ordinary General Meeting of the Company dated 17 June 2026, and -----
b) funded for this purpose by the General Meeting from the amount that, pursuant to Article 348 § 1 of the Commercial Companies Code, may be allocated for distribution among the Company's shareholders.” -----
- d) § 1 item 6) of OGM Resolution 22/2025 shall read as follows: -----
„6) The price at which the Company will acquire Shares under the Scheme may not be lower than PLN 35 (thirty five Polish zlotys) and higher than PLN 80 (eighty Polish zlotys).” -----

2) In all other respects OGM Resolution 22/2025 shall remain unchanged. -----

§ 2.

The resolution comes into force upon its adoption. -----

Having conducted an open ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" – 51,382,838 votes, -----

- "against" – 2,083,417 votes, -----

- "abstentions" – 2,124,000 votes, -----

There were no objections raised to the resolution. -----

Resolution No. 23/2026
of the Ordinary General Meeting
of Grupa Pracuj S.A. with its registered office in Warsaw
of 17 June 2026
on appointment of member of the Supervisory Board

§ 1.

Acting pursuant to Art. 385 § 2 of the Commercial Companies Code in connection with § 14 (1) and (4) of the Company's Articles of Association, the Ordinary General Meeting of Grupa Pracuj S.A. with its registered office in Warsaw, hereby **appoints Mr. Grzegorz Andrzej Róg** to Company's Supervisory Board for the current joint term of office, to perform function of member of the Supervisory Board as of 01 August 2026. -----

§ 2.

The resolution comes into force upon its adoption.-----

Having conducted a secret ballot, the Chairwoman stated that the resolution was adopted. During the voting valid votes were cast from 55,590,255 shares, which constitutes 80.6846% of the share capital of the Company. -----

The total of 55,590,255 valid votes was cast, including: -----

- "for" – 52,666,020 votes, -----

- "against" – 20,229 votes, -----

- "abstentions" – 2,904,006 votes, -----

There were no objections raised to the resolution. -----