



Standard form for notification of major holdings: Initial Disclosure

NOTIFICATION OF MAJOR HOLDINGS (to be sent to the relevant issuer <u>and</u> to the competent authority) ⁱ				
1. Identity of the issuer or the underlying issuer of existing shares to which voting rights are attached ⁱⁱ : BENEFIT SYSTEMS SPÓŁKA AKCYJNA LEI: 2594007UY43JEUOLID52				
2. Reason for the notification (please tick the appropriate box or boxes): <input checked="" type="checkbox"/> An acquisition or disposal of voting rights <input type="checkbox"/> An acquisition or disposal of financial instruments <input type="checkbox"/> An event changing the breakdown of voting rights <input type="checkbox"/> Other (please specify) ⁱⁱⁱ :				
3. Details of person subject to the notification obligation ^{iv} : Name: Invesco Canada Ltd. Address: 5140 Yonge Street, Suite 800 Toronto, A6 M2N 6X7				
4. Full name of shareholder(s) (if different from 3.): Invesco Europlus Fund Invesco Global Diversified Companies Fund Invesco Global Diversified Companies Class Invesco International Select Equity Fund				
5. Date on which the threshold was crossed or reached ^v : 09-10-2020				
6. Total positions of person(s) subject to the notification obligation:				
	% of voting rights attached to shares (total of 7.A)	% of voting rights through financial instruments (total of 7.B.1 + 7.B.2)	Total of both in % (7.A + 7.B)	Total number of voting rights of issuer ^{vi}
Resulting situation on the date on which threshold was crossed or reached	10.17%	0	10.17%	2,859,142
Position of previous notification (if applicable)	6.63%	0	6.63%	

7. Notified details of the resulting situation on the date on which the threshold was crossed or reached^{viii}:

A: Voting rights attached to shares

Class/type of shares ISIN code (if possible)	Number of voting rights ^{ix}		% of voting rights	
	Direct (Art 9 of Directive 2004/109/EC)	Indirect (Art 10 of Directive 2004/109/EC)	Direct (Art 9 of Directive 2004/109/EC)	Indirect (Art 10 of Directive 2004/109/EC)
PLBNFTS00018		291,040		10.17%
SUBTOTAL A		291,040		10.17%

B 1: Financial Instruments according to Art. 13(1)(a) of Directive 2004/109/EC

Type of financial instrument	Expiration date ^x	Exercise/ Conversion Period ^{xi}	Number of voting rights that may be acquired if the instrument is exercised/ converted.	% of voting rights
		SUBTOTAL B.1		

B 2: Financial Instruments with similar economic effect according to Art. 13(1)(b) of Directive 2004/109/EC

Type of financial instrument	Expiration date ^x	Exercise/ Conversion Period ^{xj}	Physical or cash settlement ^{xii}	Number of voting rights	% of voting rights
			SUBTOTAL B.2		

8. Information in relation to the person subject to the notification obligation (please tick the applicable box):

Person subject to the notification obligation is not controlled by any natural person or legal entity and does not control any other undertaking(s) holding directly or indirectly an interest in the (underlying) issuer.^{xiii}

Full chain of controlled undertakings through which the voting rights and/or the financial instruments are effectively held starting with the ultimate controlling natural person or legal entity.^{xiv}

Name ^{xv}	% of voting rights if it equals or is higher than the notifiable threshold	% of voting rights through financial instruments if it equals or is higher than the notifiable threshold	Total of both if it equals or is higher than the notifiable threshold

9. In case of proxy voting: *[name of the proxy holder]* will cease to hold *[% and number]* voting rights as of *[date]*

10. Additional information^{xvi}:

Done at Henley-on-Thames on 15-10-2020.