

A diagram of the breakdown of tasks and responsibilities among the Management Board Members of Benefit Systems S.A.

<p align="center">Management Board</p> <p align="center">Management Board Member, CFO*</p>	<p align="center">Management Board</p> <p align="center">Emilia Rogalewicz Management Board Member</p>	<p align="center">Management Board</p> <p align="center">Adam Radzki Management Board Member</p>	<p align="center">Management Board</p> <p align="center">Wojciech Szwarc Management Board Member</p>
<p>Responsible for: the financials of the company.</p> <p>Supervises: Finance and Accounting Department, Internal Audit Department, Compliance Department, Administration and Purchasing Department, Investor Relations Department.</p>	<p>Responsible for: sales and customer service in Poland.</p> <p>Supervises: Customer Relations Department, Vanity Style and MyBenefit - subsidiaries of Benefit Systems.</p>	<p>Responsible for: market research, special projects, PR and marketing, IT and PMO as well as human resources management.</p> <p>Supervises: Analytics Department, HR Department, IT Department, Legal Department, PR and Communication Department, Service Development Department, PMO Department, Service Development Team.</p>	<p>Responsible for: development of the partner network of the MultiSport programme.</p> <p>Supervises: Partner Relations Department, Cost Control Department, Offer Development and Negotiations Department, Cooperation Quality Department, Business Partner Service Department, Business Projects Department.</p>

* Since 02.07.2019 specialist supervision exercised internally by Finance Directors and CFO of subsidiary.