



ESG Report

Benefit Systems Group 2023



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7. About the Report

Letter from the management board

[GRI 2-22]

Ladies and Gentlemen,

On behalf of the Benefit Systems Capital Group, we are presenting you with the seventh ESG Report in the history of our operations. The document summarises our activities connected with environmental and social issues, as well as corporate governance. The information contained in the Report also reflects Benefit Systems ambitions to have a positive impact on the society and environment around us. As a representative of the B Corp movement, we implement large-scale projects supporting our clients, partners, employees, and associates based on the highest international standards.

Our activities in 2023 focused on maintaining our leading position as a provider of non-financial employee benefits, continuing the development of our own sports infrastructure, and introducing new products to the market. We opened 55 new fitness clubs, and the current number of our sports cards in Poland and on foreign markets is almost 2 million.

Last year, we developed Multilife and MyBenefit products. We believe that they will become another widely recognised and valued employee benefit platforms, while strengthening our company's market position. We are convinced that it is the continuous development of our offer and the full commitment of our employees that enabled the company to achieve historic financial results.

We are pleased to see society's increased interest in physical activity after the COVID pandemic. However, it is worth remembering that 45% of Europeans still do not engage in any physical activity. That is why we continue educational activities aimed at promoting an active lifestyle and work-life balance. Our MultiSport Foundation implements numerous projects encouraging healthy exercise addressed to children, seniors, and people with disabilities. Our actions influence the development of positive attitudes and improve the lives of many people.

The changing legal conditions and European Union regulations connected with sustainable development place even higher demands on us in terms of adapting the business model to new challenges and social expectations. The ESG Strategy adopted by the Benefit Systems Capital Group guides our activities to increase our positive impact on society and the environment. This approach is reflected in real actions.

We encourage you to read the attached summary of these activities. We believe that the dialogue will result in the development of further solutions that will allow us to move together towards a sustainable future.

Benefit Systems S.A. management board



1.

About the Benefit Systems Group

Benefit Systems Capital Group, hereinafter referred to as "Benefit Systems Group".
"Benefit Systems S.A. Group," hereinafter referred to as "Benefit Systems" or "Company".



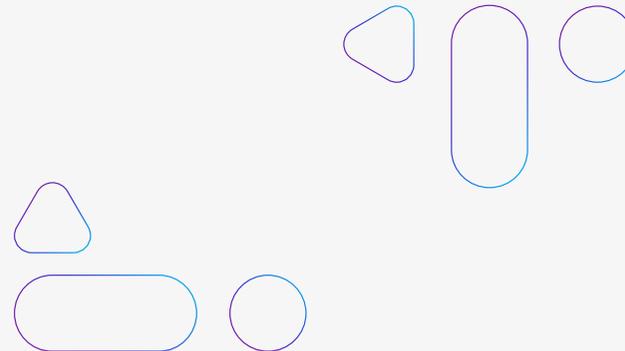
1. About the Benefit Systems Group

The fundamental objective of the Benefit Systems Group is to promote healthy and active lifestyle. In its activities, the company is guided by the win-win principle, focusing on mutual benefits and long-term partnerships with customers, partners, users, employees and other stakeholders. Since 2018, as the first listed company in Poland and East-Central Europe, Benefit Systems has been certified as a B Corp. It was renewed in 2023.

In line with B Corp values, the Group has embedded in its business model a commitment to solving major social problems, a partnership and ethical way of working with all stakeholders and environmental care.

In this part, we write about:

- Benefit Systems Group's activities and structure,
- key stakeholders,
- Benefit Systems Group Management,
- strategy and sustainable development.



1.1 Basic description

[GRI 2-1] [GRI 2-6] The Benefit Systems Group specialises in providing solutions in the field of non-financial benefits connected with sports, recreation, and well-being for employees. The main offered product is the **MultiSport card**, enabling the use of a network of sports facilities (including those belonging to the Group's companies). The development of the flagship product is consistently supported by investments in the fitness market, which provides the appropriate infrastructure for MultiSport cardholders. The business activity is based on synergy between the sale of sports cards and investments in fitness infrastructure (in Poland and abroad). The Group operates in the Czech Republic, Slovakia, Bulgaria, Croatia, and Turkey.

The Group also offers MyBenefit **online cafeteria platform** which enables employees of the Group's business clients choosing from a variety of non-financial benefits from a list approved by the employer. Additionally, the Group offers solutions connected with culture and entertainment (e.g. Cinema Programme, MultiTeatr), mainly available via the cafeteria platform.

Moreover, there are tools aimed at engaging company employees using gamification (an innovative and attractive motivation method based on elements of game mechanics) developed as part of MyBenefit.

The Benefit Systems Group is also developing the **MultiLife product**, which is available online and focuses on employee well-being, especially mental health, personal development, healthy eating, and physical activity. The MultiLife Programme currently combines several services, such as psychologist support, mindfulness course, consultations with dietitians and trainers, diet creator, yoga course, access to the Yes2Move.com online training platform, a package of basic diagnostic tests, access to e-books on the Legimi website, or the Leanovatica development streaming service.

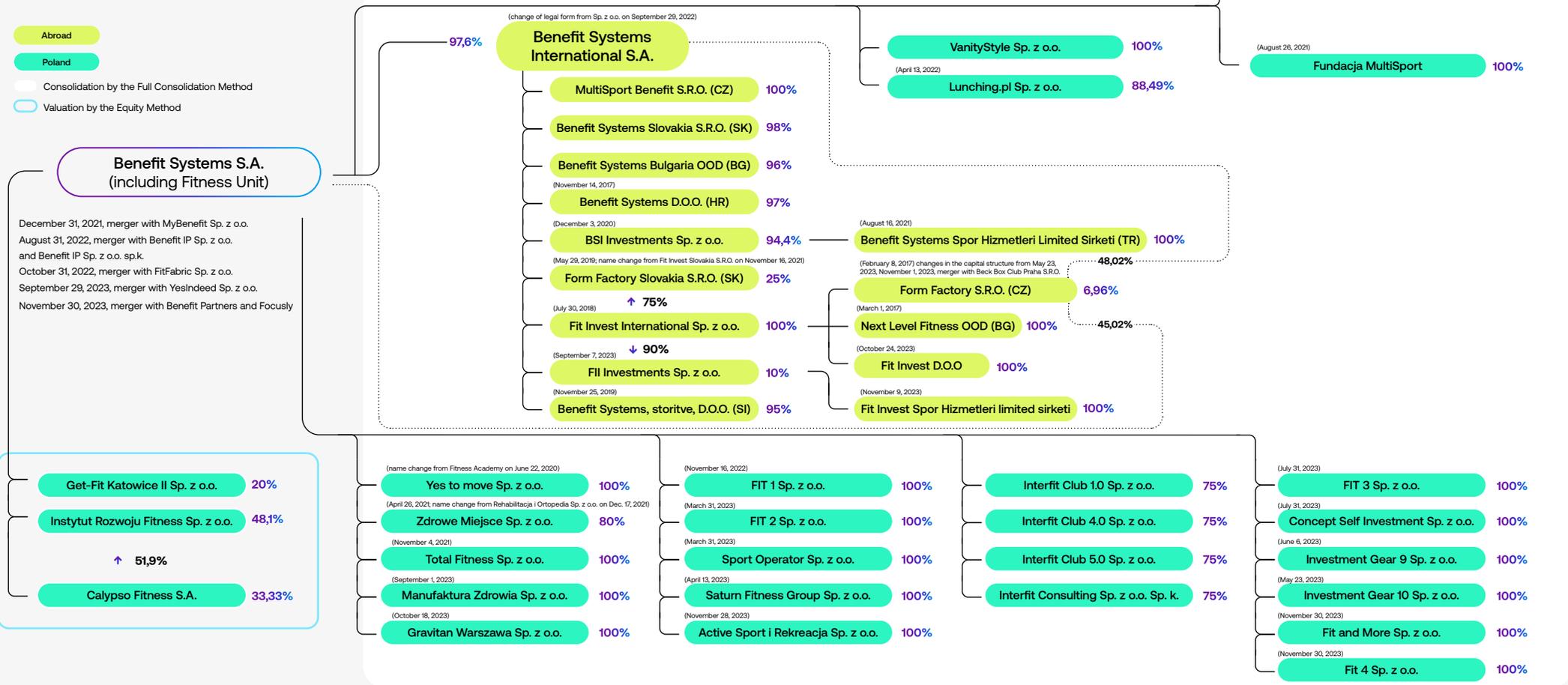
The Group's products and services are used primarily by company employees (users). They receive them from their employers (B2B clients) in the form of non-financial benefits. Our clients also include individuals who buy memberships or one-time entries to the Group's fitness clubs (B2C customers). More information on this topic can be found in the "Clients and partners" chapter.

The Benefit Systems Group **consists of the parent company, Benefit Systems** (including the Fitness Unit which manages fitness clubs in Poland), subsidiaries, and associated companies. The Group operates in two segments: **Poland and Foreign Countries**.



The structure of the Benefit Systems Group

as of December 31, 2023



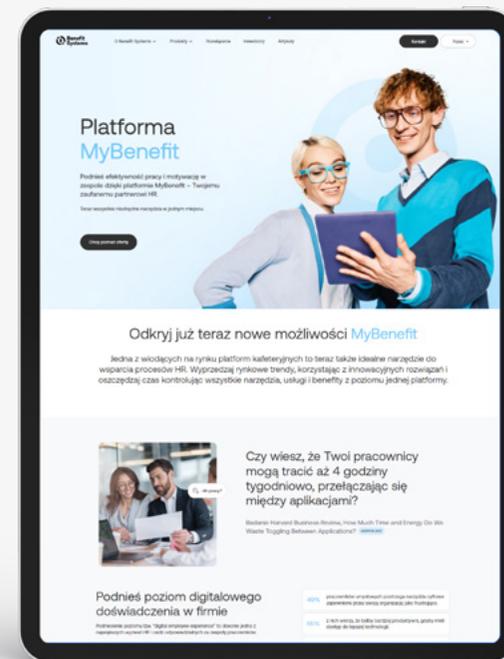
Poland Segment

The Poland Segment deals with such non-financial benefits as sports cards, a cafeteria platform, as well as the management of fitness clubs and investments in new clubs on the Polish market. The Group also develops online products in areas related to employee well-being in the form of the MultiLife Programme. Sports cards are distributed by Benefit Systems S.A. and VanityStyle Sp. z o. o. Currently, the following cards are available: **MultiSport Plus, MultiSport Classic, MultiSport Light, MultiSport Kids / MultiSport Kids Aqua, MultiSport Student, MultiSport Senior, as well as FitSport and FitProfit.**

Sports cards are one of the most popular non-financial benefits offered by employers in Poland. At the same time, they are among the most preferred benefits by employees. The advantage of sports cards is that they combine the offer for many market participants in one product. Employers receive an effective and easy-to-use tool for motivating employees, employees can use multiple facilities and activities under one subscription, while owners of sports facilities can enjoy a beneficial addition to their business.

At the end of 2023, the number of active cards in Poland was 1,424,500.

The Benefit Systems Group is investing in the **development of the MyBenefit cafeteria platform**, offering a wide selection of products and services, including its own (e.g. the **Multi-Sport card**). The platform focuses on products and services connected with sports and health, culture, entertainment, recreation, as well as leisure and domestic and foreign tourism. Platform users can also take advantage of various courses and training, gastronomic offers, as well as vouchers entitling them to purchases in popular brand shops in Poland. Products and services are provided by proven suppliers. The partner network already numbers over **3,600 entities** and is constantly adjusted to market conditions and client needs. The MyBenefit cafeteria platform allows employees to choose benefits themselves (within the scope specified by the employer and within the allocated budget). Users choose benefits directly in the cafeteria – an online platform where each of them has an individual account. This solution enables full control and simple settlement of benefits used. It is used by production, service, and trade companies, as well as public institutions. The MyBenefit platform is also chosen by clients as a distribution and management channel for sports cards offered by the Group.



The Benefit Systems Group also invests in fitness clubs to provide an appropriate base of sports and recreation facilities. **At the end of 2023, the Group had 218 own clubs in Poland**, run by the Fitness Unit which is part of Benefit Systems S.A., as well as Total Fitness Sp. z o.o., Sport Operator Sp. z o.o., FIT 1 Sp. z o.o., FIT 2 Sp. z o.o., FIT 3 Sp. z o.o., FIT 4 Sp. z o.o., Fit and More Sp. z o.o., Saturn Fitness Group Sp. z o.o., Concept Self Investment Sp. z o.o., Manufaktura Zdrowia Sp. z o.o., Gravitan Warszawa Sp. z o.o., Active Sport i Rekreacja Sp. z o.o., Interfit Club 1.0 Sp. z o.o., Interfit Club 4.0 Sp. z o.o., Interfit Club 5.0 Sp. z o.o. and Interfit Consulting Sp. z o.o. sp.k. The Group's facilities are situated in the most popular locations in the largest cities and operate under the following brands: Zdrofit, Fabryka Formy, Fitness Academy, My Fitness Place, FitFabric, Step One, Total Fitness, Saturn Fitness, Gravitan (until the end of February 2024), Max-Gym i Active Fitness Club, InterFit and Aquapark Wesolandia. Additionally, the Group holds shares in companies that, as of December 31, 2023, managed an additional 15 facilities.

The Group is developing such products as the **Yes2Move training platform**, which provides access to a constantly growing database of online and live training sessions conducted by qualified trainers and instructors. Trainings are conducted in Polish and English.

The platform also offers **classes certified by the international LesMills school**. The Yes2Move platform also includes an online store offering dietary supplements and dietary food, fitness accessories, as well as many other products supporting training and a healthy lifestyle.

Foreign Countries

The segment includes companies involved in the development of the MultiSport Programme, companies managing fitness clubs as part of the strategy of securing the main product, the MultiSport card, as well as the following holding companies: Benefit Systems International S.A., Fit Invest International Sp. z o.o., BSI Investments Sp. z o.o. and FII Investments Sp. z o.o. Benefit Systems International S.A. is the dominant entity in relation to the remaining companies in the segment.

On all foreign markets (the Czech Republic, Bulgaria, Slovakia, Croatia, and Turkey), the Group introduces sports cards according to the same proven scheme, starting with market

education about the flagship product – the MultiSport card, which over time is gaining recognition among clients, users, and partners.

The cards and complementary services offered vary depending on the market. For example, in Croatia the Group is testing the unique concept of **SportBox by MultiSport** – compact container boxes used for small training sessions.

To ensure an adequate base of sports and recreation facilities on mature foreign markets, the Group also invests in fitness clubs. **At the end of 2023, 31 of the Group's own clubs operated on foreign markets**. Currently, operations abroad are carried out in four countries: in 17 Form Factory clubs in the Czech Republic and 1 in Slovakia, as well as in 12 Next Level Fitness clubs in Bulgaria. **At the end of December 2023, the first club in Croatia joined the Group's portfolio**.



Key information from 2023

- Record financial result.
- Over 300,000 new cards in Poland and abroad.
- Dividend paid for 2022.
- Opening of 55 fitness clubs in the Group.
- Development of the MyBenefit cafeteria into a tool for communication between employees and employers.
- Wellbeing Summit.

Basic financial results for 2023

BENEFIT SYSTEMS GROUP	2023 (12 months) in thousands PLN	2022 (12 months) in thousands PLN
Sales revenues	2,774,145	1,909,120
Operating profit / loss	540,099	212,751

BENEFIT SYSTEMS	2023 (12 months) in thousands PLN	2022 (12 months) in thousands PLN
Sales revenues	1,853,364	1,268,370
Operating profit / loss	393,778	179,038

Awards

Every organisation treats awards as additional confirmation of customer satisfaction and market appreciation of its activities. In 2023, various companies from the Group received several awards in different competitions and plebiscites.

Awards and distinctions for Benefit Systems:

- Benefit Systems won the **Trustworthy Brand title**, thus joining the group of 25 brands that enjoy the greatest trust among entrepreneurs.
- The company was awarded by My Company Polska in the **“Employee guardian – the company that offers the most interesting or comprehensive benefits package”** category. The winners were selected based on a nationwide survey conducted by Kantar Polska.
- Benefit Systems has placed at the forefront of stock market companies, according to the "Puls Biznesu" ranking, securing **1st place in the Success category for 2023**. In the overall ranking, the company moved up from fifth to fourth position.

- For another year in a row, Benefit Systems was among the **50 Best Employers** according to the Wprost weekly.
- **The Active MultiSport Schools Programme implemented by the MultiSport Foundation was awarded in the “S-Innovation in the social area”** category in the ESG Innovator competition organised by the Polish ESG Association.
- Benefit Systems has been honoured in the **Chambers Diversity & Inclusion Awards: Europe 2023 for its outstanding contribution to Diversity & Inclusion**.

Awards and distinctions for Benefit Systems Fitness Unit:

- **Best Q4 2022 Application title in the Best Mobile Application!** competition for ZdrowAppka. The aim of the plebiscite is to show good practices in the creation and promotion of mobile applications. The competition awards (annually and quarterly) an application that has stood out from other mobile applications in each period.

- **Awards for Zdrofit and Fabryka Formy – Good Brand 2023: Quality, Trust, Reputation.**
- **Consumer Quality Leader 2023** for the Zdrofit brand in the “Fitness club network” category.

Awards and distinctions for VanityStyle:

- **“The Best Employer 2023”** title according to Gazeta Finansowa.
- **ECO COMPANY 2023** – as part of the Social Responsibility Leaders programme, organised by the Business Forum.
- **Good Employer 2023** – also under the above programme.
- **Good Company 2023** – also under the above programme.
- **Good Brand 2023: Quality, Trust, Reputation in the “Employee benefits” category** (for FitProfit and FitSport sports cards).

Membership in associations

IGRI 2-281 Membership and involvement in the activities of industry organisations allow the group to share knowledge, experience, and best practices. **Selected companies of the Benefit Systems Group are members of the following organisations:**

- Association of Stock Exchange Issuers (Benefit Systems),
- Union of Entrepreneurs and Employers (Benefit Systems),
- Polish Fitness Federation (Benefit Systems and Benefit Systems Fitness Unit),
- 30% Club Poland (Benefit Systems),
- IHRSA – International Health, Raquet and Sportsclub Association (Benefit Systems Fitness Unit),
- REPs Poland (Benefit Systems Fitness Unit),
- Fitness Chamber (MultiSport Benefit, S.R.O.),
- Chamber of Commerce of Central Bohemia Region (MultiSport Benefit, S.R.O.),
- Czech Fitness Chamber (Form Factory S.R.O.),
- Aktivní Česko Foundation (MultiSport Benefit, S.R.O.).



Key stakeholders

IGRI 2-29 Relations with Benefit Systems Group's stakeholders are regular, reliable, and transparent. The Group adjusts its communication channels so that both parties are satisfied. Together with its contractors, it selects the dates and locations of meetings (either face-to-face or online). Benefit Systems Group speaks about both its successes and the challenges it encounters openly. Where possible, instead of formal messages and statements the Group communicates in the form of direct dialogue. Through its activities, Benefit Systems Group wants to build long-term, good, and lasting relationships. At the same time – as a listed company – it is obliged to communicate in accordance with all regulations applicable to public companies and provides reliable information about the current situation of the Group.



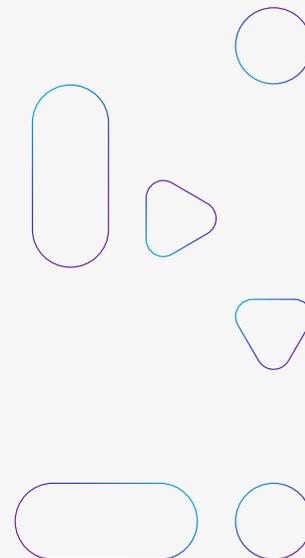
Channels of communication with stakeholders in 2023

Stakeholders group

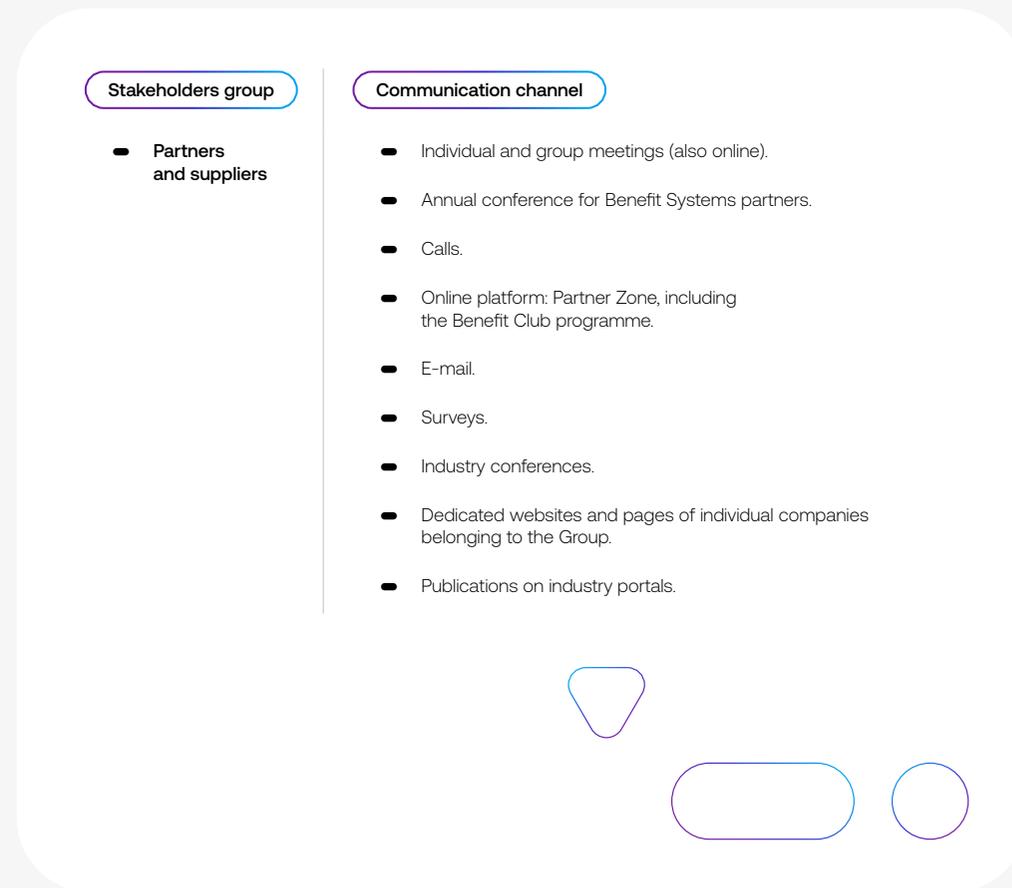
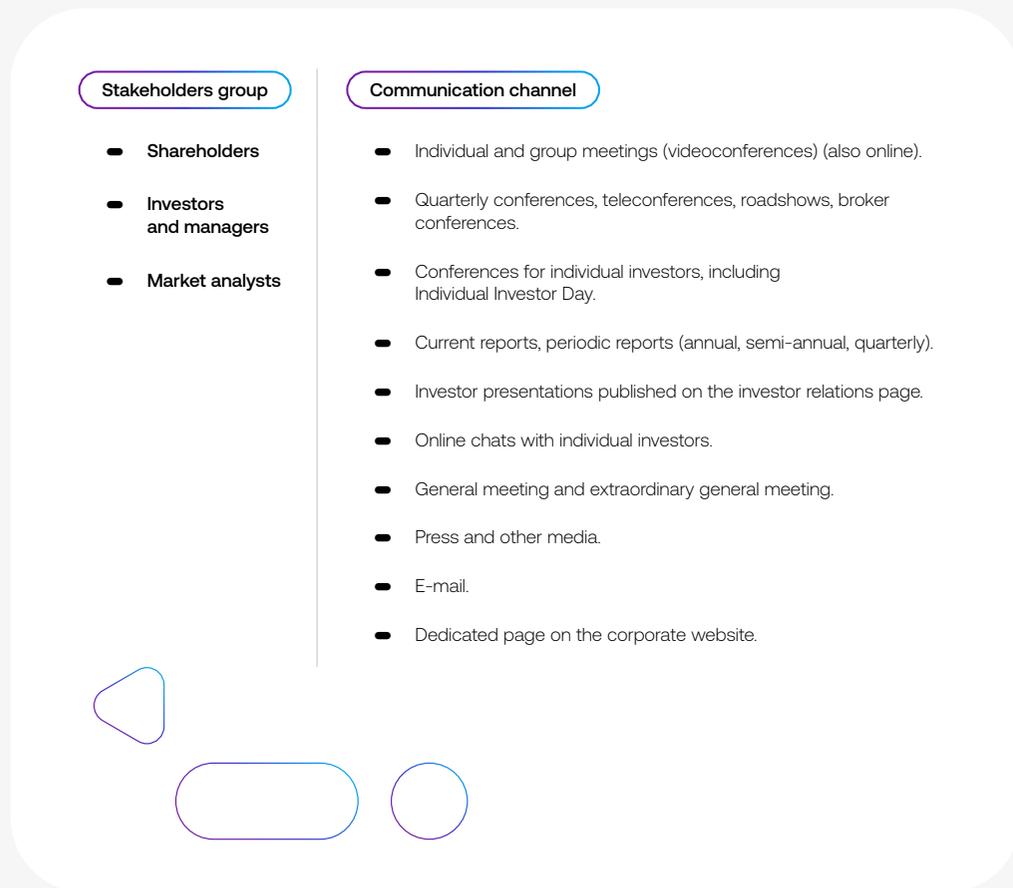
- **B2B clients**
- **B2C customers**
- **Users**

Communication channel

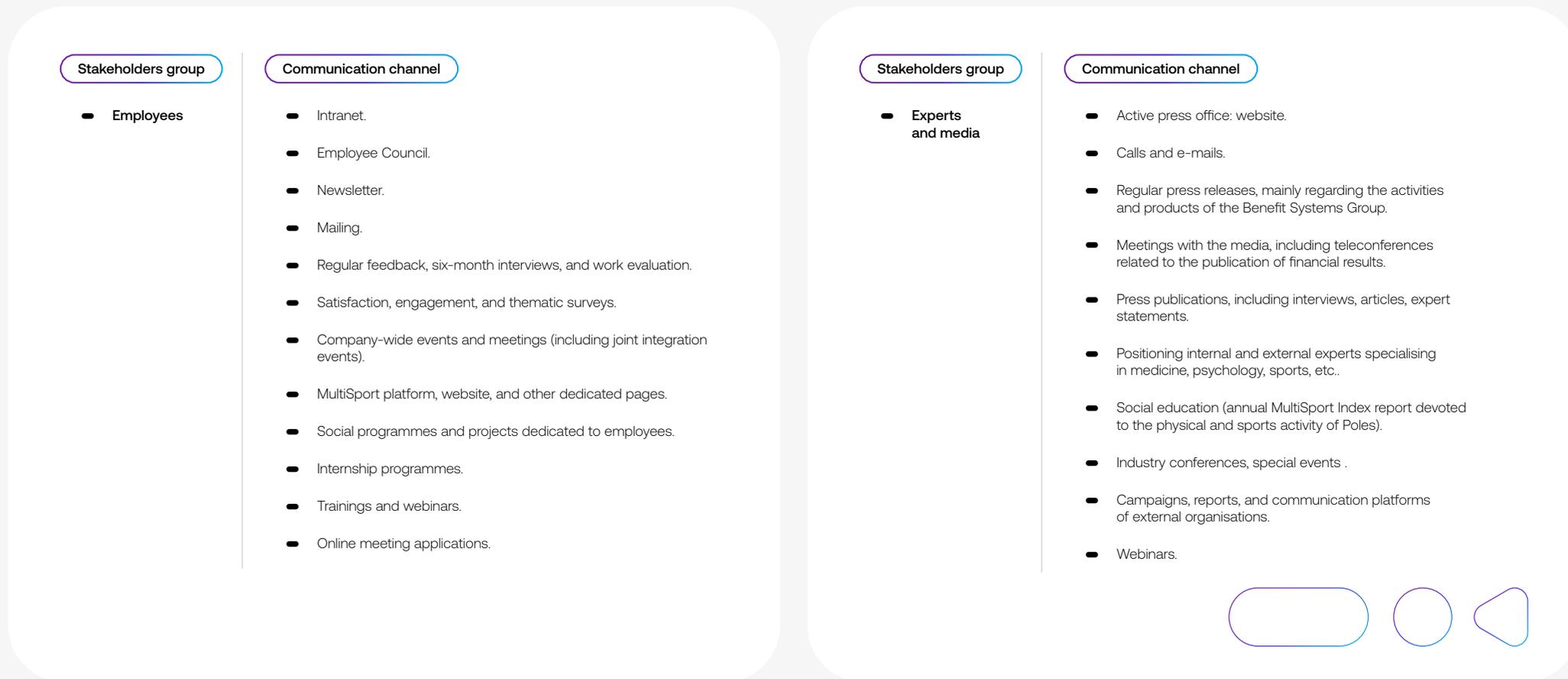
- Individual and group meetings (also online).
- Satisfaction surveys, user focus surveys.
- NPS and other market research.
- Helpline (communication channels: text messages, telephone and call back).
- Contact form.
- Online MultiSport User Zone.
- Online applications and platforms, e.g. Yes2Move.
- Dedicated websites and pages of individual companies belonging to the Group.
- Conferences, events, open days at clients' premises (including online events).
- Projects dedicated to clients and users.
- Social media: Facebook, Instagram, LinkedIn.
- Online meeting applications.
- MultiLife chat.
- Newsletters and mailings.
- Posters and leaflets.



Channels of communication with stakeholders in 2023

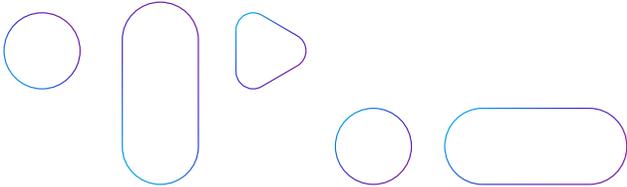


Channels of communication with stakeholders in 2023

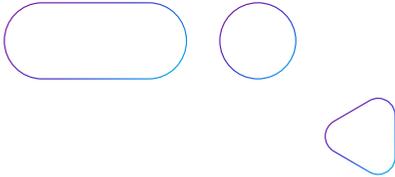


Channels of communication with stakeholders in 2023

Stakeholders group	Communication channel
<ul style="list-style-type: none">Local communities and beneficiaries	<ul style="list-style-type: none">Individual and group meetings.Calls.E-mail.Industry conferences, anniversaries, beneficiary celebrations.Dedicated websites and pages of individual companies belonging to the Group.Publications on industry portals.Advertising, information, as well as social events and campaigns.



Stakeholders group	Communication channel
<ul style="list-style-type: none">Environment and climate	<ul style="list-style-type: none">Reporting environmental indexes.Cooperation with institutions, partnership with pro-ecological organisations.Participation in meetings, events, training, and conferences on ecological topics.Training and workshops for employees on pro-ecological topics.Pro-ecological initiatives with the participation of employees.Social projects with pro-ecological themes also involving external stakeholders.



1.2 Benefit Systems Group Management

Changes in the composition of the supervisory board of Benefit Systems

On 29 June 2023, due to the expiry of the term of office of the then supervisory board, the ordinary general meeting of Benefit Systems (Parent Company) appointed a new supervisory board for a joint five-year term of office. It will expire on the day of the ordinary general meeting of Benefit Systems, approving the financial statements of the Company for the year 2027. The supervisory board includes James van Bergh, Aniela Anna Hejnowska, Krzysztof Kaczmarczyk, Artur Osuchowski, and Michael Sanderson.

On August 10, 2023, an extraordinary general meeting of Benefit Systems adopted a resolution appointing Katarzyna Kazior as a member of the Company's supervisory board for a joint term, starting from June 29, 2023, effective from the day of registration of the amendment to the Benefit Systems statute. The aforementioned entry was made on September 1, 2023.

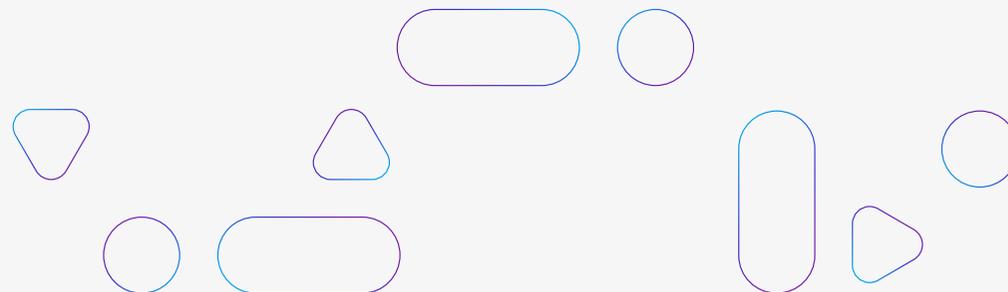
Changes in the composition of the management board of Benefit Systems

Bartosz Józefiak resigned from his position as a member of the management board, effective August 23, 2023. On the same day, the supervisory board of the Company appointed Marcin Fojudzki to the management board of Benefit Systems starting from September 6, 2023.

Information regarding the management board and supervisory board

[GRI 2-9] [GRI 2-11] The management board of Benefit Systems consists of 3 people. The supervisory board has a total of 6 members, among them 4 members are independent.

Currently, women constitute 33% of both the management board and supervisory board.



Management board

Emilia Rogalewicz

Management board member at Benefit Systems

Emilia Rogalewicz has been a management board member since 10 August 2017. She is responsible for the sales strategy, product, and service development, as well as customer service and IT. She also supervises the HR and administration department. Prior to joining Benefit Systems in 2007, she spent two years working for an insurance company. From the beginning of her work at Benefit Systems she has participated in the building of partner network and the sales of the MultiSport card. Since 2009, she has been holding managerial positions and has been responsible for coordinating the work of the sales team and creating the sales structure across Poland. Since 2013, as the Head of the Sales Department, she has been responsible for the Benefit Systems' sales strategy and achieving sales targets. Starting from 2016, following the merger of the customer service and the sales departments, she has been managing a team of over 200 people. Emilia Rogalewicz graduated from the Faculty of Management at the Częstochowa University of Technology. She has also completed postgraduate studies in sales team management and business psychology for executives at the Kozminski University in Warsaw.

She is also a graduate of the Matrik Trainers School, the School of Negotiation, the Strategic Leadership Academy programme of the ICAN Institute, and of the development programmes supported by the Institut Européen d'Administration des Affaires (INSEAD) (France), and the International Institute for Management Development (IMD) (Switzerland).

Wojciech Szwarz

Management board member at Benefit Systems

Wojciech Szwarz has been a management board member since 23 July 2018. He is responsible for the development of the partner network, support programmes addressed to the MultiSport Programme partners, as well as the Analysis and IT Department. Wojciech Szwarz joined Benefit Systems in 2014. As the Director of the Partner Relations Department, he participated in establishing the MultiSport card partner network. He has nearly 20 years of business experience in managing teams and cooperating with partners. He is a graduate of the Józef Piłsudski University of Physical Education in Warsaw, Strategic Leadership Academy, the Business Management Executive Programme of the ICAN Institute, as well as the development

programmes supported by the Institut Européen d'Administration des Affaires (INSEAD) (France), and the International Institute for Management Development (IMD) (Switzerland).

Marcin Fojudzki

Management board member at Benefit Systems

Marcin Fojudzki has been a management board member since 6 September 2023. At Benefit Systems, he is responsible for the company's finances and investor relations, internal audit, compliance, PR and ESG, legal department, IT and Benefit Systems Fitness Unit. Previously, he was a member of the management board and CFO of Iglotex S.A. In the past, he worked as director of financial controlling, general director of Eurocash Cash&Carry, and deputy finance director of the Eurocash Group. He was also a member of the supervisory board of Mar-Ol Group and Frisco. He is a graduate of Finance and Banking at the Poznań University of Economics and the School of Banking in Capital Investment. He also completed the Kellogg-Católica Advanced Management Programme and earned ACCA qualifications.



Supervisory board

James van Bergh

Chairman of the supervisory board

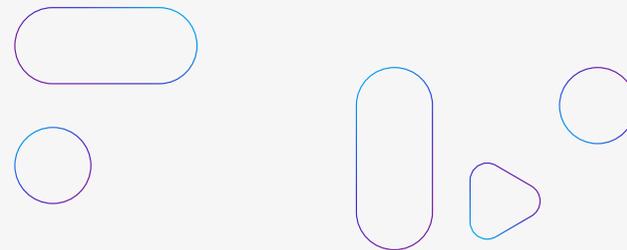
Originator and creator of the current success of Benefit Systems S.A. He graduated from Harvard Business School in 1985. In 1981-1990 he worked in Boston and London as a consultant for Bain&Co. Later, he was a director at the Task Force on Company Assistance where he led a UN project aimed at supporting Polish state-owned enterprises in restructuring processes through cooperation with business experts from various countries. For the next four years he continued his career in Poland as the general director of Company Assistance. From 1995 to 1997 he was a director at Trinity Management, a joint venture of Pekao S.A., BZW Barclays Bank and Company Assistance Ltd. In 1997 he took the position of President of the management board of Trinity Management, which he chaired for two years. At the beginning of the 2000s (2000-2003), he was the president of the E-Katalyst S.A. fund. He continues to be a director at Benefit Invest Ltd. In 2014, James Van Berg founded the Good&Well fund in Canada which invests in innovative companies at an early stage of development that have social goals embedded in their activities.

Artur Osuchowski

Deputy Chairman of the supervisory board,
Chairman of the Audit Committee

Master of Economics at the Private School of Business and Administration in Warsaw (under KGHM's scholarship). Between April 2008 and November 2019 he served as a member of the management board of Ciech S.A. listed on the Warsaw Stock Exchange (WSE:CIE), and Frankfurt Stock Exchange (FRA:CHX), where he was responsible for Soda Division, sales segment, business development, corporate governance, and investor relations. He gained professional experience working also at KPMG Advisory (2003-2008), Capgemini (2000-2002), Ernst&Young Corporate Finance (1997-2000), and Raiffeisen Bank (1996-1997). Since June 2013, he has been an independent supervisory board member at Benefit Systems WSE listed company (WSE:BFT), where he also serves as Audit Committee member. Since June 2014, he serves as a supervisory board member at Mediacap WSE listed company (WSE: MCP), where, since 2019, he has been the Chairman of the supervisory board and Audit Committee.

Artur Osuchowski has extensive experience as a member of the supervisory boards of non-public companies, including PolTREG biotechnological company and Digitics (Mubi.pl). In the past, he served as a member of the supervisory board of PTU S.A., Soda Polska Ciech S.A., Uzinele Sodice Govora S.C. (Romania), Soda Deutschland Ciech GmbH (Germany), Polsin (Singapore), and Develia WSE listed company (WSE:DVL), where he also served as Audit Committee member. Scholar of the "Die Zeit" weekly, American Council on Germany, and Dreager Foundation. An independent member within the meaning of the rules and regulations of the capital market.



Aniela Anna Hejnowska
Supervisory board member

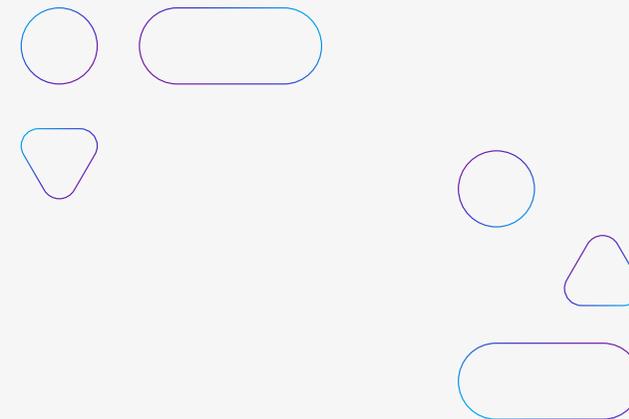
On 1 September 2020, Aniela Anna Hejnowska assumed the position of GM of IQVIA, a global leader in healthcare consulting, research, technology, and data analytics. She moved from the role of Chief Operating Officer and a management board member at Microsoft in Poland. She has over 15 years of experience in managing organisations in the telecommunications and new technology sectors. In her last role she was responsible for digitalisation strategies related to the construction of Microsoft CEE data centre in Poland. In 2009 she held a position of Managing Director of SOHO/SME and Home Markets at Netia. In 2012, she became Managing Director of Groupon in Poland and after 4 years she was promoted to international structures, where for the last 3 years she held the position of International VP in Groupon, managing a team of 450 people in 4 markets (Germany, France, the Netherlands, and United Arab Emirates). She specialises in strategic, process and organisational culture transformations. She received the Businesswoman of the Year 2010 title awarded by the Success Written in Lipstick Foundation promoting professional and personal development of women. She is actively involved in social initiatives serving on the advisory/supervisory boards of the Businesswomen Leaders Foundation and Kosmos Foundation. She graduated with honours from Ecole Superieure de Commerce in Grenoble. In addition to her corporate experience, Aniela Anna Hejnowska is an entrepreneur, having

co-founded Renters.pl, which employs 80 people and generated over PLN 100 mln in revenue in 2022. In March that year, Renters.pl was bought by Enterprise Investors. An independent member within the meaning of the rules and regulations of the capital market.

Krzysztof Kaczmarczyk
Supervisory board member

A graduate of the Warsaw School of Economics with a specialisation in finance and accounting and a former student at the University of Warsaw, majoring in International Relations. From 1999 to 2008, he worked at Deutsche Bank in Poland where he served as Deputy Director of the Stock Market Analysis Department and Stock Market Analyst for Central and Eastern Europe. From 2008 to 2010, he held various management positions at TP S.A., including Director of the Strategy and Development Division. Between 2010 and 2011, he worked at the Credit Suisse Swiss investment bank in Poland. From 2012 to 2015, he served as Vice President of the management board for Strategy and Development at Emitel, a leading terrestrial radio and television network operator in Poland. From 2016 to 2019, he served as Advisor to the management board of KGHM Polska Miedź S.A. Since 2021, he has been the President of the management board of Mabion S.A., a biotechnology

company listed on the Warsaw Stock Exchange. He gained more than 15 years of experience sitting on the supervisory boards of more than 30 companies listed on the Warsaw Stock Exchange, including Action, Alta, APS Energia, Arteria, Braster, Best, BSC Drukarnia, Celon Pharma, Elektrotim, Enter Air, EnelMed, Duon, Giełda Papierów Wartościowych, Graal, Huuuge Games, Integer, InPost, KGHM, Develia, Magellan, Mabion, Polimes-Mostostal, Polish Energy Partners, Robygy, SARE, TIM, Wirtualna Polska, Work Service, VIGO, and 4fun Media. An independent member within the meaning of the rules and regulations of the capital market.



Katarzyna Kazior

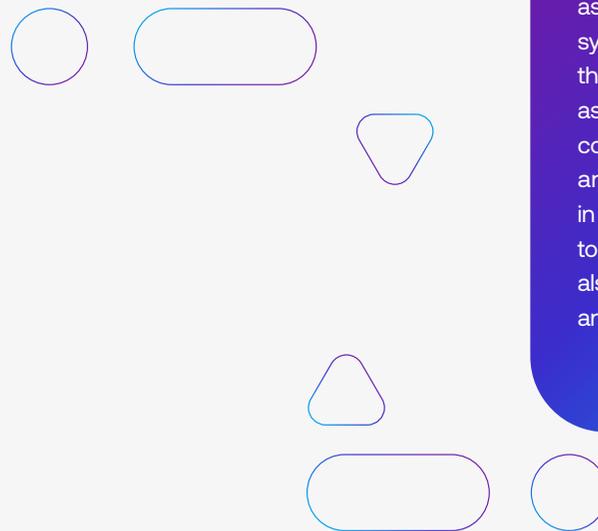
Supervisory board member

Mentor and advisor to private equity funds, Last Mile Experts, and private companies. From 2015 to 2018, she served as CEO of Frisco.pl, the largest online supermarket in Poland, responsible for multiplying revenues, significantly increasing profitability, and becoming a market leader. In 2018-2019, she served as Director of Digital Transformation at Żabka Polska, where she was responsible for the creation and implementation of the Żappka mobile app, the Future Store project, and internal projects using AI to optimise processes and decisions. She started her career at McKinsey&Company, the world's leading strategic consulting company. In addition to her corporate experience, she is also an entrepreneur. She co-founded ClubCodes.pl, sold in 2014 to the French group Edenred. In 2012, as part of the Rocket Internet fund, she co-founded Global Savings Group (then under the Cuponation brand) and was responsible for establishing the company's branch in Poland. She graduated from the London School of Economics and the Warsaw School of Economics, where she completed the international CEMS Master's Degree in management programme, as well as Harvard Business School. An independent member within the meaning of the rules and regulations of the capital market.

Michael Sanderson

Supervisory board member

Michael Sanderson graduated from the Wharton School in Philadelphia and gained master's degree in management. He started his professional career at Bain & Co. consulting firm in London. He served as a director at Benefit Invest Ltd (formerly Company Assistance Ltd, Dublin). In 1995-1999 he held the position of the Vice-President of the management board of Trinity Management. Since 2011, he is also a mindfulness teacher.



The supervisory board is supported by the Audit Committee. This includes proper implementation of financial reporting principles, the risk management system and the internal control system in the Benefit Systems Capital Group and the parent company. The Audit Committee cooperates on the proper implementation of internal processes and controls regarding financial reporting, as well as the effective functioning of the internal control system. The committee's tasks also include monitoring the independence of internal auditors and the audit firm, as well as statutory auditors performing services for the company, the company's relations with related entities, and monitoring the management board's activities in response to the recommendations of the internal auditor, audit firm, and statutory auditors. The Audit Committee also ensures the proper functioning of risk identification and management systems.

Election of members of the highest management bodies

[GRI 2-10] [GRI 2-18] Members of the Benefit Systems management board are appointed and dismissed by a resolution of the company's supervisory board, which also decides on the number of management board members and may appoint the president and vice-president from among them. To appoint or dismiss a management board member, 3/5 votes are required, with at least half of the members of the supervisory board present. When selecting the management board members, the supervisory board is guided by the criteria contained in the **"Diversity policy for members of the Benefit Systems management board"**, which became effective in 2022. When selecting management board members, the supervisory board considers candidates' education, field of study and area of competence, knowledge and skills resulting from scientific work, training, certificates or postgraduate studies, professional experience, age, and gender. In accordance with the statute of Benefit Systems amended in 2022, management board members are assessed on their management of the organisation's impact on the economy, environment, and society. The assessment is based on achieved goals in terms of ensuring the application of ESG standards within the organisation and its operational activities. Assessment rules are regulated by the "Remuneration policy for members of the Benefit Systems management board and supervisory board". Such an assessment is made collectively by the supervisory board once a year.

Remuneration policy

[GRI 2-19] [GRI 2-20] At Benefit Systems there is **"Remuneration policy for members of the Benefit Systems management board and supervisory board"** in place. The body that determines the remuneration of the company's management board members is the supervisory board (in accordance with the provisions of the Commercial Companies Code and the company's statutes). The remuneration of the supervisory board members is determined by the company's shareholders at the general meeting of shareholders. The remuneration of persons who sit on the company's management board may include both fixed and variable remuneration components, additional financial and non-financial benefits, as well as remuneration in the form of financial instruments. In accordance with the assumptions of the "Remuneration policy for members of the Benefit Systems S.A. management board and supervisory board", variable remuneration motivates to achieve high and stable financial results in strategic areas of the company's operations while considering social interests, sustainable development, environmental protection, and impact on other stakeholders. Every year, the supervisory board assesses whether the management board members achieved the goals set for them for the previous year. Based on this data, it decides on the amount of the bonus. Consultants independent of both the organisation and its top management and management body are involved in the process of collecting market data on the

remuneration of management board members. management board's remuneration is public. Each shareholder has the right to submit appropriate motions during the General Meeting, in accordance with the procedure provided for by law. Members of the supervisory board receive fixed remuneration, determined by the General Meeting of Shareholders. "Remuneration policy for members of the Benefit Systems S.A. management board and supervisory board" is available on the corporate website.

[GRI 2-21] In 2023, the ratio of the total annual remuneration of the highest paid person to the median total annual remuneration of all employees (excluding the remuneration of the highest paid person) at Benefit Systems was 4.83 to 1. In the case of Benefit Systems Fitness Unit, which is a separate employer from Benefit Systems, this ratio is 4.67 to 1. The ratio of the percentage increase in total annual remuneration for the highest paid person in the organisation to the median percentage increase in total annual remuneration for all employees (excluding the highest paid person) at Benefit Systems was 4.5, and at Benefit Systems Fitness Unit – 1.98. Due to the number of companies in the Group that operate in different countries in Europe with their own legal systems, these values are provided only for the parent company, with a distinction between Benefit Systems and Benefit Systems Fitness Unit.

Internal control system and risk management

[GRI 2-23] Benefit Systems separates functions responsible for internal control, risk management, and supervision of compliance with the law (Compliance), as well as the internal audit function in its structure. These functions are appropriate to the size of the company, as well as the type and scale of its activities, which the management board is responsible for.

Persons responsible for these functions report organisationally and functionally to the member of the management board responsible for finance. The head of internal audit reports organisationally to the member of the management board responsible for finance, and functionally to the chairman of the company's Audit Committee.

Benefit Systems has implemented a risk management system, the aim of which is to identify, analyse, evaluate, and reduce risks to an acceptable level, as well as monitor risks that may affect the achievement of the company's objectives. The risk management system supports decision-making processes and increases the security of business operations. The risk management policies and internal control system adopted in the company are regulated in the **"Policy of risk management and internal control at Benefit Systems"**.

To ensure the effective functioning of the risk management system and the internal control system, responsibilities and tasks have been separated and assigned to three independent lines of defence within these systems:

- The First Defence Line (business owners): all organisational units that directly manage risk within their operations,
- The Second Defence Line: separate organisational units or persons performing internal control functions, including compliance, controlling, risk, security, and internal control,
- The Third Defence Line: internal audit.

The risk management and internal control policy focuses on supporting the achievement of the Group's goals in four categories:

- strategy,
- operating activities,
- financial, non-financial, and management reporting,
- compliance with legal and regulatory requirements.

Benefit Systems maintains a risk register and a risk map for all areas, constituting the basic risk management tool. The register contains risks identified in the following areas:

- strategic (business, competition, political, reputational, etc.),
- operational (IT systems, human resources, business continuity, etc.),
- financial (credit, liquidity, market, currency, interest rate, etc.),
- compliance (regulatory and legal).

The risk register is updated at least once a year. In the case of risks assessed as critical, updating and monitoring of the implementation of mitigating actions take place with an appropriately greater frequency. The description of significant risk factors and threats identified for the Group is published in the **"Consolidated management report on the activities of the Benefit Systems Capital Group"**.

The Group consistently develops a **comprehensive risk management system**. To strengthen it, in 2023, Benefit Systems established a function responsible for coordinating the entire risk management process and developing methods and tools used. At the same time, work is underway to improve it, including the inclusion of ESG risks in the existing framework of the risk management system.

In 2023, the Group also started the **process of standardising and formalising the approach to risk management** in significant group companies. Internal control system at Benefit Systems is an integral part of the risk management system. It supports the implementation of the organisation’s goals and tasks. It also contributes to maintaining the reliability of financial, non-financial, and managerial reporting. All business and other support areas participate in this system. The internal control team, as part of the activities of the second defence line, supports business areas of the first defence line and is responsible for activities related to the systematisation and documentation of key processes, control mechanisms and internal procedures for the organisation.

The area of internal control and risk management is supported by compliance activities. They concern the process of managing the risk of non-compliance by monitoring the implementation of applicable legal provisions, good practices, and ethical standards adopted in the **“Benefit Systems Group BS_WAY Code of Ethics”**.

They also refer to the implementation and application of internal regulations. The Compliance Officer coordinates processes related to the implementation and communication of guidelines resulting from the **“Compliance Policy”, “Anti-Corruption Policy”, “Procedure regarding gifts/benefits and conflict of interest”**.

One of the tools supporting the compliance risk management process is reporting, confidentially and anonymously, information on suspicions of fraud or behaviour inconsistent with legal regulations or the provisions of the Code of Ethics. This process operates in accordance with the adopted **“Procedure for confidential transmission of information on suspected abuses”** and is coordinated by the Compliance Officer, who, in cooperation with the Ethics Committee, considers reported cases and conducts follow-up activities.

Both employees and external stakeholders may report any concerns regarding compliance with applicable laws, ethical principles and other regulations, or suspicions that there is a risk of non-compliance with them, using the channels provided in the Code of Ethics published on the website.

The company’s internal auditor, who heads the internal audit function, operates in accordance with generally recognised international standards for the professional practice of internal auditing. At least once a year, the person responsible for internal audit presents an assessment of the effectiveness of internal systems and functions, together with an appropriate report to the supervisory board.

The company’s supervisory board, through the company’s Audit Committee, monitors the effectiveness of internal systems and functions based on reports provided to it periodically, directly by the persons responsible for these functions and the company’s management board. The board conducts an annual assessment of the effectiveness of their functioning.



ESG risks

ESG risks includes environmental, social, and corporate governance risks. Due to the specificity of ESG risk and the fact that it does not constitute a separate risk category but is a cross-sectional risk embedded in other types of risks identified in the Group's activities, ESG risk management is carried out as part of the risk management processes operating in the Group.

Benefit Systems has implemented a risk management system, the aim of which is to identify, analyse, evaluate, and reduce risks to an acceptable level, as well as monitor risks that may affect the achievement of the company's objectives. The risk management system supports decision-making processes and increases the security of business operations. The risk management policies and internal control system adopted in the company are regulated in the "Policy of risk management and internal control at Benefit Systems S.A". At the same time, work is underway to develop and improve the risk management process in the Group, in particular on greater integration of the ESG risk management process with the existing risk management system (including the introduction of ESG risk to the "Risk Management and Internal Control at Benefit Systems S.A. Policy", adapting methods for identifying and measuring ESG risk).

As part of the risk management process, the following ESG risks are analysed:

- climate risks divided into transition risks and physical risks,
- risks related to human resources, including difficulties in recruiting and retaining employees, risks related to ensuring safety in the workplace, risks related to human rights and the occurrence of social inequalities in the workplace resulting from pay gaps, lack of diversity, discrimination, etc., risks related to the broadly understood level of employee well-being, including their ability to work and cope with difficult situations,
- risks related to loss of reputation and the ability to attract and retain clients, business partners, users, and own employees, or obtain financing,
- risks related to cybersecurity and personal data protection,
- risk related to ensuring compliance with legal provisions and adopted regulations, including non-compliance with internal/external regulations regarding counteracting corruption, conflict of interest, abuse and money laundering and terrorism financing, risk related to non-compliance with ESG regulations by significant business partners,
- risks related to changes in legal regulations and challenges in adapting to new requirements, including increased requirements for non-financial reporting and ESG data reporting,
- risks related to the implementation of strategic goals in the ESG area,
- risks related to the pandemic.

In accordance with the adopted approach to risk management at Benefit Systems, for risks whose level is not acceptable to the management board, risk response and mitigating actions are determined. **Four basic risk response strategies have been adopted: avoidance, transfer, mitigation, acceptance:**

- Avoidance – modification of activities to eliminate the risk or protection against the effects of the threat,
- Transfer – the response strategy does not eliminate the risk because its goal is to transfer responsibility to another entity,
- Mitigation – minimising the probability and/or consequences of risk occurrence to an acceptable level by acting in advance,
- Acceptance – a method used when there is no way to reduce or eliminate risk (accepting the impact and/or possible loss if an event occurs).

The description of significant risk factors and threats for the Group is included in the **“Management report on the activities of the Benefit Systems Capital Group’ for the period from 1 January to 31 December 2023”**.



1.3 Benefit Systems Group's strategy and sustainable development

From the beginning of the Benefit Systems Group's operations, the **primary goal was to promote a healthy and active lifestyle**. In its activities, the Group is guided by the win-win principle, prioritising mutual benefits and long-term cooperation with its partners, clients, users, employees, and other stakeholders.

The strategic directions of the Group's operations are:

- ▮ development of sports cards and fitness clubs in Poland,
- ▮ support for core business through the development of the cafeteria platform and new products,
- ▮ development on foreign markets,
- ▮ being a socially responsible company.

The strategic directions of the Group's operations

1. Development of sports cards and fitness clubs in Poland.

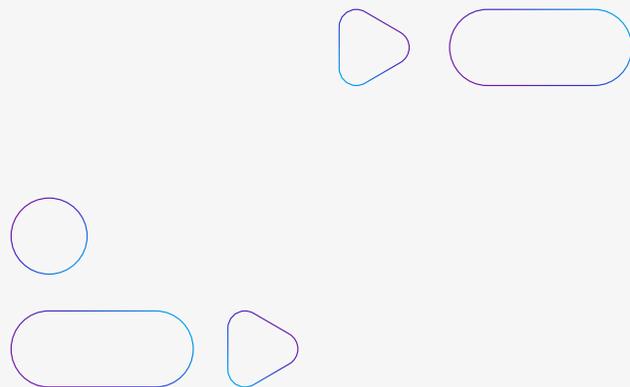
The strategic goal in this area is to increase the number of active Poles using Benefit Systems sports cards. The strategy assumes an increase in the number of sports cards by creating lasting competitive advantages, using synergies with other Group's products, including the cafeteria platform, establishing and strengthening relationships with corporate clients through dedicated teams, and maintaining an attractive network of partners. Additionally, the company aims at continuous development of fitness club operations, i.e. the main element of building a competitive advantage through selective investments in sports facilities in the best locations in Poland. It is also important to develop an offer that is attractive to both MultiSport users and individual customers, also based on online services (Yes2Move online platform; e-commerce). Further integration and improvement of the efficiency of the fitness network also plays an vital role.

2. Support for core business through the development of the cafeteria platform and new products.

Cafeteria platforms, thanks to which the Benefit Systems Group builds relationships with its clients' HR departments, are an important element of sales strategy. Moreover, the company wants to create new products to best address the needs of clients and users. In these areas, Benefit Systems focuses on the development of the cafeteria platform by constantly expanding the offer of non-financial benefits, developing its own products (including BenefitLunch, MultiBilet), and investing in modern technological solutions, the so-called HR Tools. Additionally, the Group builds and develops the MultiLife product, which is based on online services connected with a healthy lifestyle, physical activity, personal development, and mental well-being. In this area, investments in optimal IT solutions supporting both the construction and scaling of MultiLife will be important.

3. Development on foreign markets.

Since 2010, Benefit Systems has continued its foreign expansion. The MultiSport Programme is currently available in the Czech Republic, Slovakia, Bulgaria, Croatia, and Turkey. The strategy on foreign markets assumes the dynamic development of the MultiSport Programme on current markets based on a proven business model where sports cards are supported by investments in fitness infrastructure. Search for new directions of development and expansion into new markets that are characterised by a significant level of fragmentation of the fitness industry, a high rate of urbanisation and trends related to a healthy, active lifestyle are equally important.



4. Social responsibility.

Social responsibility and sustainable development are inherent elements of the Benefit Systems Group's activities. Its mission is to promote a healthy and active lifestyle. Benefit Systems believes that more activity means more energy and health, and as a result, a better and longer life. Since 2018, it has been the first public company in Poland and Central and Eastern Europe to hold the B Corp certificate, which was renewed in 2023. The main goals with respect to sustainable development are to be guided by the values of B Corp companies that have incorporated the principles of corporate social responsibility into their business model, are involved in solving the most important social problems, and that base their operations on partnership and ethical model of cooperation with all stakeholders. Additionally, it is important to carry out activities aimed at ensuring the well-being of employees, supporting local communities, and listening to the needs and opinions of stakeholders.

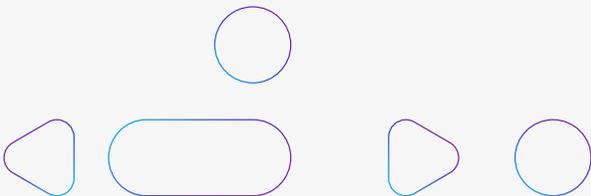


Benefit Systems Group value creation

Employees are the basis for the operation and development of Benefit Systems Group. The Group ensures that remuneration is competitive, supported by a bonus system that motivates its employees to achieve organisational goals. **It provides employees with the opportunity to develop and advance through training programmes, clear career paths, and flexible benefits.**

Medical care includes comprehensive health care for employees and their families. Additionally, Benefit Systems Group actively encourages employees to participate in **volunteer programmes**, supporting social engagement.

Employees can influence social changes, especially those connected with health, promotion of physical activity, and well-being. In this way, Benefit Systems creates a **comprehensive ecosystem** in which satisfied, developing employees contribute to the organisation's success and positive impact on society.



Employee experience is the foundation of an organisation's effective operations. Knowledge, constantly updated and related to the industry, is a key element enabling informed decisions and adaptation to the changing environment. Highly developed employee competencies are essential for the effective functioning of the company, and the diversity of these skills affects the competitiveness of the organisation.

Another important element is **employee creativity**, which translates into the creation of innovative products and services. The pursuit of continuous improvement and openness to new ideas create an atmosphere conducive to continuous development.

Strategic relationships with various stakeholders build a complex network of cooperation necessary for the success of the organisation. Cooperation with clients, partners and suppliers in the cafeteria area plays a key role in ensuring high quality services, which directly affects the satisfaction of various products' users.

Additionally, the organisation implements a **loan programme supporting its partners**, including small and medium-sized enterprises, which contributes to the development of the fitness industry. Ready-made benefits management solutions for employers (clients) facilitate comprehensive employee care. These strategic relationships create the conditions for successful operations on the market.

Social initiatives constitute an additional foundation for the long-term sustainable development of the Group. The corporate foundation, social programmes, and cooperation with employers' organisations and industry associations build a solid structure of social involvement. Additionally, volunteer initiatives and openness to the needs of various social groups influence the Group's positive relations with the external environment.

All these elements form a solid foundation for the long-term success of Benefit Systems Group. As a result of all these activities, the value generated by it includes holistic care for the **psychophysical well-being of society.**

Sustainable development in the organisation's statute

In 2022, Benefit Systems company included elements of sustainable development in its statute. According to the provisions of the document, the company's objective is to strive to achieve the company's long-term economic success by conducting business activities in a way that has a significant positive impact on society and the environment understood as a whole.

This confirms the inclusion of sustainable development in the everyday activities of Benefit Systems.



Sustainable development management

[GRI 2-12] [GRI 2-13] [GRI 2-14] [GRI 2-17] The Benefit Systems management board is responsible for key decisions made by the company in the field of sustainable development.

Management board members must also comply with statutory provisions, including those related to positive impact on society and the environment.

Management board members have an influence on operational decisions made in cooperation with the directors reporting to them, and thus on the achievement of the assumed goals in all areas of the company. They delegate responsibilities to individual directors and operational departments, considering the scope and area of their responsibility.

The management board oversees and implements policies related to sustainable development in accordance with the company's strategy. It also takes care of building an organisational culture based on the adopted values. Additionally, management board members participated in the preparation of the **ESG Strategy for 2024-2026**, which they also subsequently approved.

The management board conducts a review and is responsible for the acceptance of the data contained in the ESG Report, considering particularly the operational areas under their supervision. Additionally, board members participated in the materiality assessment process, accepting the list of significant topics.

The goals set for the management board for 2023 included: "Care for the application of ESG standards in the company's internal environment and its operational activities" and "Supervision and conduct of ESG-related activities, in particular: preparation and implementation of the ESG Strategy, continuation of the activities of the MultiSport Foundation".

ESG Strategy

[GRI 2-22] The aim of the activities specified in the Benefit Systems Group's ESG Strategy for 2024-2026 is **#betterlife for current and future generations**, which can be achieved by co-creating active communities, setting trends in the field of sustainable development, and positive impact. **The ESG Strategy for 2024-2026 is based on three key pillars, which include society, business, and the environment. Within each, specific priorities were defined and developed, as well as success metrics.**



SOCIETY

Activity and engagement

People who care about their health and are active and committed lead better lives.

The Benefit Systems Group considers the promotion of physical activity and a healthy lifestyle among various social groups to be its obligation to society. Between 2024 and 2026, as part of the activities of the MultiSport Foundation, a total of at least 37 000 free sports activities for children and youth will be conducted. The foundation will also develop the Active MultiSport Schools Programme and a programme addressed to people with disabilities. The company will take further actions to promote physical activity among children aged 6-11 and seniors. An important area is the involvement of employees in supporting the community, which is done by increasing the number of hours devoted to employee volunteering year on year.

Welfare and education

People who care about their welfare, personal development and relationships with the environment lead better lives.

Another commitment adopted for the years 2024-2026 with respect to society is to take care of the welfare and well-being (both physical and mental) and physical shape of the Benefit Systems Group employees, users, and clients. The planned activities include MultiLife educational campaign, expansion of the network of partners and own fitness clubs, promotion, and development of the well-being programme.

BUSINESS

Responsible management

Business conducted in an ethical and responsible manner translates into a better life for employees and community members.

Benefit Systems strategically manages the ESG area throughout the Group. The company incorporates ESG risk management into the Group's existing risk management framework and incorporates ESG criteria into purchasing processes.

In the coming years, Benefit Systems will raise awareness and educate its partners on sustainable development. The company plans to create standards of responsible management together with them, providing support connected with sustainable development.

ENVIRONMENT

(for) Everyone

A better life requires caring for the natural environment so that future generations can live in a healthier world and use the limited resources of our planet.

As part of the ESG Strategy for 2024-2026, Benefit Systems aims to minimise the negative impact on the environment and climate. The company takes steps to reduce the Group's carbon footprint. By 2026, 25% of purchased energy will come from renewable energy sources. From 2024, all new and renovated clubs in Poland belonging to the Benefit Systems Group will meet the Benefit Systems Green Club Standard, which includes guidelines developed based on Benefit System's own experience and best market practices.



B Corp

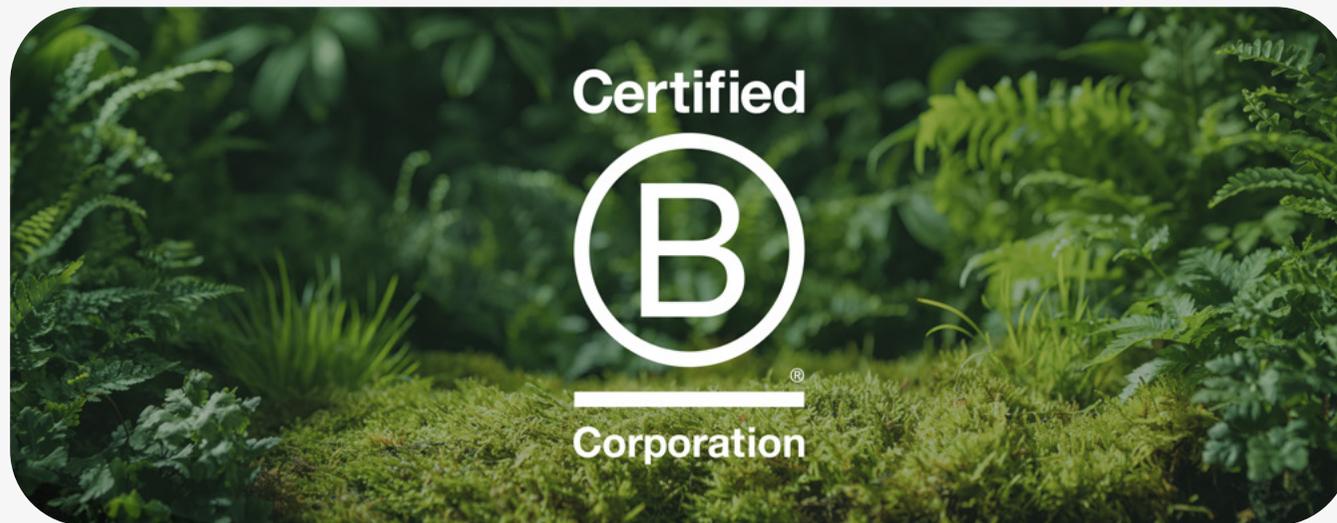
Benefit Systems is the first and so far the only listed company in Poland which, after joining the B Corp movement in 2018, renewed its certification in 2023. The group of B Corp companies, i.e. Benefit Corporations, includes organisations that have incorporated the principles of corporate social responsibility into their business model, are involved in solving the most important social problems, and base their operation on a partnership and ethical model of cooperation with all stakeholders. There are currently 10 certified enterprises in Poland, and over 8,000 of them around the world.

As part of the certification, B Lab, which coordinates the process of granting certificates, conducts a detailed analysis of the functioning of the company and its environment. To obtain the certificate, an organisation must score a certain number of points in five categories: corporate governance, employment policy, impact on local communities, customer relations, and environmental protection. The condition for certification is not only a declaration of activities, but also the presentation of documents and other evidence that confirm the results of the initiatives and their long-term nature as part of the company's business strategy.

Benefit Systems achieved the best results in corporate governance, caring for employee relations, and supporting the community. As part of the recertification, in addition to the parent company, several entities belonging to the Benefit Systems Capital Group were verified, including Benefit Systems Fitness Unit, VanityStyle, Benefit Systems International together with foreign subsidiaries operating in the Czech Republic, Slovakia, Bulgaria, and Croatia.

ESG Questionnaire

From 2021, companies that want to cooperate with Benefit Systems must complete a special ESG Questionnaire. It is used to assess potential contractors in terms of social responsibility and sustainable development factors. Additionally, suppliers are obliged to familiarise themselves with the business ethics principles adopted by Benefit Systems, resulting from the Code of Ethics, and the internal regulations supporting the code by signing an appropriate declaration or regulating this scope in contractual provisions.



2.

Employees



2. Employees

The Benefit Systems Group focuses on employee satisfaction, health and well-being. It manages employee issues responsibly. It offers a range of non-wage benefits. Their scope covers many areas of everyday life – health, psychology, physical activity, nutrition, leisure, education, culture and entertainment.

The Group cares about diversity, which is understood as recognising the uniqueness of each person, their unique aptitudes and competencies. It focuses on development – employees participate in professional programmes, training and workshops, improving their knowledge and gaining new skills.

In this part, we write about:

- management of employee issues, attractive workplace,
- diversity and inclusion,
- communication with employees and employee surveys,
- training and development.

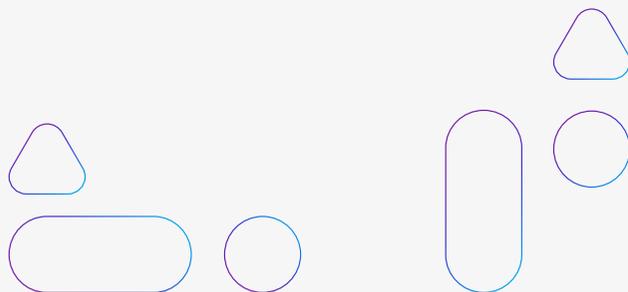


2.1 Management of employee issues

Responsible management of employee issues is one of the priorities of the Benefit Systems Group. All activities are carried out in accordance with applicable law, including the **Universal Declaration of Human Rights, the conventions of the International Labour Organization, and the principles of the UN Global Compact**. The basic document that defines the rights and obligations of employees and the employer is the work regulations introduced to individual companies based on the provisions of the **Labour Code**. The following companies have these regulations in place: Benefit Systems S.A. (including Fitness Unit), VanityStyle Sp. z o.o., Total Fitness Sp. z o.o., Lunching.pl Sp. z o.o., and MultiSport Benefit S.R.O. (Czech Republic).

The work regulations include remuneration rules, working time records, remote work, entrusting property and procedures for equal treatment, as well as counteracting discrimination and mobbing.

Benefit Systems, Benefit Systems Fitness Unit and VanityStyle have remuneration regulations in place. It includes rules for the payment of remuneration and other benefits arising from the employment relationship (bonuses, premiums, commissions). Detailed terms of employment are set out in the contract concluded with the employee. Other issues (e.g. working time) are also included in the employer's decision (e.g. shorter Fridays, starting times). The rights and obligations of employees are complemented by the **"Benefit Systems Group BS_WAY Code of Ethics"** and the **DEI Policy**.



[GRI 2-7] [GRI 2-8]

Number of employees by gender

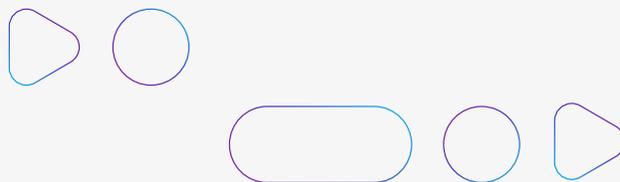
Employment status as of 31 December of a given year

	Women	Men	2023 total	2022 total	2021 total
Benefit Systems Group	1,050	580	1,630	1,551	1,410
Benefit Systems	670	329	999	915	870
Benefit Systems (excluding Fitness Unit)	589	299	888	815	767

Number of associates

Employment status as of 31 December of a given year

	Women	Men	2023 total	2022 total	2021 total
Benefit Systems Group	3,549	1,915	5,464	4,055	3,764
Benefit Systems	2,711	1,430	4,141	3,221	2,878
Benefit Systems (excluding Fitness Unit)	34	100	134	84	70



Number of employees by contract duration

Employment status as of 31 December of a given year

BENEFIT SYSTEMS GROUP

Contract duration	Women	Men	2023 total	2022 total	2021 total
Indefinite	847	455	1,302	1,234	1,115
Definite	203	125	328	317	295
Total	1,050	580	1,630	1,551	1,410

BENEFIT SYSTEMS

Contract duration	Women	Men	2023 total	2022 total	2021 total
Indefinite	563	258	821	702	679
Definite	107	71	178	213	191
Total	670	329	999	915	870

BENEFIT SYSTEMS (EXCLUDING FITNESS UNIT)

Contract duration	Women	Men	2023 total	2022 total	2021 total
Indefinite	503	235	738	634	608
Definite	86	64	150	181	159
Total	589	299	888	815	767



Number of employees by working time

Employment status as of 31 December of a given year

BENEFIT SYSTEMS GROUP

Working time	Women	Men	2023 total	2022 total	2021 total
Full-time	1,013	568	1,581	1,504	1,366
Part-time	38	11	49	47	44
Total	1,051	579	1,630	1,551	1,410

BENEFIT SYSTEMS

Working time	Women	Men	2023 total	2022 total	2021 total
Full-time	656	326	982	898	852
Part-time	14	3	17	17	18
Total	670	329	999	915	870

BENEFIT SYSTEMS (EXCLUDING FITNESS UNIT)

Working time	Women	Men	2023 total	2022 total	2021 total
Full-time	575	297	872	801	750
Part-time	14	2	16	14	17
Total	1,150	594	1,744	815	767





Number of employees and associates in full-time equivalents (FTE)

Employment status as of 31 December of a given year

BENEFIT SYSTEMS GROUP

Form of employment	Women	Men	2023 total	2022 total	2021 total
Employees (employment contract)	1,027.4	571.2	1,598.6	1,515.9	1,379.5
Associates (civil law and B2B contracts)	1,266.7	732.0	1,998.7	1,824.9	1,383.5
Total	2,294.2	1,303.2	3,597.3	3,340.8	2,763

BENEFIT SYSTEMS

Form of employment	Women	Men	2023 total	2022 total	2021 total
Employees (employment contract)	667.1	327.8	994.8	901	852
Associates (civil law and B2B contracts)	911.9	467.8	1,379.7	1,166.2	987.4
Total	1,578.9	795.5	2,374.5	2,067.3	1,839.4

BENEFIT SYSTEMS (EXCLUDING FITNESS UNIT)

Form of employment	Women	Men	2023 total	2022 total	2021 total
Employees (employment contract)	586.1	297.8	883.8	810.1	760.4
Associates (civil law and B2B contracts)	28.0	98.8	126.8	78.9	62.8
Total	614.1	396.5	1,010.6	889	823.2

The number of employees includes members of company management boards, regardless of the contract type.

IGRI 401-11 In 2023, throughout the Benefit Systems Group we hired **481 employees, including 278 women (58%)**. The Benefit Systems team was joined by **198 employees, including 117 women (58%)**.

Number of employees hired by the Benefit Systems Group in 2023 by age

	<30 years old	30-50 years old	>50 years old	2023 total	2022 total	2021 total
Benefit Systems Group	262	214	5	481	499	425
Benefit Systems	77	119	2	198	239	203
Benefit Systems (excluding Fitness Unit)	57	98	0	155	211	190

In 2023, **314 employees left the Benefit Systems Group, including 166 women (53%)**. At Benefit Systems there **were 106 employees, including 51 women (48%)**.

Number of employees who left the Benefit Systems Group in 2023 by age

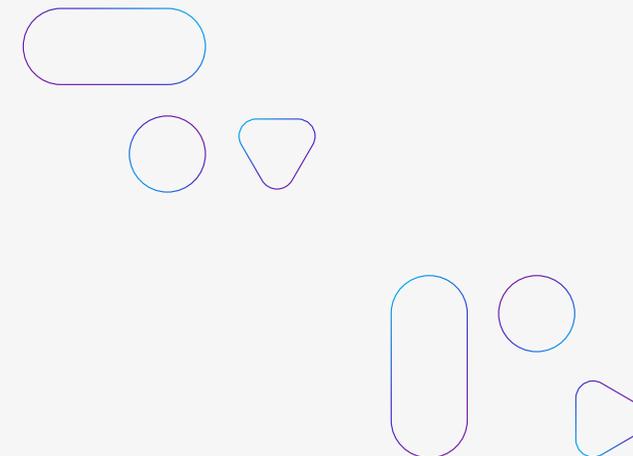
	<30 years old	30-50 years old	>50 years old	2023 total	2022 total	2021 total
Benefit Systems Group	165	174	4	343	357	369
Benefit Systems	45	80	3	128	182	143
Benefit Systems (excluding Fitness Unit)	32	68	3	103	154	124

IGRI 2-301 Benefit Systems Group has no collective labour agreement in place.

*The tables do not include data from the Turkish company Benefit Systems Spor Hizmetleri Ltd.

Annual employee turnover rate in the Benefit Systems Group

	2023	2022	2021
Benefit Systems Group	21.97%	24.1 %	30.9 %
Benefit Systems	13.35%	20.4 %	19.1 %
Benefit Systems (excluding Fitness Unit)	12.1 %	19.5 %	18.9 %



2.2 Attractive workplace

The Benefit Systems Group builds an organisational culture based on such values as respect, cooperation, and accountability. It creates attractive jobs that entice talent. The Group cares about employee satisfaction, health, and well-being, and provides a comfortable, ergonomic workspace. It also offers many non-financial benefits.

Employee welfare

IGRI 3-31 Solutions related to physical activity, health and improving the well-being of society are at the centre of the Benefit Systems Group's business activities.

The second edition of **Health Month** took place in 2023. Benefit Systems, a team providing wellbeing services (formerly "Health Full Time"), and external experts encouraged employees to take care of their psychophysical well-being, and deepen their knowledge of physical activity, proper nutrition, and a holistic perception of health.

Many valuable, health-promoting initiatives took place during Health Month:

- Online training: **"Active break: 15 minutes of exercise on chairs"**.
- Interesting webinars: **"When your head doesn't listen to you, use your body"**, **"Nutrition in the context of mental health"**, **"Mental immunity – what is it and how to take care of it"**.
- Massages (available to employees in Warsaw and Wrocław offices).

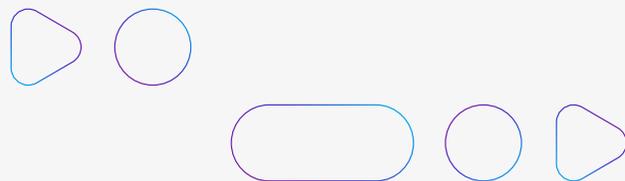
In 2023, Benefit Systems and the Benefit Systems Fitness Unit continued the **"Mazovia" project – free meetings and training with a physiotherapist for people after COVID-19**. It was addressed to employees who felt the negative effects of coronavirus infection and wanted to return to their pre-illness shape.



Taking care of a holistic approach to employee welfare also means supporting them in difficult professional and life situations. With this in mind, Benefit Systems provides free access to the **myEAP24, which is the Employee Assistance Program 24 platform**. It is a confidential and professional source of information, as well as a tool to support employees and their immediate families. The programme covers two areas: psychological and managerial assistance.

Psychological support concerns work, professional and private relationships, relationships with loved ones, and problems in private life. Managerial support, on the other hand, refers to difficult situations related to employee management, teamwork, and professional relationships.

Similarly to previous years, in 2023, employees took part in the **“Two Hours for the Family”** campaign organised by the Humanites Institute. The project involved shortening the working day by two hours so that employees could spend this time with their loved ones.



In 2023, Benefit Systems intensively developed the **MultiLife Programme**, which allowed it to expand the offer of benefits that the company’s employees could use. They gained access to the **MultiLife Extra package**, which includes products from four areas:



PERSONAL DEVELOPMENT:

- language courses,
- Youniversity development courses,
- Legimi e-books and audiobooks.



NUTRITION:

- MultiLife Diet,
- consultations with a dietitian.



PSYCHOLOGY:

- consultations with a psychologist,
- mindfulness application (Focusly),
- mindfulness course,
- breathing cours,
- access to the GO ON music application.



HEALTH:

- diagnostic tests at “Diagnostyka” facilities,
- telemedicine consultations (Telemedi),
- consultations with a personal trainer,
- yoga online course,
- access to the Yes2Move platform.

Physical activity

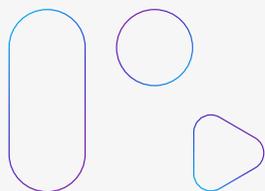
For the sake of psychophysical well-being, the Benefit Systems Group has been encouraging its employees to be physically active for years. People employed at Benefit Systems in 2023 eagerly participated in the **“Design Your Shape in 7 Steps” MultiSport Challenge**. The project consisted of seven lessons on training, nutrition, changing the mental approach to development and motivation, and realising the role of habits in consistent pursuit of the goal. The content of the meetings was prepared by an experienced dietitian, Małgorzata Pielichowska.

Benefit Systems also motivated employees to be physically active. Sports classes, e.g. Pilates, training for a healthy spine, yoga, boxing, etc., were held in the Warsaw office. Workouts were conducted by Benefit Systems employees and external trainers. The company operates sports teams, including a basketball and football section. In addition, employees take part in corporate charity runs, bicycle rallies, etc. **In the winter 2023 season of ELITLIGI (business football competition), the Zdrofit team took third place in the first league.**

In 2023, as part of the **“Sports Week”** campaign organised by Benefit Systems Fitness Unit, employees could sign up for any two activities in selected clubs, including:

- **30-minute consultation with a trainer**, with the possibility of measuring body composition, as well as discussing individual goals and training plan;
- **45-minute group classes in Zdrofit clubs**, including TBC, Shape, Pilates, Tabata, Zumba, but also LES Mills programmes;
- **physiotherapy** – group classes for people who complain of back pain, problems with joints, muscle contractures, etc.;
- **lectures on physical activity under the patronage of the Zdrofit Academy**, intended mainly for people with a sedentary lifestyle. One of the topics discussed was the role of the diaphragm in the breathing process.

For the second year in a row, Fitness Unit employees took part in the **“Healthy Cities 2023”** challenge organised by the LUX MED Group. Throughout June, participants had to walk a minimum of 6,000 steps a day, which is consistent with the guidelines of the World Health Organisation (WHO). In addition, employees had the opportunity to participate in one of three races in the 45th Nationale-Nederlanden Warsaw Marathon for free: marathon, marathon relay or 10 kilometers run. The above option was used by 20 people.

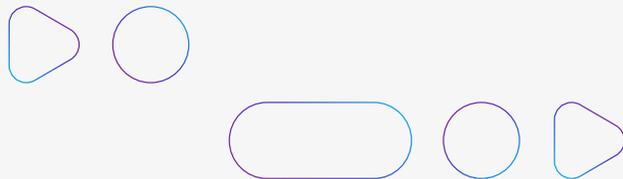


The company's employees have access to the **VanityStyle Premium Zone** – a platform that helps users take holistic care of their health. It contains many interesting materials thanks to which employees can develop their knowledge and awareness in a healthy lifestyle, psychology, and personal development. These include:

- individual consultations with a psychologist, coach, personal trainer, dietician, etc.,
- personalised online diet,
- various workouts,
- discounts and vouchers for products and services of renowned brands,
- training, dietary, and self-development challenges.

The company also organises regular **webinars on mental health promotion**. VanityStyle has implemented a half-hour wellbeing break, which employees can use to have a walk, read a book, play PlayStation in the chill room, meditate, practise yoga or train in the gym located on the ground floor of the building.

In 2023, the **Zen Room** – a place of rest with a comfortable chaise longue, relaxing music, and a lamp with the Zazu breathing function – was also made available. VanityStyle has flexible working hours and shorter Fridays.



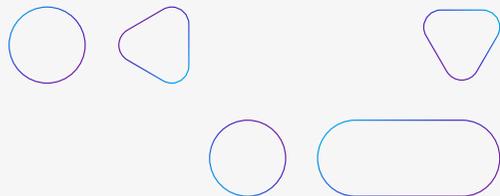
Actions taken in foreign companies

Foreign companies also care about their employees. They support them in terms of physical and mental health.

Benefit Systems Bulgaria OOD offers employees additional health insurance, which includes outpatient, hospital, and dental care, supplies of prescription drugs, and psychological assistance. There is a sports facility at the company's headquarters that all employees can use. The office hosts various health-supporting activities, such as workouts or lectures. The Bulgarian company also actively promotes the health benefits of the Multisport card for employees.

Many activities in the field of well-being are also undertaken by **Multisport Benefit S.R.O. in the Czech Republic**. It offers interesting webinars for employees (e.g. with a psychotherapist), massages, as well as lectures on circadian rhythm, sleep, and active breaks. Employees and their families can benefit from free confidential psychological assistance. The Czech company also organised a webinar titled **"Psychological first aid in crisis"**.

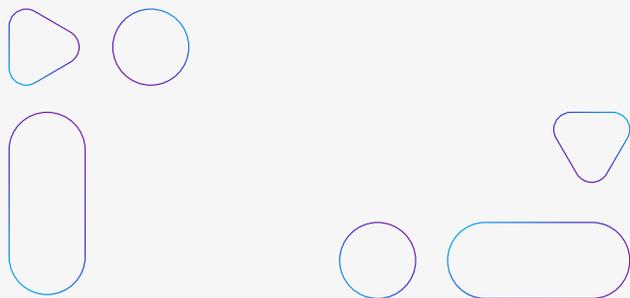
In 2023, **Form Factory S.R.O. in the Czech Republic** and **Form Factory Slovakia S.R.O.** organised a large sports event for all employees, trainers, and instructors. During the meeting, participants could play volleyball, ping pong, paddleboard, badminton, etc. The priority of these companies is health and good mental condition, which is why their employees have free access to a therapist. In the coming years, the companies plan to focus on mental health and prevention (e.g. by organising a health day).



Benefits

GRI 401-21 The Benefit Systems Group's employees can benefit from a wide and diverse package of non-financial benefits. These include **MultiSport** or **FitProfit card**, **BenefitLunch card**, as well as access to the **MyBenefit cafeteria** and the **MultLife platform**. The scope of benefits covers many areas of everyday life, such as health, psychology, physical activity, nutrition, recreation, education, personal development, culture and entertainment, parenting, etc.

Benefits for employees vary depending on the specific nature of the companies belonging to the Benefit Systems Group. The group focuses on an individual approach.



Examples of non-financial benefits in various companies within the Benefit Systems Group in 2023:



PHYSICAL ACTIVITY:

- MultiSport or FitProfit sports card, fully financed or co-financed by the employer,
- sports activities in the office (including yoga, healthy spine, etc.),
- financing participation in running competitions,
- possibility of ordering additional sports cards for accompanying persons and children on preferential terms,
- free use of the Yes2Move training platform.



HEALTH, PSYCHOLOGY, AND NUTRITION:

- free or co-financed private medical care for employees with the possibility of purchasing a package for a partner and family members at an attractive price,
- life insurance for employees, as well as the option to purchase a policy for a spouse/partner/adult child under preferential terms,
- access to the MultiLife Programme, including free psychological support, online consultations with dietitians, trainers, and selected diagnostic tests,
- possibility of using the so-called sick days, i.e. additional days of paid absence related to health (applies to foreign companies),
- co-financed BenefitLunch card, accepted in various catering establishments.



CULTURE, ENTERTAINMENT, AND LEISURE:

- MyBenefit cafeteria programme for employees who can use the points awarded to purchase various types of products and services, including those related to culture, recreation, or entertainment,
- co-financing of the so-called self-arranged countryside holiday
- seniority leave, i.e. additional days off for employees depending on the length of service,
- access to e-books and audiobooks on the Legimi website, access to the GO ON music application (MultiLife).

Examples of non-financial benefits in various companies within the Benefit Systems Group in 2023:



EDUCATION AND DEVELOPMENT:

- free specialised and general development training, webinars, workshops, mentoring and coaching, access to professional and development courses, etc.,
- free online language courses,
- co-financing of studies.



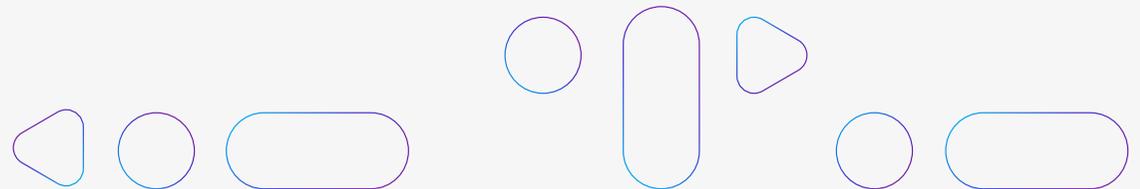
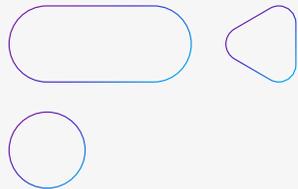
WORKING TIME:

- flexible working time and lunch break included in working time,
- shorter working hours on Fridays,
- additional three hours of leave for parents on the beginning of the school year,
- additional two hours of time off as part of the annual “Two Hours for the Family” campaign.



OTHER:

- AskHenry concierge services,
- co-financing of a school kit for children,
- co-financing of a kindergarten and a nursery,
- co-financing of sandwiches,
- gift cards for wedding occasions.



Activities addressed to parents and parental leave

IGRI 3-31 The Benefit Systems Group supports employees as parents, also outside work. It offers dedicated activities addressed to employees and their children. In 2023, workshops for employees' children were organised. There were also so-called "overnight parties", summer camps, or a carnival ball at Atmosfera MultiSport held.

Employees have the right to time off from work – with the right to care allowance – due to the need to care for:

- a healthy child (up to 8 years of age) – in the event of an unforeseen closure of a nursery, children's club, kindergarten, or school, also in the event of the nanny's illness or the stay of the other parent, who takes care of the child, in a hospital or other medical facility,
- a sick child (up to 14 years of age),
- an adult family member.

Employees can obtain funding for the care of children in nurseries and kindergartens. It includes children up to six years of age and is intended for families whose income per household member does not exceed PLN 5,000. Employees – parents of children attending school – can also count on financial assistance such as co-financing of school supplies and a shortened working time on the day the school starts. This applies to children aged 7–18.

At VanityStyle, employees receive gift cards when they have a child, and employees' children receive gift cards on Children's Day.

Employees of Benefit Systems Fitness Unit can take an additional **three hours of leave** on the day of the beginning of the school year to accompany children during the inauguration. It is also possible to receive co-financing for the school supplies for their children.



[GRI 401-3]

Parental leaves in the Benefit Systems Group in 2023

BENEFIT SYSTEMS GROUP

	Women	Men	Total
Number of employees who were entitled to parental leave in 2023	98	8	106
Number of employees who took parental leave in 2023 (started in 2023 or 2022)	104	2	106
Number of employees who returned to work from completed parental leave in 2023 (started in 2023 or earlier)	35	2	37
Number of employees who finished parental leave in 2022 and were employed for at least the next 12 months	38	0	38
Number of employees who finished parental leave in 2022 and left the company in the next 12 months	11	2	13

BENEFIT SYSTEMS

	Women	Men	Total
Number of employees who were entitled to parental leave in 2023	41	6	47
Number of employees who took parental leave in 2023 (started in 2023 or 2022)	60	1	61
Number of employees who returned to work from completed parental leave in 2023 (started in 2023 or earlier)	23	1	24
Number of employees who finished parental leave in 2022 and were employed for at least the next 12 months	30	0	30
Number of employees who finished parental leave in 2022 and left the company in the next 12 months	4	0	4

BENEFIT SYSTEMS (EXCLUDING FITNESS UNIT)

	Women	Men	Total
Number of employees who were entitled to parental leave in 2023	37	6	43
Number of employees who took parental leave in 2023 (started in 2023 or 2022)	55	1	56
Number of employees who returned to work from completed parental leave in 2023 (started in 2023 or earlier)	22	1	23
Number of employees who finished parental leave in 2022 and were employed for at least the next 12 months	30	0	30
Number of employees who finished parental leave in 2022 and left the company in the next 12 months	3	0	3

Employee safety

The Benefit Systems Group meets all requirements of the Labour Code regarding occupational health and safety. New employees participate in initial training. Health and safety rules are also regularly reinforced through periodic training (as required by law).

Benefit Systems Fitness Unit teams, responsible for providing services in fitness clubs, can participate in a variety of training courses, starting from first aid to specialised workshops for employees responsible for maintenance in sports facilities.

In accordance with applicable regulations, there is a need to monitor potential threats that occur in the work environment.

At Benefit Systems, an “Occupational Risk Assessment” has been developed. It is regularly updated in the event of changes in regulations or new circumstances. Occupational health and safety specialists deal with work safety in offices and fitness clubs. They also provide training and, if necessary, prepare accident documentation.

The “Occupational Risk Assessment” considers hazardous factors that may occur in the remote workplace. The introduction of new annotations to the document coincided with the permanent introduction of remote work in the Benefit Systems Group. It is performed entirely or partially in a place indicated by the employee, each time agreed with the employer, while maintaining safe working conditions and appropriate equipment.

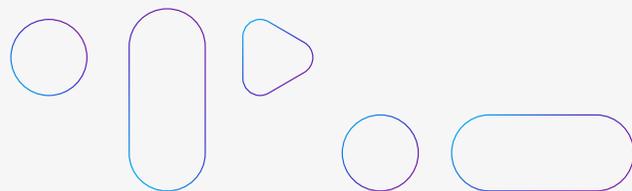


2.3 Diversity and inclusion

[GRI 3-3] In the Benefit Systems Group, diversity is understood as recognising the uniqueness of each person, their individual predispositions, and competences, regardless of their differences. These differences may result from visible, invisible, congenital, and acquired features. Respect, kindness and acceptance are the basis for building relationships.

Diversity management

[GRI 2-23] [GRI 2-24] In 2023, Benefit Systems completed work on the new “Diversity Policy”, which was eventually extended to the **“DEI (Diversity, Equity, and Inclusion) Policy”**.



The document was created as part of a multi-stage participatory project which the entire Benefit Systems team took part in. **The new policy reflects the company’s approach to diversity, equity, and inclusion.** The multi-stage process included:

- analysis of documents and procedures,
- company-wide diversity and sense of belonging survey,
- individual interviews with employees from all business areas,
- creating a project team which employees volunteered for to work together on the assumptions and shape of the “Diversity Policy”.

The project developed in this way was analysed by key people (responsible for the most important areas related to employee, investor, and ESG issues) and then accepted by the Benefit Systems' management board.

Ultimately, the document was published for internal information (the entire Benefit Systems' team) and external information (including the corporate website).

“DEI (Diversity, Equity, and Inclusion) Policy”:

- is a clear declaration that Benefit Systems wants to create an organisation in which mutual respect, a sense of security, and well-being of each person are the basis for everyday functioning,
- refers to the values contained in the “Benefit Systems Group BS_WAY Code of Ethics”,
- will be systematically implemented throughout the Benefit Systems Group.

Since 2015, **Benefit Systems has good practices in the event of mobbing and discrimination in place.** Appropriate procedures define what to do in the event of these undesirable behaviours. Notifications are reviewed by an independent team consisting of:

- a representative appointed by the Employee Council,
- a person appointed by the employer,
- an independent person appointed by the person submitting the report.

The person whom the notification relates to, as well as their subordinate and direct superior, cannot be a member of the team. When the independent team considers the notification to be justified, the information is passed on to the company's management board members, who decide on further steps and solution to the problem.

[GRI 3-3] [GRI 406-1] In 2023, two cases of suspected discriminatory behaviour and mobbing were reported. The first one – at Benefit Systems – was reported by a person with whom, due to a negative assessment of the tasks performed, the cooperation agreement was not extended. To clarify the matter and in accordance with the adopted procedure, the person was asked to provide clarifying information, indicate examples of behaviour and people who potentially committed undesirable actions, as well as witnesses of these behaviours. Unfortunately, the company did not receive any response or information on this subject. The person did not contact the company. Regardless, the reasons for not extending the cooperation agreement were verified to ensure that it was justified. The second case – at Benefit Systems Fitness Unit – concerned a report of the club manager's discriminatory and mobbing behaviour towards a coworker. All procedural steps could not be carried out due to the lack of contact from the reporting person. Regardless, the allegations described in the report were verified.





Benefit Systems also has separate diversity policies for members of the supervisory board and the management board in place. They were introduced to implement the company's goals as part of the so-called sustainable corporate governance. It is related to the appropriate management of ESG factors and the "Best Practices of WSE Listed Companies 2021" adopted by the supervisory board of the Warsaw Stock Exchange in March 2021.

The diversity policies for members of the supervisory board and the management board consider the goals and principles of corporate governance for companies listed on the Warsaw Stock Exchange, resulting from the "WSE Best Practices 2021", as well as the guidelines of the Corporate Governance Committee in scope of application of these principles. They define the goals and criteria connected with diversity. They define diversity (within the supervisory board and management board) as an important aspect in building a socially responsible business, as well as a more just and sustainable economy. The assumption of the diversity policies for members of the supervisory board and the management board is to provide a wider range of experience, knowledge, and competences, which in turn leads to better decision-making and high corporate culture.

The diversity criteria included in the diversity policies for members of the supervisory board and the management board include higher education, knowledge and skills, professional experience, and work experience. Care is taken to ensure a balanced age structure of members of the supervisory board and management board, which guarantees a wide range of seniority as well as appropriate experience and competences. As for members of the supervisory board delegated to the Audit Committee, additional substantive and independence criteria apply (indicated in the "Audit Committee Regulations" and resulting from the provisions of the Act on Experts). The aim of these diversity policies is also to diversify in terms of gender and achieve balance in gender representation, while maintaining at least the minimum share of minorities based on gender at the level of 30%.



Diversity efforts

The Benefit Systems Group provides diverse forms and scopes of development programmes for employees. It offers cultural and sporting activities dedicated to enthusiasts of various hobbies or activities. Employees receive an extensive benefits package, differentiated according to their needs and expectations (e.g. in terms of healthcare or benefits for children and adults). They can also flexibly plan their time and working system. Diversity efforts are visible in current initiatives.

An example is the **“Two Hours for the Family”** annual photography competition (as part of the promotion of the Humanites Foundation’s campaign). The project is communicated in such a way as to encourage everyone – not only families with children – to take part in the event (e.g. by sending photos illustrating how these two hours were spent). It could also be participated by employees who run single households and have animals under their care, or are in a civil partnership without children, or treat friends as their closest family.

A similar situation occurs during company events for employees. Various attractions are then organised so that each person can find “something for themselves”. The organisers consider different food preferences, for example. The menu always includes vegan, vegetarian, sugar-free, gluten-free, and traditional dishes.

IGRI 405-11

Composition of supervisory bodies and staff in the Benefit Systems Group in 2023 divided into employee categories by gender and age

BENEFIT SYSTEMS GROUP

Job level	WOMEN			Total	MAN			Total
	<30 years old	30-50 years old	>50 years old		<30 years old	30-50 years old	>50 years old	
Management board	0	7	0	7	0	16	3	19
Directors and deputy directors	0	20	5	25	1	34	5	40
Managers and team leaders	4	93	5	102	1	56	2	59
Managers and other specific positions	21	71	1	93	5	46	2	53
Senior specialists and similar positions	92	325	3	420	59	125	2	186
Specialists and similar positions	86	152	5	243	60	96	4	160
Junior specialists and similar positions	86	68	6	160	36	24	3	63
Total	289	736	25	1050	162	397	21	580

BENEFIT SYSTEMS

Job level	WOMEN			Total	MAN			Total
	<30 years old	30-50 years old	>50 years old		<30 years old	30-50 years old	>50 years old	
Management board	0	1	0	1	0	1	1	2
Directors and deputy directors	0	13	4	17	0	23	3	26
Managers and team leaders	2	69	5	76	0	44	2	46
Managers and other specific positions	8	38	0	46	2	14	1	17
Senior specialists and similar positions	69	279	2	350	50	94	1	145
Specialists and similar positions	14	61	1	76	5	38	2	45
Junior specialists and similar positions	42	60	2	104	27	21	0	48
Total	135	521	14	670	84	235	10	329

BENEFIT SYSTEMS (EXCLUDING FITNESS UNIT)

Job level	WOMEN			Total	MAN			Total
	<30 years old	30-50 years old	>50 years old		<30 years old	30-50 years old	>50 years old	
Management board	0	1	0	1	0	1	1	2
Directors and deputy directors	0	11	4	15	0	22	2	24
Managers and team leaders	2	59	3	64	0	38	1	39
Managers and other specific positions	0	18	0	18	2	8	1	11
Senior specialists and similar positions	64	277	2	343	50	94	1	145
Specialists and similar positions	3	54	0	57	4	35	1	40
Junior specialists and similar positions	32	57	2	91	19	19	0	38
Total	101	477	11	589	75	217	7	299

#goodpractice 30% CLUB POLAND

In 2021, Benefit Systems, as one of the first Polish public companies, joined the **“30% Club Poland”**, an international initiative promoting gender diversity in business. One of the founding members of “30% Club Poland” is James Van Bergh – the creator of Benefit Systems, currently serving as the chairman of the company’s supervisory board.

The “30% Club” was launched in Great Britain in 2010 on the initiative of British financier, Helena Morrissey, who wanted to achieve **30% participation of women in the management boards of companies from the FTSE100 index**. This goal was achieved in September 2018. In the following years, the “30% Club” was joined by the CEOs of the largest companies in the world.

Benefit Systems also pursues this goal, as women constitute 33% of the management board and supervisory board.

Pay gap

GRI 3-31 The Gender Pay Gap indicator expresses the differences in earnings of women and men. Benefit Systems calculates the pay gap as a difference between the arithmetic average of one-month basic remunerations* of men converted to full-time equivalents in a particular grade group and the arithmetic average of one-month basic remunerations of women converted to full-time equivalents in a particular grade group, divided by the arithmetic average of one-month basic remunerations of men converted to full-time equivalents in a particular grade group, as of 31 December 2023.

The result is presented in percentages, which indicate how much the average basic salary of women is lower or greater than the average basic salary of men in the same grade group.

The analysis excludes:

- a group, if there is no female or male representation,
- persons constituting the company’s management board.

Benefit Systems is divided into the following grade groups:

- directors and deputy directors,
- managers, team Leaders, managers, and other specific positions,
- senior specialists, specialists, and similar positions,
- junior specialists and similar positions.

Benefit Systems Group divided the positions into grade groups based on job evaluation. The assignment to a given group is primarily determined by the grade. From the perspective of the data collection process, it is crucial to assign positions to specific grades in the company.

The calculations focus on the correctness and comparability of data, e.g. part-time work, to avoid drawing inappropriate or incomplete conclusions.

* basic remuneration = grade rate from the employment contract

The pay gap in individual companies, calculated as the ratio of the basic salary of men to women based on the average basic salary of all job levels:

Company	Pay gap
Benefit Systems	2.9%
Benefit Systems Fitness Unit	-14.4%
VanityStyle Sp. z o.o.	13.2%
Lunching.pl Sp. z o.o.	19.7%
Benefit Systems Slovakia S.R.O.	3.7%
Benefit Systems D.O.O. (Croatia)	5.6%
Benefit Systems Bulgaria OOD	4.7%
MultiSport Benefit S.R.O. (Czech Republic)	5.5%
Form Factory S.R.O. (Czech Republic)	-3.4%
Next Level Fitness EOOD (Bulgaria)	-33.9%

[GRI 405-2]

The values of individual indicators according to the grade level

BENEFIT SYSTEMS

Position group	Women	Men	Pay gap
Directors and deputy directors	18	43	-4.5%
Managers, team leaders, managers, and other specific positions	72	32	2.6%
Specialists, senior specialists, and similar positions	398	179	18.1%
Junior specialists and similar positions	98	43	7.8%

BENEFIT SYSTEMS FITNESS UNIT

Position group	Women	Men	Pay gap
Directors and deputy directors	2	2	-45.7%
Managers, team leaders, managers, and other specific positions	16	8	2.8%
Specialists, senior specialists, and similar positions	23	4	13.1%
Junior specialists and similar positions	40	16	-1.9%

VANITYSTYLE SP. Z O.O.

Position group	Women	Men	Pay gap
Directors and deputy directors	4	2	14.4%
Managers, team leaders, managers, and other specific positions	18	12	19.1%
Specialists, senior specialists, and similar positions	28	23	-1.1%
Junior specialists and similar positions	0	0	-

IGRI 405-21

The values of individual indicators according to the grade level

LUNCHING.PL SP. Z O.O.

Position group	Women	Men	Pay gap
Directors and deputy directors	0	0	-
Managers, team leaders, managers, and other specific positions	1	1	-8.4%
Specialists, senior specialists, and similar positions	8	5	3.7%
Junior specialists and similar positions	1	0	-

BENEFIT SYSTEMS SLOVAKIA S.R.O.

Position group	Women	Men	Pay gap
Directors and deputy directors	1	2	12.7%
Managers, team leaders, managers, and other specific positions	3	3	-4.5%
Specialists, senior specialists, and similar positions	5	3	-10.7%
Junior specialists and similar positions	21	19	0.1%

BENEFIT SYSTEMS D.O.O. (CROATIA)

Position group	Women	Men	Pay gap
Directors and deputy directors	1	1	0.0%
Managers, team leaders, managers, and other specific positions	7	5	15.1%
Specialists, senior specialists, and similar positions	16	14	4.1%
Junior specialists and similar positions	0	0	-



IGRI 405-21

The values of individual indicators according to the grade level

BENEFIT SYSTEMS BULGARIA EOOD

Position group	Women	Men	Pay gap	Women	Men	Pay gap
Directors and deputy directors	0	0	-	1	1	-44.4%
Managers, team leaders, managers, and other specific positions	14	2	-0.4%	8	11	-11.8%
Specialists, senior specialists, and similar positions	49	13	13.4%	20	32	14.6%
Junior specialists and similar positions	0	0	-	0	0	-

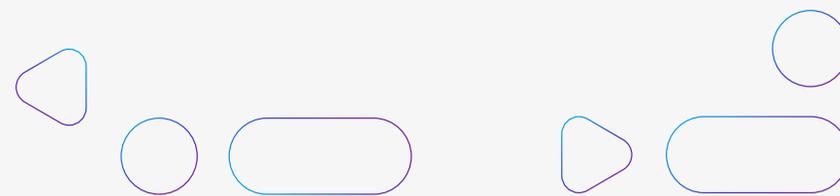
NEXT LEVEL FITNESS EOOD (BULGARIA)

MULTISPORT BENEFIT S.R.O (CZECH REPUBLIC)

Position group	Women	Men	Pay gap	Women	Men	Pay gap
Directors and deputy directors	0	0	-	1	3	-14.0%
Managers, team leaders, managers, and other specific positions	4	12	3.3%	7	2	-4.3%
Specialists, senior specialists, and similar positions	57	38	14.8%	20	6	11.5%
Junior specialists and similar positions	2	2	0.0%	42	13	7.8%

FORM FACTORY S.R.O. (CZECH REPUBLIC)

Benefit Systems is currently working on including supplementary components and variables constituting the overall remuneration in the calculation of the pay gap.



2.4 Communication with employees

Benefit Systems Group companies use many traditional tools to communicate with employees, including e-mail, mobile phone, Teams application, etc. The source of information is also the **company Intranet: Emplo** (at Benefit Systems, Benefit Systems International and VanityStyle) and FitMeet (at Benefit Systems Fitness Unit). In Emplo, each employee has their own profile which contains all the necessary (non-sensitive) information regarding employment, absence, place of work, position, scope of responsibility, and the team the person belongs to. This solution helps employees contact each other easily. In addition, Emplo is used to send employees messages and surveys. It also includes knowledge base, application forms, and thematic groups. It is possible to collect feedback in the form of comments and “likes” of articles and messages there as well.

Emplo provides all information related to the operation of companies, investments, and changes in structure. Employees are also informed about new products and projects, advertising campaigns, ESG initiatives, development opportunities, and events.

Emplo also includes information on the daily functioning of the office. Employees receive information about various

competitions, prize plebiscites, and all kinds of campaigns for clients and employees, including employee volunteering projects.

The management board and directors can use the Intranet to inform employees about important events from the perspective of the Benefit Systems Group, and employees can react and share their opinions on a given topic on the forum. This is a place where the company also shares successes and appreciates teams, presenting the effects of their work. A similar communication tool at Benefit Systems Fitness Unit is **FitMeet**. The system enables collecting feedback in the form of a report for the team. FitMeet is complemented by a special folder on OneDrive, where documents needed by club teams are published. An additional element that improves communication between the headquarters and club teams is the following e-mail address: BSOF_info@fitness.benefit-systems.pl. It is used by club employees to send all questions and concerns. The internal communication specialist redirects their messages to the appropriate expert.



The Intranet is not the only place of interaction with the Benefit Systems management board members. **They periodically meet with employees, sharing knowledge about the company's strategy and financial results.** During the meetings, employees are invited to dialogue and encouraged to ask questions that concern them.

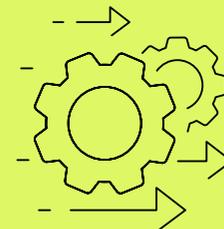
Meetings to inform employees about the status of particularly important, ambitious goals, as well as to celebrate successes (e.g. the sales results of MultiSport cards, appreciation of the year's work or a pre-Christmas integration event) are also organised.

The company also cares about integration and creating a good atmosphere among employees. Over 700 people participated in a picnic organised by Benefit Systems in June 2023 in Warsaw. Over 100 people took part in sports competitions. The stand supporting the animal shelter in Korabiewice was also popular. After the meeting, employees were asked to complete a survey assessing the picnic to improve the organisation of such events in the future.



#goodpractice wITek

In April 2023, Benefit Systems launched a modern ITSM (IT Service Management) system, integrating previous software. **wITek** is an easy and intuitive self-service portal for registering applications, based on "icons". Employees have gained an effective tool for reporting incidents and requests, especially addressed to such teams as IT Office, Terminals Security, CUW, MultiLife, Data Warehouse, Administration, Compliance, HR and Payroll Team, Customer Questionnaires, or Fitness Investments. **The system has been launched in all clubs and is integrated with the partner zone.**





Actions taken in other companies within the Group

Benefit Systems International organises quarterly meetings between employees and the management board whose members share information about the company's situation, sales and financial results, and current issues. Employees are also informed about investment and operational plans.

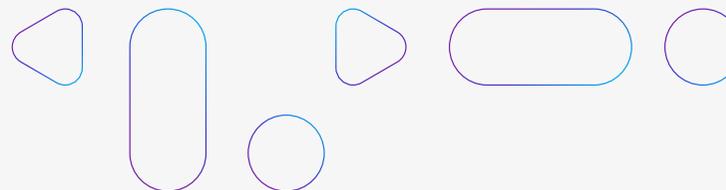
Department meetings to provide current information on the tasks and results of a given team **are organised at least once a month (or more often).**

At VanityStyle, there is Employee Council elected by employees, which supports cooperation and communication between employees and the management board members.

In foreign companies, current communication takes place mainly directly, during team and company meetings, as well as via e-mails, instant messengers, and notice boards. For example, at monthly meetings at **Benefit Systems D.O.O. in Croatia** the management board members inform employees about plans, results and other issues important for the company.

Every month, all employees of **MultiSport Benefit S.R.O.** in the Czech Republic meet at the All-Brains meeting. It is a very useful platform to share all important information and news.

In 2024, **Form Factory S.R.O. in the Czech Republic** and **Form Factory Slovakia S.R.O.** plan to introduce a mobile application that will facilitate communication between the company and employees.



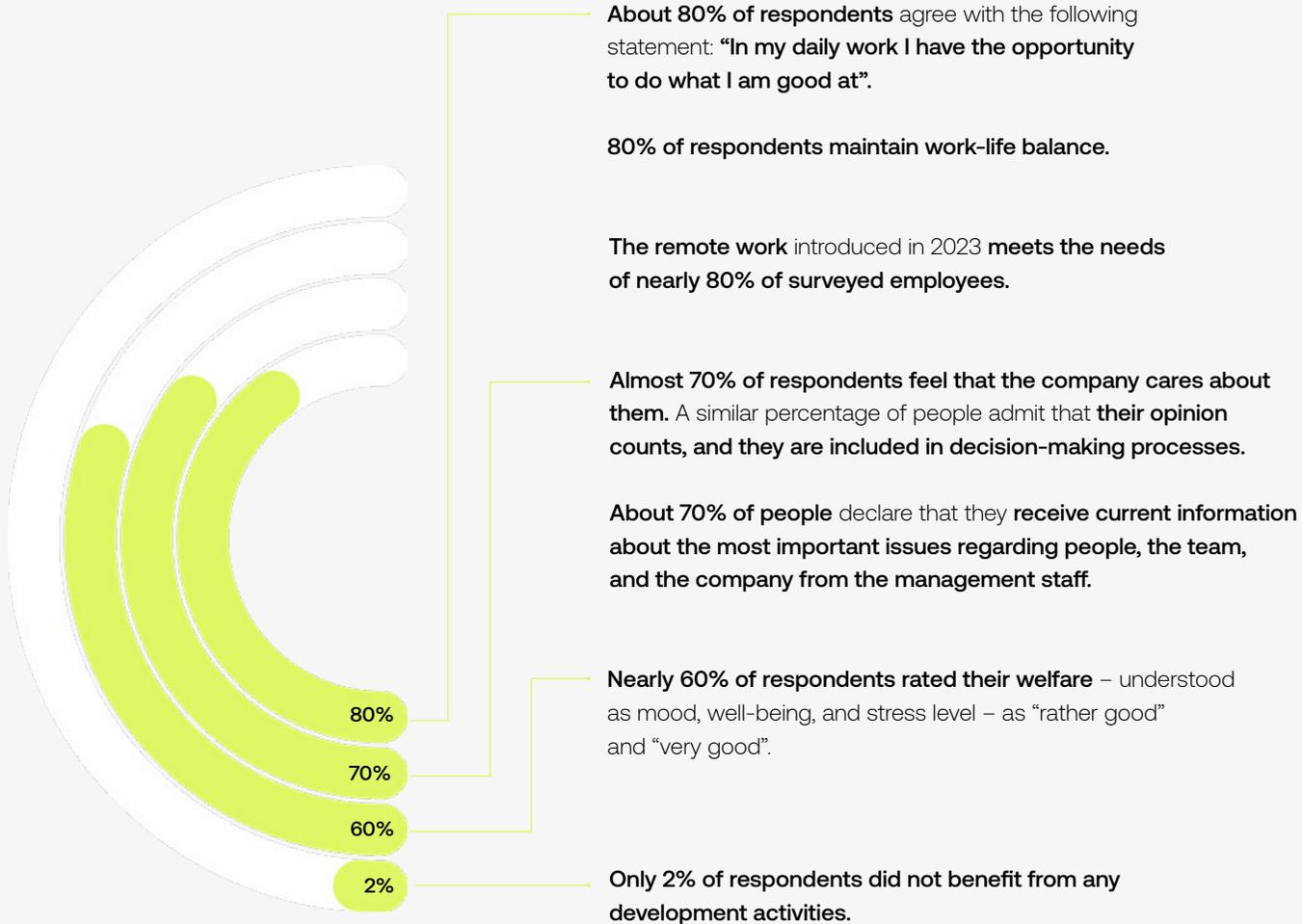
2.5 Employee surveys

Benefit Systems conducts regular employee surveys. **The company wide “Puls Check” survey** is anonymous and voluntary. The turnout in 2023 was 54% (similar to that in 2022). In 2023, the **company’s psychological wellbeing index**, calculated based on the responses, **was 58%**.

The areas identified for further improvement relate mainly to employees’ sense of welfare, e.g. by increasing awareness of available wellbeing services in the company. At the same time, educational and support activities, including an offer of training, webinars and consultations tailored to the individual needs of employees, were undertaken.

Benefit Systems has taken numerous actions in the field of remuneration policy to make the financial appreciation of employees even more measurable through commission and bonus systems.





 **3/4** of surveyed employees:

- willingly recommend Benefit Systems as an employer,
- believe that the scope of duties corresponds to their competences and professional experience. At the same time, the same number of survey participants admit that work “usually gives them pleasure”.
- have the impression that their co-workers really care about them feeling good in the team,
- admit that they receive information from their superior that they appreciate their work. They also receive regular feedback.

 **1/3** employees declare:

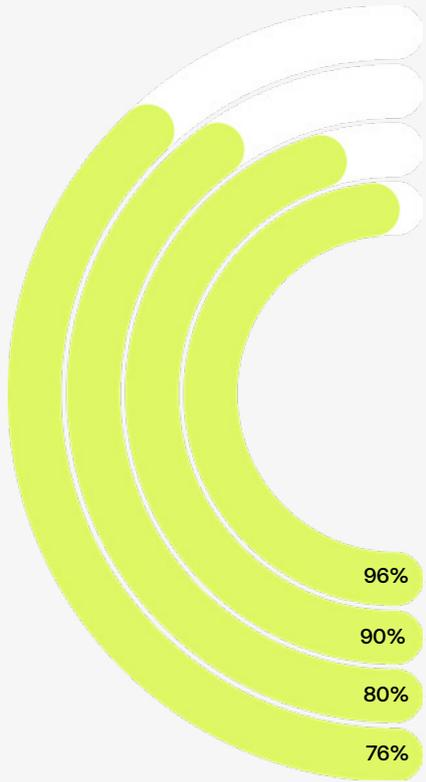
- that their remuneration is adequate to their position and qualifications.

In 2023, VanityStyle also conducted a “Pulse Check” survey. The turnout was 88%. **The employee satisfaction rate calculated based on responses was 72%.**

The area that requires further improvement concerns primarily development opportunities. The need to increase and diversify substantive training, as well as to introduce an initiative to share knowledge between teams was indicated. The survey showed that organisation of meetings is an important area for improvement.

The respondents pointed out various difficulties related to the duration, form, and style of conducting the meetings. In response, the company started a series of “Effective meetings” workshops. It also took care of the implementation or upgrade of work tools (depending on the team).





According to almost all employees (96%), the company can be described as socially and ecologically responsible.

Almost everyone (93%) who took part in the survey admitted that they **can do what they are good at in their everyday work**.

VanityStyle employees are **best informed about the products offered, thanks to which they can effectively achieve their goals**. This opinion is shared by almost all respondents (92%).

Most employees enjoy their work (91%).

The majority of respondents feel that the company cares about them (90%). 90% of respondents believe that VanityStyle products and solutions meet social needs and are consistent with the company's mission.

87% of employees are happy to recommend VanityStyle as an employer.

80% of employees agree that the company consistently achieves its goals. They believe that the adopted strategy is a good response to the market challenges.

79% of people confirm that the company appreciates their daily work.

In turn, **76% believe that their opinion counts, and they are included in decision-making processes.**

- **More than 80% of respondents rate the flow and quality of information positively:** 87% of people believe that the information they receive about the most important issues regarding people, the team and the company is sufficient, useful, and important.
- Contact and relationships with a direct superior are best perceived in the context of cyclical meetings. **The amount of time devoted to the employee – when they need it (90%) – and the necessary support the subordinate can count on (87%) are also important.**
- As far as the answer to the question **“Why do you like VanityStyle?”** is concerned, **“We like our company for the people and their energy and support”**, as well as **“Family and supportive atmosphere”** came to the fore (approximately 50% of respondents believe so).
- In the **“TOP 3”** ranking of the benefits offered, the most frequently mentioned ones **were the possibility of remote work (45%), subsidised recreation (41%), and seniority leave (34%).**

Employer branding

In 2023, Benefit Systems, in cooperation with an external partner, conducted the **Employee Value Proposition (EVP)** survey. The project began with focus workshops (June 2023) and ended with a survey (June–July 2023) participated by over 460 people. **As a result, the EVP was developed, the pillars of which are:**

- People and atmosphere,
- The industry the company operates in,
- The product the company offers,
- Recognised brand,
- Leadership position in the industry,
- Employer's multi-offer,
- Employment stability and security,
- Development opportunities,
- Interesting projects implemented for millions of users,
- Opportunity to build experience and expertise.



Employee surveys in foreign companies

In 2023, in the employee satisfaction survey Benefit Systems Bulgaria OOD achieved an engagement result of 86%. The survey results show a higher level of engagement than in 2022 (an increase of 13%). This improvement is noticeable in all areas examined.



80% appreciate **flexible working hours**.

92% of employees in the Bulgarian company **understand how their professional goals are related to the goals of the organisation**. 95% of respondents believe that the company cares about its clients and partners.

92% are **satisfied with the opportunity to share best practices and knowledge with each other**.

94% of respondents confirm that they **receive the necessary support** from their superior.

94% feel supported when they have to take care of a family member, for example.

97% of respondents believe that the **organisation values diversity** (age, gender, ethnicity, etc.).

97% believe that managers **appreciate employees' efforts**.

In **Multisport Benefit S.R.O. in the Czech Republic**, an employee satisfaction survey is carried out every year. In 2023, the turnout was 57% (compared to 43% in 2022).

The following areas were rated the best:

- Teamwork (91%),
- Company's mission (83%),
- Training and development (76%),
- Mutual respect (74%),
- Scope of responsibilities (73%),
- Benefits (73%),
- Immediate supervisor (73%).

At **Form Factory S.R.O. in the Czech Republic** employee surveys are conducted every two years. The last one was carried out in 2022, the next one is planned for 2024.

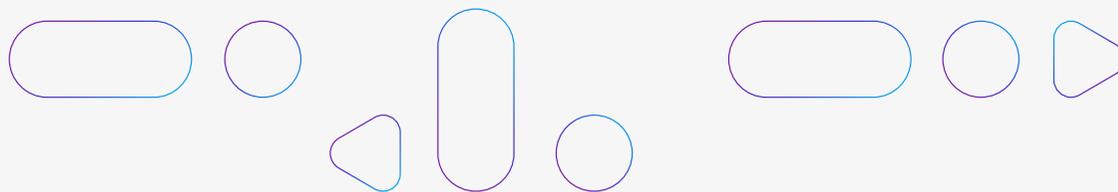
2.6 Training and development

IGRI 3-31 **IGRI 404-21** The development of employee competences is one of the conditions for the business development of the Benefit Systems Group. By participating in development programmes, training, and workshops, employees can gain new skills or deepen their knowledge in each area. This translates not only into the individual development of a given person, but also into the strengthening of the entire team.

Employees who have Individual Development Plans, which consist of training, coaching, and mentoring, can gain new competences in specialist and managerial positions. Additionally, career paths are implemented for individual departments with the involvement of specialists, managers, and the HR department. To support the development of competences and knowledge, employees can receive funding for post-graduate studies.

An important tool used for development activities at Benefit Systems is the LEON e-learning platform which all employees have access to. A company-wide, team-based gamification in the form of puzzles – **Leon's Autumn Team Game** – was organised on the platform. The four-week competition, which included e-learning training and tasks (in the field of smart work, stress management, decision-making, and communication), was participated by **58 teams** (301 people in total).

The LEON platform also offers content encouraging people to become active in various sports, as well as to take care of a healthy, balanced diet, adequate sleep, and proper breathing. Additionally, platform users receive information and tips created by specialists regarding various activities, such as swimming, gym, yoga, weight loss training, improving performance, warm-up, and stretching.



In 2023, Benefit Systems provided a very wide range of training courses. Employees had access to many workshops, **webinars, coaching, and mentoring**. Training in the field of 21st-century competences, including personal finances, emotional intelligence, “Well & be Brave”, and goal map, was also organised.

Series of courses regarding such competencies as **team-work** or **personal time management** were also continued. There were also training courses on sales, customer service, soft managerial skills, and wellbeing skills. They included such courses as **“Nutrition in the context of mental health”, “Mental resilience”, “Emotions under care”,** etc. Employees took part in tool training workshops, including Microsoft Excel, effective presentation, and project management based on Agile and Scrum methodologies.

In 2023, the **“4 Sides of Development”** programme was implemented once again, promoted by the “Broaden your horizons in 4 ways” slogan. This is a four-month training cycle with each month dedicated to a different thematic category: **“W for Wellbeing”, “E for Effective Development”, “N for Not Only a Leader”,** and **“L for Listening”**. The webinars, training sessions, and workshops organised as part of the programme covered such topics as **“Project management”, “Me in change”, “Storytelling”,** etc.

Employees of the Customer Relations Department also took part in the **“Sales Development Plan”** project. It is a programme consisting of cyclical training that relates to modern prospecting, negotiations in practice, transformation of advisory sales into transactional sales, and building purchasing motivation. The project was prepared according to the Design Thinking method (creating new products and services based on a deep understanding of users’ problems and needs).

A dedicated **“Boss Academy for the Customer Relations Department”** (training aimed at supporting and developing key managerial competencies) was organised in the Customer Relations Department. The programme began with a 360-degree diagnosis and business meetings with the HR department. Additionally, a dedicated, personalised gamification called **“Start your journey with MultiLiga”** was prepared to improve the quality of customer service.



In 2023, new development projects were also initiated:

“Conscious Leadership Academy” and “Leadership Excellence. Developing leader’s potential” for directors and deputy directors, which will be continued in 2024. Their topics are related to strengthening leadership and managerial competences at an advanced level.

“Consultant Academy for the Helpline Team” for employees who have three months of work experience. The programme equips employees with knowledge of the user service standard and strengthens awareness of how important the quality of customer service at Benefit Systems is.

“Talent League Programme Alumni” – a series of four training sessions entitled “Well & be Brave”. The topics included wellbeing, courage, change, as well as controlling and naming emotions.

Onboarding for new employees is an integral part of development activities. Benefit Systems carries out implementation activities for employees in the form of a two-day training course, during which participants can become familiar with areas that are important from the perspective of a new employee. Additionally, **onboarding on the most important aspects of the company’s operation and team management is also carried out for people in managerial positions.**

VanityStyle organises numerous training courses adapted to current needs (in relation to the conclusions from the “Pulse Check” survey) for its employees. One of the key ones is a series of courses aimed at improving the effectiveness of conducting meetings. Moreover, as in previous years, the tradition of cyclical development breakfasts was continued. In 2023, they focused on the values promoted by the company, i.e. mental well-being, and physical activity. Development breakfasts also covered such topics as development of employees’ creativity, healthy lifestyle, and survival.

In 2023, **Lunching.pl** organised training in giving and receiving feedback, work time management, and communication. There were also one-to-one meetings (CEO – employee) held to better understand the needs of subordinates, their talents, and the desired development path.



A comprehensive “Training Needs Survey” was conducted at Benefit Systems Fitness Unit in May 2023. On its basis, the key competence needs of employees in terms of improving professional qualifications, including preparation for a new professional role, were defined. The main thematic areas of training in 2023 included:

- onboarding,
- communication,
- communication styles,
- building a feedback culture,
- assertiveness,
- team management,
- planning the day and setting priorities,
- delegating tasks,
- motivating,
- building the boss’s authority,
- conducting meetings (“boss’s expose”),
- conflict management,
- sales techniques,
- working with client objections,
- defending abandonment of contracts,
- conducting telephone conversations with customers with low activity in the fitness club,
- HR and payroll training (hiring and firing employees).

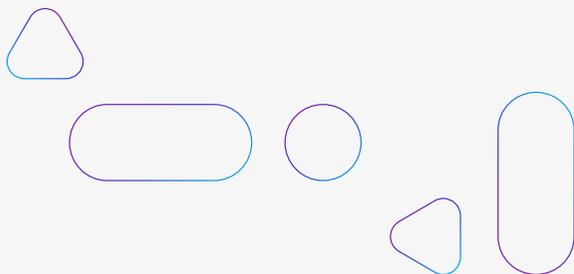
In 2023, the “**Manager Academy**”, i.e. leadership training for fitness club managers, was continued at Benefit Systems Fitness Unit. Its goal is to develop competences in communication, team management, and building the authority of the boss.

Club employees’ knowledge of products and customer service is verified based on different tests. **The average result for all club teams in Poland is 87%.**



Benefit Systems Fitness Unit Champions League and shared responsibility

In December 2023, a team of internal trainers was established through the **Development Centre** and **Assessment Centre**. It consisted of people representing the operational department, which was closest to sales: Operational Directors of Mac-roregions, Regional Managers, and Fitness Club Managers. The main goal of the **Benefit Systems Fitness Unit Champions League** development programme is to use knowledge, experience, ambition, creativity, and internal motivation to develop in other areas. This shared responsibility for the development of others, which is also one of the key competences of the organisation, will translate into broadly understood business development in 2024.



IGRI 404-11

Average number of training hours per employee in the Benefit Systems Group in 2023

	Women 2023	Men 2023	2022 women and men total	2021 women and men total
Benefit Systems Group	24.8	24.8	27.4	15.2
Benefit Systems	26.3	24.2	21.1	16.8
Benefit Systems (excluding Fitness Unit)	25.5	24.0	21.8	17.8



Training for employees in foreign companies

Foreign companies also engage in training and development of their employees. **Benefit Systems OOD from Bulgaria** implements such programmes as “**Effective Leadership and Management Foundations Course**” for new team leaders, “**Strategic Business Academy**” for managers, and “**Strategic Marketing Programme**”. Additionally, leadership coaching training is organised. Employees are also provided with online courses (via an external platform).

Benefit Systems D.O.O. in Croatia offers employees external training aimed at increasing management competences and other specialised skills. These trainings cover sales issues, including stress control, as well as management-related topics for managers. There are also language courses available.

At MultiSport Benefit S.R.O. in the Czech Republic, key competencies required to achieve success in each role are defined for each type of job position. Each employee has an individual development plan based on a competency model. The company has also prepared comprehensive development programmes for employees. It gives them the opportunity to participate in workshops, training courses, as well as coaching and mentoring sessions. Internal and external training – both online and onsite – is offered.

In 2023, the Czech company launched the second edition of the annual “**Talent Programme**” addressed to people with above-average results and potential which all employees could apply for. During several stages, 15 employees from almost 31 candidates were selected.

Each participant has their own development plan in the company. In 2023, **MultiSport Benefit in the Czech Republic continued its development programme for leaders**. This year’s main topics included change management and feedback. Most leaders also benefited from mentoring and coaching sessions. All employees also had access to the **Seduo e-learning** platform, which includes over 360 video lessons on various topics. They had the opportunity to participate in workshops on stress management, work-life balance, healthy eating, time management, public speaking, sales, change management, etc.

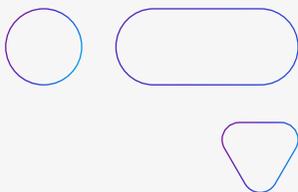
The company also offers free **English courses on the italky online platform or group or individual classes on site**. These courses are available to the 20% of employees who use English at work.



In 2023, Form Factory S.R.O. in the Czech Republic focused primarily on coaching key employees. Training took place not only in group form, but also in individual sessions, during which participants prepared for the development of the company in 2024. The company prepared several training courses for club employees, which focused on customer service, sales skills, and working with the system. Employees expanded their knowledge in the field of marketing, graphics, Excel, project management, and human resources. Due to the expansion of the company and the increase in the number of new employees, an introductory programme was launched for newly hired people. All employees also have a detailed manual for those starting work at their disposal.

At Benefit Systems Slovakia S.R.O. the focus was on the individual employee development based on specific conversations, which formed the basis for determining areas for improvement in a given year. It was analysed where the employee sees space for the development of hard and soft skills. This is then compared with the opinion of the leader or manager. The last session of talks took place in December 2022 and January 2023.

The company supports employee development through group and individual training, including language courses. Team leaders, managers and directors completed a six-month comprehensive management academy programme using the coaching method. In other departments, employees completed individual courses in finance, law, computer skills, etc. The company also introduced an online education project, where all employees can find many courses, not only in their field.



3.

Clients and partners

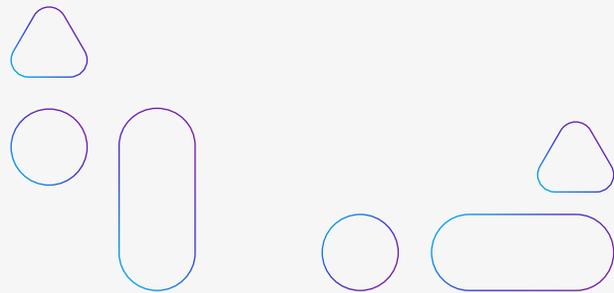


3. Clients and partners

[GRI 2-6] [GRI 3-3] The opinions, needs, and preferences of clients and partners – two very important stakeholders of the Benefit Systems Group – influence the company’s strategy, as well as the development of its products and services. The key is to maintain good relationships and trust, as well as a positive impact on society by expanding the offer in the field of a holistic approach to human health and well-being.

In this part, we write about:

- models of cooperation with clients,
- communication with clients,
- client surveys,
- model of cooperation with clients,
- MultiSport Programme partners,
- MyBenefit cafeteria partners,
- cooperation with other partners,
- partner surveys,
- educational and motivational activities for clients and partners.



3.1 Models of cooperation with clients

There are **two basic models of cooperation with clients in the Benefit Systems Group: B2B and B2C.**

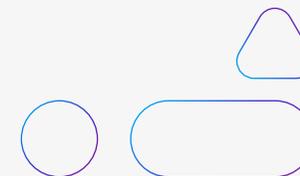
As part of the B2B model, the offer is addressed to companies, state institutions, and other entities (often employing even several thousand people). The end users of our products – MultiSport cards, MyBenefit cafeteria, MultiLife Programme, and other non-financial benefits – are our clients' employees.

In the B2C model, the offer is addressed directly to individual customers who want to use the services of sports and recreation facilities belonging to the Benefit Systems Group. They have the option of purchasing a single entry to the facility or taking advantage of a variety of memberships.

Benefit Systems has internal regulations, including business (describing sales processes, signing contracts, client onboarding, etc.), service, and administrative procedures. Each of them has its owner. The procedures are monitored on an ongoing basis and, if necessary, updated or optimised.

In its activities, the Benefit Systems Group treats transparent and lasting relationships with clients as a priority. With respect to this cooperation, the company has the following goals:

- Creating ready-made, comprehensive solutions in the field of employee benefits, helping employers (B2B clients) increase their attractiveness on the labour market.
- Developing products and services that support B2B clients in building their own image of an employer investing in the health, fitness, and well-being of their employees.
- Offering B2B clients dedicated, flexible services so that they can tailor them to the needs of their teams and the specific nature of the industry.
- Digitising processes, including clients' HR processes between employer and employee.
- Providing tools supporting the culture of appreciation and development of employees of the Benefit Systems Group's clients.
- Providing tools to support the implementation of clients' ESG strategies.
- Ensuring prevention measures and well-being, both for employees in cooperating companies and individual customers.
- Developing products and infrastructure of fitness clubs for B2C customers, so that they can choose from a wide range of services.
- Following the win-win principle, according to which cooperation is conducted on terms that are convenient for both parties.

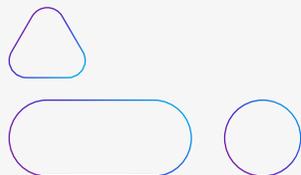
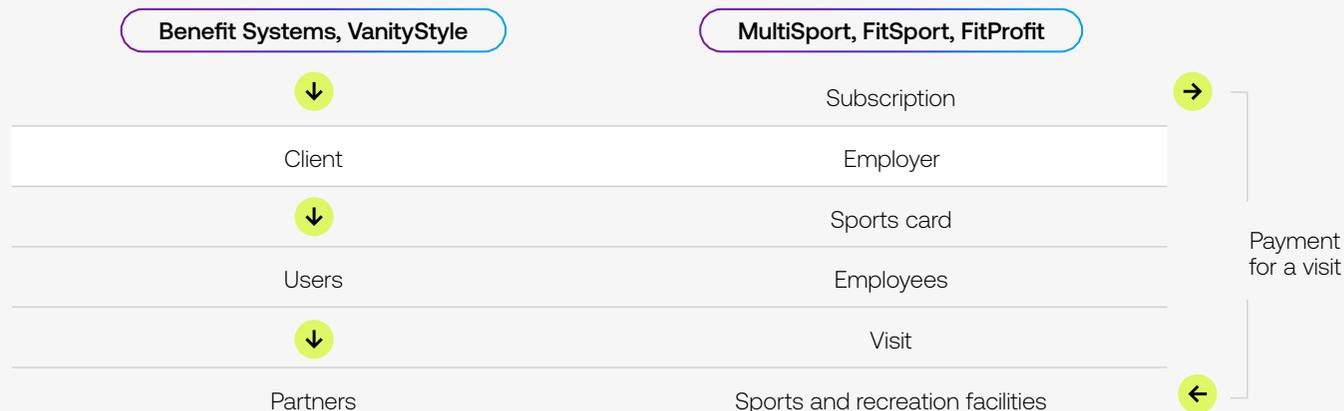


B2B cooperation with sports card clients

The Benefit Systems Group offers sports cards to its clients (employers) as an element of employee benefits and then connects card users (employees of cooperating companies) with its partners, i.e. owners of sports and recreation facilities. The latter allow users to use their facilities, services, and sports programmes in accordance with the scope specified for a given card type.

The Benefit Systems Group wants to influence the quality of the service received by users who frequent the facilities that do not belong to the company's own network, that is why **one of its priorities is to support partners in improving the offer and raising the standard of their services.** In relations with fitness club owners and managers, we always act ethically and reliably, offering transparent principles of cooperation. This approach translates directly into benefits for users and the entire fitness industry.

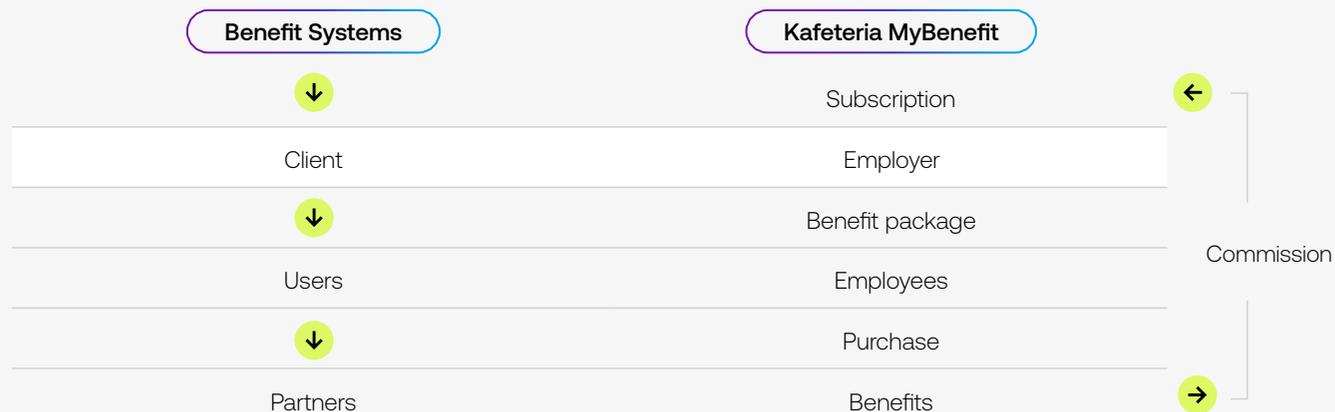
Model of cooperation with sports card clients



B2B cooperation with MyBenefit cafeteria clients

Benefit Systems offers access to the MyBenefit cafeteria programme to its clients – employers, who then make it available to employees in the form of an employee benefit. MyBenefit is a **platform enabling the management of HR processes, e.g. a benefits package for employees**. It allows for the handling of non-financial benefits in accordance with the Act on the Company Social Benefits Fund, as well as financing of benefits from the client’s budget, on terms specified by the client. Employees who use benefits can make purchases or pay extra for them from their own funds using online payments. Within the platform, clients can make benefits from all external providers (including sports cards, medical care, group insurance, etc.) available to their employees or selected groups. MyBenefit platform makes applying for allowances, self-arranged countryside holiday, or co-financing for a nursery and kindergarten in accordance with the criteria set by the client quick and easy. It is therefore a comprehensive tool for managing internal benefits. **The clients’ HR teams gain the opportunity to optimise and digitise their processes.** The offered tools, such as the application module or intranet, facilitate the daily management of benefits and allowances for employees. The range of modules is tailored to the needs of the company, and the intuitive tools do not require advanced technological knowledge. This also allows for paper savings in the company.

Model of cooperation with the cafeteria clients



B2B cooperation with Multilife Programme clients

Benefit Systems offers its clients the **Multilife Programme**, an attractive formula of non-financial benefits that can be transferred to employees. It is a **platform that provides access to services and applications supporting psychophysical health and personal development** with a combination of expert knowledge, cooperation with recognised partners, and modern technological solutions. From the employer’s point of view, it is also an operating system that enables analysing, monitoring, and increasing the level of well-being in the company.

At the end of 2023, as part of its well-being services, Benefit Systems launched onboarding packages. The goal is to provide real support to clients in implementing the **MultiLife** platform in their organisations. This is also an advantage for those who are just starting to use the application and want to effectively implement activities leading to a healthy lifestyle, e.g. through meetings and sessions with experts devoted to many areas of personal well-being.

Clients and users in numbers

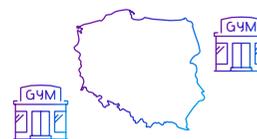
Data as of 31 December of a given year

Segment	2023	2022	2021
Number of all active MultiSport, FitProfit and FitSport sports card users	1,424,500	1,187,300	842,100
Number of active MultiSport card users	1,332,000	1,110,200	788,900
Number of cafeteria users	716,700	620,800	513,500
POLAND Number of sports card B2B clients	29,700	26,500	22,000
Number of MultiSport programme B2B clients	28,100	25,100	20,600
Number of cafeteria B2B clients	1,800	1,500	1,100
Number of fitness clubs B2B clients	240,800	181,700	136,700
FOREIGN COUNTRIES Number of active sports card users	494,800	430,800	284,600
Number of our fitness clubs B2B clients	17,600	15,900	14,800

Number of Benefit Systems own fitness clubs at the end of 2023



218
in Poland



31
abroad

3.2 Communication with clients

Effective communication with clients is an important tool that helps the Benefit Systems Group understand their needs and expectations and, as a result, adapt its offer to their changing preferences and market trends. At the same time, it enables building long-term relationships with clients.

In addition to direct communication of products and services, the Benefit Systems Group seeks to reach a diverse group of recipients in the field of motivation and education about a healthy lifestyle.

Ways of communication

Ongoing communication with B2B clients is **carried out by dedicated teams, as well as business and administrative** managers who take care of relationships and high quality of service connected with all Benefit Systems products. However, contact with users (employees of cooperating companies, i.e. clients) and B2C customers is ensured by **dedicated helplines**.

Various information is also provided to product users through **dedicated product platforms, advertising campaigns, social media, podcasts, as well as e-mail communication and newsletters**.

Social media and advertising campaigns (both virtual and outdoor) are also important communication channels. These activities are addressed not only to product and fitness club users, but also to a wide range of recipients with the motivation and education of society on psychophysical well-being in mind.

Social media also provide answers to frequently asked questions related to Benefit Systems products, while complaints are forwarded to the Customer Service.



Customer Service

Customer Service deals with queries from users of three Benefit Systems Group's products: **the Multisport card, the cafeteria programme, and the MultiLife Programme.** Most inquiries come from sports card and cafeteria platform users.

In 2023, Customer Service employees handled over 164,000 e-mail reports and almost 212,000 telephone calls. The average monthly number of complaints received by the Customer Service team was 61. Complaints are dealt with as quickly as possible (in most cases within 48 hours).

In May 2023, a chat was launched. It is an additional contact channel, through which over 1,600 interactions were dealt with.

As part of the helpline automation project, a Dashboard system that integrates the most important information from various applications was introduced. The goal is to accelerate their analysis and shorten the user service time. A similar system was also prepared for the **VanityStyle** and the **Benefit Systems Fitness** Unit helpline. In addition, the Customer Service is implementing a project of migrating to the new **Contact Centre system.**

Additionally, where possible, further improvements are being implemented in the self-service area, e.g. the ability to pay for cards independently after the due date (without the need to contact Customer Service), which has generated several hundred inquiries per month so far.



3.3 Client surveys

Opinion surveys help the Group identify client expectations and tailor products and services to their real needs. The survey results also allow to identify areas that require improvement. All this translates into the development of the products and services offered and increased customer satisfaction.

Client satisfaction survey

In 2023, Benefit Systems conducted another client satisfaction survey in which 97% of respondents declared overall satisfaction with cooperation with the company. **The result remains stable compared to numbers from previous years:**



The best perceived area was **ongoing cooperation with Benefit Systems (97%)** and the **scope of services (96%)**. These two aspects, along with the efficiency of processing inquiries, were rated highest. They constitute the company’s strengths and have a large impact on satisfaction.

Clients perceive Benefit Systems positively due to the good quality of cooperation, professional contact, efficient handling of matters, and a wide range of services.



In addition to the satisfaction surveys described, the NPS (Net Promoter Score) recommendation index is also regularly tested, with values ranging from -100 to +100. People contacting Customer Service rate how likely it is that they would recommend cooperation with Benefit Systems to their relatives or friends on a scale from 0 to 10. Over the years, the NPS indicator has remained at a very good level:

NPS	2023	2022	2021
Q1	68	65	64
Q2	73	75	67
Q3	69	70	58
Q4	65	67	65

In 2023, **VanityStyle** conducted four client surveys aimed at understanding their needs and expectations:

- A survey addressed to approximately **1,100 application users** in the form of a questionnaire and – for those interested – as part of an in-depth telephone interview. The questions concerned lifestyle preferences. The goal was to obtain as much information about how the company can improve the application’s functionalities and what should be considered when creating new products as possible;
- A survey in the form of a questionnaire for the **VanityStyle Premium Zone users** to learn their opinions about the product. The questions concerned content assessment, optimal pricing, and measuring interest;
- A survey among HR employees regarding non-financial benefits, internal communication tools, and challenges related to employee management in companies. The results provide a picture of client needs and expectations with respect to the use of VanityStyle communication materials by HR departments;

- A survey conducted in cooperation with ICAN Institute consisting of 800 interviews with employees and 300 interviews with employers in medium and large companies, as well as managers and HR departments. The summary was accompanied by comments from experts and statements by the president of the VanityStyle management board. The results show that **according to 53% of respondents** the benefits offered by employers are not tailored to employees’ needs. **For 58% of respondents** the most desired benefit is holiday subsidy, **43%** would like to receive sports cards, and **42%** expect tickets for cultural events.

In view of developing the application, in 2023, **Focusly** conducted a user survey aimed at measuring satisfaction with the application in which **41.9% of respondents rated the ease of use as 4/5, and 22.6% as 5/5, while 71% of people rated the relevance of the content to their needs as 4/5 or higher.** Users believe that the application helps them most in reducing stress, building mental resilience, and taking care of their emotions. **90,3% of respondents rated the substantive value of the content as 4/5 or higher. 71% of respondents rated their willingness to recommend the application to friends and family as 8/10 or higher.**

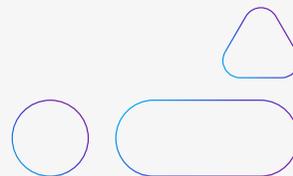


3.4 Personal data protection

Due to the nature of its business, Benefit Systems receives and processes a significant amount of personal data. Therefore, regulations regarding the protection of this data and managing the risk of data breach are particularly important. Issues of compliance with generally applicable legal provisions are treated as a priority. Internal data protection standards are consistently raised.

Benefit Systems has implemented policies and procedures for the processing of personal data, reviews them regularly and, if necessary, updates them on an ongoing basis. The parent company has a **“Personal Data Protection Policy”**. Knowledge in the field of data security management is exchanged within the Group. Employees are informed about the principles of personal data protection. Information on this subject is promoted through various activities: training sessions, messages, meetings, etc. The company tries to convey it in an accessible and engaging way. For example, in 2023, work began on a personal data protection knowledge contest dedicated to employees.

[GRI 418-1] Employees know how to behave in the event of a data breach. In 2023, they reported 191 cases of breaching client data confidentiality. Each of them resulted in the initiation of an explanatory procedure in which the causes of the incident were identified. Then, measures were implemented to minimise the risk both for the injured person and in terms of the risk of a similar event happening in the future. In nine cases, after thorough analysis, the competent supervisory authority was notified. At VanityStyle, four data breaches were identified in the reporting year.



3.5 Model of cooperation with partners

Partners are key suppliers which the Benefit Systems Group cooperates with to provide products and services to its clients. The main group of partners are owners and managers of sports and recreation facilities who provide services to sports card users. Relationships with partners are based on dialogue and respect.

Since the appropriate quality of sports and recreation facilities also translates into the level of satisfaction with the use of the Benefit Systems Group's products, the company actively supports its partners in raising and maintaining high standards.

Benefit Systems and VanityStyle cooperate with their partners – sports and recreation facilities – in the B2B model, and their settlements are based on the number of card users' registered visits.

The cooperation process is transparent. Potential partners can contact Benefit Systems via an online form. After positive verification, they are presented with a commercial offer and terms of possible cooperation. The standards offered in the facilities and the way they are run are regularly verified. In particular, Benefit Systems checks whether the offer for sports card users is consistent with the contract and whether they are not charged additional fees. To prevent abuse, Benefit Systems uses high-class statistical and analytical tools. It also carries out inspections, both by visiting facilities and as part of "mystery shopping" controls. Any irregularities may be reported by users themselves via the helpline. Any verified action that is inconsistent with the rules may result in the partner being excluded from further cooperation.



3.6 MultiSport Programme partners

Each MultiSport Programme partner has access to the **Partner Zone** – an online platform created in 2016 to improve cooperation and communication between partners and Benefit Systems. In the **Partner Zone**, they can find a lot of valuable information, e.g. messages regarding current cooperation, contact details of account and billing managers, marketing materials, instructions on how to use tools for registering card users' visits, and information on the number of registered visits. In turn, partners who want to become sports card clients or are willing to use the free **GO ON Biznes music service** offered as part of the cooperation receive them after completing a short application in this system.

The platform is constantly updated and enriched with new functionalities. In 2023, special attention was paid to developing a virtual tool for registering visits, the so-called **Virtual Visit Form**, and implementation of a loyalty programme for **Benefit Club Partners**.

Partner Zone is an online platform designed for Benefit Systems Partners, which includes:

Billing module
for settling MultiSport card holders' visits to partner facilities.

Registration forms
for Support Tools offered by Benefit Systems, such as access to the GO ON Business music service.

Communications
about current activities undertaken by Benefit Systems which are important for the Partner.

Downloadable instructions and visuals
which can be printed out and given to reception staff. They also include materials to be used on social media or website of the Partner's facility.

Virtual Visit Form
for registering MultiSport card holders' visits.

Visit counter
for monitoring the number of visits of MultiSport card holders to the Partner's facility on the current day and month.

Contact details
of the Client Consultant and Billing Consultant.

The **Virtual Visit Form** is a web application used by partners to register and cancel registered visits, as well as confirm identity in the MultiSport mobile application, which enables the use of a virtual card. In the first quarter of 2023, the **Virtual Visit Form** became a tool for registering visits in all facilities of a specific area that started cooperation with Benefit Systems under the MultiSport Programme. The form also proved useful in the event of a failure of terminal devices at partner facilities. Thanks to this, a significant part of emergency paper reports was eliminated, and the visit registration process was additionally updated.

At the end of 2023, in Poland, Benefit Systems **cooperated with 3,637 MultiSport partners (3,540 in 2022)**, which resulted in **5,003 available sports facilities** under the MultiSport Programme (4,721 in 2022). In foreign markets, Benefit Systems cooperated with **4,014 partners**, which provided **4,882 sports facilities**.



Multisport partners in numbers

Poland



3,637
MultiSport partners

over
170
more than in 2022



5,003
sports facilities

over
280
more than in 2022

Abroad



4,014
MultiSport partners



4,882
sports facilities

Benefit Club Programme

The Benefit Club Programme is a project that Benefit Systems launched in April 2023. Its goal is to provide MultiSport card users with the highest quality services in facilities that honour them. The aim of the project is also to support the business development of those partners whose services are most valued by card users. The launch was preceded by the introduction of a new functionality in the MultiSport mobile application in January 2023, thanks to which card users can evaluate visits made to partner facilities. These opinions can be expressed in the form of the so-called **“overall rating”**, reflecting the user’s impressions of a visit to a specific facility. In turn, the **“detailed assessment”** refers to such aspects as reception service, cleanliness and hygiene, functionality of equipment and facilities, training comfort, coaching, and instructors’ approach.

Partners have access to the obtained ratings in the Partner Zone. They thus receive feedback on the quality of services provided in their facilities. Thanks to this, they can work on maintaining or improving it in specific areas.

In addition to the ability to view the ratings added by MultiSport card users, partners have additional benefits from participating in the programme. Those whose facilities have collected at least five ratings each month and their average is 4 (and higher) receive points (each worth PLN 1). They can exchange the funds collected in this way for prizes that they choose from among the range of leading fitness and wellness suppliers.

The first year of the programme was a great success. Vouchers were redeemed by over 250 partners. Over 300 purchases were completed with suppliers cooperating with us.

In 2023, the ratings of MultiSport card users were very high. **On a five-point scale, the average of the overall ratings was 4.75, and the average of the detailed assessment (depending on the area) – between 4.63 and 4.86.** The results obtained undoubtedly prove that the partners care about the high quality of services in their facilities. Thanks to this, MultiSport card users feel good in these clubs and want to come back to them. Currently, Benefit Systems is the only sports card operator that has an incentive programme that engages various groups of stakeholders related to the fitness industry and offers benefits for each of them.

#goodpractice LOAN PROGRAMME

An important (from an economic point of view) project that we have been running for the MultiSport Programme partners for years is the Loan Programme. Partners who cooperate with Benefit Systems for a minimum of 12 months, in compliance with all the rules specified in the partnership agreement, can receive a loan for the development or modernisation of their sports and recreation facilities or loan support as part of an investment in a new fitness club.

The Loan Programme is very popular. In 2023, it was used by several dozen partners. It allowed for the modernisation of over 18,000 m² of sports and recreation facilities. In addition, 2,800 m² of new fitness club space was also created. Since its inception, over 250 partners have benefited from the Loan Programme.

3.7 MyBenefit cafeteria partners

A wide, separate group of Benefit Systems partners are companies and entities offering their products and services on the MyBenefit cafeteria platform in such areas as:



TOURISM

possibility of using hotels, guesthouses, and recreation centres.



SHOPPING

possibility of purchasing groceries, clothing, personal care products, cosmetics, etc.



SPORT

possibility of practising various disciplines in approximately 400 sports and recreation facilities.



GASTRONOMY

possibility of using a wide range of restaurants and bars.



RECREATION

possibility of purchasing tickets to amusement parks, playrooms, swimming pools, saunas, and salt caves, as well as using spa and wellness services.



CULTURE

possibility of purchasing cinema, theatre, museum, cabaret, or concert tickets.

#goodpractice NEW CAFETERIA SYSTEM

In December 2023, MyBenefit completed the implementation of a new cafeteria system with the following outcome:

1. Eliminating significant technical debt.
2. Eliminating technological development barriers.
3. Reducing the number of IT systems.
4. Improving user experience with Benefit Systems systems.
5. Simplifying product ordering processes and increasing product retention.
6. Facilitating operation for people with less technological experience, eliminating the technological barrier to service.
7. Commencing work on the ecosystem of all Benefit Systems Group's products in one place.

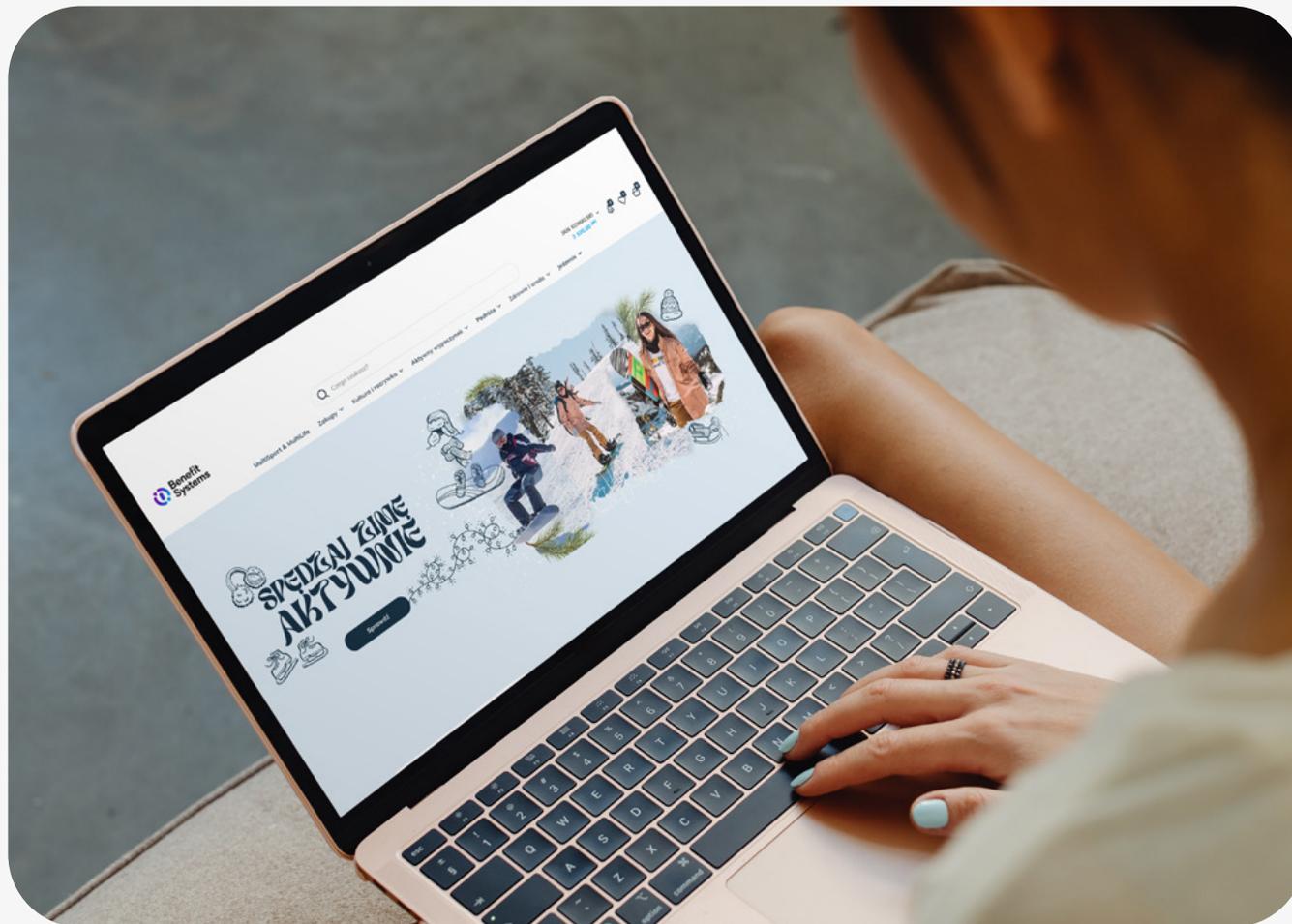
The conditions for establishing cooperation between partners and MyBenefit include the ability to handle electronic vouchers (enabling the purchase of products or services online), easy and quick availability of the offer to users, high quality of products and service, etc.

At the end of 2023, as part of the MyBenefit Programme, **the company cooperated with 1,890 partners** (1,795 in 2022). The increase results from the natural, organic development of the offer, adapted to the growing portfolio of MyBenefit platform users. **Particular attention should be paid to the tourism sector**, where Benefit Systems has started cooperation with tourism integrators, which results in an **additional offer of as many as 8,810 tourist points (including hotels)** throughout the country.

MultiSport and MyBenefit Programme partners constitute the largest group of our key suppliers. Our offer as part of the MultiLife programme, the Focusly application or Lunching.pl is also based on cooperation with partners.

1,890
MyBenefit partners

8,810
tourist points



3.8 Cooperation with other partners

IGRI 3-31 The Benefit Systems Group also cooperates with suppliers who help it with the daily operation of offices and fitness clubs. It makes sure that this cooperation is consistent with company standards, which is why it bases it on a purchasing procedure (created especially for this purpose). Suppliers are expected to comply with the values and ethical principles set out in the **"Benefit Systems Group BS_WAY Code of Ethics"** and other documents.

The main suppliers supporting the Benefit Systems Group in 2023:

- IT equipment and services,
- sports and fitness equipment,
- office supplies and office equipment,
- food products,
- marketing materials and services,
- materials for sports cards and other products offered by the Group,
- cleaning and facility security services,
- construction and renovation services,
- electricity and water.





When selecting suppliers, Benefit Systems is guided by the following criteria and principles:

- Respect for the competitiveness principle to ensure high efficiency of expenses incurred. In the supplier selection process, Benefit Systems implements good practice of equal opportunities in competing for an order. It also applies the principle of evaluating offers in a number enabling the selection of the most advantageous market offer.
- Effectively strengthening cooperation, as well as building and maintaining relationships with current suppliers, while ensuring the organisation can acquire new suppliers, in accordance with its needs. Benefit Systems values long-term cooperation with regular suppliers but remains open to market changes and responds to business needs by searching for new supply partners.
- Orientation in the process of selecting suppliers to support smaller, local entrepreneurs and family businesses. In accordance with B Corp Standards, when selecting suppliers Benefit Systems considers the offers of smaller companies and – if possible – supports the local community by preferring their products or services.
- Objective assessment of price and quality conditions while analysing the ethical principles followed by suppliers. When selecting suppliers, the entity responsible for the purchasing process eliminates those who act contrary to the principles described in the Code of Ethics and other documents applicable to suppliers.
- Basing business relations on mutual fair treatment and win-win cooperation. For Benefit Systems, it is important that both the client and the supplier of services or products are satisfied with the terms of cooperation.

From 2021, companies that want to cooperate with Benefit Systems must complete a special **ESG Questionnaire**. It is used to assess potential contractors in terms of social responsibility and sustainable development factors.

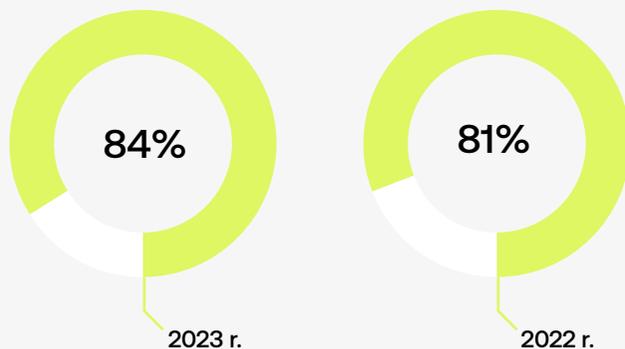
Additionally, from 2023, the purchasing process includes **checking a potential contractor for presence on sanctions lists** (verification of a possible connection of a given entity with risk countries).

3.9 Partner satisfaction survey

In 2023, another edition of the partner satisfaction survey was conducted. Results improved in all areas.

The survey showed that overall satisfaction with cooperation with Benefit Systems remains high and amounts to 84% (81% in 2022).

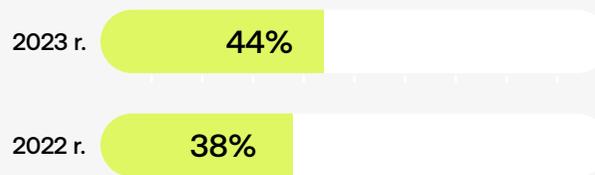
Overall satisfaction with the cooperation



Benefit Systems also achieved a high result in the NPS (Net Promoter Score) survey. In 2023, the main recommendation indicator was 44% (previously 38%).

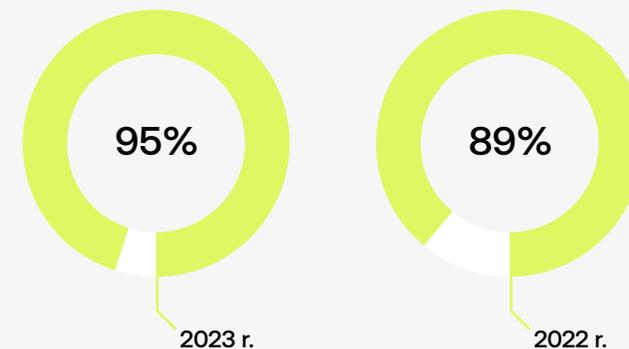
It is measured by asking whether the respondent would recommend cooperation with Benefit Systems to another company. The willingness to recommend Benefit Systems to others was mainly influenced by seamless cooperation and effective, quick contact.

Net Promoter Score



As part of the assessment of cooperation with a dedicated Benefit Systems account manager, partners show high satisfaction, which is 95% (previously 89%). Partners are primarily pleased with the courtesy of the dedicated account manager, ease of contact, commitment to service, and willingness to help. They also rate the knowledge and competence of the account manager, as well as compliance with the agreed deadlines very highly.

Satisfaction with cooperation with the Account Manager



3.10 Educational and motivational activities for clients and partners

Well-being Summit Conference

On 10 October 2023, Benefit Systems organised the “**Well-being Summit: Get to know the Welfare Algorithm**” Conference. It was a multimedia event addressed to managers, company owners, representatives of HR teams, and everyone who wants to use proven techniques and tools and build an effective wellbeing strategy in the organisation. The conference aimed to show the possibilities offered by supporting well-being in the strategy of companies. Participants learned about the latest trends and solutions on the market, including how to introduce improvements in the company or how to build an optimal strategy for employee well-being.

Participation in the conference was free of charge. **Benefit Systems wants to share expert knowledge and experience in building organisational strategies in which people and their well-being are important.** The event took place in a hybrid format. Nearly 200 people took part in the event in person, and approximately 2 500 online.

Multisport Programme Partners Conference

At the end of each year, starting from 2022, Benefit Systems **organises a conference for MultiSport Programme partners.** The formula of this event is educational and networking. **Its goal is to provide participants with useful knowledge and inspiration, as well as to build strong and valuable relationships with invited partners.** In 2023, 107 representatives of the MultiSport Programme partner network took part in the conference, including owners and managers of the largest sports and recreation facilities in Poland.

In 2023, the conference was broadcast live. Thanks to this, representatives of the entire Benefit Systems partner network could benefit from the knowledge provided by the speakers.

MultiSport Summer Game

Benefit Systems tries to motivate MultiSport card users to increase physical activity. That is why it has been organising the MultiSport Summer Game for many years. In 2023, after joining the game, active MultiSport card holders collected points for visiting sports facilities, using the MultiSport application, or taking part in quizzes with other users. The more points they collected, the greater their chances of winning various prizes were. Players could also allocate their points to support one of three charitable foundations as part of the Dobry Multi-Uczynek campaign. The support went to the Atalaya Foundation, Senior w Koronie Foundation, and Rozwój Integracja Sport Foundation.

In 2023, the MutliSport Summer Game ended with a record number of 87,642 participants, which is over 35,000 more than in 2022.



Wellbeing programme

Since 2018, Benefit Systems has been implementing a **well-being programme** (previously “Health Full Time”) addressed directly to clients’ employees who use Benefit Systems products. **The programme helps them take care of the health and motivation of their employees.** The activities include lectures and meetings with experts, workouts with a trainer, series of workshops, as well as relaxation and mindfulness sessions. More about the programme can be found in the “Social engagement” chapter.

Training activities of the Zdrofit Academy

Zdrofit Academy operates under the brand of the Benefit Systems Group’s largest fitness club network. **It conducts training in market education. It trains both future trainers and instructors, as well as current and future club members.**

In 2023, the Zdrofit Academy co-organised the “Health & Wellness with Zdrofit” Conference at the largest fitness industry fair in Central and Eastern Europe, FIWE. Lectures at the conference focused on the most important fitness and wellness trends. Academy experts talked about natural methods that improve the quality of life, as well as maintaining good physical and mental shape. They also discussed training to support amateurs and athletes.



4.

Social engagement



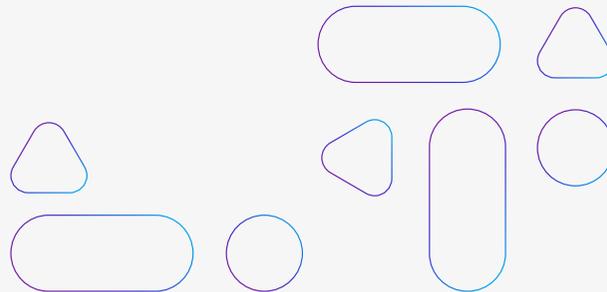
4. Social engagement

[GRI 3-3] Social engagement is one of the foundations of the sustainable operations of the Benefit Systems Group. Based on the B Corp recertification, which ended in 2023, Benefit Systems introduced provisions into its statute, which are innovative under Polish law, such as generating profit for shareholders as the purpose of the company's operations, equivalent to having a positive impact on society and the environment.

The beneficial impact on the environment also results from the nature of the company's activities, whose products contribute to improving the physical and mental condition of users. They are also an element of a healthy lifestyle, as well as achieving and strengthening well-being and work-life balance.

In this part, we write about:

- encouraging physical activity,
- psychophysical welfare,
- surveys and knowledge sharing,
- employee engagement,
- MultiSport Foundation,
- non-governmental organisations and other entities.



4.1 Encouraging physical activity

Activities for an active, healthy lifestyle, psychophysical well-being, and social development are carried out in various ways, ranging from original campaigns and projects of companies belonging to the Benefit Systems Group, through employee initiatives, to the activities of the MultiSport Foundation and donations. For years, the Benefit Systems Group has been implementing projects to mobilise society – both children and adolescents, young and professionally active people, as well as seniors – for greater physical activity. Individual companies from the Group implement different projects.

Design Your Shape

As part of encouraging society to be physically active, Benefit Systems implemented a motivational challenge project entitled “Design Your Shape”. It was addressed to MultiSport card users and people interested in physical activity. There were 19 courses and 7 tasks prepared. The courses included articles and video lessons on training, nutrition, and regeneration along with practical exercises. The content was developed by 9 experienced trainers and dieticians. Over 7,600 people took part in the challenge and over 47,000 people participated in the courses.

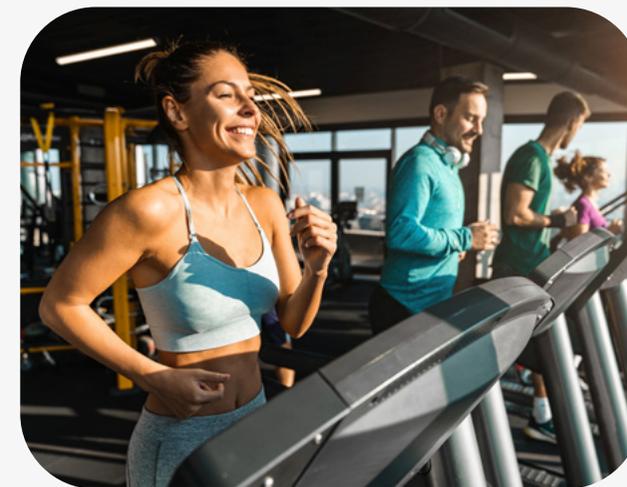
MultiSport Summer Game

For years, Benefit Systems has been motivating MultiSport Programme participants to take part in the MultiSport Summer Game – gamification combining physical activity with support for those in need. By exercising, game participants collect points, which they can then exchange for prizes for themselves or donate funds to charity. In 2023, the MultiSport Summer Game ended with a record result of 87,642 participants. This is over 35,000 more than in 2022. The Summer Game participants donated a total of 9,000,000 points (PLN 1 = 100 points) to noble causes, giving up prizes for themselves. Thanks to this, three public benefit organisations received donations of PLN 30,000 each. The beneficiaries are:

- Atalaya Foundation,
- Senior w Koronie Foundation,
- Rozwój Integracja Sport Foundation.

Gamification and challenges

The MyBenefit cafeteria programme enables employers to implement gamification projects based on the use of game mechanics and the creation of sports challenges. In this way, employers can motivate their employees and encourage them to be active and integrate.



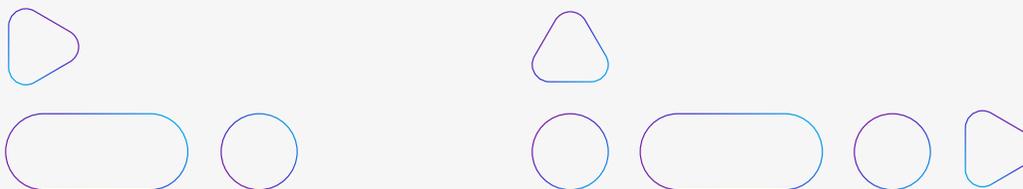


Exercising outdoors

Benefit Systems Fitness Unit (My Fitness Place clubs) became a partner of the Kraków Municipal Greenspace Authority's campaign, under which it was responsible for conducting outdoor workouts. The aim of the campaign was to promote physical activity and develop small pro-ecological habits, such as riding a bicycle to the exercise site. Participants of regular sessions could train for free. In July and August 10 training sessions were conducted, with an average of 75 people participating in each of them.

Happy Hours

In October 2023, the Benefit Systems Fitness Unit launched a programme encouraging users to engage in physical activity in fitness clubs. Its aim was to break down barriers and dispel myths regarding exercises in this type of facilities. Users could train once for free. About 1,200 people took advantage of free visits to fitness clubs.



4.2 Psychophysical welfare

Taking care of well-being has a significant impact on satisfaction in personal and professional life. This is the reason why Benefit Systems has been carrying out educational activities in the field of mental and physical health since 2018 – through dedicated meetings, exercises, lectures and workshops with experts. In 2023, the **Wellbeing Services Programme** (previously: “Health at Work”) was expanded to include new topics and areas such as:

- lecture on the impact of physical activity on mental health – showing the benefits of various types of activity, including their impact on well-being,
- lecture entitled “I understand and accept emotions”, during which practical ways of dealing with various emotions were presented,
- workshop with a dietician, during which participants can analyse their eating habits and learn how to compose a menu tailored to their lifestyle and dietary preferences,

- autogenic training programme, which is an excellent tool for dealing with stress and psychosomatic tension,
- workshop with a physiotherapist, raising awareness of the functioning of the musculoskeletal system and pain, combined with a practical part of self-massage.



#goodpractice WELLBEING PROGRAMME

In 2023, **over 400 health-promoting events** for over **110 clients** (employers) were conducted under the programme. In 2023, **“active break at work”** and **yoga** remained the most popular exercises. These types of classes were not only popular among clients, but also had a high attendance rate among participants. The most frequently chosen thematic lectures included a meeting with a psychologist entitled **“Building mental resilience”** and **“The brain likes movement”** (concerning the impact of physical activity on the cognitive functions of the brain). **Relaxation sessions** are also an important element of Benefit Systems’ offer (as an alternative or supplement to an active break). The most popular ones were **original sessions** called **“Focus Break”**, **“Relaxation for the eyes”**, as well as **“The Power of Breathing”** session dedicated to relaxation breathing techniques. On average, **almost 80 people** participated in the lectures, and **25 people** in the exercises and relaxation sessions.

Benefit Systems experts specialising in well-being participated in HR industry events and conferences in 2023. These included:

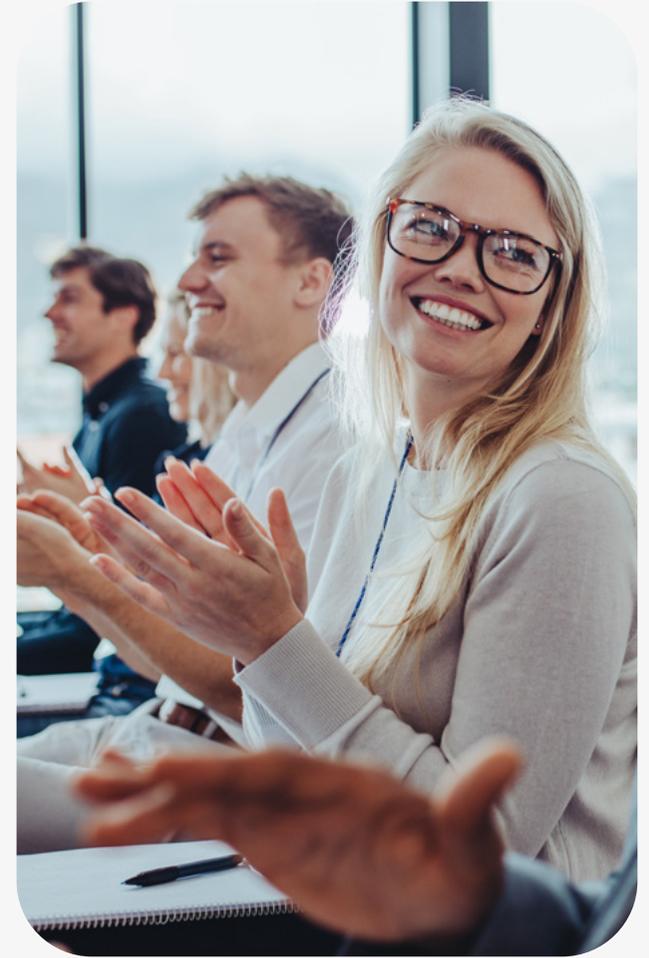
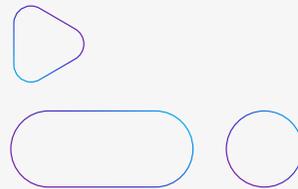
- 11th HR Congress of the Polish Association of Listed Companies (SEG): “A stressed brain doesn’t think about business” panel discussion and breathing workshops,
- Senior Forum: “Well-being should be practised” lecture,
- HR Summit: “Well-being at work – how to take care of employee well-being?” lecture and “The Power of Breath” relaxation session,
- 38th HR Congress: “Well-being 2030. Development of well-being in organisations in Poland” discussion panel.

The topic of well-being was also discussed during the online conference entitled “CORPORATE WELL-BEING TRENDS that are worth implementing”. During the 4th edition of the HR conference, there were lectures discussing current trends in mental health, a panel discussion, and a case study with an HR practitioner organised. Each part ended with a Q&A session. Over 100 people took part in the conference.

Wellbeing Summit. Get to know the Welfare Algorithm

On 10 October 2023, the “Wellbeing Summit. Get to know the Welfare Algorithm” conference was held at the Norblin Factory in Warsaw. It was the first event organised by Benefit Systems devoted to the latest trends in the HR area, as well as techniques and tools that help employees achieve well-being in their private and professional lives.

Conference participants learned about methods of coping with stress, ways to get a healthy and long sleep, and the concept of “proper routine” that supports brain regeneration. The following experts shared their knowledge and experience: Paweł Habrat, Dr. Ewa Hartman, Natalia Hatałska, Mateusz Majchrzak, Joanna Malinowska-Parzydło, and Maja Włoszczowska. The event took place in a hybrid formula. Nearly 200 people took part in it in person, and approximately 2 500 online.



4.3 Surveys and knowledge sharing

MutliSport Index Survey

Benefit Systems shares knowledge about the benefits of physical activity and encourages Poles to exercise regularly. Every year it conducts a **MultiSport Index survey**. Conducting the survey, publishing the summary report, and communicating it are aimed at increasing awareness of the role of sport and physical activity in everyday life. It is also a source of knowledge for partners, clients, and users.

The survey has been carried out periodically since 2017. Each edition covers important and current issues related to physical activity. **The MultiSport Index 2023** survey also examined the impact of physical activity on the mental condition of Poles.

The results of the MultiSport Index 2023 survey have become a starting point for a broader discussion on Poles' motivation to be active and change the way they think about sport. Data gathered was an important element of Benefit Systems communication activities, which focused on showing the relationship between the potential reduction of stress levels through sports activation (also of employees by employers)

and the improvement of mental condition, health, and efficiency at work. Additionally, the company addressed the issue of a sedentary lifestyle and its negative impact on the mental condition of Poles. It emphasised the important role of physical activity in health prevention, including mental health.

As a result of the media campaign, information about the results of the MultiSport Index 2023 survey reached 6,156,068 people (99% resulting from organic publications). Communication of the survey results was also an opportunity to promote the recommendations of the World Health Organisation (WHO) regarding the minimum level of physical activity, as well as to provide other valuable expert advice on a healthy lifestyle.



MutliSport Index 2023 survey results



36% OF POLES

do not engage in any physical activity.



48% OF RESPONDENTS

declare that they are active at least once a week.



42% OF ACTIVE POLES

exercise for better mental condition.



85% OF MULTISPORT CARD USERS

are active at least once a week. Fitness clubs and gyms recorded the highest increase in popularity among all activities compared to 2022 (+11%).



35% OF POLES

choose cycling most often (running / jogging comes second, and training at the gym and fitness club (31%) third.



ONE IN FOUR ACTIVE PERSONS

indicate health prevention as the main factor motivating them to exercise.



89% OF RESPONDENTS

claim that regular activity reduces stress and bad emotions.



56% OF POLES

choose physical activity (including walking) to relieve stress.



72% OF EMPLOYEES

believe that after the pandemic, sports cards such as MultiSport have become more important in the context of mental health support.

Knowledge sharing

VanityStyle posts various health tidbits, challenges, and articles (knowledge pills) on a website dedicated to HR employees (**the so-called HR Calendar**). Thus, it supports its clients in taking care of their employees and helps promote physical activity and mental health. It also regularly posts information regarding a healthy diet, physical activity, and fitness myths common in society on social media. In addition, it organises specialised webinars for HR employees (clients) and sports card users. Webinars are conducted by various professionals, including dietitians, doctors, psychologists, and coaches. In 2023, approximately 680 people participated in the webinars.



Good Energy Junior Academy

In 2023, VanityStyle launched the first edition of the Good Energy Junior Academy. This is a social project addressed to teachers, head teachers, and parents who want to teach third-grade primary school children how to take care of themselves and others. The Good Energy Junior Academy project was developed in cooperation with Dr. Anna Gorgolewska, a child psychologist, researcher, and educator at SWPS University. All activities, such as lessons, games, and group work, are based on proven scientific methods drawing from positive psychology (focusing on well-being, happiness, and health). The project is completely free for all schools that join it. In cooperation with Supernauczyciel.pl, the company also promotes psychoeducational knowledge among teachers and parents. In 2023, a webinar for teachers on how they should take care of their well-being was organised.

Project objectives:

- providing children, parents, and teachers with knowledge about the principles of caring for one's well-being,
- health prevention and building good habits in children to reduce mental and physical health problems later in life,
- improving well-being, emotional and physical condition, as well as self-esteem of children,
- support at the stage of a significant life change – transition to the 4th grade.

In 2023 alone, **185 schools**, as well as **242 teachers, educators, and head teachers** from all over Poland signed up for the Good Energy Junior Academy project. In total, classes with over 4,000 children were registered for the programme. Recruitment for the first edition of the academy for the 2023/2024 school year lasted until the end of March 2024.

Good Energy Junior Academy in numbers

data as of 31 December of a given year



185
schools from
all over Poland



242
educators



4 000
children from
all over Poland

4.4 Employee engagement

Employee volunteering

The Benefit Systems Group implements many social initiatives, also thanks to the engagement of employee – volunteers. This is one of the areas of activities aimed at equalising opportunities in groups at risk of social exclusion and in an exceptionally difficult financial situation. Social engagement of Benefit Systems Group's employees is supported by individual companies in many ways. Each employee of Benefit Systems and Benefit Systems International **has an additional day off from work to use for volunteering**. This includes, for example, activities carried out under the Dobry MultiUczynek Programme. In 2023, 37 people took advantage of this opportunity.

Employee volunteering is also present in other companies of the Benefit Systems Group. VanityStyle increased the number of days off for volunteering from one to three. It is also an important element of sustainable development at Form Factory S.R.O. in the Czech Republic. Each employee has the so-called Volunteer Day as paid leave that can be used to participate in community or educational projects at their discretion.



Dobry MultiUczynek Programme

Dobry MultiUczynek is an original volunteering programme of Benefit Systems and Benefit Systems International. Initiatives for the 6th edition were received in the last quarter of 2022, and their implementation was scheduled for 2023. A total of 17 projects were submitted. In accordance with the programme regulations, 2 projects with a budget of up to PLN 15,000 each and 4 projects with a budget of PLN 4,000 were selected for implementation. The jury, which consisted of employees (including a representative of the management board) and the representation of the Volunteering Centre supporting Benefit Systems in organising the campaign, decided to allocate funds for an additional project. A total of 7 Dobry MultiUczynek projects were completed in 2023. Volunteers got involved in helping such institutions as:

- **Holy Family Specialist Hospital in Warsaw.** The project was carried out under the “Bird Radio” slogan. Volunteers renovated and equipped the living room where cancer patients and their families stay with new furniture and facilities. Thus, they created a almost home atmosphere.
- **Non-public health care institution in Świątniki Górne** underwent a transformation of the waiting room, as a result of which it became friendly to children and parents.

- **“Dom w Łodzi” Foundation.** On the initiative of volunteers, a specialised Snoezelen – Mobile Mini World Experience Room equipped with various devices and therapeutic aids that stimulate the development of senses of children with disabilities were purchased. Volunteers also renovated the garden gazebo and wooden table, which are used by the centre’s residents in the summer.
- Thanks to the involvement of volunteers, the **Friends of Autistic People Association** has obtained the so-called training apartment dedicated to people with autism.
- **“Dobrawa” Family Children’s Home in Rzeszów** received help in the form of a dishwasher and two washing machines.
- **The Care and Education Centre in Przemyśl** received support in the form of a new desktop computer. Volunteers bought cleaning and personal hygiene products, which were distributed to the people under the centre’s care.
- **The Stokowcy Family Children’s Home in Sokołów Podlaski** gained a playground equipped with new furniture, including a shelf for toys, a table with chairs and a board games table.



Helping animals

Benefit Systems Fitness Unit (My Fitness Place) took part in the “Collection Week for Homeless Animals” campaign in one of Krakow’s shelters. As a result, PLN 1,775 and many necessary items were collected.

Operation “Santa Claus”

In 2023, a grassroots employee initiative called Operation “Santa Claus” took place for the seventh time. It involves purchasing and preparing gifts from Santa for children and young people in difficult financial and/or psychological situations. Letters in which children describe their dream gifts are distributed among employees. A total of **447 employees** (Benefit Systems, Benefit Systems Fitness Unit and Benefit Systems International) took part in the campaign and prepared **302 gifts** for children under the care of **6 educational institutions**.



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DOBRY MULTIUCZYNEK – NEW RULES

Due to the very large number of projects submitted to the 6th edition of the Dobry MultiUczynek Programme, new rules were announced in 2023, the implementation of which will take place in 2024. As part of the 7th edition, the number of planned projects to be implemented was increased to 15. The budget for each of them is up to PLN 6,000. The programme announced in 2023 assumes the selection of:

- 5 projects for local communities, the beneficiaries of which will be associations, foundations, educational and public institutions (e.g. schools, kindergartens, community centres and clubs, care and educational facilities, educational centres, adoption centres, hospices, hospitals, homes for seniors or single mothers, centres for ethnic minorities, etc.).
- 5 projects for animals, aimed at supporting foundations, associations, shelters, and other institutions caring for animals.
- 5 environmental protection projects that should support specific ecological initiatives implemented by schools, kindergartens or entities dealing with broadly understood ecology and environmental protection.

“MileDOBRA CUP” Support for the Ocean of Dreams Foundation

In January, March, and May 2023, **VanityStyle** employees participated in the “**MileDOBRA CUP**” virtual charity regatta cup organised by the **Ocean of Dreams Foundation**. The campaign involved employees making donations via a special website. Every zloty moved the virtual yacht forward. The beneficiaries of the campaign were young people from care and educational institutions. The funds (PLN 4 133) collected during the campaign were donated to the Youth Sailing Education Programme and to Maritime Vocational Scholarships awarded by the Ocean of Dreams Foundation.

Support for the Shelter for Homeless Animals in Krakow

In 2023, **Lunching.pl** employees organised a collection of food, toys, and beds for the Shelter for Homeless Animals in Krakow. The collection took place on 1–14 February and on 4–14 December. The employees collected a total of several dozen kilogrammes of food, toys, beds, leashes, and litter boxes.

The FitHeroes team is running to help

Every year, **VanityStyle** encourages its employees to submit their grassroots projects to its own volunteering programme called “**The FitHeroes team is running to help**”. The aim of the campaign is to help marginalised groups, including children, seniors, and animals. Company employees submit applications for grants for volunteering projects in the amount of PLN 5,000 or PLN 10,000. The project, implemented in 2023 aided the Ocean of Dreams Foundation, which received PLN 5,000 for organising cruises and training for children from care and educational institutions. In August, as part of this project, **VanityStyle** volunteer employees supported the **Ocean of Dreams Foundation** by the Zegrze Reservoir. Employees spent time with the foundation’s beneficiaries and joined workshops, enriching the meetings with games and fun. Volunteers showed possible directions of personal development and talked about their professional path.



Involvement in the Jeżurkowo Hedgehog Rehabilitation Centre

In June, a group of 6 volunteers from **VanityStyle** got involved in helping the **Jeżurkowo Hedgehog Rehabilitation Centre**. As part of the activities, employees cleaned the pens, replaced hedgehog houses, and renovated garden furniture. They also delivered hedgehog food purchased by VanityStyle worth PLN 2 854.



Christmas campaign for the Powiśle Social Foundation

At the turn of November and December 2023, **VanityStyle** carried out a **Christmas collection campaign** for the beneficiaries of the Powiśle Social Foundation. Winter clothes, as well as the money collected through the auction of items and cakes, were allocated to the needs of children from families suffering from poverty attending the community centre. Thanks to auctions, PLN 1,300 was collected and VanityStyle allocated an additional PLN 2,600 for this purpose. As part of the campaign, volunteers also got involved in spending creative time with children, helping them with homework and conducting Christmas decorations workshops.

Social activities at Benefit Systems Bulgaria OOD

“**Sneakers Day | Sport for others**” is an initiative in which Benefit Systems Bulgaria OOD donates 1 Bulgarian lev (1 BGN = PLN 2.3231) to charity for each visit on 31 March 2023 at partner facilities with a MultiSport card. The campaign was joined by 23,403 MultiSport card holders, thanks to which BGN 23,403 (equivalent to PLN 54,367.51) was donated to charity. This represented an increase of 45% compared to the previous year's event.

In February, employees in Bulgaria made martenitsas – traditional hand-made decorations made of red and white threads symbolising health and happiness, associated with the coming spring, which were donated to Karin Dom, supporting early childhood development and therapeutic programmes for children with special needs. About 10 people participated in the action.

At the end of the year, **Benefit Systems Bulgaria OOD** joined the social campaign called “**Create magic. Give a child a book!**” As part of this campaign, books were sent to over 60 children, mainly those who have more difficult access to cultural and literary goods.

Social activities at Benefit Systems Slovakia S.R.O.

All Benefit Systems Slovakia S.R.O. employees joined the MultiBoj 2023 challenge. The aim of the campaign was to engage employees, support visits to sports facilities, and raise funds for charity. The company donated from EUR 5 to EUR 10 for each employee visit to the company's sports facilities. A total of EUR 2 000 was donated to the Friends Society in Levoča (primary school for blind children). The partner whom the donation was made to was chosen by employees through a vote.

The company employees also took part in collecting Christmas gifts for lonely seniors.



Social activities in Czech companies

Form Factory S.R.O. in the Czech Republic has implemented the Corporate Social Responsibility Policy. As part of its activities, the company supports mainly non-profit organisations focused on health, sports, child development, and supporting sports activities for seniors.

With the support of Form Factory, employees took part in such projects as donating blood and plasma, as well as organising sports activities for children in need and people with disabilities. Over 900 people took part in sports and social activities organised in 2023.

In 2023, the company implemented a project aimed at developing children's sports activities. Everything happened within sports clubs supported by the **Children and Youth Centre** in Prague. Form Factory provides it with rooms and equipment for classes conducted under the supervision of instructors and teaching staff. The cooperation currently covers approximately 400 children (30 lessons per month). These activities will be developed in the coming years.

As part of its social activities, the company also offers free membership in its clubs to athletes with disabilities. In 2023, 3 people took advantage of this opportunity. Next year it is going to be 10 people.

Since 2020, the company has also been running a membership support programme for the **Integrated Rescue System** services with a special 50% discount. Currently, over 500 authorised service members take advantage of this opportunity.

MultiSport Benefit S.R.O. in the Czech Republic cooperates in the field of social activities with a non-profit organisation called **"Diakonie"**, which implements social, health-promoting, and educational activities for people in difficult life situations. The company has been supporting "Diakonie" since 2021 by making donations and encouraging employees to volunteer. In 2023, volunteers cleaned and painted a kindergarten and primary school for children with special needs. In December, 22 volunteers got involved in delivering Christmas gifts to children from poor families.

Diakonie 



4.5 MultiSport Foundation

The MultiSport Foundation was established in 2021 and its mission is to promote health and expand access to an active lifestyle among all social groups.

The foundation carries out its mission and tasks through many programmes and events.



The tasks of the MultiSport Foundation include:

- promotion of physical activity as a chance for a happy, healthy, and long life,
- promotion of an active and healthy lifestyle by encouraging children, young people, as well as people with disabilities and their caregivers to engage in regular physical activity,
- shaping proper health habits in children and adolescents,
- teaching young people correct attitudes towards other children through healthy competition,
- educating how important a role physical activity plays in our lives (through expert and educational activities aimed at children and their parents),
- supporting the organisation of sports activities



Active MultiSport Schools

In 2023, the foundation implemented the second edition of the nationwide **Active MultiSport Schools Programme**. It covered 8 cities: Warsaw, Łódź, Kraków, Poznań, Katowice, Wrocław, Pruszków, and Piastów. The project is aimed at children and youth aged 12–19. Its aim is to encourage participation in more attractive PE lessons and, consequently, to develop the habit of physical activity and a healthy lifestyle. As part of physical education lessons, qualified trainers and instructors conducted free sports classes in modern fitness clubs (including Zdrofit) belonging to Benefit Systems.

- In 2023, the total number of participating pupils was 4,032.
- 16 schools benefited from the project.
- 2,273 hours of classes with the participation of 28 trainers were completed in 16 clubs.
- In 2023, 45,460 children frequented fitness clubs.
- The program was co-financed by the Ministry of Sport and Tourism.



Active MultiSport Schools in numbers



4,032
participants



16
primary schools



2,273
hours of classes



28
trainers



45,460
children's entries to fitness clubs



Active MultiSport Schools were awarded in the “S-Innovation in the social area” category in the ESG Innovator competition organised by the Polish ESG Association.

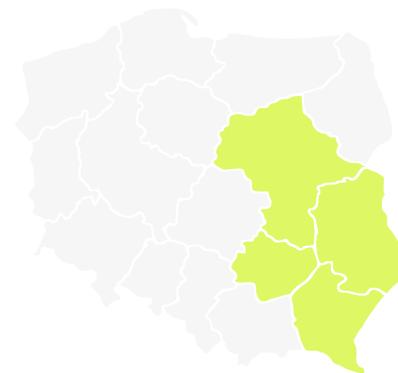
MultiSport classes with elements of corrective and compensatory gymnastics

The aim of this project is to prevent and correct posture defects and to encourage pupils to engage in regular physical activity. The programme counteracts chronic sedentary behaviour (spending most of the day in a sitting position). It also reduces their negative impact on shaping children's body posture. Classes are adapted to the age and psychomotor abilities of participants. They are conducted by qualified trainers, instructors, as well as physical and primary education teachers. The exercise programme includes elements of acrobatics, dance, tennis, team games, martial arts, as well as corrective and compensatory gymnastics. The project is addressed to children in primary schools (grades 0-6).

The second edition of MultiSport classes with elements of corrective and compensatory gymnastics lasted from March to December 2023. Classes were organised in 11 counties from 4 voivodeships (mazowieckie, lubelskie, podkarpackie, świętokrzyskie). As part of the programme, 2,218 hours of classes were conducted for 1,012 children from 22 primary schools. The programme was co-financed by the Ministry of Sport and Tourism.



MultiSport classes in numbers



11
counties

4
voivodeships



1,012
participants



22
primary schools



2,218
hours of classes

Full of Sports 2023

The aim of the “Full of Sports” campaign is to promote sports and physical activity for people with disabilities, support them in achieving a better quality of life, and integrate and sensitise people without physical disabilities to the challenges faced by people with disabilities. In 2023, as part of the second edition of the project, meetings and Full of Sports Days were organised in schools.

Meetings in schools are a series of educational and sports events carried out in selected educational institutions, consisting of two parts. Ambassadors of the “Full of Sports” programme educate about the sports they practise and raise the issue of stereotypes regarding sports for people with disabilities. The second part of the meetings allows children to try their hand at the presented discipline.

Full of Sports Days accompany outdoor events. During festivals, regional picnics, etc., the foundation promotes a number of sports activities at its stand. Participants can try their hand at wheelchair fencing, for example, and learn more about the rules and challenges related to practising particular disciplines. The meetings are an element of social integration. They also aim at breaking down barriers and stereotypes related to the activity of people with disabilities.

The Full of Sports 2023 campaign was addressed to children and youth of school age (6-19 years old), as well as adults and seniors. Meetings in schools were held in 19 institutions in 13 cities from 7 voivodeships (wielkopolskie, małopolskie, kujawsko-pomorskie, mazowieckie, świętokrzyskie, łódzkie, śląskie). Full of Sports Days took place in 5 cities from 4 voivodeships (wielkopolskie, podkarpackie, mazowieckie, śląskie). As part of the campaign, 3,300 children participated in the meetings in schools, and 19,705 people took part in the Full Sports Days. The ambassadors who represented selected paralympic disciplines were:

- **Bartłomiej Mróz**, paralympic badminton player and Paralympian,
- **Benjamin Iwon**, a Polish athlete with an intellectual disability, discus thrower,
- **Andrii Demchuk**, Ukrainian wheelchair fencer and Paralympian,
- **Monika Kukla**, Amp Futbol Polska player, Paralympian.

The project was co-financed by the Ministry of Sport and Tourism. The MultiSport Foundation’s partners in its implementation were the Rozwój Integracja Sport Foundation and the ParaSportowi Foundation.

Full of Sports 2023 in numbers

Meetings in schools

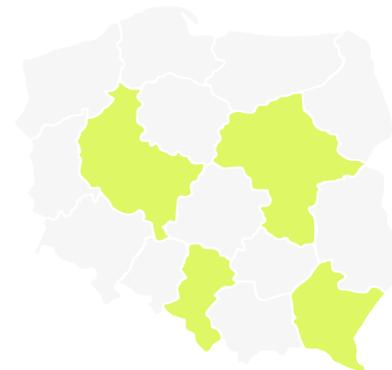


13
cities

7
voivodeships


3,300
participants

Full of Sports Day



5
cities

4
voivodeships


19,705
participants

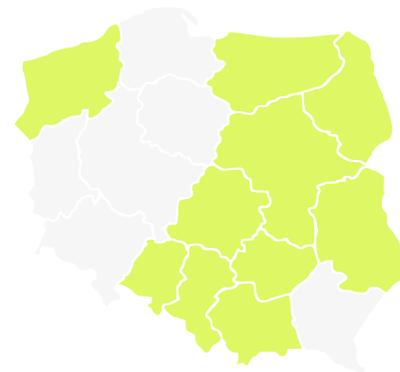
Senior in good shape

The first edition of the **“Senior in good shape”** project was initiated in response to the alarmingly low level of physical activity among seniors in Poland. The programme also supports integration and the creation of an active community. As part of the programme, seniors are offered free running and Nordic walking classes (a popular form of activity for people over 60 years of age). Trainings combine sports and educational elements. During the exercises, seniors can learn more about the role of physical activity in everyday life, including maintaining the body in good health and condition. The Polish Nordic Walking Association became a partner of the project. The program received funding from the Ministry of Sport and Tourism.

Classes were conducted by qualified trainers from the Polish Nordic Walking Association. As part of the project, 200 seniors from 16 cities in 10 voivodeships (opolskie, zachodniopomorskie, lubelskie, małopolskie, podlaskie, mazowieckie, łódzkie, warmińsko-mazurskie, świętokrzyskie, śląskie) took advantage of the programme.



“Senior in good shape” in numbers

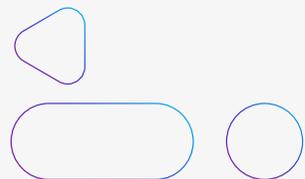


16
cities

10
voivodeships



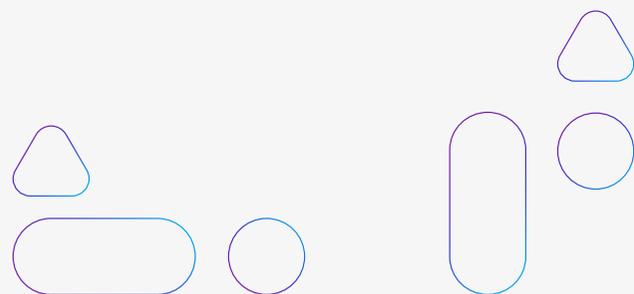
200
participants



Active St. Nicholas Day with the MultiSport Foundation

In December 2023, an integration meeting was held at the Dawidy Horse Riding Academy, which was aimed at promoting sports among people with disabilities. There were many attractions for children and adults, including a theatre performance promoting sports among people with disabilities. There were also sports activities, including a fencing show, knowledge quizzes on a healthy lifestyle and active forms of spending free time, as well as obstacle courses. The highlight of the event was the premiere of a therapeutic fairy tale for children by Boguś Janiszewski entitled “How the best play”.

As part of the project, 154 children from 8 special institutions took part in the event. The project was co-financed by the Ministry of Sport and Tourism.



#goodpractice HOW THE BEST PLAY

As part of activities promoting sports among people with disabilities and breaking stereotypes associated with it, the publication entitled “How the best play” was created. Its aim is to support the emotional education of children and to raise awareness of the need to include people with disabilities in the world of sport. The fairy tale not only inspires physical activity, but also encourages the youngest to reflect on diversity and acceptance. It is a story that teaches empathy, understanding and openness towards children with disabilities, including those entering the world of sports.

The publication includes an expert article addressed to parents, as well as fairy tale therapy scenarios for parents, teachers, educators, and guardians of school-age children. It was created in cooperation with the Zaczytani.org Foundation. The author of the book is Boguś Janiszewski, and the expert part was prepared by Prof. Bartosz Molik and Dr. Jolanta Marszałek. The book and audiobook were sent electronically to 22 000 educational institutions.

Sports and recreation picnic for people with disabilities in Warsaw

In June and October 2023, as part of cooperation with the Bemowo District Office of the Capital City of Warsaw, the MultiSport Foundation organised two picnics at Primary School No. 363 in Warsaw. The aim of these events was to encourage children, adolescents and adults with disabilities to take up physical activity. The picnics included demonstrations and competition in wheelchair fencing, competition in various athletics disciplines, as well as obstacle courses, games, and activities developing eye-hand coordination. 500 people took part in both events, including 260 people with disabilities and 65 people with severe disabilities.

The event partners included Blížej Dziecka Association, Bemowo Social Welfare Centre, Bemowo Support and Rehabilitation for Disabled People Centre, “Nie jesteśmy sami” Association, Bemowo District Social Dialogue Commission, ISKRA Family and Society Support Foundation, Foundation for Assistance to People with Disabilities with the “Konar” Occupational Therapy Workshop.

National Sports Day

National Sports Day is a nationwide social campaign promoting sports and health. It has been organised since 2013, and its idea is to provide all interested people with access to free, specially prepared training in many sports disciplines. The MultiSport Foundation was once again involved in a picnic organised on the National Sports Day. It took place on 17 September 2023 by the Kazimierz Górski National Stadium. The foundation prepared many attractions and training sessions at its stand, including an ergometer race, free throws and goal kicks competitions with a point mat, checking hand strength using a dynamometer and coordination skills tests. The event gathered 14 200 guests. The foundation’s stand was visited by 2 500 people.

Poznań Run Expo

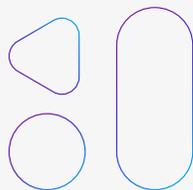
In October 2023, as part of the Poznań Run Expo, the MultiSport Foundation once again joined in promoting physical activity among the youngest participants of the event. On 20 October, an educational and sports meeting was held for children from Poznań schools and people with disabilities who are also outstanding athletes, including Grzegorz Pluta and Stefan Makowski. The event included a lecture warning against risky behaviour that may lead to an accident resulting in loss of health or life. On 21 October, the foundation prepared a sport stand for the event participants. The main theme of the event was the activity of people with disabilities



miniciti

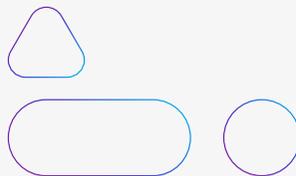
Miniciti is an innovative educational space for children aged 7 to 15, located in the **Praga Koneser Center** in Warsaw. Young citizens of the miniature city take on various professional roles and, in the form of a funny game, gain their first valuable experience and information about the functioning of the economy. This is a place that opens the door to adult life and introduces them to the realities of their future career. The foundation has created a miniature (Zdrofit) sports club in the city, where children will learn the basics of a healthy and active lifestyle and discover the secrets of the fitness industry. Through play, participants take on professional roles such as fitness club manager, personal trainer, physiotherapist, or dietician.

Children can use the miniciti seven days a week. Buyers of admission tickets also support children from communities at risk of social exclusion, providing them with free access to educational activities



PE Master Class in Poznań

As part of the events accompanying Poznań Run Expo, the MultiSport Foundation – in cooperation with the Poznań International Fair, the City of Poznań and the Poznań Sports and Recreation Centres – organised “PE Master Class”. Classes were conducted under the supervision of coaches and outstanding Olympians. The warm-up was led by a successful athlete, Marek Plawgo. The event was attended by 350 children aged 12-15 from 5 schools in Poznań.



“We say NO TO HATE” workshops

In November and December 2023, on the initiative of the MultiSport Foundation, pilot workshops on online hate in everyday life and in the school environment were conducted. During multimedia lectures and discussions with participants, real threats, and ways of defending against this phenomenon were presented. At the same time, children and young people were made aware that differences (including disabilities) cannot be a reason for exclusion. A total of 800 children and youth from 4 schools in 3 voivodeships (mazowieckie, łódzkie, świętokrzyskie) took part in the workshop.

The programme was co-financed by the Ministry of Sport and Tourism.



4.6 Financial support

In 2023, the Benefit Systems Group donated PLN 2,061,647.12. A total of PLN 1,800,000 was allocated to the activities of the MultiSport Foundation, whose mission is to promote health and expand access to an active lifestyle among all social groups. The remaining donations were also mainly associated with the organization of sports-related events. The Group did not incur expenses related to media support or trade unions.

BENEFIT SYSTEMS

	Multisport Foundation*	Dobry MultiUczynek**	Dobry MultiUczynek	Marek Kamiński Foundation					
Sponsorship / donation	donation	donation	donation	donation	donation	donation	donation	donation	
Support	financial	financial	financial	financial	financial	financial	financial	financial	total: PLN 1,985,000
Gross amount	PLN 1,800,000	PLN 15,000	PLN 15,000	PLN 15,000	PLN 30,000	PLN 30,000	PLN 30,000	PLN 50,000	

VANITYSTYLE SP. Z O.O.

	Sports partner	Sports partner	Sports partner	Sports partner	Powisłe Social Foundation	Ocean of Dreams Foundation	Primum Protection of Wild Animals Foundation	Client	
Sponsorship / donation	sponsorship	sponsorship	sponsorship	sponsorship	donation	donation	donation	sponsorship	
Support	material	material	material	material	financial / material	financial	material	material	total: PLN 13,932.55
Gross amount	PLN 783.38	PLN 678	PLN 224.09	PLN 531.08	PLN 3,475	PLN 5,000	PLN 2,854	PLN 387	

BENEFIT SYSTEMS BULGARIA OOD

	SOS Children's Villages in Bulgaria	Cedar Foundation	„Karin Dom“
Sponsorship / donation	donation	donation	donation
Support	financial	financial	financial
Gross amount	PLN 23,231	PLN 17,423.25	PLN 13,060.32

BENEFIT SYSTEMS SLOVAKIA S.R.O

	Friends Association in Levoča
Sponsorship / donation	donation
Support	financial
Gross amount	PLN 9,000

total BG+SK:
PLN 62,714.57

*MultiSport Foundation – More information about the foundation's activities can be found in the "Social engagement" chapter | **Dobry MultiUczynek – More information about the Dobry MultiUczynek programme can be found in the "Social engagement" chapter

***The amounts donated by BS Bulgaria were converted according to the average BGN exchange rate in 2023

TOTAL
PLN 2,061,647.12

5.

Environment



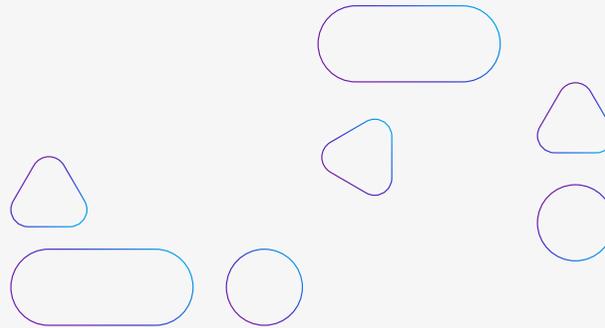
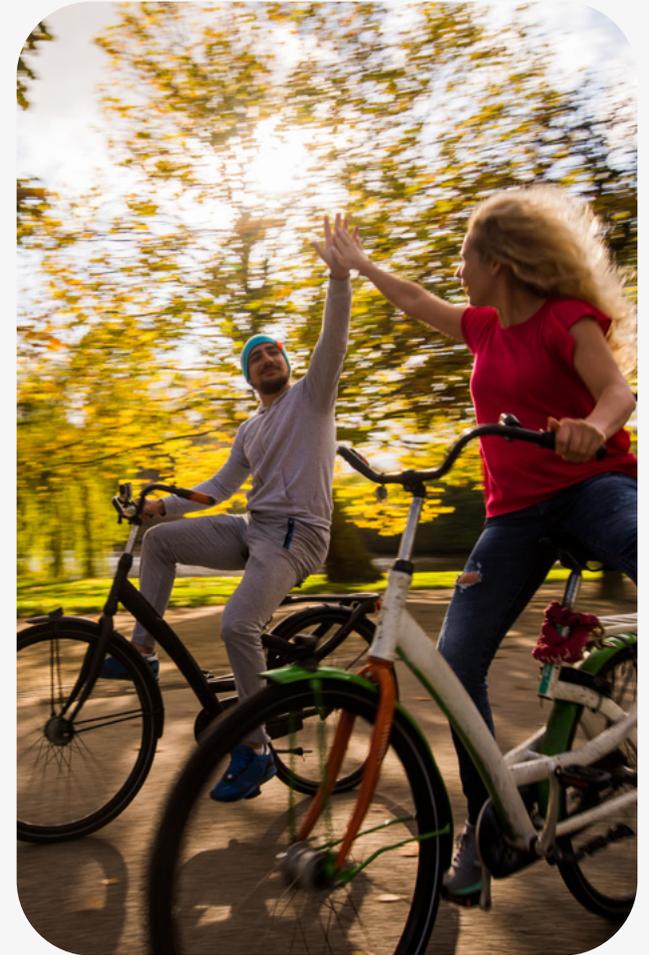
5. Environment

The Benefit Systems Group is taking action to minimise its carbon footprint. As part of its ESG Strategy, the company has established two key areas for development in terms of environmental protection and climate change mitigation: "Green Benefit" and "Green Club".

The Group monitors its carbon footprint and strives to reduce it. Due to its fundamental importance for the planet, current and future generations, as well as its impact on economic and social stability, the natural environment is an important area of interest for Benefit Systems.

In this part, we write about:

- impact on the environment,
- eco-friendly activities,
- climate risk,
- Benefit Systems Group's Taxonomy.



5.1 Impact on the environment

Impact on the environment

[GRI 3-3] Due to its fundamental importance for the planet, current and future generations, as well as its impact on economic and social stability, the natural environment is an important area of interest for Benefit Systems Group. This is also the opinion of the company's stakeholders, who expressed their views in the survey on topics important from

the point of view of its operations. Most respondents believe that – despite the relatively small scale of pollution generated by the company – it should focus on minimising it. A key aspect was the impact of climate change on the activities of Benefit Systems Group and the need to adapt to these changes.



Carbon footprint

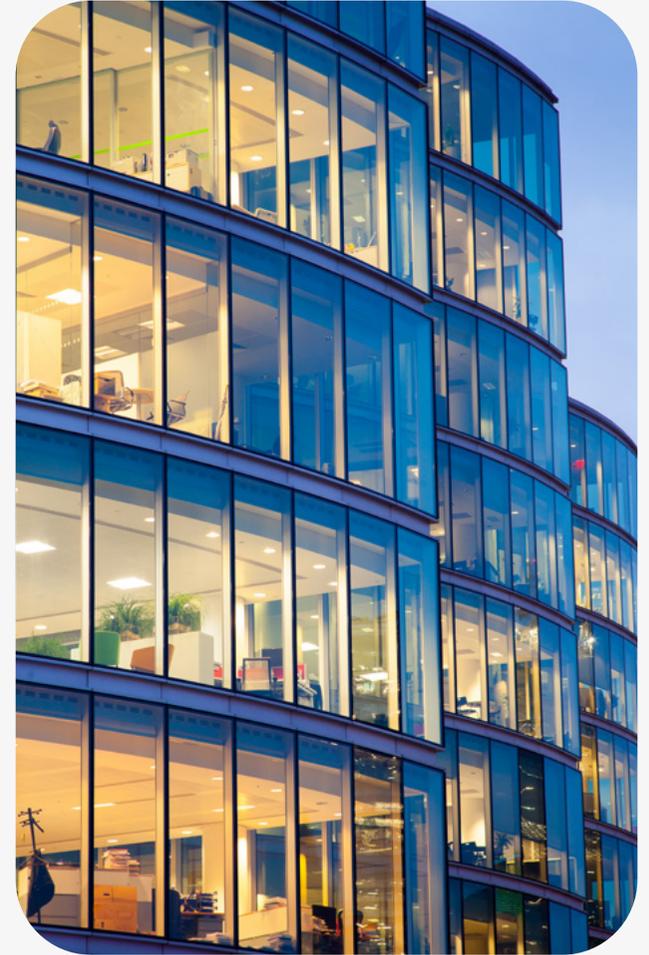
[GRI 305-1], [GRI 305-2], [GRI 305-3] The carbon footprint helps the Group understand its impact on climate change and its measurements are a key element of social responsibility, allowing organisations to take action that aim at reducing the negative influence. By identifying the main sources of greenhouse gas emissions, the Group can manage the risk related to climate change. By analysing areas with the greatest potential for emission reduction, the Group can make appropriate strategic decisions.

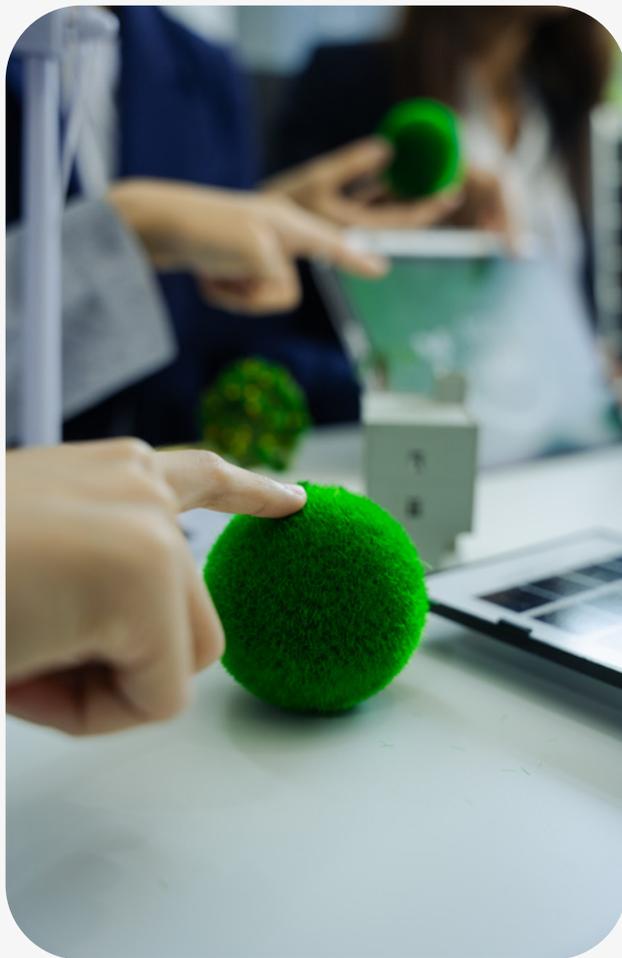
Through joint initiatives, the Benefit Systems Group's stakeholders, including employees, suppliers, and local communities, are educated. The effects of global warming are becoming more and more visible, including extreme weather events, melting glaciers, and rising sea levels. While developing its business, the Group and its partners do not lose sight of the bigger picture, which is protecting the planet.

From 2020, the Benefit Systems Group calculates its carbon footprint in three scopes. Due to the economic turmoil in 2020 and 2021, these data were not representative of all activity. For this reason, it was assumed that the base year would be 2022 and that it would be used in subsequent years as a reference point for comparing the Group's activities in terms of the measured carbon footprint.

For 2023, calculations were made regarding the carbon footprint covering:

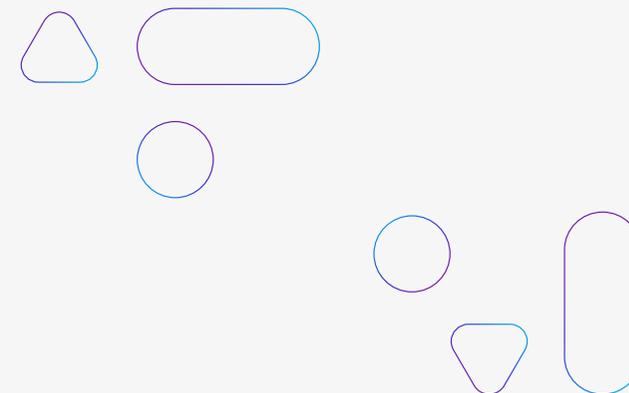
- Scope 1: Direct emissions;
- Scope 2: Indirect emissions related to the consumption of electricity, heat, cooling, and steam;
- Scope 3: Indirect emissions in the value chain, directly related to employee activity, i.e. their business travel, purchased goods and services, emissions related to waste, and other emissions related to fuels.





Emission calculations were prepared in accordance with the **Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition, GHG Protocol Scope 2 Guidance**, as well as **Corporate Value Chain (Scope 3) Accounting and Reporting Standard**. The greenhouse gases identified and included in the calculations are CO₂, CH₄ and N₂O, which are expressed as CO₂ equivalent (CO₂e). No biogenic CO₂ emissions were identified. The sources of emission factors were National Centre for Emissions Management (KOBiZE), the Department for Environment, Food & Rural Affairs (DEFRA) database, the Ecoinvent 3.6 database, and scientific publications. The criterion for consolidating the emissions volume for the Group was the share in companies, which means that 100% of the companies' emissions were assigned to the Group. The volume of emissions from the production of purchased electricity used in the facilities was calculated according to the location-based method, which uses the average emission factor for Poland.

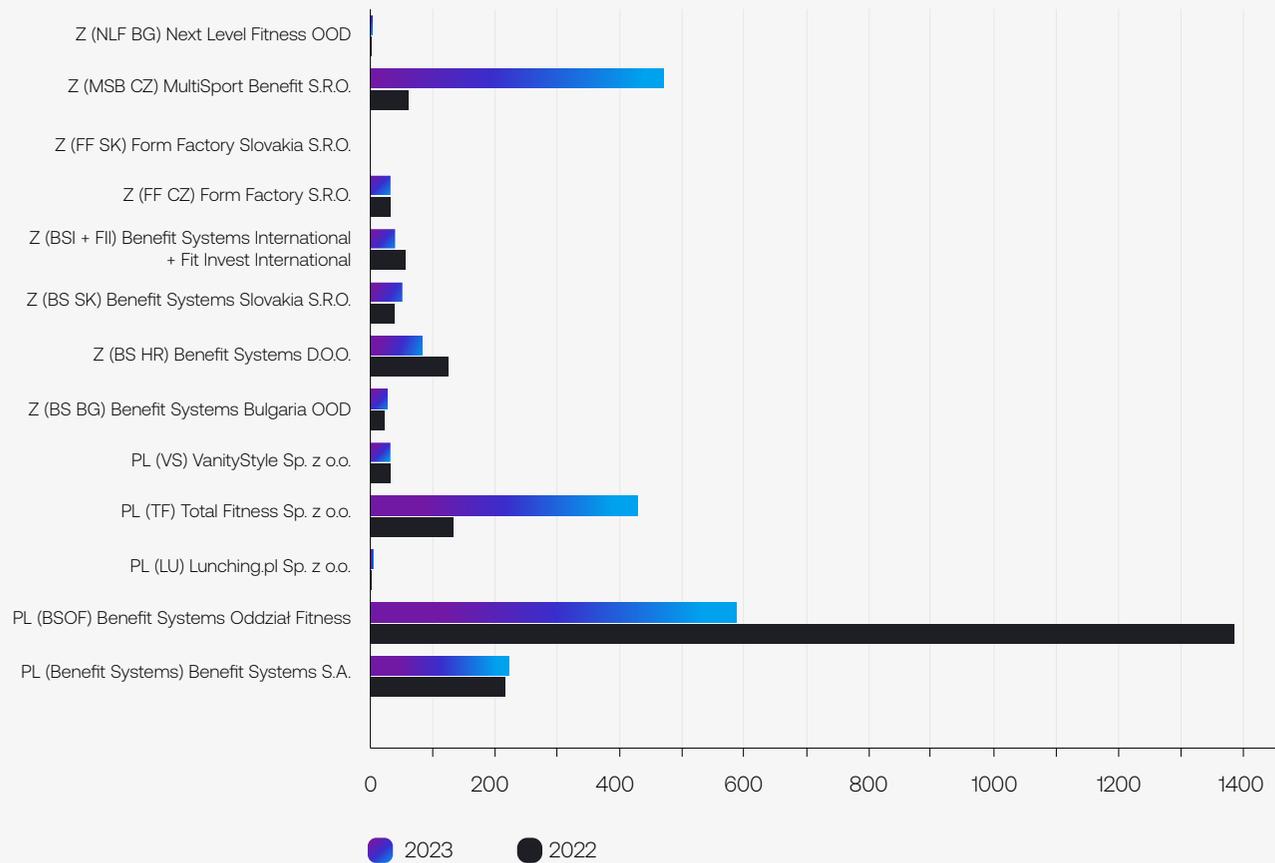
Fuel and energy consumption is monitored in internal company registers. Due to the lack of access to actual data (the Group rents space in third-party buildings and is not able to obtain data from all locations), in the case of purchased heat and cooling some of the data was estimated. The conversion of fuel consumption into energy expressed in GJ was made using the calorific values published in the KOBiZE document called: "Calorific values and CO₂ emission indicators in 2019 to be reported under the Emissions Trading System for 2023".



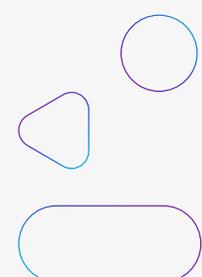
Direct, indirect energy, and other indirect greenhouse gas emissions in the Benefit Systems Group:
GHG emissions quantified in tons of CO₂e [tCO₂e]

	BENEFIT SYSTEMS GROUP			BENEFIT SYSTEMS + FITNESS UNIT		
	2023	2022	2021	2023	2022	2021
SCOPE 1	1,986	2,165	1,601	811	1,607	1,248
Fuels	1,592	1,852	1,484	811	1,421	1,194
Refrigerants (R410A)	394	313	117	0	186	54
SCOPE 2	40,565	34,383	21,113	28,306	28,815	16,155
Purchased electrical energy	31,184	27,624	15,801	24,728	22,481	11,941
Purchased thermal energy	8,238	4,934	5,312	3,276	4,557	4,214
Purchased cooling energy	1,142	1,825	no data	302	1,776	no data
SCOPE 3	4,413	4,064	4,047	3,169	2,895	3,154
Cat. 1. Purchased raw materials and services	1,601	1,686	908	1,261	1,060	677
Cat. 3. Emissions related to energy and fuels not included in Scope 1 and Scope 2	2,362	2,191	3,025	1,822	1,754	2,441
Cat. 6. Business trips	451	187	114	86	81	36
TOTAL EMISSIONS [CO₂e]	46,964	40,611	26,761	32,286	33,317	20,557

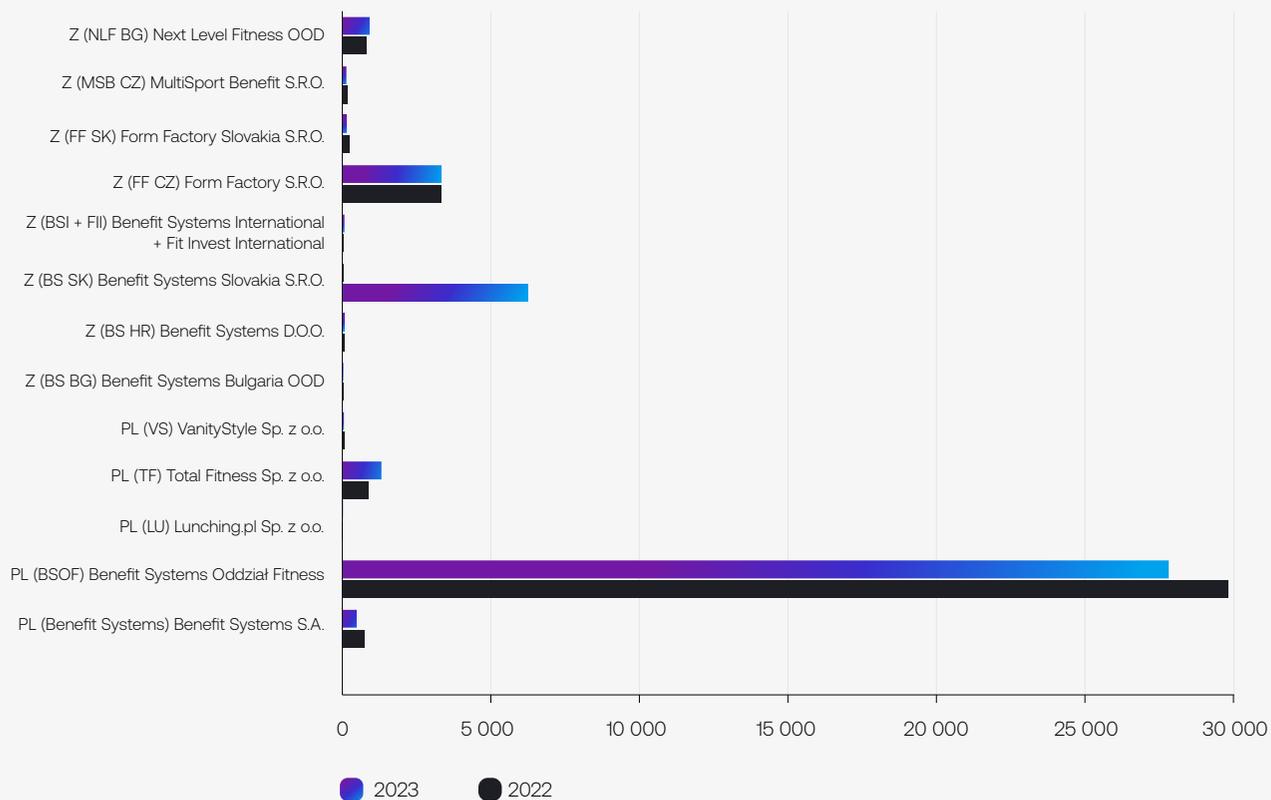
Carbon footprint – Scope 1



The data shows a decline in emissions between 2022 and 2023 for domestic activities in Scope 1 and Scope 2. This is an important signal suggesting that efficiency in terms of greenhouse gas emissions has been improved, especially considering the significant increase in users (number of users of all active MultiSport, FitProfit and FitSport sports cards has changed from 1,187,300 in 2022 to 1,424,500 in 2023).



Carbon footprint – Scope 2



The largest emissions can be observed in the case of Benefit Systems Fitness Unit, which results from the fact that it provides services to fitness clubs. At the end of December 2023, there were 218 clubs in Poland (156 clubs at the end of 2022).



[GRI 302-1]

Total energy consumption [GJ]

	BENEFIT SYSTEMS GROUP			BENEFIT SYSTEMS + FITNESS UNIT		
	2023	2022	2021	2023	2022	2021
Petrol	34,764	7,255	5,396	10,194	4,548	3,322
Gas oil	5,098	2,700	2,670	952	970	1,385
Natural gas	35,720	78,457	16,453	8,732	20,091	15,530
Electrical energy	157,886	140,261	87,423	123,369	114,151	65,930
Heating energy	71,282	42,688	45,964	28,350	39,432	36,462
Cooling energy	9,882	17,855	no data	2,613	15,363	no data
Total consumption [GJ]	314,632	289,216	157,726	174,210	194,554	122,629

Consumption of electrical, heating and cooling energy and water

	BENEFIT SYSTEMS GROUP			BENEFIT SYSTEMS + FITNESS UNIT		
	2023	2022	2021	2023	2022	2021
Electrical energy [kWh]	30,042,227	38,961,465	24,234,046	35,991,537	31,708,699	18,133,890
Heating energy [GJ]	71,282	42,688	45,964	28,350	39,432	36,462
Cooling energy [GJ]	9,882	17,855	no data	2,613	15,364	no data
Water [m ³]	921,409	359,720	214,051	375,077	289,870	169,234

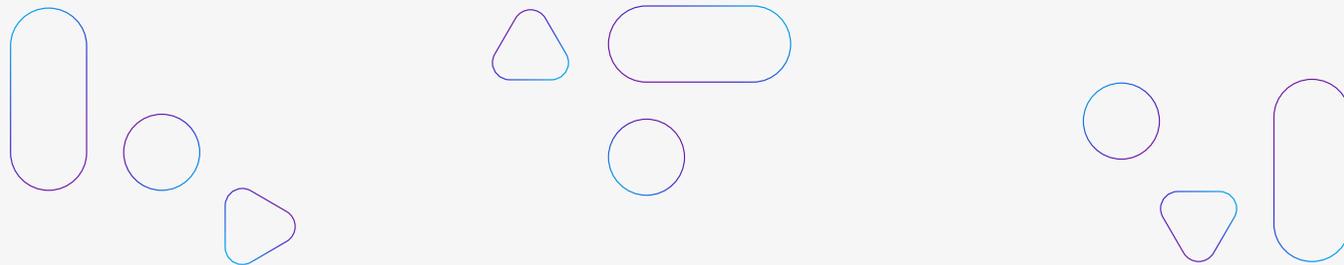




Renewable energy consumption [GJ]

	BENEFIT SYSTEMS GROUP		BENEFIT SYSTEMS + FITNESS UNIT	
	2023	2022	2023	2022
Electrical energy	1,367	1,384	1,201	1,205
Heating energy	0	1	0	1
Cooling energy	0	775	2,613	775
Total renewable energy consumption [GJ]	1,367	2,160	3,814	1,980

In 2024 and subsequent years, the Benefit Systems Group will undertake actions aimed at reducing its carbon footprint, particularly by reducing the consumption of electricity. As part of the further work on our ESG Strategy, it has defined objectives and KPIs related to the reduction of greenhouse gas emissions in the Group.



Eco-friendly activities

The Benefit Systems Group takes numerous actions to minimise its carbon footprint.

As part of the ESG Strategy, the company has established two key areas for development in the field of environmental protection and climate change prevention: **“Green Benefit”** and **“Green Club”**.

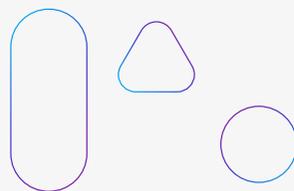
Activities related to the **“Green Benefit”** concern reducing the carbon footprint, e.g. by purchasing energy from renewable energy sources. Campaigns are carried out to increase the ecological awareness of employees, partners, and clients. They inspire them to make sustainable decisions, also outside the workplace. The Benefit Systems Group encourages sports card users to act ecologically by introducing the possibility of free rides on city bikes (in foreign markets).

As part of the **“Green Club”**, the company has defined and plans to implement the so-called Green Club Standard met by all new and renovated sports facilities owned by Benefit Systems.

As part of activities to reduce energy consumption in 2023, **traditional lighting was gradually replaced with LED technology solutions** in fitness clubs managed by Benefit Systems Fitness Unit (at the end of 2023 this solution was used in about 50% of clubs).

In all newly built and renovated clubs, installation of devices with reduced demand for energy and water is used as a standard solution.

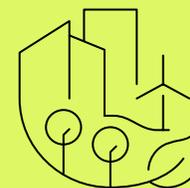
In 2023, the company launched a pilot fitness club where the water installation is fully automated and equipped with smart SCHELL SWS software. It allows for continuous monitoring and easy management of water consumption using dedicated servers and touchless electronic fittings. As part of heating and cooling technologies, energy-saving heat pumps were mostly installed.



#goodpractice GREEN CLUB STANDARD

The **“Green Club Standard”**, formulated in 2023 by Benefit Systems Fitness Unit, contains a description of pro-environmental technical solutions, including plans for successive implementation of architecture, electrical and water installations, and HVAC (heating, ventilation, air conditioning). Ultimately, all new and renovated facilities belonging to the Benefit Systems Group are to meet this standard.

Clubs opened in modern office buildings (e.g. The Park Kraków in 2023) also meet the requirements of BREEAM (**Building Research Establishment Environmental Assessment Method**) facility certification.





In 2023, all new electrical switchboards were equipped with energy consumption meters. Statistical data obtained in this way will be the basis for further optimisation in energy-saving lighting, heating and cooling technologies, including hot water and electrically heated saunas.

Most sports clubs are equipped with **separate bins for plastic bottles, bottle crushers, and visual messages aimed at educating customers on effective waste segregation.**

Benefit Systems Fitness Unit also **uses regenerated sports equipment.** The company buys used machines and thoroughly refurbishes them, thanks to which they remain in secondary circulation and get a “second life”. If the business requires the purchase of new equipment, the company makes sure that the machines are of the highest quality and durability, thus reducing the frequency of their replacement in individual facilities.

As part of the recycling process, **the company uses segmented sports mats, consisting mainly of rubber granulate made from recycled rubber products.**

Being aware of the emission level of facilities not only during their life cycle, but also at the construction stage, the company’s investment concepts **assume the use of durable and proven products, as well as technologies from renowned manufacturers.** When renovating clubs and opening new facilities, the company ensures the appropriate quality of the materials used so that they are subject to minimal wear and tear and can be used for a long period of time. The company also ensures proper management of construction waste by including appropriate provisions in contracts with contractors.

In 2023, an IT tool in the form of a modern, transparent system for managing activities related to maintenance processes and removing failures and faults was implemented. The system offers additional possibilities (monitoring and generating statistics). Thus, it enabled drawing accurate conclusions quickly and improved the process of constantly searching for market alternatives for elements with unsatisfactory parameters in terms of durability and reliability.

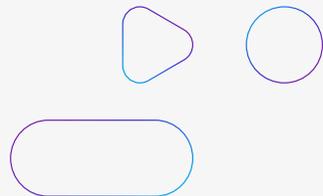
Additionally, most investments in 2023 involved an acoustician to develop the best methods of vibroacoustic insulation. In this way, the surroundings of the facilities are protected against pollution in the form of excessive noise and vibrations.

Good practices in other group companies

Similarly to Benefit Systems S.A. and other group companies, **VanityStyle** also pays attention to reducing the negative impact on the environment in its daily activities. It places emphasis on the economical use of water, electricity, and light. It uses tap water filtering devices and water dispensers, which eliminate the need to purchase water in plastic bottles. The company has energy-saving lighting that responds to motion sensors allowing for additional energy savings when no one is present in a specific part of the office. The air conditioning is zone-controlled (according to rooms and needs), and the devices in the office (printers, refrigerators) are energy-saving.

VanityStyle employees segregate waste into five fractions: biodegradable waste, plastic, paper, glass, and domestic waste. Appropriately grouped waste is therefore immediately transported to places where it will be recycled. The company also collects used batteries. Electronic waste is collected by a specialised company.

Employees are provided with bicycle boxes and lockers. This inconspicuous solution encourages them to give up commuting by car.



In foreign companies, e.g. Benefit Systems D.O.O. (Croatia), MultiSport Benefit S.R.O. (Czech Republic), Benefit Systems Slovakia S.R.O., office workers use filtered water from taps or dispensers. This allows them to reduce the purchase of water in plastic bottles. Waste is segregated into appropriate fractions and computer equipment is disposed of in accordance with local regulations. Employees are encouraged to reduce printing and use online documentation instead. Additionally, the Czech company, Form Factory S.R.O., undertakes actions to reduce paper through appropriate document circulation and digitisation of clubs. Thanks to this, internal processes and communication with external entities are now paperless. Additionally, 90% of paper towels in offices comes from recycling.



At **MultiSport Benefit S.R.O. in the Czech Republic**, 90% of the energy used comes from renewable energy sources. In 2023, **Benefit Systems Bulgaria OOD** replaced traditional lighting with LED lights, which contributed to reducing energy consumption. In 2023, the **Czech Form Factory S.R.O.** began modernisation leading to savings in electricity consumption, mainly by replacing existing light sources with LED ones, which means the reduction in operating costs by up to 45%. For 2024, the company has planned to assess and optimise

the supply of electricity to its branches and headquarters so that consumption can be reliably measured and forecasted. At the same time, the organisation makes efforts to ensure that 100% of the energy used comes from renewable sources.

Form Factory S.R.O. also educates people visiting fitness clubs, especially through campaigns on water saving, waste segregation, and waste disposal. At its reception desks, it offers products in biodegradable packaging. In 2023 alone, approximately 150 kg of plastic packaging were replaced.

Moreover, **MultiSport Benefit S.R.O. in the Czech Republic** offered the possibility of renting public bicycles as an additional option to sports cards to encourage users to choose this means of transport. **Benefit Systems Slovakia S.R.O.** card users have a similar option. They can ride city bikes in Slovakia free of charge.



Educational activities aimed at employees

The Benefit Systems Group also takes care of educational activities that increase the ecological awareness of its employees. **The goal is to encourage them to make more responsible environmental decisions both at work and in their private lives.**

In 2023, as part of Green Office recertification, employees could take part in thematic webinars. The first session focused on plastic and conscious purchasing choices. Participants could find out more about the advantages and disadvantages of plastic, the definition of microplastic, how plastic reaches living organisms, etc. They learned how to recognise labels on packaging and which plastic was safer. They also acquired basic knowledge on how to generate less plastic waste in everyday life and how to replace plastic packaging.



The second webinar was devoted to organic food and such topics as differences in organic and conventional crops, pesticides in vegetables and fruits, etc. Participants learned how the choice of crop affects health.

In May 2023, Benefit Systems Fitness Unit employees took part in the ecological initiative of the Dr. Max Zdrowie Association, i.e. EcoRun in Grabiszyński Park in Wrocław. For each participant Dr. Max Zdrowie Association planted one tree in Wrocław.

In 2023, **VanityStyle** published on the Intranet educational articles on digital ecology, saving electricity and water, as well as reducing driving (e.g. cycling or public transport) addressed to employees.

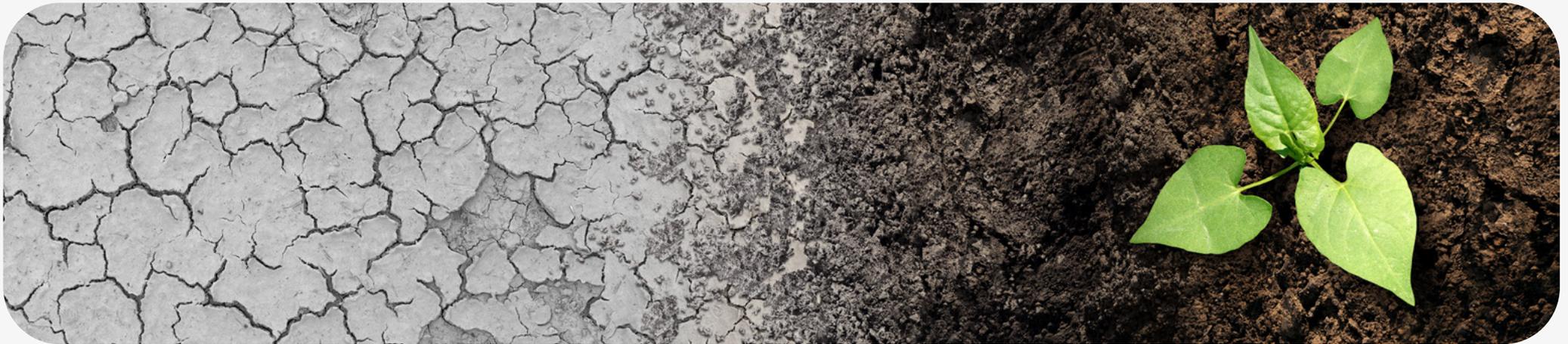


5.2 Climate risks

At Benefit Systems, the risk management process also includes the analysis of climate risks. In 2023, the company continued work on determining the probability of climate risks and opportunities in various time perspectives. The completion of the process has been postponed to 2024.

Benefit Systems has divided the climate risks identified so far into market risks (such as the risk of increasing energy prices), regulatory and legal risks (risk of financial penalties in the event of failure to adapt to new regulations, risk of an increase in the costs of obtaining capital for investments and increased insurance costs), and reputational damage (due to insufficiently ambitious climate declarations), which constitute transition risks.

Physical risks include sudden and chronic weather changes and anomalies caused by climate change (occurrence of interruptions or restrictions in energy supply, which will affect the company's operations and the functioning of fitness clubs).



5.3 EU Taxonomy

EU Taxonomy UE

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088, Official Journal of the European Union, L 198, 22 June 2020, pp. 13–43 is a classification tool that shows investors which economic activities can be considered environmentally sustainable. A common name for the regulation is the **EU Taxonomy**.

The EU Taxonomy aims to make it easier for investors to contribute to the implementation of the European Green Deal, including the transition to a safe, climate-neutral, climate-resilient, and more resource-efficient circular economy.

Pursuant to the Taxonomy, the Benefit Systems Group is obliged to disclose:

- The proportion of its turnover derived from products or services associated with economic activities that qualify as environmentally sustainable,
- The proportion of its capital expenditure (CapEx) related to assets or processes associated with economic activities that qualify as environmentally sustainable,
- The proportion of its operating expenditure (OpEx) related to assets or processes associated with economic activities that qualify as environmentally sustainable.

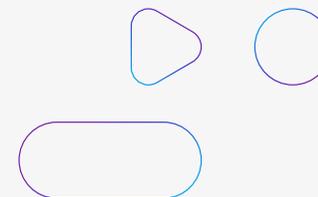




As set out in the taxonomy, an economic activity shall qualify as environmentally sustainable where that economic activity:

- contributes substantially to one or more of the environmental objectives,
- does not significantly harm any of the environmental objectives,
- is carried out in compliance with the minimum safeguards,
- complies technical screening criteria (i.e., Delegated Regulation of the Commission (EU) 2023/2486 of June 27, 2023, supplementing Regulation of the European Parliament and of the Council (EU) 2020/852) by establishing technical screening criteria. They serve to define the conditions under which a given economic activity qualifies as making a significant contribution to: the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, the protection and restoration of biodiversity and ecosystems.

They also determine whether a given economic activity does not cause significant harm to any of the other environmental objectives (Delegated Regulation of the Commission (EU) 2023/2486 of November 21, 2023, and Delegated Regulation of the Commission (EU) 2021/2139 of June 4, 2021, supplementing the Regulation of the European Parliament and of the Council (EU) 2020/852) by establishing technical screening criteria to determine the conditions under which an economic activity qualifies as making a significant contribution to either mitigating climate change or adapting to it, and also to determine whether the economic activity does not cause significant harm to any of the other environmental objectives (Delegated Regulation of the Commission (EU) 442 of September 9, 2021, pages 1–349).



The aforementioned environmental objectives are:

- climate change mitigation,
- climate change adaptation,
- the sustainable use and protection of water and marine resources,
- the transition to a circular economy,
- pollution prevention and control,
- the protection and restoration of biodiversity and ecosystems.

Detailed requirements regarding the disclosure of the above-mentioned indicators are regulated by the supplementing Regulation (EU) 2020/852 (Official Journal of the European Union, L 443, 10 December 2021, pp. 9–67), which specifies the principles set out in Art. 8 EU Taxonomy.

As part of this year’s reporting, the Benefit Systems Group is obliged to determine to what extent its activities are consistent with the EU Taxonomy in terms of the first two objectives, i.e. climate mitigation and adaptation, and whether its activities are included in the Taxonomy in terms of the remaining objectives. This year, the Benefit Systems Group decided to voluntarily report compliance with all the EU Taxonomy objectives.

To fulfil the obligation to report on the extent to which the activities of the Benefit Systems Group are sustainable within the meaning of the EU Taxonomy, a process of testing compliance with the EU Taxonomy was developed and carried out. It was divided into four stages: registration, identification, allocation, and verification.



Testing EU Taxonomy compliance in the Benefit Systems Group

Taxonomy compliance testing process.

1. Organisation of the process:

Within the Benefit Systems Group, the reporting process is supervised and coordinated by the Corporate Department (ESG Team). The Finance Department is responsible for compiling data and determining KPIs compliant/non-compliant with the EU Taxonomy. The reporting process based on the EU Taxonomy in the Benefit Systems Group began with the division of competences and the definition of priorities in this area. Representatives of all companies of the capital group were involved in individual stages of reporting. In the process of preparing the report, the Benefit Systems Group was supported by an external advisor.

2. Analysis of the activities conducted by the Benefit Systems Group in terms of inclusion in the EU Taxonomy:

Based on the prepared surveys and the responses obtained, the Benefit Systems Group determined which activities it conducts are covered by the technical screening criteria, i.e. the criteria included in the EU Taxonomy. Activities qualifying for the Taxonomy were identified based on the descriptions of economic activities included

in the annexes to the supplementing regulations establishing the technical screening criteria of the EU Taxonomy. In case of doubts, the NACE taxonomy and guidelines, as well as other documents prepared by the European Commission and the Platform on Sustainable Finance were used.

3. Assessment of compliance with the EU Taxonomy:

Based on the technical screening criteria, and using the guidelines of the European Commission, the Benefit Systems Group assessed whether its activities are environmentally sustainable within the meaning of the EU Taxonomy. At this stage, the company's compliance with the minimum guarantees of the EU Taxonomy was assessed.

4. Allocation and calculation:

At this stage, the value of turnover, investment outlays, and operating expenses was assigned to individual activities. Tables for taxonomic reporting were then prepared.

5. Presentation of results:

In addition to presenting the results of the analysis of compliance with the EU Taxonomy, i.e. tables, the Benefit Systems Group has prepared a comprehensive discussion of this process and its activities specified in the technical screening criteria to make it easier for readers of the report to understand the Benefit Systems Group's approach to the EU Taxonomy.



Verification of compliance with the technical screening criteria

The Benefit Systems Group verified compliance with the technical screening criteria for selected types of activities eligible for the Taxonomy. Individual criteria for significant contribution across all environmental objectives were analysed. This process has been described in more detail in relation to individual KPIs.

Verification of compliance with the “do no significant harm” (DNSH) criterion

The “do no significant harm” (DNSH) condition aims to ensure that there is no situation where the implementation of one of the environmental objectives would be achieved at the expense of the others.

During the analysis of the compliance of the Group’s activities with the EU Taxonomy, compliance with the DNSH criterion was verified for all activities that met the criteria for making a significant contribution. The Benefit Systems Group carried out an assessment of climate risks and sensitivity to climate change. A comprehensive and detailed process of identifying key climate risks and assessing their significance was launched in 2021. In 2023, work on determining the probability of occurrence of climate risks and opportunities in various time perspectives continued. The completion of the process has been postponed to 2024.

The climate risks identified so far have been divided into market risks (such as the risk of increasing energy prices), regulatory and legal risks (the risk of financial penalties in the event of failure to adapt to new regulations, the risk of an increase in the costs of obtaining capital for investments and an increase in insurance costs), and loss of reputation (due to insufficiently ambitious climate declarations), which constitute transition risks. Physical risks include sudden and chronic changes and weather anomalies caused by climate change (interruptions or restrictions in energy supply, which may affect the company’s operations and the functioning of fitness clubs). In the Benefit Systems Group’s opinion, this process meets the requirements of Appendix A to the technical screening criteria.

The Benefit Systems Group takes action to maintain water quality and avoid water shortages. It takes all reasonable actions related to maintaining high water quality and avoiding water deficits to achieve good status of the aquatic environment. In renovated clubs and new facilities, devices with reduced water demand are installed.

The transition to a circular economy is an important element of the environmental management system, and guidelines regarding this aspect are an integral element of the Benefit Systems Group’s activities. The group uses refurbished sports

equipment and does not print documents and regulations in the sales process, using online forms. Most clubs have separate bins for plastic bottles and bottle crushers, and they do not sell drinks in plastic cups.

To implement the DNSH principle of pollution prevention and control in relation to the use and presence of chemicals, the Benefit Systems Group does not produce, distribute, or use substances listed in Appendix C to the technical screening criteria and operates in accordance with the principles expressed therein.

Taking care of biodiversity protection is very important to the Benefit Systems Group. The assessment of risks to biodiversity and general standards of conduct was carried out based on the guidelines contained in Appendix D to the technical screening criteria. To ensure compliance with requirements regarding biodiversity and ecosystems, the Benefit Systems Group continuously monitors the implementation of the requirements imposed on it by environmental protection law.



Minimum Safeguards

In accordance with the provisions of Art. 18 of Regulation (EU) 2020/852 regarding minimum safeguards, the Benefit Systems Group analysed the compliance of its business activities with the requirements specified in Art. 18 to confirm compliance with minimum safeguards.

The Group verified compliance with Minimum Safeguards with a compliance assessment tool using the assessment methodology proposed by the Platform on Sustainable Finance. This platform is an advisory body of the European Commission, established under Art. 20 of the Taxonomy Regulation to perform advisory functions on the usefulness of the EU Taxonomy and the broader sustainable finance framework. The verification showed that the Group has implemented due diligence procedures in the field of sustainable development. Detailed rules applicable within the Group regarding due diligence are expressed in the Code of Ethics, which is a public document available on the Benefit Systems website.

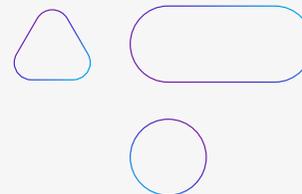
When conducting its business activities, the Group is in constant contact with its stakeholders. Detailed information on this subject can be found in the “About the Benefit Systems Group” chapter.

The verification of due diligence procedures was carried out within the entire Group, in consultation with the owners

of individual business areas. The Group also exercises due diligence towards its business partners, analysing their activities in terms of social responsibility and sustainable development factors.

The Group has a complaint mechanism enabling the reporting of information about activities inconsistent with the provisions of the Code of Ethics and legal regulations in place. There is an Ethics Committee at Benefit Systems, which supports employees and associates in complying with the principles of the Code of Ethics, responds to current ethical problems and is involved in considering reported matters, while maintaining confidentiality, objectivity, and independence.

Detailed information on the adopted documents, rules of conduct, and complaint mechanism can be found in the “Ethics and Compliance” chapter, in the section on counteracting corruption.



Due diligence is a process which the Group pays particular attention to. For this reason, the Group plans to continually expand and improve the implemented due diligence processes within the scope of minimum safeguards to implement the socially responsible business model more effectively.

The organisation has a due diligence process for sustainable development based on the OECD Guidelines for Multinational Enterprises. It concerns responsible business conduct and the UN Guiding Principles on Business and Human Rights.

Verification of the completeness of due diligence processes was based on internal analysis of the existence and operation of related elements, resulting from the framework contained in the documents listed in the definition of minimum safeguards. The process used the “The Corporate Human Rights Benchmark (CHRB) Core UNGP indicators, for all companies in all sectors” assessment methodology proposed by the World Benchmarking Alliance.

There were no violations of labour law provisions and no reports from the OECD National Contact Point or allegations made by the Business and Human Rights Resource Centre (BHRRC) against entities of the Benefit Systems Group. There were no violations of the regulations regarding corruption, tax law, or competition law against the Group or representatives of its top management (including those from its subsidiaries).



Accounting policies

The calculation of turnover indicators, capital expenditure (CapEx), and operational expenditure (OpEx) was based on the definitions set out in Annex I to the Commission Delegated Regulation (EU) 2021/2178. The definition of OpEx differs from the one adopted for the purposes of the financial report.

To present the proportion of turnover, capital expenditures (CapEx), and operating expenses (OpEx) that qualify for the Taxonomy, the Benefit Systems Group used the methodology used to prepare the financial report (with the difference that for the purposes of the taxonomic report the definitions of capital expenditures (CapEx) and operational expenses (OpEx) in accordance with the definition of these categories in the taxonomy documents were adopted).

In other respects, the Benefit Systems Group applied the following principles:

- The taxonomic disclosures have been prepared considering the principle of avoiding double counting. Individual business areas were assigned only to one qualifying activity, and each part of revenue, CapEx and OpEx, was recognised only once. This ensured that the amounts were included in the report only once.

- Compared to the previous period, no significant changes were introduced to the process of preparing the taxonomic report.

Other information

In the report for 2023, the Benefit Systems Group discloses the share of its activities consistent with the Taxonomy making a significant contribution to the implementation of the climate change mitigation and adaptation for the second time. For the first time, the Group is also voluntarily reporting in full the share of its activities consistent with the Taxonomy that make a significant contribution to the achievement of other environmental objectives.

The Benefit Systems Group does not conduct, finance, or have exposure to the types of activities referred to in sections 4.26–4.31 of Annexes I and II to Commission Delegated Regulation (EU) 2021/2139, i.e. types of activities related to the production of energy as part of nuclear processes and energy production from fossil gases.



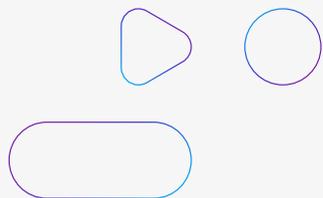
Results

Turnover

With respect to the key performance indicator regarding turnover, the denominator is the total consolidated revenues of the Benefit Systems Group in 2023, disclosed in the consolidated report on results, presented in the Consolidated Financial Statements of the Benefit Systems Capital Group in the “Sales revenues” item.

The numerator was assigned that part of the Group’s net revenues which, as a result of the review, was identified as relating to activities classified in the Taxonomy and at the same time consistent with it.

As a result of the analysis carried out at the Group and company level, the categories of turnover achieved by the Benefit Systems Group in 2023, which qualify for the Taxonomy included in the annexes to delegated acts on environmental objectives, were identified.



Assessment of compliance with the technical screening criteria

The Benefit Systems Group generates revenues mainly from the sale of non-financial employee benefits connected with sports, healthy lifestyle, physical recreation, culture and entertainment, as well as tailored cafeteria programmes. The Group’s main product, generating 83.1% of revenue in the analysed period, are MultiSport sports cards sold to B2B clients (employers), enabling card users (employees) access to over four thousand sports and recreation facilities in Poland and abroad. Another source of the Benefit Systems Group’s revenue is generated by running its own fitness club networks. Within this area the revenue amounts to 14.6% of the Group’s total revenue.

Currently, there is no technical screening criterion for this activity, therefore it does not qualify for the EU Taxonomy. It should be emphasised, however, that the activities of the Benefit Systems Group are conducted with the implementation of sustainable development objectives in mind, including the highest standards of human rights protection.

Activities qualifying for the Taxonomy and partially consistent with it include obtaining income from renting space to third parties in buildings which the Benefit Systems Group has legal title to. Revenue amounts for activities identified as compliant with the Taxonomy have been assigned to the KPI numerator.

After re-analysis, the Benefit Systems Group decided that the programming and broadcasting activities described in technical screening criteria (8.3) should not be included in this section. Last year, this activity was shown as part of the reported turnover.

Contribution to numerous objectives

N/A. An activity identified as consistent with the Taxonomy does not make a significant contribution to more than one objective.

Disaggregation of key performance indicators

N/A.

Contextual information

The total revenue reported in the KPI numerator comes from contracts with clients. Both the numerator of the key performance indicator and the qualifying activities do not include amounts relating to activities conducted for other entities of the Benefit Systems Group.

Turnover

Fiscal year 2023

Year

Substantial Contribution Criteria

DNSH ("Does Not Significantly Harm") criteria

Economic Activities (1)

	Code or codes (2)*	Absolute Turnover (3)	Proportion of Turnover (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and Ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity and Ecosystems (16)	Minimum safeguards (17)	Environmentally sustainable activities (Taxonomy-aligned) (A.1) or not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) Turnover, 2022 (18)	Category: (enabling activity) (19)	Category: (transitional activity) (20)
		,000 PLN	%	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T; N; N/EL	T/N	T/N	T/N	T/N	T/N	T/N	T/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Turnover of environmentally sustainable activities (Taxonomy-aligned)																			
Acquisition and ownership of buildings	CCM 7.7	177	0.01%	T	N/EL	N/EL	N/EL	N/EL	N/EL							T	0.00%		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		177	0.01%	0.01%	N/EL	N/EL	N/EL	N/EL	N/EL								0.00%		
Including enabling activities		0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%									E	
Including transitional activities			0.00%	0.00%															T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition and ownership of buildings	CCM 7.7	5,259	0.19%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.19%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		5,259	0.19%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%								0.19%		
A. Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1+A.2)		5,436	0.20%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%								0.19%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		2,768,709	99.80%																
TOTAL		2,774,145	100.00%																

* The code is an abbreviation of the relevant objective which the economic activity is eligible for to make a substantial contribution to its achievement, as well as the number of the section dedicated to the activity in the relevant annex relating to the objective, i.e.
 - climate change mitigation: CCM.

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity for an appropriate environmental objective.
 N – No, Taxonomy-eligible but not Taxonomy-aligned activities for the relevant environmental objective.
 N/EL – Not Taxonomy-eligible activities for the relevant environmental objective.
 EL – Taxonomy-eligible activities for the relevant environmental objective.

CAPEX

As part of the compliance test with the Taxonomy, investment projects implemented in 2023 in the Benefit Systems Group were analysed.

With respect to investment outlays, the denominator of the key performance indicator is the increase in the value of intangible assets, property, plant and equipment and assets due to the right of use, acquisition, production, and resulting from taking control of entities acquired by the Group during the period. Additionally, the increases included some changes in the value of leases due to changes in the scope of contracts (modifications) for a total amount of PLN 80 778,000. Part of the capital expenditure was assigned to the meter, in accordance with Annex I to Delegated Regulation (EU) 2021/2178.

Assessment of compliance with the technical screening criteria

The following activities which qualify for the Taxonomy have been identified in the investment processes conducted by the Benefit Systems Group:

1. Transport by motorbikes, passenger cars and light commercial vehicles – leasing of cars included in the corporate fleet.
2. Renovation of existing buildings – expenditure related to the renovation of buildings.

3. Installation, maintenance, and repair of energy efficiency equipment – expenditure on energy – saving equipment in fitness clubs.
4. Data processing, hosting, and related activities – expenditure on the Group's own servers.

An analysis of compliance with the technical screening criteria of these activities was carried out. This process allowed for the separation of investment expenditures included in the denominator. They concern assets or processes related to business activities consistent with the Taxonomy, purchase of products from business activities consistent with the Taxonomy, individual measures enabling the target activity to become low-emission or reduce greenhouse gas emissions, and individual measures for the renovation of buildings.

Environmentally sustainable activities within the meaning of the EU Taxonomy are: installation, maintenance, and repair of energy efficiency equipment – expenditure on energy-saving equipment in fitness clubs that meet the technical screening criteria.

After re-analysis, the Benefit Systems Group decided that this section should not include the activities of programming and broadcasting activities as well as activities related to software, IT consulting and related activities described

in the technical screening criteria (8.2 and 8.3). Last year, this activity was shown as reported capital expenditures.

Contribution to numerous objectives

N/A. No investment outlays related to activities contributing to the implementation of more than one environmental objective were identified.

Disaggregation of key performance indicators

N/A.

Contextual information

The numerator of the key performance indicator regarding capital expenditures includes expenses related to the Benefit Systems Group's business activities. Investment expenditures shown as qualifying for the Taxonomy, related to activities 6.5 and 8.1, concern economic activities qualifying for the Taxonomy conducted for the Group's own consumption.

The Group does not have a plan for capital expenditure referred to in point 1.1.2.2. Annex I to Commission Delegated Regulation (EU) 2021/2178, and therefore the expenditure shown in the numerator of the key performance indicator is not part of such a plan.

OPEX

As part of the Taxonomy compliance test, the operating costs incurred by the Benefit Systems Group in 2023 were analysed. The denominator of the key performance indicator regarding operating expenses includes the costs of current upkeep of fixed assets (such as maintenance, repairs, inspections, cleaning, security), and costs related to the rental of passenger cars.

Assessment of compliance with the technical screening criteria

In the operating expenses incurred by the Benefit Systems Group, which qualify for the Taxonomy, the following activities have been identified:

1. Transport by motorcycles, passenger cars and light commercial vehicles – expenditures related to the temporary rental of corporate fleet cars.
2. Renovation of existing buildings – expenditures related to the renovation and maintenance of buildings.

An analysis of compliance with the technical screening criteria of these activities was carried out. During the verification process for the identified activities, no operating expenses consistent with the Taxonomy were identified.

Contribution to numerous objectives

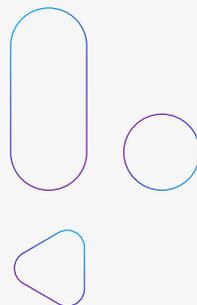
N/A. No expenses related to environmentally sustainable activities have been identified.

Disaggregation of key performance indicators

N/A.

Contextual information

The numerator of the key performance indicator does not include operating expenses related to activities consistent with the Taxonomy. The denominator of the key indicator includes expenditure on building renovation activities, maintenance and repair costs, and other expenditure related to identified activities.



OPEX

Economic Activities (1)	Fiscal year 2023		Year		Substantial Contribution Criteria					DNSH ("Does Not Significantly Harm") criteria							Minimum safeguards (17)	Environmentally sustainable activities (Taxonomy-aligned) (A.1) or Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	Operating expense 2022 (18)	Category: (enabling activity) (19)	Category: (transitional activity) (20)
	Code or codes (2)*	Operating expense (3)	Proportion of operating expense 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and Ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity and Ecosystems (16)	%					
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1 Turnover of environmentally sustainable activities (Taxonomy-aligned)																					
Operating expenses for environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								0.00%				
Including enabling activities	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%									E			
Including transitional activities		0.00%	0.00%																T		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL												
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	625	146%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.93%				
Renovation of existing buildings	CCM 7.2 CE 3.2	1,939	4.52%	EL	N/EL	N/EL	N/EL	EL	N/EL								7.19%				
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0	0.00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.10%				
Operating expenses for Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		2,564	5.98%	3.72%	0.00%	0.00%	0.00%	2.26%	0.00%								8.22%				
A Operating expenses for Taxonomy-Eligible activities (A.1+A.2)		2,564	5.98%	3.72%	0.00%	0.00%	0.00%	2.26%	0.00%								8.22%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Operating expenses for Taxonomy-Non-Eligible activities		40,335	94.02%																		
TOTAL		42,899	100.00%																		

* The code is an abbreviation of the relevant objective which the economic activity is eligible for to make a substantial contribution to its achievement, as well as the number of the section dedicated to the activity in the relevant annex relating to the objective, i.e.
 - climate change mitigation: CCM,
 - circular economy: CE.

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity for an appropriate environmental objective.
 N – No, Taxonomy-eligible but not Taxonomy-aligned activities for the relevant environmental objective.
 N/EL – Not Taxonomy-eligible activities for the relevant environmental objective.
 EL – Taxonomy-eligible activities for the relevant environmental objective.

6.

Ethics and Compliance



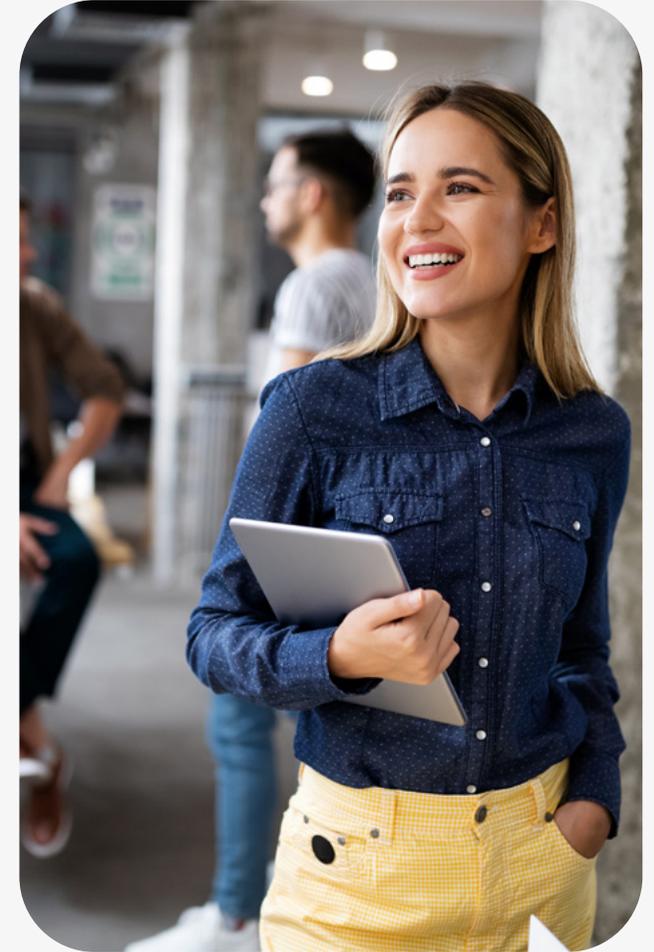
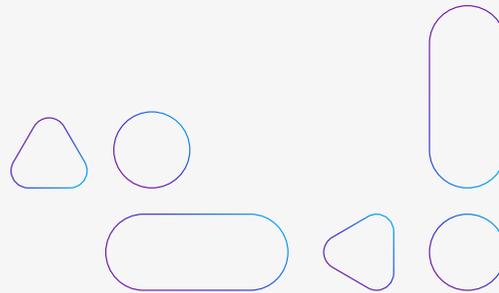
6. Ethics and Compliance

The Benefit Systems Group is guided by the principles of **honesty, integrity, and ethical conduct**. Ethics is also an elemental part of social responsibility and one of the most important values promoted by the B Corp movement, which Benefit Systems belongs to. Only ethical conduct of business – with respect for society, employees, business partners, and the environment – enables the company's lasting and sustainable success.

When performing daily duties, all employees are obliged to act ethically, in accordance with the "Benefit Systems Group BS_WAY Code of Ethics". There is also an Ethics Committee at Benefit Systems.

In this part, we write about:

- important principles and values,
- preventing conflicts of interest,
- compliance with laws and regulations,
- counteracting corruption.



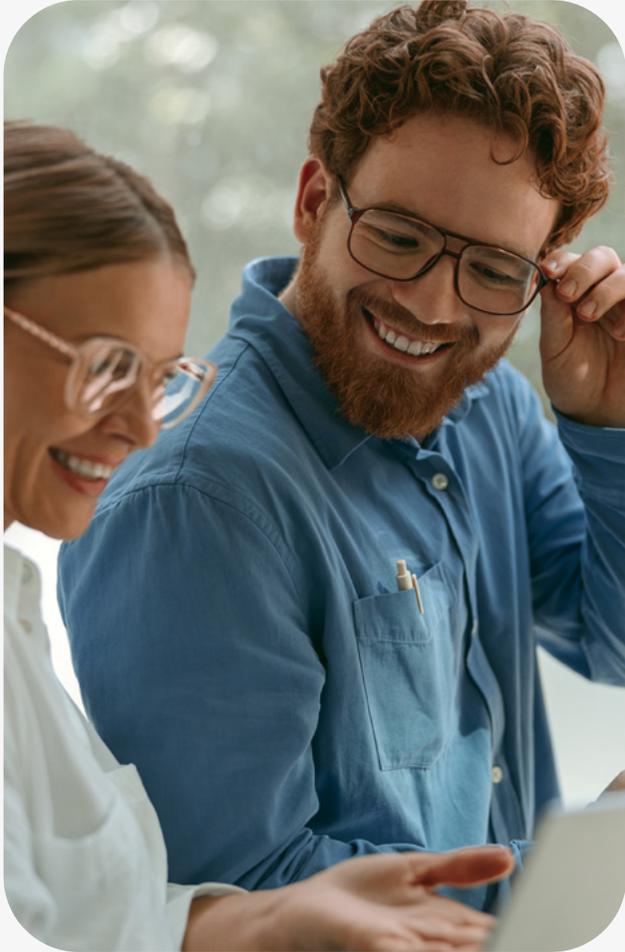
6.1 Principles and values

[GRI 2-23] [GRI 2-24] [GRI 3-3] The "**Benefit Systems Group BS_WAY Code of Ethics**" is a public document, available on the company's website: benefitsystems.pl/en. It guides our business activities. Application of the principles contained in this document ensures transparency of decisions made. Therefore, all the Group's employees and associates are obliged to read the code and comply with its provisions.

The document defines basic ethical standards, most important values, and rules of conduct, including:

- respect for human rights,
- counteracting corruption,
- preventing conflicts of interest,
- information confidentiality and data protection,
- social engagement,
- responsible approach to the natural environment.



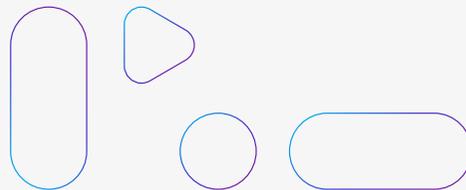


Information on the Code of Ethics, rules of conduct, and other issues related to the Compliance area are provided to all new members of the Benefit Systems team during their first days of work, as an integral part of onboarding. All employees' knowledge of ethical standards is also regularly refreshed. Employees and associates are obliged to complete e-learning training on the Code of Ethics, the Anti-Corruption Policy, and the procedure regarding gifts, benefits, and conflicts of interest once every two years. Additionally, important information and rules resulting from the Code of Ethics and related internal regulations are periodically provided to employees via Intranet.

The Benefit Systems Group focuses on ethical behaviour, which is why it expects the same attitude not only from its employees and associates, but also from its partners and contractors who must be familiar with the Code of Ethics.

The provisions of the code complement and detail the implemented policies and procedures:

- "Compliance Policy",
- "Anti-Corruption Policy",
- "Procedure for confidential transmission of information about suspected abuses",
- "Procedure regarding gifts, benefits, and conflicts of interest",
- "Diversity, Equity, and Inclusion (DEI) Policy".



Benefit Systems Group's values



RESPECT

We respect each other and treat all stakeholders with respect. We believe that each of us is unique, so we especially notice and appreciate diversity. We do not tolerate mobbing or discriminatory behavior based on gender, age, nationality, origin, religion, disability, sexual orientation, family and marital status, political beliefs, personality traits, education, or interests.



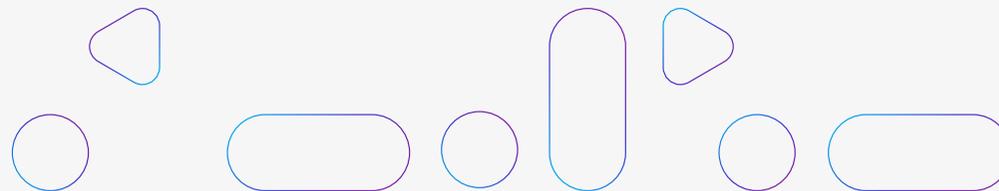
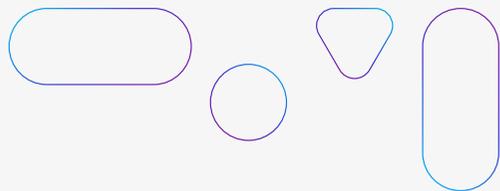
COOPERATION

The combination of knowledge and skills of our employees and associates is a guarantee of success. Trust, communication, the ability to listen and cooperate, and respect for other people are key to the Benefit Systems Group. We care about good cooperation and partnership. We build lasting relationships with our stakeholders based on the win-win principle.



ACCOUNTABILITY

By building relationships and working with stakeholders, we are responsible and make promises we can keep. We present information about the services we provide in a precise and understandable way, and we fulfil all obligations on time. Our responsibility is to respect human and employee rights, apply the rules of fair competition, counteract corruption, and act for the benefit of the natural environment.



Reporting unethical behaviour and the Ethics Committee

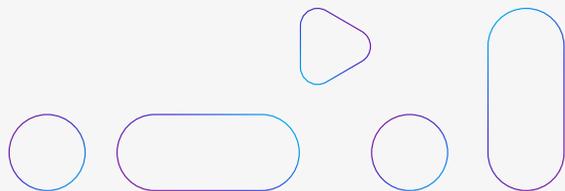
[GRI 2-25] [GRI 2-26] [GRI 3-3] The "**Benefit Systems Group BS_WAY Code of Ethics**" contains instructions for employees and associates on how to report information about suspected behaviour that is inconsistent with its provisions or with internal regulations and generally applicable law. Reports of irregularities can be sent by e-mail to an external, dedicated mailbox, as well as provided in person, by phone or by letter. All signals are handled with the same attention. Each report is treated confidentially. Anonymous reports are also accepted.

An **Ethics Committee**, which supports employees and associates in complying with the principles of the Code of Ethics, responds to current ethical problems, and is involved in considering reported matters, while maintaining confidentiality, objectivity, and independence, has been established at Benefit Systems.

The procedure for transmitting information about suspected abuse ensures confidentiality and identity protection for reporting persons. Those who report violations in good faith are protected against negative consequences resulting from the very fact of reporting. Reports are treated seriously and discreetly, and investigations are conducted in a reliable way. The company exercises due diligence and takes all possible actions to protect reporting persons against repressive or discriminatory actions, as well as actions that worsen their legal or actual situation such as threats or other types of unfair treatment. Any actions and measures of repression against a person reporting in good faith are unacceptable and will be treated by the company as a serious violation of the procedure for confidentially reporting information about suspected abuse. Consequently, disciplinary actions will be taken.

External stakeholders can also report any comments, concerns regarding Compliance with applicable laws, ethics and other regulations, or suspected risks of non-Compliance, using the channels provided in the Code of Ethics published on the website.

In 2024, the company plans to implement a new tool for reporting violations to improve the process, ensure information security from the point of view of data confidentiality, and more efficient management of the follow-up process in subsidiaries, including foreign companies, the process of implementing confidential channels for reporting irregularities has begun in accordance with the guidelines of EU regulations and local laws in this regard.



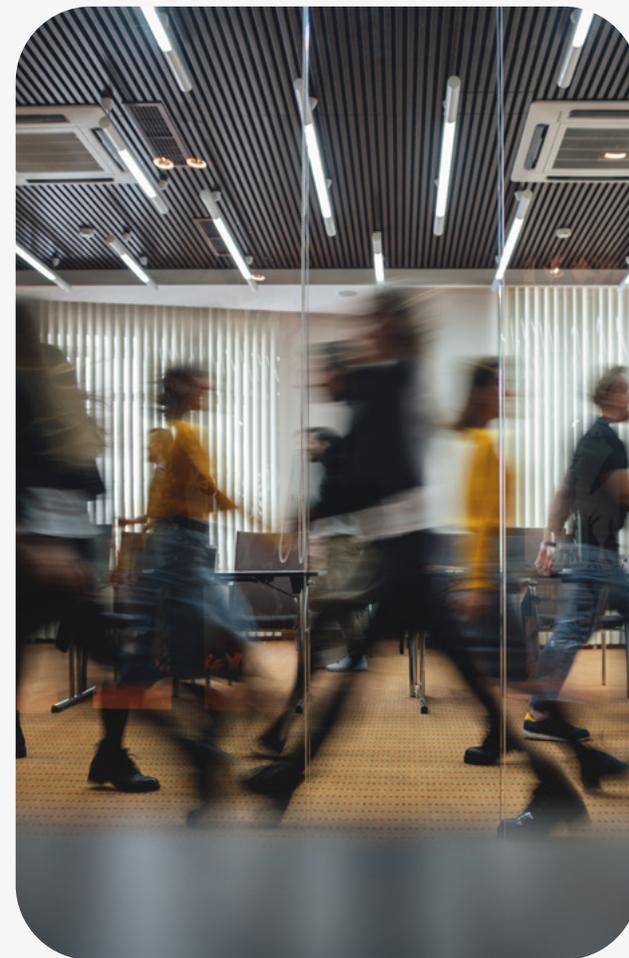
6.2 Preventing conflicts of interest

IGRI 2-151 At Benefit Systems, we pay attention to impartiality and objectivity in the process of making business decisions, supporting the principle of selflessness, equal treatment of parties, and fair competition. There is a **procedure regarding gifts, benefits, and conflicts of interest in place**. It:

- Defines the concept of conflict of interest and indicates situations that may result in a potential or actual conflict of interest,
- Indicates the obligation for employees to disclose and communicate the possibility of a conflict of interest; the disclosure results in the implementation of actions mitigating the risk of the consequences of a conflict of interest.

The rules resulting from internal regulations are communicated to all Benefit Systems employees and reinforced through mandatory training in this area. Policy and procedure documents are available on the Intranet.

Legal provisions oblige Benefit Systems management board members to specific behaviour in the field of preventing conflicts of interest. These regulations are binding regardless of the provisions of contracts concluded with a management board member or the regulations and policies adopted by the company. Pursuant to the provisions of the Commercial Companies Code, a member of the management board cannot engage in competitive business nor participate in a competitive company as a partner in a civil partnership, partnership, or as a member of a corporate body without the company's consent. They cannot participate in another competitive legal entity as members of a body. This also covers participation in a competitive capital company if a member of the management board holds at least 10% of shares or the right to appoint at least one member of the management board. In the event of a conflict between the interests of the company and the interests of a member of the management board, their spouses, relatives, and in-laws up to the second degree, as well as persons they are personally related to, a member of the management board should disclose the conflict of interests and refrain from participating in the resolution of such matters. They may also request that this be noted in the minutes (during the meeting of the relevant body).



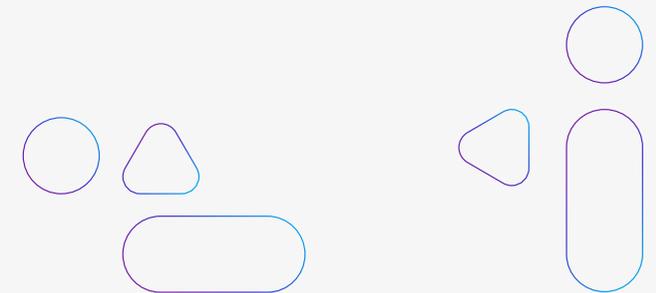


Additionally, a member of the management board – in accordance with the provisions of the Commercial Companies Code – should exercise due diligence resulting from the professional nature of their activity in the performance of their duties. They should also be loyal to the company, also in the sense of preventing conflicts of interest. A member of the management board may not disclose company secrets, even after the expiry of their mandate. In the agreement between the company and a member of the management board, as well as in a dispute with them, the company is represented by the supervisory board, or a proxy appointed by a resolution of the general meeting. This should also be considered in the aspect of ensuring control of the entrepreneur in preventing conflicts of interest. These principles are followed by the Benefit Systems management board members and members of the management boards of companies within the Benefit Systems Group.

The obligation of loyalty to the company also applies to members of the supervisory board. They should exercise due diligence resulting from the professional nature of their activity, be loyal to the company and not reveal its secrets, even after the expiry of their mandate.

Notwithstanding the above, in their employment contracts, the Benefit Systems management board members undertake to take specific actions or refrain from conducting activities that would be contrary to the interests of the company (including as an employer). During the term of the employment contract and within 12 months after its termination they undertake not to provide or disclose information constituting the company's secret to third parties, and not to use this knowledge for purposes other than business (without the company's consent).

They also undertake not to initiate competitive activities defined in the contract during the term of its duration without the company's consent. They also undertake – based on a separate agreement – to refrain from competitive activities even after the termination of the employment relationship resulting from the employment contract. In case of doubts, they are obliged to obtain a written opinion of the company.



The company also has a procedure for periodic assessment of transactions concluded with related entities on market terms as part of the company's ordinary activities. The procedure was introduced pursuant to Art. 90 section 2 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005. The procedure specifies how the company's supervisory board periodically evaluates transactions concluded by the company and its subsidiaries with related entities. It serves to ensure the transparency and legality of these transactions. It also constitutes an internal control mechanism when potential violations in this respect are identified. The company and the entire Benefit Systems Group have a transparent procedure for managing conflicts of interest and concluding transactions with related entities in the event of a possible conflict of interest. The procedure provides for ways of identifying situations in which a member of the management board or supervisory board could lead to a conflict of interests as part of their professional activity.

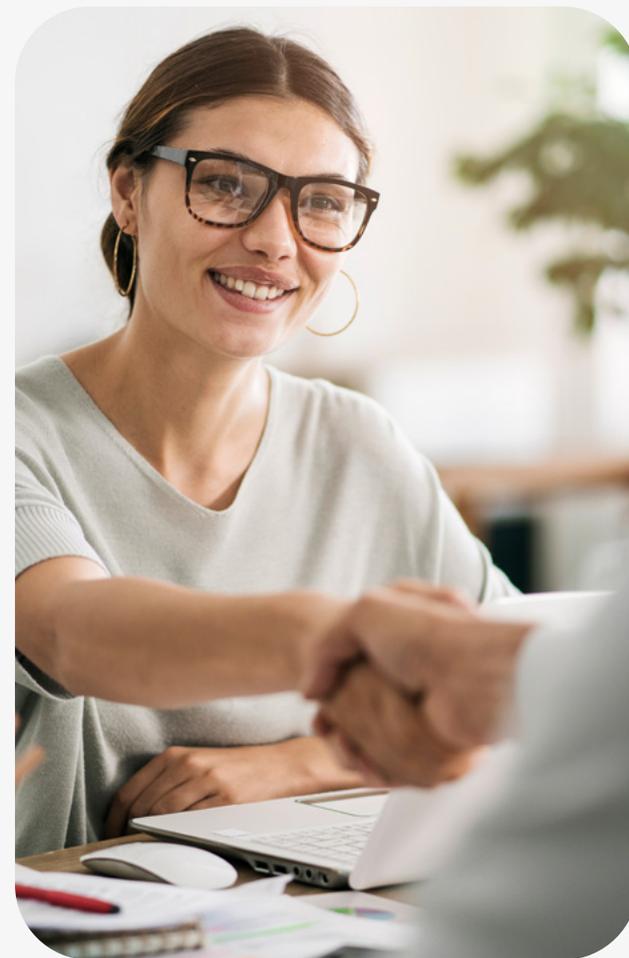
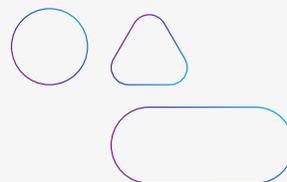
Moreover, members of the Benefit Systems management board and supervisory board submit an annual declaration regarding the existence or absence of a conflict of interest. In 2023, there was no conflict of interest of any member of the management board or supervisory board detected.

Communication of critical concerns

[GRI 2-16] The management board and the Audit Committee receive quarterly information about reports, findings from explanatory proceedings, as well as whistle-blowing cases.

In 2023, there were two cases reported by the whistle-blowing channel. The first one concerned employee issues. Explanatory actions were taken by the HR Department of the Fitness Unit, and the case is also described in the "Our employees" chapter (section on diversity). The second reported matter concerned an internal process and was clarified and addressed appropriately.

Additionally, the company has a procedure called "Good practices in the event of mobbing and discrimination" in place, which aims to counteract mobbing and discrimination in the company. Matters in this regard are considered by specially appointed committees, according to the procedure guidelines.



6.3 Compliance with laws and regulations

Conducting business in accordance with the law and internal regulations is the foundation of the operational stability of Benefit Systems. This allows the company to build trust among clients, partners, employees, and shareholders. It also reduces legal, financial, and reputational risks.

Benefit Systems has a "**Compliance Policy**" in place. It defines the basic principles of operation in the field of Compliance risk management by identifying and assessing such risk, taking mitigating actions, monitoring, and shaping the ethical image of the company.

Benefit Systems separates the **Compliance function** in its structure. It is responsible for tasks related to monitoring the implementation of applicable legal provisions, good practices, ethical standards adopted in the Benefit Systems Group BS_WAY Code of Ethics, as well as the implementation and application of internal regulations.

[GRI 2-25] [GRI 2-27] [GRI 206-1] Benefit Systems is undergoing antitrust proceedings. Antitrust proceedings against Benefit Systems (and other entities) were initiated by the President of the Office of Competition and Consumer Protection on 22 June 2018 in connection with the suspicion of certain activities potentially restricting competition on the domestic market of sports and recreation service packages, the national fitness club market, or the local fitness club market (the "proceedings").

On 4 January 2021, the company received the decision of the President of the Office of Competition and Consumer Protection ("decision"), which concerns one of the three suspected violations in connection which the Proceedings were initiated with.

The President of the Office of Competition and Consumer Protection recognised the company's participation in an agreement involving the division of the market between 2012 and 2017 as a practice restricting competition on the domestic market for the provision of fitness services in clubs, which constitutes a violation of Art. 6 section 1 point 3 of the Act on Competition and Consumer Protection and Art. 101 section 1 letter c of the Treaty on the Functioning of the European Union.

The President of the Office imposed fines on the parties to the Proceedings, including the company in the amount of PLN 26,915,218.36 (taking into account the succession resulting from the merger of the company with its subsidiaries that are parties to the Proceedings) and on its subsidiary (Yes To Move Sp. o. o., formerly Fitness Academy Sp. z o.o.) in the amount of PLN 1,748.74. Guided by the opinion of lawyers and analysis of known cases regarding the use of competition-restricting practices, which showed that courts often decided to significantly reduce fines imposed on entrepreneurs (in some cases up to 60-90%), in 2020 the company created a provision for the fine in the amount of PLN 10.8 million. Due to the lack of new circumstances in the case, the value of the provision as of 30 June 2023 was maintained unchanged.

The company does not agree with the decision of the President of the Office of Competition and Consumer Protection. It filed an appeal against it within the deadline specified by law.

On 21 August 2023, the Court of Competition and Consumer Protection ("Court") dismissed the company's appeal against the Decision. The Court's judgement is not final. The company does not agree with the issued judgement and therefore filed an appeal against it within the appropriate deadline.



With respect to the other two suspicions (making arrangements regarding exclusivity of cooperation with fitness clubs and suspicion of limiting the possibility of offering services as part of sports and recreation service packages), the proceedings were concluded with the issuance of a decision on 7 December 2021 by the President of the Office of Competition and Consumer Protection (“Decision 2”), based on Article. 12 section 1 of the Act on Competition and Consumer Protection of 16 February 2007. By Decision 2, the President of the Office of Competition and Consumer Protection did not impose a fine on the company and obliged it to take specific actions, described in Note 34.1 in the consolidated financial statements of the Benefit Systems Group for 2022.



IGRI 206-11

Legal actions taken regarding anti-competitive behaviour and practices violating antitrust regulations

Number of legal proceedings regarding anti-competitive behaviour in which the organisation was a participant pending in the reporting period	1 (described above)
Number of legal proceedings regarding anti-competitive behaviour in which the organisation was a participant completed in the reporting period	0
Number of legal proceedings regarding violations of antitrust regulations in which the organisation was a participant pending in the reporting period	0
Number of legal proceedings regarding violations of antitrust regulations in which the organisation was a participant completed in the reporting period	0



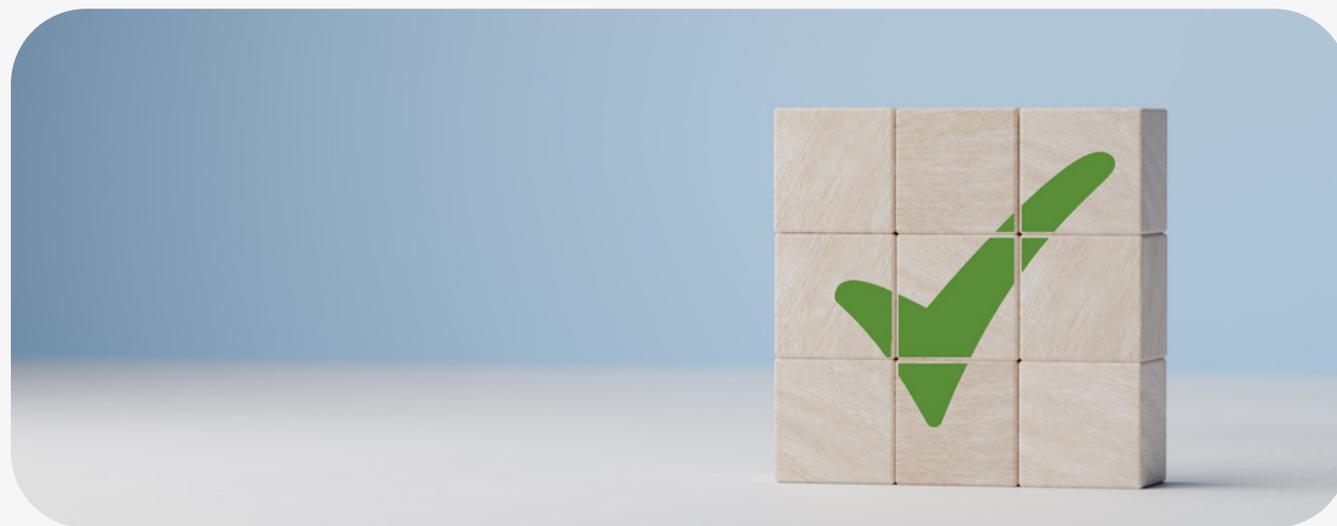
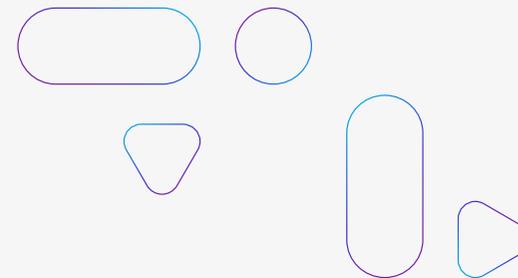
In 2023, Benefit Systems Bulgaria OOD based in Sofia initiated proceedings against a competing company for non-Compliance with antitrust policy. As a result, on 5 October 2023, the Bulgarian Commission for Competition Protection issued a resolution pursuant to which:

1. The competitive company was found to have violated the Competition Protection Act (dissemination of misleading advertising); a fine in the amount of 4% (four percent) of net sales revenues for 2022 was imposed,
2. Further violations were restricted with immediate effect,
3. The company was found to have violated the Competition Protection Act (dissemination of unauthorised comparative advertising); a fine in the amount of 3% (three percent) of net revenues for 2022 was imposed,
4. The competitive company was ordered to reimburse Benefit Systems Bulgaria OOD for the costs of the proceedings in question.

The above-mentioned resolution is currently the subject of a complaint filed by a competing company before the Administrative Court (Sofia region).

In 2023, MultiSport Benefit S.R.O. based in Prague (Czech Republic) was obliged to pay a fine due to failure to employ an appropriate number of disabled employees / suppliers as required by local law. Also in 2023, the company was obliged to pay a fine to the tax office due to making an advance payment for corporate income tax after the deadline.

The above-mentioned fines are immaterial from the point of view of the Group's financial statements.

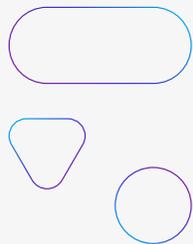


6.4 Counteracting corruption

[GRI 3-3] Benefit Systems has rules for combating corruption and counteracting situations that may contribute to corruption.

Anti-Corruption Policy

The “Anti-Corruption Policy indicates” what corruption is and what consequences it may have for the Benefit Systems Group and people actively involved in corruption activities. The principles arising from the adopted policy apply to everyone, regardless of position and form of employment. They also apply to contractors cooperating with companies from the Benefit Systems Group.



The anti-corruption activities carried out by Benefit Systems include:

- Promoting ethical behaviour specified in the “Benefit Systems Group BS_WAY Code of Ethics”.
- **Building awareness** (communication and training). Employees and associates are required to undergo training in the applicable “Anti-Corruption Policy”.
- **Procedure regarding gifts, benefits, and conflicts of interest** – it describes the procedure in situations when employees receive or want to give a gift or other material benefit. The procedure describes the rules for participation in meetings, trips, and events organised by contractors.
- **Periodic review of the application of policies and procedures.**
- **Reporting doubts and observations** – a system of confidential, anonymous disclosure of suspicions of irregularities and unethical behaviour.

[GRI 205-3] In 2023, there were no confirmed cases of corruption in the Benefit Systems Group identified.

The number of reports, the scope of topics (including corruption risk issues), as well as the status and results of explanatory proceedings and corrective actions taken are reported to the Management Board and the Audit Committee at Benefit Systems. In justified situations, reporting is made directly to the Benefit Systems Audit Committee by the Compliance Officer and the Internal Audit Director (independent of business processes).



Training

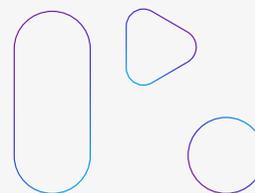
IGRI 205-21 The "Benefit Systems Group BS_WAY Code of Ethics", the "Anti-Corruption Policy", and **additional procedures supporting the areas of ethics and Compliance** have been approved for use by the Benefit Systems management board. All management board members are familiar with the applicable "Anti-Corruption Policy". Members of the management boards of foreign companies were also notified about it.

Employees and associates undergo mandatory training in the "Benefit Systems Group BS_WAY Code of Ethics", along with elements of the "Anti-Corruption Policy" and the "Procedure for gifts, benefits, and conflicts of interest". The training is repeated every two years. At the end of 2023, 82% of 1,000 people at Benefit Systems completed e-learning training in the LEON system.

Additionally, **all new hires receive training on topics related to ethics and Compliance during onboarding meetings.** Also at Benefit Systems Fitness Unit, all employees were trained. In 2023, training was also provided to 24 new hires. Training update for all employees and associates of Benefit Systems Fitness Unit is planned for 2024. At VanityStyle, 100% of the staff, i.e. 85 people, are trained in anti-corruption principles.

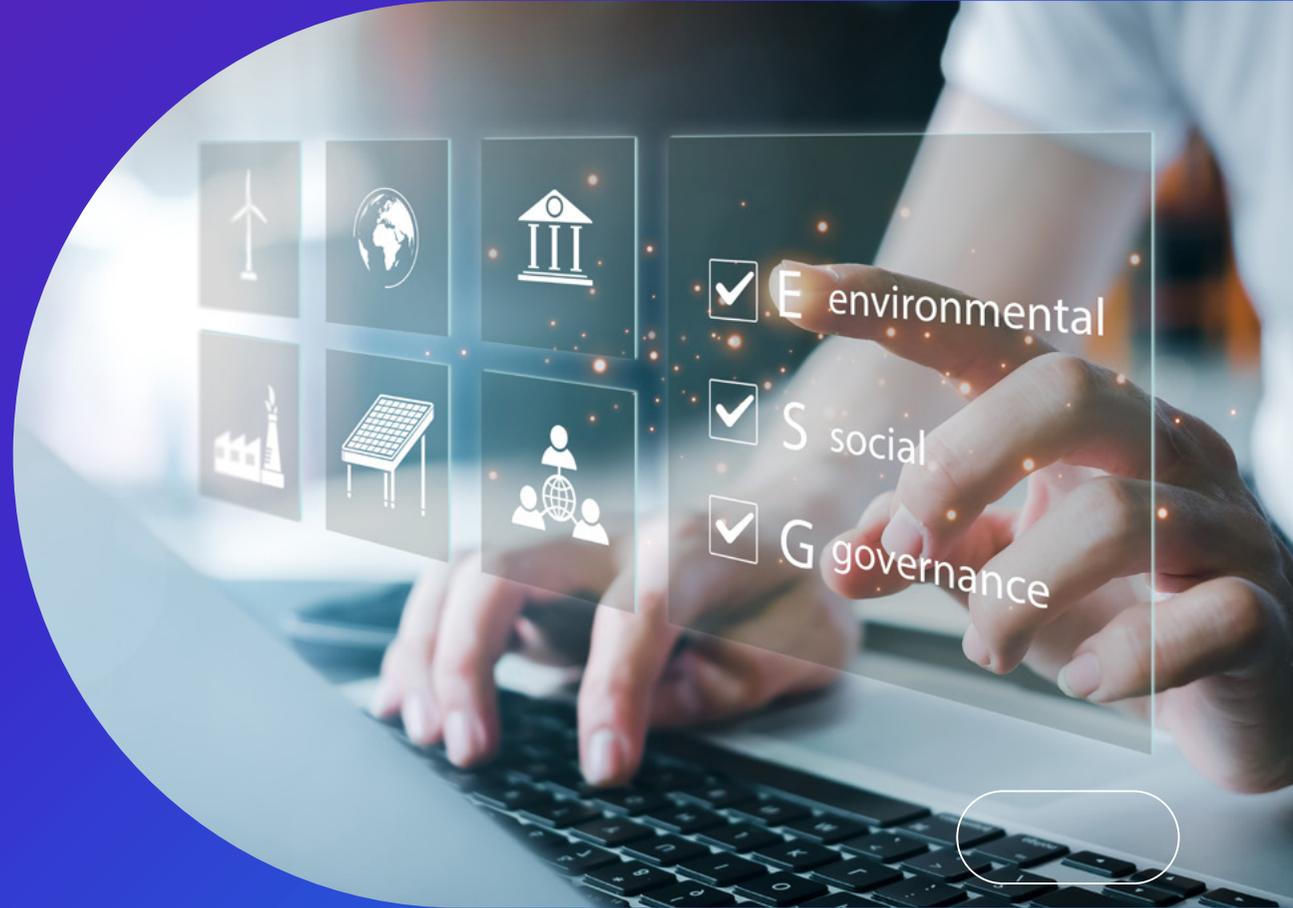
Activities related to the promotion of applicable ethical principles are also carried out in foreign companies. For example, all employees of MultiSport Benefit S.R.O. in the Czech Republic are aware of the existence of the "Benefit Systems Capital Group BS_WAY Code of Ethics and the Anti-Corruption Policy". Both documents have been translated into Czech.

At Form Factory Slovakia S.R.O. and Form Factory S.R.O. in the Czech Republic, each new employee undergoes training in the "Benefit Systems Group BS_WAY Code of Ethics". Additionally, 100% of employees and 100% of associates (personal trainers, instructors, etc.) are familiar with the **whistle-blowing procedure** for reporting violations. They were also informed about how to report irregularities and the procedure for considering reports.



7.

About the Report

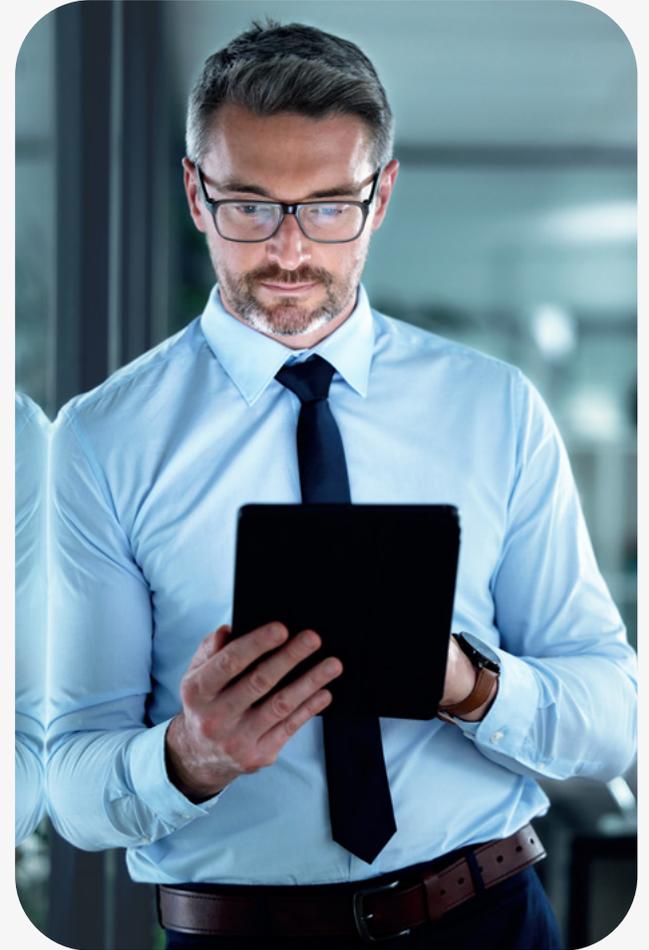


7. About the Report

[GRI 2-2] [GRI 2-3] [GRI 2-4] [GRI 2-5] The Benefit Systems Group ESG 2023 Report was prepared in accordance with the international sustainability reporting standard, Global Reporting Initiative – GRI Standards 2021. The document also meets the requirements of a non-financial report, in accordance with the Accounting Act, Art. 55 section 2b.

Unless otherwise indicated in the Report, the information contained in the document refers to the Benefit Systems Group and (its parent entity), the Benefit Systems company with its seat at Plac Europejski 2, 00-844 Warsaw, Poland.

The Group consists of Benefit Systems S.A. (otherwise: Benefit Systems) including Fitness Unit, VanityStyle Sp. z o.o., Lunching.pl Sp. z o.o.; MultiSport Foundation, Benefit Systems International S.A. (change of legal form from limited liability company); Multisport Benefit S.R.O.; Benefit Systems Slovakia S.R.O.; Benefit Systems Bulgaria OOD; Benefit Systems D.O.O.; Form Factory Slovakia S.R.O. (change of name from Fit Invest Slovakia S.R.O.); Fit Invest International Sp. z o.o.; Benefit Systems Spor Hizmetleri Limited Sirketi; Form Factory S.R.O.; Beck Box Club Praha S.R.O., Next Level Fitness EOOD; Fit Invest D.O.O., Fit Invest Spor Hizmetleri Limited Sirketi; FII Investments Sp. z o.o.; Benefit Systems Storitve D.O.O.; Total Fitness Sp. z o.o.; MW Legal 24 Sp. z o.o.; BSI Investments Sp. z o.o.; Yes to move Sp. z o.o. (change of name from Fitness Academy); Zdrowe Miejsce Sp. z o.o. (change of name from Rehabilitacja i Ortopedia Sp. z o.o.); Manufaktura Zdrowia Sp. z o.o.; Gravitant Warszawa Sp. z o.o.; FIT 1 Sp. z o.o.; FIT 2 Sp. z o.o.; Sport Operator Sp. z o.o.; Saturn Fitness Group Sp. z o.o.; Active Sport i Rekreacja Sp. z o.o.; Interfit Club 1.0 Sp. z o.o.; Interfit Club 4.0 Sp. z o.o.; Interfit Club 5.0 Sp. z o.o.; Interfit Consulting Sp. z o.o. sp.k.; Fit 3 Sp. z o.o.; Concept Self Investment Sp. z o.o.; Investment Gear 9 Sp. z o.o.; Investment Gear 10 Sp. z o.o.; Fit and More Sp. z o.o.; and Fit 4 Sp. z o.o..



The Report includes the merger of the following companies:

31.12.2021 – Benefit Systems S.A. with MyBenefit Sp. z o.o.

31.08.2022 – Benefit Systems S.A. with Benefit IP Sp. z o.o. and Benefit IP Sp. z o.o. sp.k.

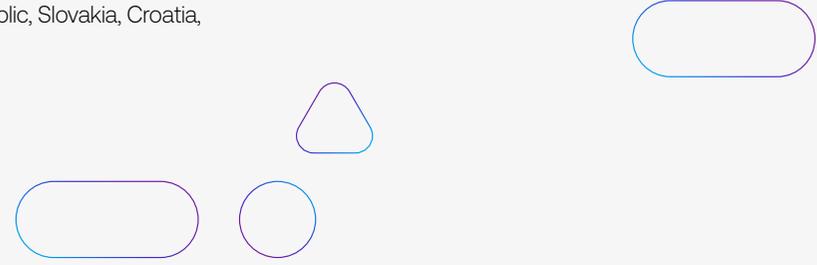
31.10.2022 – Benefit Systems S.A. with FitFabric Sp. z o.o.

29.09.2023 – Benefit Systems S.A. with YesIndeed Sp. z o.o.

30.11.2023 – Benefits Systems S.A. with Benefit Partners and Focusly.

The ESG Report for 2023 does not include companies associated with the Capital Group (Get Fit Katowice II Sp. z o.o., Instytut Rozwoju Fitness Sp. z o.o.; Calypso Fitness S.A.); as well as MW Legal 24 Sp. z o.o.; BSI Investments Sp. z o.o.; Benefit Systems Spor Hizmetleri Limited Sirketi; Fit Invest Spor Hizmetleri Limited Sirketi; FII Investments Sp. z o.o.; Yes to move Sp. z o.o.; Zdrowe Miejsce Sp. z o.o.; Manufaktura Zdrowia Sp. z o.o.; FIT 1 Sp. z o.o.; FIT 2 Sp. z o.o.; Sport Operator Sp. z o.o.; Interfit Club 1.0 Sp. z o.o.; Interfit Club 4.0 Sp. z o.o.; Interfit Club 5.0 Sp. z o.o.; Interfit Consulting Sp. z o.o. sp.k.; Fit 3 Sp. z o.o.; Concept Self Investment Sp. z o.o.; Investment Gear 9 Sp. z o.o.; Investment Gear 10 Sp. z o.o.; Fit and More Sp. z o.o.; and Fit 4 Sp. z o.o..

The Group operates in Poland, Czech Republic, Slovakia, Croatia, Bulgaria, and Turkey.



The Report contains a description of the business model and the activities of individual operating segments within the Benefit Systems Group.

Due to its importance in the Group's operations, the main emphasis in the document is placed on the Poland Segment.

The Report presents the activities of the Benefit Systems Group from 1 January 2023 to 31 December 2023, unless a different period is indicated.

Sustainability issues were reported on an annual basis, within the deadline adopted for the annual financial report. The report for 2022 was published on 22 March 2023.

The 2023 ESG Report does not contain any corrections to the information.

It was prepared by the team responsible for the ESG area in the parent company and approved by the Benefit Systems' management board. The data was provided by employees from the relevant units, and individual chapters were verified by people responsible for key areas in the company.

The ESG Report for 2023 has not been subject to external verification.

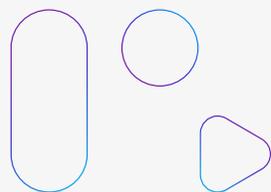
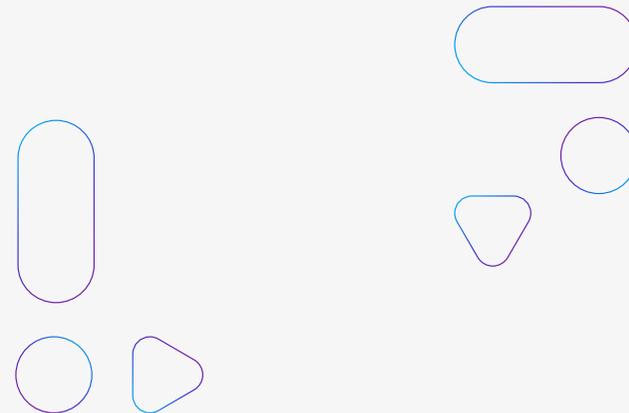
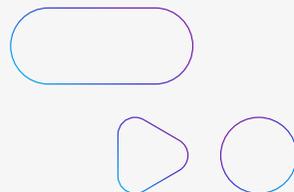
The process of creating the report

[GRI 3-1] An extensive materiality analysis process was carried out in 2022 for the needs of the ESG Strategy (described in detail in the 2022 report). To update material topics that should be included in this year's report, an anonymous online survey addressed to Benefit Systems stakeholders was conducted in 2023.

The survey concerned stakeholders' assessment of the Benefit Systems impact on sustainable development issues. Specific areas were selected based on sustainability topics included in the European Sustainability Reporting Standards (ESRS). Representatives of stakeholders took part in the survey. These were employees and external stakeholders: clients (companies), individual customers, trainers, suppliers, partners, non-governmental organisations, capital market analysts, etc.

The results of the survey analysis of topics important from the stakeholders' point of view were compared with the list of material topics from the analysis conducted in 2022 (for the needs of the ESG Strategy).

The topics identified as important in the analysis based on the survey do not differ significantly from the those identified as important in the analysis prepared for the ESG Strategy.



Contact:

[GRI 2-3] Contact regarding the ESG Report and sustainable development issues at Benefit Systems: csr@benefitsystems.pl

More information about activities in this area can be found at: corp.benefitsystems.pl/en/about-us/about-the-company

[GRI 3-2]

The final list of material topics approved by the Benefit Systems management board

Area	Material topic	Reference in the report	Page
ENVIRONMENT	Climate change adaptation	Impact on the environment	126
EMPLOYEES	Improving qualifications and development	Training and development	71
	Gender equality and equal pay	Gender pay gap	58
	Diversity in teams	Diversity and inclusion	53
	Preventing mobbing and discrimination in the workplace	Diversity management	54
	Work-life balance for employees	Employee welfare; Activities addressed to parents and parental leave	42; 50
ETYKA	Ethical principles	Principles and values	156
	Whistle-blower protection	Reporting unethical behaviour and the Ethics Committee	159
	Counteracting corruption	Counteracting corruption	166
SPOŁECZEŃSTWO	Social engagement	Social engagement	101
ŁAŃCUCH WARTOŚCI	Employees in the value chain	Clients and partners; Cooperation with other suppliers	79; 95

GRI Table

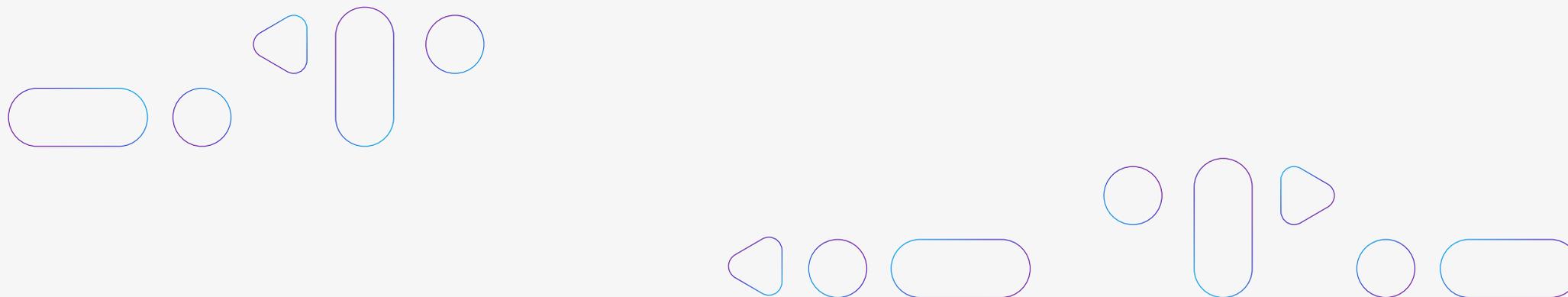
GRI STANDARD / OTHER SOURCE	Indicator number and name	Section in the report	Page
	GENERAL DISCLOSURES		
GRI 2: General disclosures 2021	2-1 Organisational details	1.1 Basic description	6
	2-2 Entities included in the organisation's sustainability reporting	7. About the Report	169
	2-3 Reporting period, frequency, and contact point	7. About the Report	169
	2-4 Restatements of information	7. About the Report	169
	2-5 External assurance	7. About the Report	169
	2-6 Activities, value chain and other business relationships	1.1 Basic description	6
		3. Clients and partners	79
	2-7 Employees	2.1 Management of employee issues	37
	2-8 Workers who are not employees	2.1 Management of employee issues	37
	2-9 Governance structure and composition	1.2 Benefit Systems Group Management	17
	2-10 Nomination and selection of the highest governance body	1.2 Benefit Systems Group Management	22
	2-11 Chair of the highest governance body	1.2 Benefit Systems Group Management	17
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3 Benefit Systems Group's strategy and sustainable development	30
	2-13 Delegation of responsibility for managing impacts	1.3 Benefit Systems Group's strategy and sustainable development	30
	2-14 Role of the highest governance body in sustainability reporting	1.3 Benefit Systems Group's strategy and sustainable development	30
	2-15 Conflicts of interest	6.2 Preventing conflicts of interest	160
	2-16 Communication of critical concerns	6.2 Preventing conflicts of interest	162
2-17 Collective knowledge of the highest governance body	1.3 Benefit Systems Group's strategy and sustainable development	30	

GRI STANDARD / OTHER SOURCE	Indicator number and name	Section in the report	Page
GENERAL DISCLOSURES			
	2-18 Evaluation of the performance of the highest governance body	1.2 Benefit Systems Group Management	22
	2-19 Remuneration policies	1.2 Benefit Systems Group Management	22
	2-20 Process to determine remuneration	1.2 Benefit Systems Group Management	22
	2-21 Annual total compensation ratio	1.2 Benefit Systems Group Management	22
	2-22 Statement on sustainable development strategy	Letter from the management board	3
		ESG Strategy	31
	2-23 Policy commitments	1.2 Benefit Systems Group Management	23
		2.3 Diversity and inclusion	53
		6.1 Principles and values	156
	2-24 Embedding policy commitments	2.3 Diversity and inclusion	53
		6.1 Principles and values	156
	2-25 Processes to remediate negative impacts	6.1 Principles and values	159
		6.3 Compliance with laws and regulations	163
	2-26 Mechanisms for seeking advice and raising concerns	6.1 Principles and values	159
	2-27 Compliance with laws and regulations	6.3 Compliance with laws and regulations	163
	2-28 Membership associations	1.1 Basic description	12
	2-29 Approach to stakeholder engagement	1.1 Basic description	13
	2-30 Collective bargaining agreements	2.1 Management of employee issues	41
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	3-2 List of material topics	7. About the Report	172

GRI STANDARD / OTHER SOURCE	Indicator number and name	Section in the report	Page
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	305-1 Direct (Scope 1) GHG emissions	5.1 Impact on the environment	127
	305-2 Energy indirect (Scope 2) GHG emissions	5.1 Impact on the environment	127
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	5.1 Impact on the environment	127
	MATERIAL TOPIC: IMPROVING QUALIFICATIONS AND DEVELOPMENT		
GRI 3: Istotne tematy 2021	3-3 Management of material topics	2.6 Training and development	71
GRI 404: Szkolenia i edukacja 2016	404-1 Average hours of training per year per employee	2.6 Training and development	75
	404-2 Programs for upgrading employee skills and transition assistance programs	2.6 Training and development	71
MATERIAL TOPIC: GENDER EQUALITY AND EQUAL PAY			
GRI 3: Istotne tematy 2021	3-3 Management of material topics	2.3 Diversity and inclusion	58
GRI 405: Diversity and equal opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	2.3 Diversity and inclusion	59
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GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2.1 Management of employee issues	41
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	2.3 Diversity and inclusion	56

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MATERIAL TOPIC: PREVENTING MOBBING AND DISCRIMINATION IN THE WORKPLACE			
GRI 3: Material topics 2021	3-3 Management of material topics	2.3 Diversity and inclusion	54
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2.3 Diversity and inclusion	54
MATERIAL TOPIC: WORK-LIFE BALANCE FOR EMPLOYEES			
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GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	2.2 Attractive workplace	47
GRI 401: Employment 2016	401-3 Parental leave	2.2 Attractive workplace	51
MATERIAL TOPIC: ETHICAL PRINCIPLES			
GRI 3: Istotne tematy 2021	3-3 Management of material topics	6.1 Principles and values	156
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	6.3 Compliance with laws and regulations	163, 164
GRI 418: Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer	3.4 Protection of client' personal data	88
MATERIAL TOPIC: WHISTLE-BLOWER PROTECTION			
GRI 3: Material topics 2021	3-3 Management of material topics	6.1 Principles and values	159
ISTOTNY TEMAT: COUNTERACTING CORRUPTION			
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GRI 205: Counteracting corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	6.4 Counteracting corruption	167
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