Grupa Pracuj S.A.

Interim condensed separate
financial statements
for the six-month period
ended 30 June 2026

TABLE OF CONTENTS

INTERIM CONDENSED STATEMENT OF COMPREHENSIVE INCOME 4

INTERIM CONDENSED STATEMENT OF FINANCIAL POSITION 5

INTERIM CONDENSED STATEMENT OF CASH FLOWS 6

INTERIM CONDENSED STATEMENT OF CHANGES IN EQUITY 7

1. GENERAL INFORMATION 8

1.1 GENERAL INFORMATION ABOUT THE COMPANY 8
1.2 COMPOSITION OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF GRUPA PRACUJ S.A.. 8
1.3 BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS 9
1.4 SIGNIFICANT ESTIMATES AND JUDGEMENTS 9
1.5 EFFECT OF NEW STANDARDS AND INTERPRETATIONS 10
1.6 FUNCTIONAL CURRENCY AND FOREIGN CURRENCY TRANSACTIONS 12
1.7 CORRECTIONS OF ERRORS AND CHANGES IN ACCOUNTING POLICIES 12

2. NOTES TO THE INTERIM CONDENSED STATEMENT OF COMPREHENSIVE INCOME 13

2.1 REVENUE FROM CONTRACTS WITH CUSTOMERS 13
2.2 EMPLOYEE BENEFITS EXPENSE 14
2.3 FINANCE INCOME AND FINANCE COSTS 14

3. NOTES ON TAXATION 15

3.1 INCOME TAX 15

4. NOTES TO THE STATEMENT OF FINANCIAL POSITION 16

4.1 INTANGIBLE ASSETS 16
4.2 PROPERTY, PLANT AND EQUIPMENT 17
4.3 RIGHT-OF-USE ASSETS 17
4.4 INVESTMENTS IN SUBSIDIARIES AND INVESTMENTS ACCOUNTED FOR USING THE EQUITY METHOD . 17
4.5 TRADE RECEIVABLES AND OTHER FINANCIAL ASSETS 21
4.6 OTHER NON-FINANCIAL ASSETS 23
4.7 CASH AND CASH EQUIVALENTS 23
4.8 EQUITY 24
4.9 CHANGES IN EQUITY 24
4.10 DEBT LIABILITIES 25
4.11 EMPLOYEE BENEFIT OBLIGATIONS 28
4.12 TRADE PAYABLES AND OTHER FINANCIAL LIABILITIES 28
4.13 OTHER NON-FINANCIAL LIABILITIES 28

5. CAPITAL MANAGEMENT POLICY AND NET DEBT 28

6. FINANCIAL INSTRUMENTS AND MANAGEMENT OF FINANCIAL RISK 29

6.1 FINANCIAL INSTRUMENTS AND FAIR VALUE 29
6.2 FINANCIAL RISK MANAGEMENT 30
6.2.1 Principles of financial risk management 30
6.2.2 Credit risk 30
6.2.3 Liquidity risk 31
6.2.4 Currency risk 33
6.2.5 Interest rate risk 33

7. OTHER NOTES 34

7.1 SHARE-BASED PAYMENTS 34

This document is a translation from the original Polish version. In case of any discrepancies between the Polish and the English versions, the Polish version shall prevail.

7.2 EARNINGS PER SHARE 36
7.3 RELATED-PARTY TRANSACTIONS 36
7.4 REMUNERATION AND OTHER TRANSACTIONS WITH KEY MANAGEMENT PERSONNEL 36
7.5 CONTINGENT LIABILITIES 37
7.6 IMPACT OF THE ARMED CONFLICT IN UKRAINE ON THE COMPANY'S BUSINESS 37
7.7 EVENTS AFTER THE REPORTING PERIOD 37

All amounts in PLN thousands, unless otherwise stated

INTERIM CONDENSED STATEMENT OF COMPREHENSIVE INCOME

CONTINUING OPERATIONS	Note	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Revenue from contracts with customers	2.1	**281,026**	**262,638**	**143,236**	**130,175**
Depreciation and amortisation		(10,806)	(9,165)	(5,410)	(4,603)
Employee benefits expense	2.2	(81,241)	(70,513)	(40,177)	(33,231)
Marketing expenses		(24,568)	(21,723)	(13,384)	(12,441)
IT services expense		(8,780)	(8,049)	(4,901)	(4,144)
Other services		(11,646)	(14,237)	(5,971)	(7,360)
Other costs		(1,875)	(1,819)	(1,068)	(908)
Other operating income		246	503	115	315
Other operating expenses		(195)	(277)	(176)	(219)
Expected credit losses	6.2	(91)	(516)	(136)	(153)
Operating profit		**142,070**	**136,842**	**72,128**	**67,431**
Finance income	2.3	16,700	26,181	4,793	12,722
Finance costs	2.3	(15,651)	(21,851)	(3,928)	(15,060)
Net finance income/(costs)		**1,049**	**4,330**	**865**	**(2,338)**
Share of profit of investees accounted for using the equity method	4.4	8,944	9,385	2,277	3,401
Profit before tax		**152,063**	**150,557**	**75,271**	**68,494**
Income tax	3.1	(30,769)	(25,191)	(15,357)	(8,465)
Net profit from continuing operations		**121,294**	**125,366**	**59,914**	**60,029**
Net profit		**121,294**	**125,366**	**59,914**	**60,029**

OTHER COMPREHENSIVE INCOME	Note	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Items that may be reclassified to profit or loss		**1,163**	**(2,169)**	**160**	**(1,366)**
Exchange differences on translation of investees accounted for using the equity method		1,163	(2,169)	160	(1,366)
Total other comprehensive income		**1,163**	**(2,169)**	**160**	**(1,366)**
TOTAL COMPREHENSIVE INCOME		**122,457**	**123,197**	**59,914**	**58,664**

	Note	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Basic earnings per share (PLN) – continuing operations	7.2	**1.76**	**1.82**	**0.87**	**0.88**
Diluted earnings per share (PLN) – continuing operations	7.2	**1.76**	**1.82**	**0.87**	**0.88**

All amounts in PLN thousands, unless otherwise stated

INTERIM CONDENSED STATEMENT OF FINANCIAL POSITION

ASSETS	Note	30 June 2026 (unaudited)	31 December 2025
Intangible assets	4.1	36,461	32,760
Property, plant and equipment	4.2	9,800	9,812
Right-of-use assets	4.3	35,018	37,122
Investments in subsidiaries	4.4	619,547	611,482
Investments accounted for using the equity method	4.4	60,190	69,807
Other financial assets	4.5	33,747	42,336
Other non-financial assets	4.6	801	827
Deferred tax assets	3.1	42,937	39,673
Non-current assets		**838,501**	**843,819**
Trade receivables	4.5	43,876	51,394
Other financial assets	4.5	6,410	64
Other non-financial assets	4.6	4,908	3,388
Cash and cash equivalents	4.7	250,538	89,111
Current assets		**305,732**	**143,957**
Total assets		**1,144,233**	**987,776**

EQUITY AND LIABILITIES	Note	30 June 2026 (unaudited)	31 December 2025
Share capital	4.8	344,491	344,491
Statutory reserve funds	4.9	311,054	304,893
Share repurchase reserve	4.9	74,905	63,405
Share-based payment reserve	7.1	115,143	100,296
Other reserves	4.8	(2,944)	(4,108)
Merger reserve		(585,375)	(585,375)
Retained earnings		228,141	331,196
Total equity		**485,414**	**554,798**
Borrowings	4.10	79,508	181,978
Lease liabilities	4.10	28,826	30,142
Employee benefit obligations	4.11	2,086	2,086
Non-current liabilities		**110,420**	**214,206**
Borrowings	4.10	111,309	5,612
Lease liabilities	4.10	8,281	7,739
Employee benefit obligations	4.11	15,623	15,605
Trade payables	4.12	14,072	13,432
Other non-financial liabilities	4.13	12,477	14,450
Dividends payable	4.9	206,688	-
Current tax liabilities	3.1	11,248	1,450
Contract liabilities	2.1	168,702	160,484
Current liabilities		**548,399**	**218,772**
Total liabilities		**658,819**	**432,978**
Total equity and liabilities		**1,144,233**	**987,776**

All amounts in PLN thousands, unless otherwise stated

INTERIM CONDENSED STATEMENT OF CASH FLOWS

	Note	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)
Cash flows from operating activities			
Profit before tax		**152,063**	**150,557**
Adjustments for:			
Share of profit of investees accounted for using the equity method	4.4	(8,944)	(9,385)
Depreciation and amortisation		10,806	9,165
Foreign exchange (gains)/losses		1,663	(2,673)
Interest (income)/expense	2.3	5,596	8,004
(Gain)/loss on investing activities	2.3	(14,597)	(18,569)
Impairment loss on investments measured at fair value through profit or loss	2.3	8,589	10,473
Measurement of equity-settled share-based payment arrangements	7.1	12,595	2,200
Settlement and measurement of financial instruments		-	71
Income tax paid	3.1	(22,725)	(28,095)
Changes in working capital:			
Employee benefit obligations	4.11	18	(777)
Trade receivables	4.5	7,518	13,843
Other non-financial assets	4.6	(1,214)	1,350
Trade payables	4.12	640	880
Other non-financial liabilities	4.13	(1,974)	(1,225)
Contract liabilities	2.1	8,217	1,432
Net cash flows from operating activities		**158,251**	**137,251**
Cash flows from investing activities			
Acquisition of subsidiaries and associates	4.4	(5,814)	(49,294)
Proceeds from security deposits		-	3,161
Dividends received	4.4	26,447	57,701
Proceeds from disposal of property, plant and equipment and intangible assets		48	190
Purchase of property, plant and equipment and intangible assets		(11,406)	(10,443)
Net cash flows from investing activities		**9,275**	**1,315**
Cash flows from financing activities			
Net proceeds from issue of shares	4.9	-	3,166
Repayment of bank borrowings	4.10	-	(8,000)
Payment of lease liabilities	4.10	(2,751)	(3,553)
Payment of interest	4.10	(3,516)	(8,083)
Settlement of derivative financial instruments		-	(1,162)
Net cash flows from financing activities		**(6,267)**	**(17,632)**
Total net cash flows		**161,259**	**120,934**
Cash and cash equivalents at the beginning of the period		**89,111**	**45,864**
Exchange differences on cash and cash equivalents		168	(671)
Cash and cash equivalents at the end of the period		**250,538**	**166,127**
Cash and cash equivalents in the interim condensed separate statement of financial position		**250,538**	**166,127**

All amounts in PLN thousands, unless otherwise stated

INTERIM CONDENSED STATEMENT OF CHANGES IN EQUITY

	Share capital	Statutory reserve funds	Share repurchase reserve	Share-based payment reserve	Other reserves	Merger reserve	Retained earnings/(accumulated losses)	**Total equity**
Notes	4.8	4.9	4.9	7.1	4.8		4.9	
1 January 2026	**344,491**	**304,893**	**63,405**	**100,296**	**(4,108)**	**(585,375)**	**331,196**	**554,798**
Net profit for period	-	-	-	-	-	-	121,294	121,294
Other comprehensive income for period	-	-	-	-	1,163	-	-	1,163
Total comprehensive income for period	**-**	**-**	**-**	**-**	**1,163**	**-**	**121,294**	**122,457**
Transfer of portion of statutory reserve funds to share repurchase reserve	-	(11,500)	11,500	-	-	-	-	-
Share-based payments	-	-	-	14,846	-	-	-	14,846
Allocation of profit/(loss)	-	17,662	-	-	-	-	(17,662)	-
Dividends	-	-	-	-	-	-	(206,688)	(206,688)
Total changes in equity	**-**	**6,162**	**11,500**	**14,846**	**-**	**-**	**(224,350)**	**(191,842)**
30 June 2026 (unaudited)	**344,491**	**311,054**	**74,905**	**115,143**	**(2,944)**	**(585,375)**	**228,141**	**485,414**

	Share capital	Statutory reserve funds	Share repurchase reserve	Share-based payment reserve	Other reserves	Merger reserve	Retained earnings/(accumulated losses)	**Total equity**
Notes	4.8	4.9	4.9	7.1	4.8		4.9	
1 January 2025	**341,325**	**338,035**	**-**	**84,832**	**(1,231)**	**(585,375)**	**294,891**	**472,477**
Net profit for period	-	-	-	-	-	-	125,366	125,366
Other comprehensive income for period	-	-	-	-	(2,169)	-	-	(2,169)
Total comprehensive income for period	**-**	**-**	**-**	**-**	**(2,169)**	**-**	**125,366**	**123,197**
Share issue	3,166	-	-	-	-	-	-	3,166
Transfer of portion of statutory reserve funds to share repurchase reserve	-	(76,500)	76,500	-	-	-	-	-
Share-based payments	-	-	-	2,624	-	-	-	2,624
Allocation of profit/(loss)	-	43,358	-	-	-	-	(43,358)	-
Dividends	-	-	-	-	-	-	(144,686)	(144,686)
Total changes in equity	**3,166**	**(33,142)**	**76,500**	**2,624**	-	-	**(188,044)**	**(138,896)**
30 June 2025 (unaudited)	**344,491**	**304,893**	**76,500**	**87,457**	**(3,400)**	**(585,375)**	**232,214**	**456,780**

1. GENERAL INFORMATION

1.1 General information about the Company

Company name: Grupa Pracuj spółka akcyjna
Registered office: ul. Prosta 68, 00-838 Warsaw
Registry court: District Court for the Capital City of Warsaw, 13th Commercial Division of the National Court Register (KRS)
KRS NUMBER: 0000913770
TAX IDENTIFICATION NUMBER (NIP): 527-27-49-631

Grupa Pracuj spółka akcyjna ("Grupa Pracuj S.A.", the "Company") is the parent of the Grupa Pracuj S.A. Group (the "Group").

The Company commenced operations on 6 November 2015. In 2016, the Company – at the time trading as Grupa Pracuj Holding sp. z o.o. – merged with the then Grupa Pracuj S.A., which had been providing online recruitment services in Poland since 2000. Since 2007 the Group, through its subsidiaries, has also operated in Ukraine, and in Germany since 2022.

Grupa Pracuj S.A. is a leading HR technology platform in Europe that operates online job posting sites and offers various services to assist organisations in employee recruitment, retention, and development. The platform helps its users to find the right employment that enables them to use their full potential, and develops world-class technologies that shape the future of the HR market.

1.2 Composition of the Management Board and Supervisory Board of Grupa Pracuj S.A.

In the six months ended 30 June 2026 and as at that date, the composition of the Management Board was as follows:

- Przemysław Gacek, President of the Management Board,
- Gracjan Fiedorowicz, Member of the Management Board,
- Rafał Nachyna, Member of the Management Board.

Up to the date on which these interim condensed separate financial statements were authorised for issue, there had been no changes in the composition of the Company's Management Board.

In the six months ended 30 June 2026 and as at that date, the composition of the Supervisory Board of the Company was as follows:

- Maciej Noga, Chairman of the Supervisory Board,
- Wojciech Stankiewicz, Member of the Supervisory Board,
- Agnieszka Słomka-Gołębiowska, Member of the Supervisory Board,
- Mirosław Stachowicz, Member of the Supervisory Board,
- Martina van Hettinga, Member of the Supervisory Board,
- Przemysław Budkowski, Member of the Supervisory Board until 31 May 2026,
- John Doran, Member of the Supervisory Board until 31 May 2026,
- Muz Ashraf, Member of the Supervisory Board since 1 June 2026.

By the date of authorisation of these interim condensed separate financial statements for issue, Grzegorz Róg had been appointed as a Member of the Supervisory Board with effect from 1 August 2026.

1.3 Basis of preparation of the financial statements

These interim condensed separate financial statements have been prepared in accordance with International Accounting Standard 34 *Interim Financial Reporting*, as adopted by the European Union. These interim condensed separate financial statements do not include all the information and disclosures required to be included in full-year financial statements and should be read in conjunction with the Company's separate financial statements for the year ended 31 December 2025, which were authorised for issue on 1 April 2026.

The accounting policies applied to prepare these interim condensed separate financial statements are consistent with those applied in the preparation of the Company's full-year separate financial statements for the year ended 31 December 2025.

These interim condensed separate financial statements have been prepared on the historical cost basis, except for investments in equity instruments measured at fair value through profit or loss.

The Management Board of Grupa Pracuj S.A. declares that, to the best of its judgement, these interim condensed separate financial statements have been prepared in accordance with the applicable accounting policies and present a true, fair and clear view of the Company's assets and financial position.

These interim condensed separate financial statements have been prepared on the assumption that the Company will continue as a going concern in unchanged form and scope for the foreseeable future. As at the date of authorisation of these interim condensed separate financial statements for issue, the Management Board of Grupa Pracuj S.A. did not identify any events or conditions that could cast significant doubt on the Company's ability to continue as a going concern for the foreseeable future. An analysis of the Company's working capital as at 30 June 2026 is presented in Note 6.2.3. The impact of the armed conflict in Ukraine on the Company's business is analysed and described in detail in Note 7.6.

The scope of these interim condensed separate financial statements is compliant with the Regulation of the Minister of Finance of 6 June 2025 on current and periodic information to be published by issuers of securities and conditions for recognition as equivalent of information whose disclosure is required under the laws of a non-member state (consolidated text: Dz.U. of 2025, item 755), covering the reporting period of six months from 1 January to 30 June 2026 and the comparative period from 1 January to 30 June 2025 for, respectively, the interim condensed statement of comprehensive income, the interim condensed statement of cash flows and the interim condensed statement of changes in equity, as well as the interim condensed statement of financial position as at 30 June 2026 and 31 December 2025.

The data presented on a YTD basis for the six months ended 30 June 2026 and the data for the comparative six-month period ended 30 June 2025 were reviewed by a statutory auditor. The data for the three months ended 30 June 2026 was calculated as the difference between the YTD data for the period of six months ended 30 June 2026 and the data presented in the quarterly financial information of the Company for the three months ended 31 March 2026, published on 26 May 2026. The data for the three months ended 31 March 2026 has not been reviewed or audited.

1.4 Significant estimates and judgements

The preparation of financial statements in accordance with International Financial Reporting Standards ("IFRS") requires the use of significant accounting estimates. Estimates and assumptions are continually reviewed based on historical experience and other factors, including reasonable expectations of future events. The Company makes estimates and assumptions concerning the future. The uncertainty surrounding assumptions and estimates could lead to adjustments in the carrying amounts of assets and liabilities in subsequent periods.

All amounts in PLN thousands, unless otherwise stated

Line items in the interim condensed separate financial statements to which significant estimates and judgements pertain	Note
Revenue from contracts with customers	2.1
Deferred tax assets	3.1
Taxes payable/receivable	3.1
Intangible assets	4.1
Property, plant and equipment	4.2
Right-of-use assets	4.3
Investments accounted for using the equity method	4.4
Unlisted shares	4.5
Trade receivables	4.5
Lease liabilities	4.10
Employee benefit obligations	4.11
Financial assets measured at amortised cost	6.1
Share-based payments	7.1

1.5 Effect of new standards and interpretations

The table below presents new standards, amendments to standards and interpretations issued by the International Accounting Standards Board (the "IASB") or the IFRS Interpretations Committee, adopted by the European Union and effective for annual periods beginning after 1 January 2026.

Standard	Description of amendments	Effective date
Amendments to IFRS 9 and IFRS 7 *Amendments to the Classification and Measurement of Financial Instruments*	The amendments clarify, among other things, that a financial liability is derecognised on the settlement date, and introduce an accounting policy choice allowing financial liabilities settled via an electronic payment system to be derecognised before the settlement date.	1 January 2026
Amendments to IFRS 9 and IFRS 7 *Contracts Referencing Nature-dependent Electricity*	The amendments include: - clarification of the application of the 'own-use' requirements, - the ability to apply hedge accounting when such contracts are used as hedging instruments, - the introduction of new disclosure requirements to help investors understand the impact of these contracts on the entity's financial performance and cash flows.	1 January 2026
Annual Improvements to IFRS Accounting Standards – Volume 11	This Annual Improvements cycle is limited to amendments intended to clarify wording in the IFRS Accounting Standards or to correct relatively minor unintended consequences, oversights, or conflicts between the requirements of the standards.	1 January 2026

The Company has chosen to adopt the new standards and amendments to existing standards from their respective effective dates, thereby opting not to apply these amendments early. The amended standards and interpretations applied for the first time in 2026 did not have a material impact on the Company's interim condensed separate financial statements.

All amounts in PLN thousands, unless otherwise stated

The following standards and interpretations have been issued by the IASB or the IFRS Interpretations Committee, but are not yet effective:

Standard	Description of amendments	Effective date
IFRS 18 *Presentation and Disclosure in Financial Statements*	The standard introduces new categories and subtotals in the statement of comprehensive income. Disclosures of management-defined performance measures.	1 January 2027
IFRS 19 *Subsidiaries without Public Accountability: Disclosures*	The standard permits eligible entities to apply reduced disclosure requirements while continuing to apply the recognition, measurement and presentation requirements set out in other IFRS Accounting Standards.	1 January 2027
Amendments to **IFRS 19** *Subsidiaries without Public Accountability: Disclosures*	*Subsidiaries without Public Accountability: Disclosures.*	1 January 2027
Amendments to **IAS 21** *The Effects of Changes in Foreign Exchange Rates*	Translation to a hyperinflationary presentation currency.	1 January 2027
Amendments to **IAS 28** *Investments in Associates and Joint Ventures* regarding the fair value option	The amendments clarify which investments in associates and joint ventures are eligible to be measured using the fair value option.	1 January 2027

In April 2024, the International Accounting Standards Board issued a new standard IFRS 18 *Presentation and Disclosure in Financial Statements* ("IFRS 18"), which replaces IAS 1 *Presentation of Financial Statements.* IFRS 18 will be effective for periods beginning on or after 1 January 2027. The most significant changes mandate a new structure of the statement of comprehensive income (including mandatory disaggregation of results into operating, investing and financing categories), the requirement to disclose management-defined performance measures (MPMs), as well as expanded requirements regarding the grouping and disaggregation of information (data).

The effects of IFRS 18 are still being analysed. The Company is assessing the impact of the new standard on its presentation of performance line items, classification of costs and disclosure requirements in respect of management measures.

The adoption of the Standard will have no impact on the amounts reported in the financial statements or on profit or loss. It will affect only the classification and presentation of financial information.

All amounts in PLN thousands, unless otherwise stated

1.6 Functional currency and foreign currency transactions

The following exchange rates were applied to translate transactions and balances denominated in foreign currencies:

	Closing rate		
	30 June 2026	31 December 2025	30 June 2025
EUR	4.2963	4.2267	4.2419
USD	3.7708	3.6016	3.6164
UAH	0.0841	0.0851	0.0865

	Average rate in the period	
	6 months ended 30 June 2026	6 months ended 30 June 2025
EUR	4.2432	4.2313
USD	3.6381	3.8763
UAH	0.0831	0.0931

1.7 Corrections of errors and changes in accounting policies

The Company did not make any correction of errors or changes in accounting policies in the six months ended 30 June 2026.

All amounts in PLN thousands, unless otherwise stated

2. NOTES TO THE INTERIM CONDENSED STATEMENT OF COMPREHENSIVE INCOME

2.1 Revenue from contracts with customers

Key types of products and services

The following list presents the key types of services offered by the Company:

- Recruitment projects – primarily job postings published on Pracuj.pl and theprotocol.it, as well as supporting products aimed at increasing the number of page views and job applications.

  Supporting products include, in particular, the job posting optimiser, job posting refresh, logo highlighting, Zasięg+ and Pracuj Booster.

  Revenue from the sale of job postings and products permanently linked to those postings (including logo highlighting, Zasięg+, and Pracuj Booster) is recognised over the period in which the postings are published.

  Revenue from the sale of other products supporting the publication of job postings is recognised when the service is delivered, for example, when a job posting is refreshed.

- Employer branding products comprise, among others, employer profiles hosted on the Pracuj.pl website and the Digital+ offering (revenue recognised over time), as well as participation in the in-person Festiwal Pracuj.pl job fair (revenue recognised at the point when the related performance obligation is satisfied).

- Support services provided to subsidiaries within the Group.

Revenue from contracts with customers by the timing of satisfaction of performance obligations

Revenue from contracts with customers by the timing of revenue recognition	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Over time	189,076	177,421	96,917	90,469
At a point in time	91,950	85,217	46,319	39,706
Total	**281,026**	**262,638**	**143,236**	**130,175**

Revenue from contracts with customers by region

Revenue from contracts with customers segmented by country	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Poland	273,742	255,668	140,053	127,679
DACH region	5,076	5,669	2,050	1,513
Ukraine	918	45	351	23
Other countries	1,291	1,257	782	960
Total	**281,026**	**262,638**	**143,236**	**130,175**

All amounts in PLN thousands, unless otherwise stated

Contract liabilities

Contract liabilities represent the amount of transaction price attributable to an unsatisfied performance obligation at the reporting date, the most material item being the sale of recruitment projects.

Contract liabilities	30 June 2026 (unaudited)	31 December 2025
Current	168,702	160,484
Total	**168,702**	**160,484**

The Company expects the amounts presented as contract liabilities to be recognised as revenue in each case within the following year, reflecting the nature of contracts with customers, which are entered into for a maximum of one year.

2.2 Employee benefits expense

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Salaries and wages	44,077	44,225	21,770	21,906
Bonuses	11,630	11,278	5,285	5,082
Share-based payments	12,595	2,200	6,686	-
Social security contributions	9,594	9,633	4,605	4,492
Other employee benefits	3,345	3,177	1,830	1,751
Total	**81,241**	**70,513**	**40,176**	**33,231**

2.3 Finance income and finance costs

Finance income

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Interest income	2,187	1,987	1,359	1,273
Dividends from subsidiaries	13,205	24,194	2,126	11,449
Dividend income from equity instruments	1,308	-	1,308	-
Total	**16,700**	**26,181**	**4,793**	**12,722**

In the six months ended 30 June 2026, the Company received dividends of PLN 11,079 thousand from Robota International TOV, PLN 2,126 thousand from eRecruitment Solutions sp. z o.o., and PLN 1,308 thousand from Pracuj Ventures spółka z ograniczoną odpowiedzialnością ASI sp.k. ("Pracuj Ventures").

In the six months ended 30 June 2025, the Company received dividends from its subsidiaries: PLN 12,745 thousand from Robota International TOV and PLN 11,449 thousand from eRecruitment Solutions sp. z o.o.

All amounts in PLN thousands, unless otherwise stated

Finance costs

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Interest expense on borrowings	4,823	7,527	1,983	3,573
Interest expense on lease contracts	775	476	387	233
Remeasurement of investments measured at fair value through profit or loss	8,589	10,473	1,155	8,913
Exchange differences	1,366	3,149	404	2,054
Other	98	226	-	287
Total	**15,651**	**21,851**	**3,928**	**15,060**

In the six months ended 30 June 2026, the Company remeasured its investments in Pracuj Ventures and Beamery Inc. to fair value, recognising a finance cost of PLN 8,589 thousand (Note 4.5).

In the six months ended 30 June 2025, the Company remeasured its investments in Pracuj Ventures spółka z ograniczoną odpowiedzialnością ASI sp.k. (“Pracuj Ventures”) and Beamery Inc. to fair value, recognising finance income of PLN 662 thousand and finance costs of PLN 11,135 thousand, respectively, presented on a net basis within finance costs (Note 4.5).

3. NOTES ON TAXATION

3.1 Income tax

Income tax

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Current tax	34,033	28,423	20,350	10,565
Deferred tax	(3,264)	(3,232)	(4,938)	(2,100)
Total tax expense in the statement of comprehensive income	**30,769**	**25,191**	**15,412**	**8,465**

The effective tax rate for the six months ended 30 June 2026 was 20.23%, compared with 16.73% in the comparative period.

All amounts in PLN thousands, unless otherwise stated

Deferred income tax

The table below presents deferred tax assets and liabilities recognised for temporary differences arising from individual items of assets and liabilities.

	30 June 2026 (unaudited)	31 December 2025
Deferred tax assets arising from other sources		
Contract liabilities	32,053	30,492
Lease liabilities	6,969	7,323
Trade receivables	370	375
Trade payables	1,626	627
Employee benefit obligations	2,953	2,949
Other non-financial assets	477	521
Borrowings	662	287
Other deductible temporary differences	787	630
Total deferred tax assets arising from other sources	**45,897**	**43,204**
Deferred tax liabilities arising from other sources		
Property, plant and equipment and intangible assets	1,788	1,612
Right-of-use assets	6,725	7,230
Other taxable temporary differences	66	136
Total deferred tax liabilities arising from other sources	**8,579**	**8,978**
Total net deferred tax assets arising from other sources	**37,316**	**34,226**

	30 June 2026 (unaudited)	31 December 2025
Deferred tax assets from capital gain sources		
Tax loss on capital gains	7,977	10,975
Investments measured at fair value	278	
Total deferred tax assets from capital gain sources	**8,255**	**10,975**
Deferred tax liabilities from capital gain sources		
Investments measured at fair value	-	1,354
Investments accounted for using the equity method	1,699	4,175
Dividends receivable from subsidiaries and associates	935	-
Total deferred tax liabilities from capital gain sources	**2,634**	**5,529**
Total net deferred tax assets from capital gain sources	**5,621**	**5,447**
Total net deferred tax assets	**42,937**	**39,673**

4. NOTES TO THE STATEMENT OF FINANCIAL POSITION

4.1 Intangible assets

The Company distinguishes the following categories of intangible assets: acquired property rights, other intangible assets, and internally produced software. The categories mostly relate to software used in the Company's core operations. Expenditures incurred for internally produced software represent the costs of development incurred before the software is used. Upon completion of development work, the Company begins amortising internally developed software.

As at 30 June 2026, expenditure incurred on intangible assets, including expenditure on internally developed software, amounted to PLN 9,124 thousand, and the Company assessed the risk of their impairment as immaterial.

As at 30 June 2026, the carrying amount of development work in progress was PLN 11,865 thousand.

Based on the assessments performed, the Company did not identify any objective indications of impairment of intangible assets as at the end of the reporting periods presented in these interim condensed separate financial statements.

4.2 Property, plant and equipment

The most significant item of the Company's property, plant and equipment is hardware infrastructure (computers, servers, telephones) reported under 'Technical equipment and machinery' and expenditure on improvements in leased office space reported under 'Buildings and premises'. Under 'Vehicles', the Company reports its own fleet of vehicles used for business purposes.

In the current period, the Company acquired property, plant and equipment amounting to PLN 2,002 thousand, sold property, plant and equipment with a gross carrying amount of PLN 286 thousand and retired property, plant and equipment with a gross carrying amount of PLN 239 thousand.

In the reporting period, the Company did not enter into any material individual transactions involving the sale of property, plant and equipment.

Based on the assessments performed, the Company did not identify any objective indications of impairment of property, plant and equipment as at the end of the reporting periods presented in these interim condensed separate financial statements.

4.3 Right-of-use assets

The Company acts as a lessee in contracts involving the use of office space leased for business purposes and in long-term car lease contracts.

In the six months ended 30 June 2026, the Company recorded additions to its right-of-use assets, which included PLN 607 thousand attributable to new contracts and PLN 706 thousand attributable to modifications and adjustments of existing ones.

Based on the assessments performed, the Company did not identify any objective indications of impairment of right-of-use assets as at the end of the reporting periods presented in these interim condensed separate financial statements.

4.4 Investments in subsidiaries and investments accounted for using the equity method

Changes in the Group's structure

Acquisition of Kadromierz sp. z o.o.

On 4 March 2025, the Company entered into a share purchase agreement to acquire a 65.52% interest in Kadromierz for PLN 20,238 thousand.

Under a share purchase agreement, on 19 May 2026 the Group acquired an additional 10.15% interest in Kadromierz for PLN 5,814 thousand, thus increasing its equity interest in the company from 65.52% to 75.67%. The Company committed to acquire a further 9.46% interest by the end of May 2027, with ownership of the shares to be transferred under a final share purchase agreement.

The agreement also provides for call and put options over the remaining 14.87% of shares. The Company holds a call option (right to purchase) and the minority shareholder holds a put option (right to sell) over the shares.

Increase in the Company's interests in Ukrainian companies

On 13 May 2025, the Company entered into agreements under which it acquired, indirectly through Onorat Holdings Ltd of Cyprus ("Onorat"), a 29.4% equity interest in Gravitatciya-U TOV based in Ukraine ("Gravitatciya-U"), and directly a 29.4% equity interest in GVT Ltd of Cyprus ("GVT") for a total consideration of PLN 29,056 thousand (USD 7,644 thousand).

Gravitatciya-U holds a 33% interest in Robota International TOV and a 67% interest in Work Ukraine TOV, while GVT holds a 33% interest in Snowless Global Ltd and a 67% interest in WorkIP Ltd.

As a result of these transactions, Grupa Pracuj increased its interest in:

- subsidiaries: Robota International TOV and Snowless Global Ltd, and
- associates: Work Ukraine TOV and WorkIP Ltd.

After the transactions, the ownership structure was as follows:

- directly, Grupa Pracuj S.A. held 100% of the shares in Onorat;

- indirectly, it held 29.4% of the shares in Gravitatciya-U TOV (through Onorat);

- directly, it held 29.4% of the shares in GVT;

- in total (directly and indirectly), it held 76.7% of the shares in Robota International TOV (including 67.0% held directly);

- in total (directly and indirectly), it held 76.7% of the shares in Snowless Global Ltd (including 67.0% held directly);

- in total (directly and indirectly), it held 52.7% of the shares in Work Ukraine TOV (including 33.0% held directly); and

- in total (directly and indirectly), it held 52.7% of the shares in WorkIP Ltd (including 33.0% held directly).

The Company assessed the impact of the transactions on its previous conclusions regarding control over Robota International TOV and Snowless Global Ltd and significant influence over Work Ukraine TOV and WorkIP Ltd. Based on its assessment, the Company concluded that the increase in its indirect interest did not warrant any changes to the existing classification of these entities under IFRS 10 *Consolidated Financial Statements*, IFRS 11 *Joint Arrangements* and IAS 28 *Investments in Associates and Joint Ventures*.

In accordance with these standards, the Company also assessed the nature of its relationship with GVT and Gravitatciya-U and concluded that they should be classified as associates.

All amounts in PLN thousands, unless otherwise stated

The Company held investments in the following subsidiaries and associates as at 30 June 2026 and 31 December 2025:

Company	Registered office	Principal business	Ownership interest 30 June 2026 (unaudited)	Ownership interest 31 December 2025
Direct and indirect subsidiaries				
eRecruitment Solutions sp. z o.o.	Poland	IT services	100%	100%
HRlink sp. z o.o.	Poland	IT services	100%	100%
Spoonbill Holding GmbH	Germany	activities of holding companies excluding financial holding companies	100%	100%
softgarden e-recruiting GmbH	Germany	IT services	100%	100%
absence.io GmbH	Germany	IT services	100%	100%
Onorat Holdings Ltd	Cyprus	activities of holding companies excluding financial holding companies	100%	100%
Robota International TOV	Ukraine	web portals	76.7%*	76.7%*
Snowless Global Ltd	Cyprus	licensing activities	76.7%*	76.7%*
Kadromierz sp. z o.o.	Poland	IT services	75.7%	65.5%
Direct and indirect associates				
Work Ukraine TOV	Ukraine	web portals	52.7%**	52.7%**
WorkIP Ltd	Cyprus	licensing activities	52.7%**	52.7%**
Worksmile sp. z o.o.	Poland	IT services	34%	34%
Gravitatciya-U TOV	Ukraine	activities of holding companies excluding financial holding companies	29.4%***	29.4%***
GVT Ltd	Cyprus	activities of holding companies excluding financial holding companies	29.4%	29.4%

* Shares held directly represent a 67% ownership interest.
** Shares held directly represent a 33% ownership interest.
*** Indirect shareholding through Onorat.

All amounts in PLN thousands, unless otherwise stated

The table below presents the carrying amounts of investments in subsidiaries measured at historical cost:

	30 June 2026 (unaudited)	31 December 2025
Gross carrying amount of shares in subsidiaries	**619,547**	**611,482**
Foreign companies	576,282	575,713
Polish companies	43,265	35,769

	6 months ended 30 June 2026 (unaudited)	Year ended 31 December 2025
Impairment loss on shares in subsidiaries		
At beginning of period	-	2,360
Utilised	-	(2,360)
At end of period	**-**	**-**

Following the completion of the liquidation of BinarJobs sp. z o.o. on 29 August 2025, the PLN 2,360 thousand impairment loss on the investment in the subsidiary was utilised in 2025.

In the six months ended 30 June 2026, the Company received a total of PLN 13,205 thousand in dividends from subsidiaries for 2025.

The table below presents the carrying amount of investments in associates accounted for using the equity method.

	30 June 2026 (unaudited)	31 December 2025
Investments in associates accounted for using the equity method		
WorkIP Ltd and Work Ukraine TOV	25,303	36,219
Worksmile sp. z o.o.	13,270	12,941
GVT Ltd	21,617	20,647
Total	**60,190**	**69,807**

For WorkIP Ltd and Work Ukraine TOV, the assessment of whether there are any indicators of impairment is performed for both companies jointly because, in the Company's view, the operational links between them are sufficiently significant that the cash flows generated by the two companies cannot be regarded as largely independent of each other (WorkIP Ltd owns trademarks and domain names used by Work Ukraine TOV and, consequently, its principal cash inflows comprise licence fees paid by Work Ukraine TOV for the use of those rights, whereas Work Ukraine TOV generates operating cash inflows through the use of licences granted by WorkIP Ltd).

On 16 March 2026, the General Meeting of Work Ukraine TOV resolved to distribute a dividend from the profit earned by the company in 2025. On this basis, the Company will receive a dividend of PLN 19,724 thousand (UAH 233,707 thousand). A portion of the dividend amounting to PLN 12,754 thousand (UAH 154,308 thousand) was paid by 30 June 2026.

All amounts in PLN thousands, unless otherwise stated

Changes in investments accounted for using the equity method

	6 months ended 30 June 2026 (unaudited)	Year ended 31 December 2025
Investments accounted for using the equity method at beginning of period	**69,807**	**43,730**
Acquisition of shares	-	21,792
Dividends	(19,724)	(14,845)
Share of profit of investees accounted for using the equity method	8,944	21,971
Disposal of shares	-	(3,149)
Utilisation of impairment loss on investments	-	3,149
Exchange differences on translation of investees accounted for using the equity method	1,163	(2,841)
Investments accounted for using the equity method at end of period	**60,190**	**69,807**

On 13 May 2025, the Company acquired 29.4% of the shares in GVT for PLN 21,792 thousand. The Company assessed that GVT is an associate under International Accounting Standard 28 *Investments in Associates and Joint Ventures*.

In 2025, the Company sold its entire 22% equity interest in Coders Lab sp. z o.o. As a result, the impairment loss on the investment recognised in prior years was utilised.

The dividends declared by associates reduced the carrying amount of investments accounted for using the equity method in the six months ended 30 June 2026, and the year ended 31 December 2025.

4.5 Trade receivables and other financial assets

Trade receivables

	30 June 2026 (unaudited)	31 December 2025
Trade receivables		
- from related entities	4,557	4,388
- from other entities	39,319	47,006
Total	**43,876**	**51,394**

Other financial assets

	30 June 2026 (unaudited)	31 December 2025
Non-current	**33,747**	**42,336**
Unlisted shares	33,610	42,199
Cash security deposits	137	137
Current	**6,410**	**64**
Loans	66	64
Dividends receivable	6,344	-
Total	**40,158**	**42,400**

As at 30 June 2026, the Company had a dividend receivable of PLN 6,344 thousand from its associate Work Ukraine TOV (Note 4.4).

All amounts in PLN thousands, unless otherwise stated

Changes in the carrying amount of unlisted shares in each of the reporting periods presented in these interim condensed separate financial statements

	6 months ended 30 June 2026 (unaudited)	Year ended 31 December 2025
Unlisted shares measured at fair value through profit or loss at beginning of period	**42,199**	**58,898**
Changes in fair value recognised in net finance income/(costs)	(8,589)	(16,699)
Unlisted shares measured at fair value through profit or loss at end of period	**33,610**	**42,199**
including shares in:		
Beamery Inc.	10,214	13,034
Pracuj Ventures	23,396	29,165

Pracuj Ventures

In the six months ended 30 June 2026, the fair value of shares in Pracuj Ventures decreased by PLN 5,769 thousand, mainly as a result of a decline in the market multiples of comparable companies used in the valuation, as well as the dividend paid, as well as a change in the valuation model.

Beamery Inc. ("Beamery")

As at 30 June 2026 and 31 December 2025, the fair value of shares in Beamery Inc. was estimated using the market multiples method.

As at 30 June 2026, the fair value of the shares decreased by PLN 2,820 thousand compared with the amount disclosed in the separate financial statements for the year ended 31 December 2025, due to lower key financial metrics and market multiples, among other factors.

The Management Board continuously analyses factors that may affect the fair value of shares in entities not listed on active markets. In the opinion of the Group's Management Board, as at 30 June 2026 the fair value of unlisted shares was lower by PLN 8,589 thousand compared with the fair value as at 31 December 2025 (Note 2.3).

Assessment of the Group's involvement with Pracuj Ventures

The Company accounts for its involvement with Pracuj Ventures as an investment, despite having made 71.96% of the total contributions to the entity as at 30 June 2026 (also 71.96% as at 31 December 2025). The Company assessed that its contributions expose it to variable returns from its involvement with Pracuj Ventures. However, they do not give the Company's Management Board the ability to direct the day-to-day management of Pracuj Ventures or its investment activities. Accordingly, the Management Board of the Company does not have the ability to affect the returns from its involvement with Pracuj Ventures and does not control the entity.

The key factor underlying the Company's judgement that it does not have significant influence over Pracuj Ventures is the way in which decisions are made and the composition of Pracuj Ventures' key management personnel. The Company has no representative among Pracuj Ventures' key management personnel and has no influence over its composition. Investment decisions are made by certain investors specified in the Pracuj Ventures partnership agreement, who together form the investment committee. Grupa Pracuj S.A. is not represented on the investment committee. Ownership rights, that is voting rights attached to the shares held, are not taken into account in the decision-making process. For matters exceeding the scope of ordinary management (i.e. key operating activities), resolutions require the unanimous consent of the following investors: Przemysław Gacek, Maciej Noga, Ataraxy Ventures Man sp. z o.o. and Paweł Leks. Accordingly, Przemysław Gacek has the ability to direct Pracuj Ventures' investment activities, which constitute its relevant activities, acting in his capacity as an individual investor in Pracuj Ventures rather than as President of the Management Board of Grupa Pracuj S.A. In addition, day-to-day oversight of Pracuj Ventures' activities is exercised by the management board of its general partner, Pracuj Ventures sp. z o.o., with which the Company has no ownership relationship.

All amounts in PLN thousands, unless otherwise stated

4.6 Other non-financial assets

	30 June 2026 (unaudited)	31 December 2025
Non-current	**801**	**827**
Prepaid other services	431	505
Prepaid hardware and software maintenance services	310	256
Other	60	67
Current	**4,908**	**3,388**
Prepaid services	***4,474***	***3,374***
Prepaid marketing expenses	488	451
Prepaid hardware and software maintenance services	2,739	2,062
Prepaid other services	1,078	767
Other	169	93
Other assets	***434***	***14***
Other	434	14
Total	**5,708**	**4,215**

4.7 Cash and cash equivalents

	30 June 2026	31 December 2025
Cash		
- at banks	250,538	89,111
Total	**250,538**	**89,111**

	30 June 2026	31 December 2025
Cash in current accounts	28,387	28,811
Bank deposits	221,707	60,144
Cash in transit (transfers between accounts)	444	156
Total	**250,538**	**89,111**
of which: cash in VAT (split payment) accounts	*449*	*1,029*

The Company holds restricted cash at a bank in Ukraine, whose availability is limited due to restrictions imposed by the National Bank of Ukraine. An additional moratorium on cross-border foreign exchange payments was imposed on 24 February 2022.

Cash held in Ukrainian bank accounts and bank deposits as at 30 June 2026 was PLN 20,879 thousand (PLN 20,080 thousand as at 31 December 2025).

4.8 Equity

Share capital

As at 30 June 2026, the share capital consisted of 68,898,190 shares with a par value of PLN 5.00 per share. All shares outstanding as at 30 June 2026 have a total par value of PLN 344,490,950.00 and have been fully paid for.

Other reserves

Other reserves arise mainly from the appropriation of retained earnings, if so resolved by the General Meeting. Other reserves also include actuarial gains and losses on the remeasurement of employee benefit obligations.

They also include the translation reserve, which comprises foreign exchange differences arising on the translation of the financial statements of foreign operations whose functional currencies are other than the Polish zloty.

4.9 Changes in equity

Changes in equity in the six months ended 30 June 2026

Share repurchase reserve

On 17 June 2026, the Annual General Meeting passed a resolution to increase the share repurchase reserve created pursuant to Resolution No. 21/2025 of 16 June 2025 by PLN 11,500,000.

Allocation of profit/(loss)

On 17 June 2026, the Annual General Meeting resolved to allocate the net profit of PLN 224,349,066.62 earned by the Company in the financial year ended 31 December 2025, as follows:

- PLN 17,661,540.62 was allocated to the Company’s statutory reserve funds, and
- PLN 206,687,526.00 was allocated to dividend payments.

The dividend of PLN 206,687,526.00 was paid out on 2 July 2026. The dividend per share was PLN 3.00.

As at 30 June 2026, there were no restrictions on dividend payments.

Changes in equity in 2025

Share capital

On 2 April 2025, the Management Board of the Company adopted a resolution to increase the share capital of the Company within the limits of the authorised capital by issuing 633,164 Series D ordinary bearer shares (“Series D Shares”). Pursuant to the resolution, the Management Board decided to increase the share capital of the Company from PLN 341,325,130.00 to PLN 344,490,950.00, that is by PLN 3,165,820.00.

On 11 June 2025, the District Court for the City of Warsaw in Warsaw, 13th Commercial Division of the National Court Register, registered amendments to Article 5.1 of the Company’s Articles of Association adopted pursuant to the resolution of the Management Board dated 2 April 2025. The share capital was increased within the limits of the authorised capital. On 1 July 2025, 633,164 Series D Shares were registered with the Central Securities Depository of Poland.

All amounts in PLN thousands, unless otherwise stated

All of the newly issued Series D Shares were offered by the Company's Management Board to employees of the Company and its subsidiaries by way of a private placement as part of incentive scheme No. 1 ("Incentive Scheme 1"), established by Resolution No. 03/2021 of the Extraordinary General Meeting on 29 October 2021. The eligible employees subscribed for Series D Shares at an issue price of PLN 5.00 per share (Note 7.1).

Share repurchase reserve

On 16 June 2025, the Annual General Meeting passed a resolution to establish a share repurchase reserve for the purpose of acquiring the Company's own shares. Accordingly, a decision was made to allocate PLN 76,500,000.00 from the Company's statutory reserve funds.

On 22 December 2025, the Company bought back 225,782 ordinary bearer shares with a par value of PLN 5.00 per share, representing approximately 0.33% of its share capital and total voting power in the Company, at a uniform price of PLN 58.00 per share. The total price paid for the repurchased shares was PLN 13,095,356.00.

Allocation of profit/(loss)

On 16 June 2025, the Annual General Meeting resolved to allocate the net profit of PLN 188,043,760.67 earned by the Company in the financial year ended 31 December 2024, as follows:

- PLN 43,357,561.67 was allocated to the Company's statutory reserve funds, and
- PLN 144,686,199.00 was allocated to dividend payments.

The dividend of PLN 144,686,199.00 was paid out on 15 July 2025. The dividend per share was PLN 2.10.

As at 31 December 2025, there were no restrictions on dividend payments.

4.10 Debt liabilities

Debt liabilities

	30 June 2026 (unaudited)	31 December 2025
Bank borrowings	**111,309**	**111,003**
- long-term	-	105,391
- short-term	111,309	5,612
Non-bank borrowings	**79,508**	**76,587**
- long-term	79,508	76,587
Lease liabilities	**37,107**	**37,881**
- long-term	28,826	30,142
- short-term	8,281	7,739
Total	**227,923**	**225,471**

All amounts in PLN thousands, unless otherwise stated

Bank and non-bank borrowings – terms, payment schedules

Bank borrowings	Currency	Nominal amount	Borrowing limit	Interest rate	Maturity
Term credit facility from BNP Paribas Bank Polska S.A., Santander Bank Polska S.A. and Powszechna Kasa Oszczędności Bank Polski S.A.	PLN	399,999,999	400,000,000	3M WIBOR + margin 1.2–1.9%; for periods shorter than 3M the linear interpolation rate	14 June 2027
Loan from softgarden e-recruiting GmbH	EUR	18,000,000	-	6M EURIBOR + 2% margin	1 July 2027

On 14 June 2022, the Company, as the borrower, entered into a credit facility agreement with BNP Paribas Bank Polska S.A., Santander Bank Polska S.A. and Powszechna Kasa Oszczędności Bank Polski S.A. (the “Banks”), as the lenders under the term loan (the “Credit Facility Agreement”). Under the Credit Facility Agreement, the Banks provided the Company with a term credit facility of up to PLN 400,000,000.00 to finance general corporate purposes, including planned future investments and further development of the Company. The parties agreed that the final repayment date for the facility would be 14 June 2027. It bears interest at a variable rate plus the Banks’ margin.

On 22 October 2025, a loan agreement was signed with softgarden e-recruiting GmbH. Under the agreement, softgarden e-recruiting GmbH granted the Company an unsecured loan of EUR 18,000,000.00, bearing interest at an annual rate equal to 6M EURIBOR plus the lender’s margin and repayable by 1 July 2027. The loan was granted to finance the Company’s business activities. The agreement is governed by Polish law and does not contain any covenants.

Debt covenants

The Credit Facility Agreement entered into with the Banks imposed on the Company legal and financial obligations (covenants) typical of transactions of this kind. Some of the key covenants in the Credit Facility Agreement include the following financial ratios: Debt Coverage Ratio (equal to or greater than 1.20), Interest Coverage Ratio (equal to or greater than 2.0), Leverage Ratio (less than 3.50). The ratios are calculated quarterly based on consolidated data.

As at 30 June 2026 and 31 December 2025, none of the financial covenants was breached.

Collateral for repayment of the credit facility

To secure repayment of the Company’s liabilities under the Credit Facility Agreement entered into on 14 June 2022, on the same date the Company entered into agreements with the Banks for the establishment of registered pledges over trademarks and an Internet domain name and agreements for the establishment of registered pledges and financial pledges over Grupa Pracuj S.A.’s bank accounts.

As at 30 June 2026, the Company had established the following security over its assets:

- registered pledge on a set of Grupa Pracuj S.A.’s assets up to PLN 852,450 thousand,
- registered pledge on the word and graphic trademark ‘pracuj.pl’ up to PLN 852,450 thousand,
- registered pledge on the word trademark ‘pracuj.pl’ up to PLN 852,450 thousand,
- registered pledge on the Internet domain name ‘pracuj.pl’ up to PLN 852,450 thousand,
- registered pledges and financial pledges on bank accounts up to PLN 852,450 thousand each,
- the Company’s notarised consent to enforcement pursuant to Article 777 of the Code of Civil Procedure.

In the six months ended 30 June 2026 and until the issue date of these interim condensed separate financial statements and in the year ended 31 December 2025, there were no events of default in repayment of principal or interest or any other breaches of the terms of the credit facility agreements.

All amounts in PLN thousands, unless otherwise stated

Lease expenses recognised in the reporting period

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Depreciation of right-of-use assets	3,418	3,355	1,706	1,686
Interest expense on lease contracts	775	476	387	235

The following table shows the reconciliation of debt liabilities to cash flows from financing activities, including total cash outflows from leases.

Reconciliation of movements in debt liabilities to cash flows arising from financing activities in the interim condensed statement of cash flows

	Borrowings	Lease liabilities	Total
1 January 2026	**187,591**	**37,881**	**225,472**
Changes in cash flows from financing activities			
Payment of interest on bank borrowings	(2,849)	-	(2,849)
Payment of lease liabilities	-	(2,751)	(2,751)
Payment of lease interest	-	(666)	(666)
Net cash flows from financing activities	**(2,849)**	**(3,417)**	**(6,266)**
Other changes			
New lease contracts	-	606	606
Lease modification/indexation	-	708	708
Accrued interest	4,823	775	5,597
Effect of changes in foreign exchange rates	1,253	555	1,808
Total other changes	**6,075**	**2,643**	**8,718**
30 June 2026 (unaudited)	**190,817**	**37,107**	**227,924**

	Borrowings	Lease liabilities	Total
1 January 2025	**215,318**	**22,573**	**237,891**
Changes in cash flows from financing activities			
Payment of bank borrowings	(8,000)	-	(8,000)
Payment of interest on bank borrowings	(7,557)	-	(7,557)
Payment of lease liabilities	-	(3,553)	(3,553)
Payment of lease interest	-	(525)	(525)
Net cash flows from financing activities	**(15,557)**	**(4,078)**	**(19,635)**
Other changes			
New lease contracts	-	227	227
Lease modification/indexation	-	631	631
Accrued interest	7,527	476	8,004
Effect of changes in foreign exchange rates	-	(158)	(158)
Total other changes	**7,527**	**1,177**	**8,704**
30 June 2025 (unaudited)	**207,288**	**19,672**	**226,960**

For information on the Company's exposure to interest rate risk, currency risk, and liquidity risk see Note 6.2. For information on fair value see Note 6.1.

All amounts in PLN thousands, unless otherwise stated

4.11 Employee benefit obligations

Employee benefit obligations

	30 June 2026 (unaudited)	31 December 2025
Non-current	**2,086**	**2,086**
Provisions for employee benefits	**2,086**	**2,086**
Death gratuities	1,085	1,085
Retirement gratuities	865	865
Disability gratuities	136	136
Current	**15,623**	**15,605**
Provisions for employee benefits	**82**	**82**
Death gratuities	42	42
Retirement gratuities	22	22
Disability gratuities	18	18
Other obligations to employees	**15,541**	**15,523**
Accrued holiday entitlements	5,283	4,051
Accrued bonuses	10,259	11,473
Total	**17,709**	**17,691**

4.12 Trade payables and other financial liabilities

Trade payables

	30 June 2026 (unaudited)	31 December 2025
Trade payables		
- to related entities	30	316
- to other entities	14,042	13,116
Total	**14,072**	**13,432**

4.13 Other non-financial liabilities

	30 June 2026 (unaudited)	31 December 2025
Tax liabilities (other than CIT) and social security liabilities	10,885	12,429
Other non-financial liabilities	1,592	2,021
Total	**12,477**	**14,450**

5. CAPITAL MANAGEMENT POLICY AND NET DEBT

Within the scope of capital management, the Company's objective is to safeguard its ability to continue as a going concern in order to provide returns to shareholders and benefits to other stakeholders, as well as to maintain an optimal capital structure in order to reduce its cost and maintain adequate credit ratings. The Company may adjust dividend payments, execute share buybacks, issue new shares, or sell assets to maintain or modify its capital structure and manage net debt.

The Company's capital management policy considers factors including:

- operating performance in relation to investment and development plans,
- financial debt repayment schedules,
- credit ratings and capital ratios,

All amounts in PLN thousands, unless otherwise stated

- increasing shareholder value.

As at 30 June 2026 and 31 December 2025, the Company had financial liabilities arising from the Credit Facility Agreement, the loan agreement with softgarden e-recruiting GmbH and lease contracts (Note 4.10).

The Company monitors its capital position using the debt-to-equity ratio, calculated as net debt divided by total equity. Net debt comprises interest-bearing bank and non-bank borrowings, option liabilities, derivative liabilities, and lease liabilities, less cash and cash equivalents. Equity comprises equity attributable to owners of the Company.

The following table presents the development of the net debt to equity ratio at the end of each reporting period covered by these interim condensed separate financial statements.

	Note	30 June 2026 (unaudited)	31 December 2025
Borrowings	4.10	190,817	187,590
Lease liabilities	4.10	37,107	37,881
Dividends payable	4.9	206,688	-
Less: cash and cash equivalents	4.7	(250,538)	(89,111)
Net debt		**184,074**	**136,360**
Equity		485,414	554,798
Leverage (net debt to equity)		**0.38**	**0.25**

6. FINANCIAL INSTRUMENTS AND MANAGEMENT OF FINANCIAL RISK

6.1 Financial instruments and fair value

The following table presents the carrying amounts of each financial instrument and its allocation to the levels of the fair value hierarchy

	Note	30 June 2026 (unaudited)	31 December 2025	Fair value hierarchy
Financial assets measured at fair value through profit or loss				
Unlisted shares	4.5	33,610	42,199	Level 3
Total		**33,610**	**42,199**	
Financial assets measured at amortised cost				
Trade receivables	4.5	43,876	51,394	
Cash and cash equivalents	4.7	250,538	89,111	
Cash security deposits	4.5	137	137	
Dividends receivable	4.5	6,344	-	
Loans	4.5	66	64	
Total		**300,961**	**140,706**	
Other financial liabilities measured at amortised cost				
Borrowings	4.10	190,817	187,590	
Lease liabilities	4.10	37,107	37,881	
Trade payables	4.12	14,072	13,432	
Dividends payable		206,688	-	
Total		**448,683**	**238,903**	

The Company assesses that the carrying amounts of trade receivables, cash and short-term deposits, cash security deposits, loans, dividends receivable, trade payables, lease liabilities, bank and non-bank borrowings and dividends payable at the end of each reporting period covered by these interim condensed separate financial statements are a reliable approximation of their fair values due to the short-term nature of these items and the variable interest rate applicable to non-bank borrowings.

All amounts in PLN thousands, unless otherwise stated

The Company has determined that, due to their variable interest rates, the fair values of interest-bearing bank and non-bank borrowings not measured at fair value closely approximate their carrying amounts.

In the six months ended 30 June 2026 or in the financial year ended 31 December 2025, there were no transfers between levels of the fair value hierarchy.

6.2 Financial risk management

6.2.1 Principles of financial risk management

The Company is exposed to the following types of financial instrument risk:

- credit risk,
- liquidity risk,
- currency risk,
- interest rate risk.

This note provides information on the Company's exposure to the above risks and describes its financial risk management objectives and policies. The overarching objective of the Company's financial risk management policy is to minimise the adverse effects of these risks on the Company's financial performance.

6.2.2 Credit risk

Credit risk is associated with a potential credit event that may occur in the future as a result of counterparty insolvency, partial repayment of receivables, a material delay in repayment of receivables, another unforeseen deviation from contractual terms, or failure to recover cash placed with banks. This risk primarily relates to trade receivables, cash and cash equivalents, dividends receivable, and other financial assets, including in particular cash security deposits.

The following table presents the Company's maximum exposure to credit risk:

	Note	30 June 2026 (unaudited)	31 December 2025
Trade receivables	4.5	43,876	51,394
Cash security deposits	4.5	137	137
Dividends receivable	4.5	6,344	-
Loans	4.5	66	64
Cash and cash equivalents	4.7	250,538	89,111
Total		**300,961**	**140,706**

Credit risk related to cash

The Company periodically places free cash in short-term deposits with banks to earn finance income from interest.

The credit risk associated with cash at banks and bank deposits is considered to be low since the Company transacts with banks that have high ratings and a stable market position. The expected credit loss estimated by the Company is close to zero; therefore, no expected credit loss allowance has been recognised. The maximum exposure to this risk is equal to the carrying amount of cash and cash equivalents as presented in the financial statements.

All amounts in PLN thousands, unless otherwise stated

Credit risk related to trade receivables

The table below presents the gross carrying amount and expected credit loss allowance for trade receivables measured at amortised cost.

	Weighted-average loss rate	Gross carrying amount	Expected credit loss allowance	Net carrying amount
30 June 2026 (unaudited)	5.17%	46,268	2,392	43,876
31 December 2025	4.51%	53,820	2,426	51,394

Given the nature of its business, the Company may face credit risk associated with sales made on a deferred payment basis. Customer credit risk is managed by each business unit in accordance with established Company policies, procedures, and controls relating to customer credit risk management. The Company actively monitors outstanding receivables from customers on a regular basis.

The Company's exposure to credit risk is primarily determined by the specific characteristics of each individual customer. However, the Management Board also considers additional factors that may affect the credit risk of the customer base, including industry- and country-specific insolvency risks. The Company applies the simplified approach to estimating expected credit losses for trade receivables, measuring lifetime expected credit losses (lifetime ECL).

For credit risk monitoring purposes, the Company classifies receivables into homogeneous portfolios consisting of exposures with similar credit risk profiles. These portfolios were created by segmenting entities according to their size and the number of days past due. The division of trade receivables into portfolios is periodically reviewed for homogeneity.

The Company assesses the concentration risk related to trade receivables as low due to the broad dispersion of its customer base and the diversity of industries in which customers operate.

Expected credit loss rates are determined for each counterparty group categorised by number of employees, based on past-due status and actual credit losses. Customers are grouped according to their credit risk characteristics, including entity size as measured by number of employees and any history of financial difficulties.

The Company may also recognise additional allowances for specific counterparties on a case-by-case basis if justified.

6.2.3 Liquidity risk

The Company is exposed to liquidity risk, i.e. the risk that it may be unable to meet its financial obligations as they fall due. The Company manages liquidity risk by monitoring payment dates and cash requirements for servicing short-term payments and meeting long-term cash needs. Cash requirements are compared against available funding sources and assessed relative to existing cash resources. In addition, the Company maintains a policy of diversifying its funding sources.

The Company's approach to managing liquidity risk involves securing sufficient funds to meet its obligations, using the most advantageous sources of financing. The following measures are implemented to mitigate liquidity risk:

- ongoing monitoring of the liquidity position,
- monitoring and optimising the level of working capital,
- ongoing monitoring of the settlement of obligations arising under credit facility agreements.

All amounts in PLN thousands, unless otherwise stated

The tables below present the maturity profile of the Company's financial liabilities. The amounts presented in the table represent undiscounted cash flows, including interest, arising from the respective agreements.

30 June 2026 (unaudited)	Note	Carrying amount	Expected cash flows from financial liabilities						
			up to 1 month	1–3 months	3–12 months	1–3 years	3–5 years	over 5 years	Total
Bank borrowings	4.10	111,309	-	1,408	115,821	-	-	-	117,228
Non-bank borrowings	4.10	79,508	-	-	-	83,060	-	-	83,060
Lease liabilities	4.10	37,107	665	1,326	6,138	19,615	10,843	2,834	41,420
Trade payables	4.12	14,072	14,072	-	-	-	-	-	14,072
Dividends payable	4.9	206,688	206,688	-	-	-	-	-	206,688
Total			**221,425**	**2,734**	**121,958**	**102,675**	**10,843**	**2,834**	**462,469**

31 December 2025	Note	Carrying amount	Expected cash flows from financial liabilities						
			up to 1 month	1–3 months	3–12 months	1–3 years	3–5 years	over 5 years	Total
Bank borrowings	4.10	111,003	-	1,415	4,197	114,852	-	-	120,464
Non-bank borrowings	4.10	76,588	-	-	-	81,277	-	-	81,277
Lease liabilities	4.10	37,881	648	1,270	5,505	19,825	10,887	5,074	43,209
Trade payables	4.12	13,432	13,290	142	-	-	-	-	13,432
Total			**13,938**	**2,827**	**9,702**	**215,953**	**10,887**	**5,074**	**258,382**

The table below presents working capital, which is the difference between current assets and current liabilities, at the end of the reporting periods covered in these interim condensed separate financial statements.

	30 June 2026 (unaudited)	31 December 2025
Current assets	305,732	143,957
Current liabilities	(548,399)	(218,772)
Working capital	**(242,667)**	**(74,815)**
including contract liabilities	*(168,702)*	*(160,484)*

The decrease in working capital as at 30 June 2026 compared with 31 December 2025 was mainly attributable to the recognition of dividends payable and an increase in the current portion of liabilities under bank borrowings. The Management Board analysed the Company's ability to meet its liabilities over a period of at least 12 months from the reporting date. The analysis was based on current cash flow forecasts, which indicate that the Company will generate sufficient cash to settle its liabilities as they fall due and to finance its day-to-day operating activities.

In particular, the Management Board took into account that current liabilities include bank borrowings (a credit facility) for which the principal repayment, in the undiscounted amount of PLN 111,309 thousand, falls due in June 2027. Accordingly, the presentation of this liability as current does not reflect the actual timing of the expected cash outflows.

Furthermore, contract liabilities are a significant component of current liabilities, representing the Company's obligation to provide services to customers in exchange for which the Company has already received consideration (or the consideration is due) from the customer. Contract liabilities remained broadly unchanged year on year. Given the nature of this item, its inclusion in current liabilities does not reflect the actual funding requirements of the business. Consequently, these interim condensed financial statements have been prepared on the assumption that the Company will continue as a going concern for the foreseeable future.

All amounts in PLN thousands, unless otherwise stated

6.2.4 Currency risk

The Company is exposed to the currency risk arising from its transactions. Such risk arises from the Company's sale and purchase transactions, financing arrangements, including leases, borrowings and loans denominated in currencies other than PLN.

The Company periodically reviews its hedging strategy for currency risk. The level of foreign currency exposure results from an analysis of the risk associated with open positions in a given currency, taking into account anticipated exchange rate movements over a specified time horizon and financial markets' expectations regarding exchange rate changes.

6.2.5 Interest rate risk

The Company faces the risk of cash flow volatility due to fluctuations in interest rates, which can affect assets and liabilities that are subject to variable interest rates, such as credit facilities, resulting in changes in interest income and expenses. The main objective of interest rate risk management is to minimise fluctuations in interest cash flows on variable-rate instruments.

An increase in interest rates may result in higher financing costs and, consequently, reduce profit or loss and adversely affect the financial performance of investments. The Company does not apply hedge accounting.

The Company seeks to align the terms of hedging derivative instruments with those of the hedged items, to ensure maximum hedge effectiveness.

The table below presents the Company's exposure to interest rate risk, categorising interest-bearing financial assets and liabilities by fixed- or variable-rate instruments.

	30 June 2026 (unaudited)	31 December 2025
Interest-bearing financial instruments		
- fixed-rate instruments	**(37,041)**	**(37,817)**
Lease liabilities	(37,107)	(37,881)
Loans	66	64
- variable-rate instruments	**31,028**	**(127,309)**
Borrowings	(190,816)	(187,590)
Cash security deposits	137	137
Bank deposits	221,707	60,144
Net exposure to interest rate risk (in relation to variable-rate instruments)	**31,028**	**(127,309)**

The table below illustrates how changes in interest rates impact the Company's profit or loss with respect to variable-rate instruments.

	Net exposure to interest rate risk	Effect on net profit or loss	
		1pp increase in interest rate	1pp decrease in interest rate
30 June 2026 (unaudited)	31,028	252	(252)
31 December 2025	(127,309)	(1,031)	1,031

7. OTHER NOTES

7.1 Share-based payments

Incentive Scheme for 2025–2027

On 16 June 2025, the Annual General Meeting of the Company passed Resolution No. 19/2025 to establish an incentive scheme for the years 2025–2027 (the “2025 Incentive Scheme”) (the “AGM Resolution”). The 2025 Incentive Scheme was addressed to members of the Management Board and key employees of the Company and other Group companies. The purpose of the Incentive Scheme is to ensure an appropriate level of motivation and remuneration for the Group’s key personnel, commensurate with their role in achieving the Group’s long-term business objectives and increasing the Group’s value.

Under the AGM Resolution, the General Meeting determined the following framework of the 2025 Incentive Scheme:

- The 2025 Incentive Scheme will be implemented in three performance periods (financial years 2025–2027) and will be settled by the end of 2028,
- the number of participants in the 2025 Incentive Scheme will not exceed 149,
- shares allocated to eligible participants will either be issued through an increase in the Company’s share capital within the authorised capital limit or acquired by the Company through a buyback of its own shares,
- the maximum total number of shares available to participants under the 2025 Incentive Scheme will not exceed 1,240,168,
- the allocation of shares to participants who are members of the Management Board will be made by the Supervisory Board, while allocations to other eligible participants will be made by the Management Board.

On 11 August 2025, pursuant to the authorisation granted under the AGM Resolution, the Supervisory Board passed a resolution approving the Rules of the 2025 Incentive Scheme (the “Rules”). The Rules define the detailed parameters, principles and conditions for the implementation of the 2025 Incentive Scheme, based on the framework set out in the AGM Resolution. In accordance with the Rules, the 2025 Incentive Scheme will be implemented across three performance periods covering the calendar years 2025, 2026 and 2027, and will be executed on the basis of the Company’s shares repurchased for the purpose of being granted free of charge to eligible participants. The shares will be granted free of charge in two tranches – after the end of 2025 and after the end of 2027 – within the timeframes specified in the Rules, subject to the Group achieving the defined financial targets and the participants meeting the conditions of the 2025 Incentive Scheme.

By 20 August 2025, the Management Board had received signed confirmations from eligible persons of their participation in the 2025 Incentive Scheme with respect to the first performance period, i.e. tranche 1 of the 2025 Incentive Scheme, the vesting period of which ended on 31 March 2026. On 20 April 2026, the shares were transferred to eligible participants.

Pursuant to the resolution adopted by the Annual General Meeting of the Company on 17 June 2026, a resolution was passed to amend the AGM Resolution of 16 June 2025 concerning amendments to the Rules. The Rules define the detailed parameters, principles and conditions for the implementation of the 2025 Incentive Scheme.

All amounts in PLN thousands, unless otherwise stated

By 25 June 2026, the Management Board had received signed confirmations from eligible persons of their participation in the 2025 Incentive Scheme with respect to the second performance period, i.e. tranche 2 of the 2025 Incentive Scheme, the vesting period of which will end on 31 March 2028.

For the purposes of the valuation of the 2025 Incentive Scheme, the fair value of a single equity instrument under tranches 1 and 2 was determined as the Company's share price on the Warsaw Stock Exchange as at the grant date for each tranche, i.e. 20 August 2025 and 25 June 2026, respectively. As at 30 June 2026, no formal grant date for tranche 3 of the 2025 Incentive Scheme had occurred, but participants had commenced rendering services entitling them to receive shares in the future. In accordance with paragraphs 11–13 of IFRS 2 *Share-based Payment*, the Company is required to recognise the cost of the share-based payment arrangements from the date on which the services commence and to measure the instruments at fair value at the reporting date until the grant date occurs. Accordingly, the fair value of a single equity instrument under tranche 3 was determined as the market price of the Company's shares on the WSE at the reporting date, reduced by the discounted value of dividends foregone for the period from the grant date to the date on which participants of the 2025 Incentive Scheme become entitled to receive the shares.

Non-market conditions (such as employment or individual performance targets) do not affect the fair value at the measurement date, but are taken into account by adjusting the anticipated number of shares likely to vest.

The total cost of the 2025 Incentive Scheme recognised within employee benefits expense for the six months ended 30 June 2026 amounted to PLN 12,595 thousand.

The following table shows the key assumptions used for the scheme valuation and terms of the scheme.

Fair value of a single share at the grant date (PLN)	72.00 (tranche 1) 44.00 (tranche 2)
Fair value of a single share at the end of the reporting period (PLN)	41.67 (tranche 3)
Number of shares expected to vest (awards valued)	223,434 (tranche 1) 411,308 (tranche 2) 411,308 (tranche 3)
Vesting period	20 August 2025–31 March 2026 (tranche 1) 20 August 2025–31 March 2028 (tranches 2 and 3)
Key inputs used in the fair value measurement	
Growth rate of the discounted value of dividends foregone	1.05

Incentive Scheme 1

On 29 October 2021, the Extraordinary General Meeting of the Company passed a resolution establishing incentive scheme No. 1 ("Incentive Scheme 1") for members of the Management Board, the Supervisory Board and key personnel (persons employed under an employment contract or a mandate contract, regardless of the applicable law governing the contract).

Each participant paid the issue price for the shares issued under Incentive Scheme 1, calculated using one of the following methods selected by that participant:

- a PLN equivalent of 33% of the final price per share in the retail tranche of the initial public offering, rounded down to the nearest grosz (PLN 1/100), or
- the par value per share, that is PLN 5.00.

The Company applied the Black-Scholes-Merton model to estimate the fair value of the options.

The vesting period ran from 1 June 2022 to 31 March 2025. The total cost of the Scheme recognised within employee benefits expense for the six months ended 30 June 2025 and the year ended 31 December 2025 amounted to PLN 2,625 thousand.

All amounts in PLN thousands, unless otherwise stated

The cost of the Scheme recognised in the Company's equity over its duration amounted to PLN 34,836 thousand.

7.2 Earnings per share

During the periods covered by these interim condensed separate financial statements, there were no dilutive equity instruments affecting the weighted average number of shares used to calculate basic earnings per share.

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Net profit	**121,294**	**125,366**	**59,914**	**60,029**
Continuing operations	121,294	125,366	59,914	60,029
Net profit adjusted for dilutive effect	**121,294**	**125,366**	**59,914**	**60,029**
Number of ordinary shares – for the purpose of calculation of basic earnings per share	68,898,190	68,898,190	68,898,190	68,898,190
Weighted average number of ordinary shares – for the purpose of calculation of diluted earnings per share	68,898,190	68,898,190	68,898,190	68,898,190
Basic earnings per share (PLN) – continuing operations	***1.76***	***1.82***	***0.87***	***0.88***
Diluted earnings per share (PLN) – continuing operations	***1.76***	***1.82***	***0.87***	***0.88***

7.3 Related-party transactions

During the periods covered by these interim condensed separate financial statements, there were no transactions between the Company and its related entities on other than arm's length terms.

Neither members of the Management Board and Supervisory Board, nor their close family members or other related parties, participated in transactions with the Company that materially impacted the Company's net profit or loss or its financial position during the reporting period.

7.4 Remuneration and other transactions with key management personnel

Remuneration of key management personnel

The Company identifies members of the Management Board and the Supervisory Board as its key management personnel.

	6 months ended 30 June 2026 (unaudited)	6 months ended 30 June 2025 (unaudited)	3 months ended 30 June 2026 (unaudited)	3 months ended 30 June 2025 (unaudited)
Short-term employee benefits	1,998	1,823	992	935
Share-based payments	3,183	338	1,759	-
Total	**5,181**	**2,161**	**2,751**	**935**

Short-term employee benefits refer to the cost of salaries and bonuses, including additional payroll costs, for members of the Management Board and the Supervisory Board.

Non-monetary benefits received by members of the Company's key management personnel mainly consist of medical care packages, company cars, and company phones for private use. However, the value of these benefits is not significant.

All amounts in PLN thousands, unless otherwise stated

7.5 Contingent liabilities

The Company discloses bank guarantees issued on its behalf as contingent liabilities. The guarantees provide security for lease payments under office leases in which the Company is the lessee.

Guarantee provider	Currency	30 June 2026 (unaudited)	31 December 2025
Erste Bank Polska S.A.	EUR	595	583
(formerly: Santander Bank Polska S.A.)	PLN	185	185
Total	**EUR**	**595**	**583**
	PLN	**185**	**185**

7.6 Impact of the armed conflict in Ukraine on the Company’s business

The companies operating in Ukraine (the “Ukrainian Companies”) recorded significant revenue growth over recent years, confirming an improvement in market conditions. A sustained upward trend in financial performance, including improved profitability and stronger cash flow generation, indicates further growth potential for these investments.

In the six months ended 30 June 2026, the Company received dividends for 2025 from Work Ukraine TOV (Note 4.4) and Robota International TOV (Note 2.3).

The Management Board continually monitors the military and economic situation in Ukraine and analyses its impact on the operations of the Ukrainian Companies and the Group. Despite the challenging and unstable background, the financial results delivered by the Ukrainian Companies in the six months ended 30 June 2026 were positive.

The assets of the Company at risk of impairment related to its operations in Ukraine as at 30 June 2026 and 31 December 2025 are as follows:

	30 June 2026 (unaudited)	31 December 2025
Investments in subsidiaries	23,791	23,222
Investments accounted for using the equity method	46,920	56,867
Cash and cash equivalents	20,425	20,080
Dividends receivable	6,344	-
Total	**97,480**	**100,169**

The Company’s Management Board notes that the consequences of the armed conflict in Ukraine, and therefore its impact on the future financial performance of the Ukrainian Companies, remain difficult to predict. The Management Board continues to monitor indicators of any deterioration in the financial condition of these companies or threats to their ability to continue as a going concern, and will take appropriate action as required.

7.7 Events after the reporting period

On 24 July 2026, the Company acquired 100% of the shares in No Fluff Jobs sp. z o.o. The transaction, with a total value of PLN 10,387 thousand, was financed entirely from the Company’s own funds. By the date of authorisation of these interim condensed separate financial statements for issue, the purchase price allocation process had not yet been completed.

Authorisation of the interim condensed separate financial statements for the six months ended 30 June 2026

These interim condensed separate financial statements for the six months ended 30 June 2026 were authorised for issue by the Management Board of the Company on 24 August 2026.

………………………………………….
Przemysław Gacek
President of the Management Board

………………………………………….
Gracjan Fiedorowicz
Member of the Management Board

………………………………………….
Rafał Nachyna
Member of the Management Board

grupa pracuj