

POLISH FINANCIAL SUPERVISION AUTHORITY
Current Report No. 17/2026

Prepared on: 15 April 2026; 18:01

Subject:

Allocation of Series D3 subscription warrants for 2024 to persons eligible under the incentive programme

Legal basis:

Article 17(1) MAR – inside information

Report contents:

The Management Board of BEST S.A., having its registered office in Gdynia (Company), announces that today it has adopted a resolution on allotting to eligible persons a total of 161,071 Series D3 (Warrants) under the Incentive Programme for members of the Management Board of BEST S.A. and key personnel, including employees of the BEST capital group for the financial years 2022-2026 (Incentive Programme).

The Warrants are allotted in connection with the settlement of the third year of the Incentive Programme (2024) and the allotment was made based on the participants' responses to the offers made by the Company to take up the Warrants and the respective resolutions of the Company's governing bodies.

The Warrants are acquired free of charge, and every two Warrants carry the right, subject to the terms and conditions set out in the Rules of the Incentive Programme, to acquire one Series H share in the Company at an issue price of PLN 1.00 (one) per share in the future.

BEST S.A. (full name of the issuer)	
BEST (abbreviated name of the issuer)	Other finance (fin) (sector as per GPW (Warsaw Stock Exchange) classification)
81-537 (postal code)	Gdynia (city/town)
Łużycka (street)	8A (number)
(0-58) 76 99 299 (phone)	(0-58) 76 99 226 (fax)
best@best.com.pl (e-mail)	www.best.com.pl (www)
585-00-11-412 Tax ID (NIP)	190400344 Statistical No. (REGON)

SIGNATURES OF THE PERSONS REPRESENTING THE COMPANY:

Date	Given name and surname	Position/Function	Signature
15/04/2026	Agnieszka Pakos	Member of the Management Board	

15/04/2026	Mariusz Gryglicki	Member of the Management Board	
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