



**MLP**  
GROUP

Conservative  
approach to growth  
in industrial assets  
in core urban areas  
in Europe

**Report of the Supervisory Board**

on remuneration for the year ended 31 December 2024

## 1. LEGAL BASIS

Acting pursuant to Article 90g(1) of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005 (the “**Public Offering Act**”), the Supervisory Board of MLP Group S.A. (the “**Company**”) hereby submits to the Annual General Meeting of MLP Group S.A. a report on remuneration (the “**Report**” or the “**Remuneration Report**”), providing a comprehensive overview of the remuneration, including all benefits in whatever form, awarded or due to individual Members of the Management Board and Supervisory Board in 2024, in accordance with the remuneration policy adopted by the Company.

The obligation to prepare this Remuneration Report arises under Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement, implemented into Polish law by way of the Act Amending the Public Offering Act and Certain Other Acts of 16 October 2019. Under the Directive, the Supervisory Board is required to prepare the present Report.

This Remuneration Report covers the year 2024.

The Report of the Supervisory Board on remuneration for 2023 received a positive opinion under Resolution No. 14 of the Annual General Meeting of MLP Group S.A. of 17 June 2024.

## 2. INTRODUCTION

We hereby present this Report of the Supervisory Board of MLP Group S.A. on remuneration, providing a comprehensive overview of the remuneration, including all benefits in whatever form, awarded or due to individual Members of the Management Board and Supervisory Board in the financial year 2024.

This Report reflects the application of the Company’s Remuneration Policy for Members of the Management Board and Supervisory Board, adopted by Resolution No. 14 of the Annual General Meeting of 29 June 2020, and subsequently amended by Resolution No. 45 of the Extraordinary General Meeting of MLP Group S.A. of 20 December 2024 (the “**Remuneration Policy**”). The amendment pertained to the method of calculating variable remuneration, changing the applicable formula from “The amount of variable remuneration is contingent upon the increase in the Company’s net asset value (NAV growth)” to “The amount of variable remuneration is contingent upon the achievement of strategic goals, assessed against financial metrics set in accordance with detailed rules periodically determined by resolutions of the Supervisory Board.”

The purpose of implementing and applying these tools, including the preparation of this Report, is to enhance transparency regarding the implementation of the Remuneration Policy and actual remuneration awarded to Members of the Management Board and Supervisory Board, as well as to establish a closer link between remuneration and the performance of these individuals by improving shareholder oversight of their remuneration.

This Report thus facilitates the exercise of shareholders’ rights and ensures the accountability of the Company’s management and supervisory bodies. It provides exhaustive information on the total remuneration split out by component, as well as the performance criteria applied and any remuneration received from undertakings belonging to the same group. This Report does not provide the number of financial instruments granted or offered as no such instruments existed during the reporting period.

The financial data of the Company and the MLP Group S.A. Group for the reporting period is presented in the table below.

Data	2020	2021	2022	2023	2024	Change 2021 vs. 2020	Change 2022 vs. 2021	Change 2023 vs. 2022	Change 2024 vs. 2023
Consolidated net asset value (NAV)	PLN 1,211,732 thousand	PLN 1,824,521 thousand	PLN 2,497,951 thousand	PLN 2,395.6 million	PLN 2,746.2 million	↑51%	↑37%	↓4%	↑15%
Earnings before interest, taxes, depreciation and amortisation (EBITDA) excluding the effect of revaluation (i.e. changes in property valuation)*				PLN 178.7 million	PLN 185.5 million			↑32%	↑4%
Funds from operations (FFO)*				PLN 93.3 million	PLN 47.3 million			↑8%	↓49%

\* EBITDA excluding the effect of revaluation and FFO are presented starting from 2023 due to changes in the performance indicators used to determine variable remuneration. The Management Board and Supervisory Board of MLP Group S.A. assess the Company's performance using EBITDA excluding the effect of revaluation and FFO, which constitute Alternative Performance Measures (APMs) in accordance with the ESMA Guidelines on Alternative Performance Measures. The APMs presented in this Remuneration Report are not calculated in accordance with IFRS. EBITDA excluding the effect of revaluation and FFO should be regarded as supplementary information that complements the presentation of results and other data of the Company and its Group. These measures are not defined in IFRS and, as such, should not be considered as alternatives to measures defined by IFRS.

Moreover, the APMs described in this Report do not have uniform or established definitions. The methods of calculating these indicators may differ significantly from those used by other companies. Accordingly, these Alternative Performance Measures may not be comparable with similar indicators calculated by other entities.

\* FFO (funds from operations) – pre-tax profit/(loss), adjusted for depreciation and amortisation, change in the fair value of investment property, net interest expense, exchange differences, measurement of borrowings at amortised cost and other adjustments related to one-off items included in other operating activities, profit/loss on sale of property, plant and equipment, less interest paid on borrowings (including IRS interest), notes and leases, increased by interest received, less current income tax or increased by income tax refunds.

### 3. TOTAL REMUNERATION SPLIT OUT BY COMPONENT AND THE RELATIVE PROPORTION OF FIXED AND VARIABLE REMUNERATION

In accordance with Article 90g(2)(1) of the Public Offering Act, this Report presents the total remuneration of each Member of the Management Board, split out by component, including any remuneration received from undertakings belonging to the same group, as specified in Article 90g(2)(5) of the Public Offering Act.

In this Report, all amounts in the tables are disclosed on an accrual basis. Furthermore, as per Article 90g(2)(1) of the Public Offering Act, this Report outlines the relative proportions of fixed and variable remuneration. This information is presented in tabular format.

#### A) MANAGEMENT BOARD

In line with the provisions of the Remuneration Policy, each Member of the Management Board receives remuneration consisting of fixed and variable components.

The President of the Management Board of MLP Group S.A. receives fixed monthly remuneration for serving in that role, awarded pursuant to the Supervisory Board's Resolution No. 2/12/2013, which is paid biannually (by 30 June for the first half-year, and by 31 December for the second half-year). All Members of the Management Board receive remuneration under employment contracts, which is paid on a monthly basis (by the end of each month). In addition, Members of the Management Board receive remuneration for serving as Members of the Management Board at

undertakings of the MLP Group S.A. Group, which is also paid biannually (by 30 June for the first half-year, and by 31 December for the second half-year). Moreover, Members of the Management Board receive fixed monthly remuneration for services rendered to undertakings of the MLP Group S.A. Group. For the year 2023, the conditions for awarding performance-based bonuses to Members of the Management Board of MLP Group S.A., as defined by the bonus scheme adopted by the Supervisory Board, were not fulfilled. However, on 19 September 2024, the Supervisory Board passed a resolution to award, pursuant to Section 3(8) of the Remuneration Policy, an additional one-off bonus to Members of the Management Board for the year 2023. The bonus was paid in the fourth quarter of 2024.

The variable remuneration for the year 2024 was calculated based on the Remuneration Policy adopted by Resolution No. 45 of the Extraordinary General Meeting of MLP Group S.A. of 20 December 2024, as well as the Supervisory Board's resolution of 17 September 2024, and the Supervisory Board's resolution of 17 June 2025.

#### Remuneration at MLP Group S.A.

Full name, position	Financial year	Remuneration at MLP Group S.A.		
		Fixed remuneration (PLN)	Variable remuneration (PLN)	
			Paid	Due
<b>Radosław T. Krochta</b> President of the Management Board	2023	121,200.00	0.00	0.00
	<b>2024</b>	<b>164,538.41</b>	<b>256,518.00<sup>3</sup></b>	<b>452,429.00<sup>3,4</sup></b>
<b>Michael Shapiro</b> Vice President of the Management Board	2023	328,985.50	0.00	0.00
	<b>2024</b>	<b>164,343.78</b>	<b>153,910.80<sup>3</sup></b>	<b>119,537.00<sup>3</sup></b>
<b>Tomasz Zabost<sup>1</sup></b> Member of the Management Board	2023	106,000.00	0.00	0.00
	<b>2024</b>	<b>20,000.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Monika Dobosz<sup>2</sup></b> Member of the Management Board	2023	120,000.00	0.00	0.00
	<b>2024</b>	<b>144,538.41</b>	<b>153,910.80<sup>3</sup></b>	<b>0.00</b>
<b>Agnieszka Góźdz</b> Member of the Management Board	2023	400,000.00	0.00	0.00
	<b>2024</b>	<b>164,538.41</b>	<b>153,910.80<sup>3</sup></b>	<b>119,537.00<sup>3</sup></b>

<sup>1</sup> On 29 February 2024, Tomasz Zabost tendered his resignation from the Management Board with immediate effect.

<sup>2</sup> On 21 November 2024, Monika Dobosz tendered her resignation from the Management Board with immediate effect.

<sup>3</sup> The amounts presented above include additional variable remuneration paid for 2023 in the following amounts: PLN 256,518.00 for Radosław T. Krochta, PLN 153,910.80 for each of: Michael Shapiro, Monika Dobosz and Agnieszka Góźdz, awarded pursuant to the Supervisory Board's resolution of 17 September 2024 (paid in the fourth quarter of 2024), as well as the accrued variable remuneration for 2024, in accordance with the Remuneration Policy, calculated in euros and converted using the mid exchange rate quoted by the National Bank of Poland for 31 December 2024, i.e. PLN 4.273/EUR 1, which was not yet paid as at the date of this Report. The variable remuneration will be converted from euros into the złoty on the day the Supervisory Board passes a relevant resolution, using the mid exchange rate quoted by the National Bank of Poland for the day immediately preceding the resolution date. 85% of the variable remuneration for 2024 will be paid in 2025, while 15% will be deferred and paid in three equal annual instalments together with the bonus payments for subsequent years, provided the Member of the Management Board is still employed and has not submitted a notice of termination on the date of payment. In the event a Member of the Management Board is removed without cause (definition to be specified), they will be entitled to receive the pro-rated bonus for the year in which the removal occurred (if the bonus is due and calculated in accordance with the above conditions), payable on the same date as for the other Members of the Management Board.

<sup>4</sup> The variable remuneration for the President of the Management Board includes a provision estimated based on available data, in the amount of PLN 253,200, for a bonus component linked to the change in the share price. The final amount to be paid will be determined upon the calculation of the average share price for the six-month period ending 30 June 2025. This portion of the bonus is excluded from the deferred payment mechanism.

## Remuneration at undertakings of the MLP Group S.A. Group

Full name, position	Financial year	Remuneration at undertakings of the MLP Group S.A. Group			
		Fixed remuneration (PLN), including:		Variable remuneration (PLN)	
		for serving as Member of the Management Board	other (under the employment relationship and civil-law contracts)	paid	due
<b>Radosław T. Krochta</b> President of the Management Board	2023	54,600.00	593,200.00	0.00	0.00
	2024	<b>55,000.00</b>	<b>733,932.00</b>	<b>480,000.00<sup>1</sup></b>	<b>1,793,061.00<sup>4</sup></b>
<b>Michael Shapiro</b> Vice President of the Management Board	2023	54,600.00	160,540.00	0.00	0.00
	2024	<b>56,200.00</b>	<b>441,320.00</b>	<b>360,000.00<sup>1</sup></b>	<b>1,075,836.00<sup>4</sup></b>
<b>Tomasz Zabost<sup>2</sup></b> Member of the Management Board	2023	47,900.00	403,600.00	0.00	0.00
	2024	<b>5,800.00</b>	<b>67,400.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Monika Dobosz<sup>3</sup></b> Member of the Management Board	2023	6,800.00	418,000.00	0.00	0.00
	2024	<b>31,500.00</b>	<b>408,390.00</b>	<b>360,000.00<sup>1</sup></b>	<b>0.00</b>
<b>Agnieszka Gózdź</b> Member of the Management Board	2023	6,800.00	138,000.00	0.00	0.00
	2024	<b>32,700.00</b>	<b>452,520.00</b>	<b>360,000.00<sup>1</sup></b>	<b>1,125,836.00<sup>4</sup></b>

<sup>1</sup> The additional variable remuneration for 2023, granted pursuant to the Supervisory Board's resolution of 17 September 2024, was paid in the fourth quarter of 2024.

<sup>2</sup> On 29 February 2024, Tomasz Zabost tendered his resignation from the Management Board with immediate effect.

<sup>3</sup> On 21 November 2024, Monika Dobosz tendered her resignation from the Management Board with immediate effect, and on 28 November 2024 she tendered such resignation with respect to MLP BieRuń II sp. z o.o.

<sup>4</sup> The accrued variable remuneration for 2024, in accordance with the Remuneration Policy, was calculated in euros and converted using the mid exchange rate quoted by the National Bank of Poland for 31 December 2024, i.e. PLN 4.273/EUR 1. As at the date of this Report, this remuneration was not yet paid. 85% of the variable remuneration will be paid in 2025, while 15% will be deferred and paid in three equal annual instalments together with the bonus payments for subsequent years, provided the Member of the Management Board is still employed and has not submitted a notice of termination on the date of payment. In the event a Member of the Management Board is removed without cause (definition to be specified), they will be entitled to receive the pro-rated bonus for the year in which the removal occurred (if the bonus is due and calculated in accordance with the above conditions), payable on the same date as for the other Members of the Management Board. Additionally, the amount of variable remuneration due to Agnieszka Gózdź includes PLN 50,000 as an additional bonus based on § 3 item 8 of the Remuneration Policy.

The table below presents the relative proportion of fixed and variable remuneration of Members of the Management Board, collectively for MLP Group S.A. and undertakings of the MLP Group S.A. Group.

Full name, position	Financial year	Relative proportion of fixed and variable remuneration
<b>Radosław T. Krochta</b> President of the Management Board	2023 <b>2024</b>	100%/0% <b>24%/76%</b>
<b>Michael Shapiro</b> Vice President of the Management Board	2023 <b>2024</b>	100%/0% <b>28%/72%</b>
<b>Tomasz Zabost</b> Member of the Management Board	2023 <b>2024</b>	100%/0% <b>100%/0%</b>
<b>Monika Dobosz</b> Member of the Management Board	2023 <b>2024</b>	100%/0% <b>53%/47%</b>
<b>Agnieszka Góźdź</b> Member of the Management Board	2023 <b>2024</b>	100%/0% <b>27%/73%</b>

In the reporting period, Members of the Management Board received benefits in the form of access to private medical care provided by Lux Med, the option to use company cars for private purposes, and employer-funded contributions to the Employee Capital Plans (PPK).

Full name, position	Financial year	Other benefits		
		Private medical care (PLN)	Company car (PLN)	Employer-funded contributions to Employee Capital Plans (PLN)
<b>Radosław T. Krochta</b> President of the Management Board	2023 <b>2024</b>	2,012.00 <b>2,226.00</b>	4,800.00 <b>4,800.00</b>	12,086.72 <b>2,482.58</b>
<b>Michael Shapiro</b> Vice President of the Management Board	2023 <b>2024</b>	0.00 <b>0.00</b>	0.00 <b>4,800.00</b>	0.00 <b>0.00</b>
<b>Tomasz Zabost</b> Member of the Management Board	2023 <b>2024</b>	2,012.00 <b>371.00</b>	4,800.00 <b>800.00</b>	7,074.01 <b>927.55</b>
<b>Monika Dobosz</b> Member of the Management Board	2023 <b>2024</b>	0.00 <b>0.00</b>	4,800.00 <b>4,400.00</b>	7,275.06 <b>2,472.00</b>
<b>Agnieszka Góźdź</b> Member of the Management Board	2023 <b>2024</b>	2,012.00 <b>2,226.00</b>	1,600.00 <b>4,800.00</b>	156.00 <b>2,482.58</b>

Other benefits in 2024 represented 0.28% of Radosław T. Krochta's total remuneration, 0.24% of Michael Shapiro's total remuneration, 2.25% of Tomasz Zabost's total remuneration, 1.18% of Monika Dobosz's total remuneration, and 0.47% of Agnieszka Góźdź's total remuneration.

The table below presents total remuneration awarded to Members of the Management Board in 2022–2024 collectively for MLP Group S.A. and undertakings of the MLP Group S.A. Group.

Full name, position	Total remuneration in 2020 (PLN)	Total remuneration in 2021 (PLN)	Total remuneration in 2022 (PLN)	Total remuneration in 2023 (PLN)	Total remuneration in 2024 <sup>1</sup> (PLN)	Change 2020 vs. 2019	Change 2021 vs. 2020	Change 2022 vs. 2021	Change 2023 vs. 2022	Change 2024 vs. 2023
<b>Radosław T. Krochta</b> President of the Management Board	2,470,618.54	4,298,896.42	3,126,518.48	769,000.00	<b>3,935,478.04</b>	37%	74%	-32%	-75%	<b>161%</b>
<b>Michael Shapiro</b> Vice President of the Management Board	983,153.06	2,068,684.15	1,789,945.35	544,125.90	<b>2,371,148.36</b>	28%	110%	-13%	-70%	<b>124%</b>
<b>Tomasz Zabost</b> Member of the Management Board	1,574,639.06	2,544,602.15	1,743,679.96	557,500.00	<b>93,200.00</b>	36%	62%	-31%	-68%	<b>-83%</b>
<b>Monika Dobosz</b> Member of the Management Board	-	-	1,440,179.96	544,800.00	<b>1,098,339.21</b>	-	-	-	-62%	<b>4%</b>
<b>Agnieszka Góźdz</b> Member of the Management Board	-	-	1,447,179.96	544,800.00	<b>2,409,042.99</b>	-	-	-	-62%	<b>128%</b>

<sup>1</sup> The amount includes, among other components: the additional variable remuneration for 2023 awarded pursuant to the Supervisory Board's resolution of 17 September 2024 (paid in the fourth quarter of 2024), as well as the accrued variable remuneration for 2024, in accordance with the Remuneration Policy, which was not yet paid as at the date of this Report. 85% of the variable remuneration will be paid in 2025, while 15% will be deferred and paid in three equal annual instalments together with the bonus payments for subsequent years, provided the Member of the Management Board is still employed and has not submitted a notice of termination on the date of payment. In the event a Member of the Management Board is removed without cause (definition to be specified), they will be entitled to receive the pro-rated bonus for the year in which the removal occurred (if the bonus is due and calculated in accordance with the above conditions), payable on the same date as for the other Members of the Management Board. Additionally, the amount of variable remuneration due to Agnieszka Góźdz includes PLN 50,000 as an additional bonus based on § 3 item 8 of the Remuneration Policy.

## B) SUPERVISORY BOARD

Pursuant to Resolution No. 3 of the Extraordinary General Meeting of MLP Group S.A. of 16 May 2022, Members of the Supervisory Board were entitled, until 30 June 2024, to quarterly gross remuneration of PLN 15,000 (fifteen thousand złoty), payable four times a year (for each quarter). Pursuant to Resolution No. 15 of the Annual General Meeting of MLP Group S.A. of 17 June 2024, starting from 1 July 2024, Members of the Supervisory Board were entitled to quarterly gross remuneration of PLN 20,000 (twenty thousand złoty), also payable four times a year (for each quarter). Furthermore, pursuant to Resolution No. 45 of the Extraordinary General Meeting of MLP Group S.A. of 20 December 2024, Members of the Supervisory Board who also serve as Members of the Audit Committee are entitled, starting from 1 October 2024, to additional quarterly gross remuneration of PLN 10,000 (ten thousand złoty), payable four times a year (for each quarter).

	For the financial year 2020	For the financial year 2021	For the financial year 2022	For the financial year 2023	For the financial year 2024	Change 2021 vs. 2020	Change 2022 vs. 2021	Change 2023 vs. 2022	Change 2024 vs. 2023
Shimshon Marfogel	39,000.00	48,000.00	57,000.00	60,000.00	<b>70,000.00</b>	↑ 23%	↑ 19%	↑ 5%	↑ 17%
Eytan Levy	39,000.00	48,000.00	57,000.00	60,000.00	<b>80,000.00</b>	↑ 23%	↑ 19%	↑ 5%	↑ 33%
Guy Shapira	39,000.00	48,000.00	57,000.00	60,000.00	<b>70,000.00</b>	↑ 23%	↑ 19%	↑ 5%	↑ 17%
Daniel Nimrodi	35,000.00	n/a	n/a	n/a	<b>n/a</b>	n/a			
Oded Setter*	4,000.00	48,000.00	57,000.00	60,000.00	<b>70,000.00</b>	↑ 1,100	↑ 19%	↑ 5%	↑ 17%
Maciej Matusiak	39,000.00	48,000.00	57,000.00	60,000.00	<b>80,000.00</b>	↑ 23%	↑ 19%	↑ 5%	↑ 33%
Piotr Chajderowski	39,000.00	48,000.00	57,000.00	60,000.00	<b>80,000.00</b>	↑ 23%	↑ 19%	↑ 5%	↑ 33%

### C) EMPLOYEES

Financial year	Average remuneration of employees other than Members of the Management Board or Supervisory Board	
	Remuneration at MLP Group S.A. (PLN)	Remuneration at undertakings of the MLP Group S.A. Group (PLN)
2019	8,655.55	5,643.02
2020	9,704.72	6,954.99
2021	10,629.76	9,467.24
2022	10,326.93	9,240.06
2023	13,093.13	13,238.03
<b>2024</b>	<b>13,730.31</b>	<b>12,345.25</b>
Change 2020 vs. 2019	↑12%	↑23%
Change 2021 vs. 2020	↑10%	↑36%
Change 2022 vs. 2021	↓3%	↓2%
Change 2023 vs. 2022	↑27%	↑43%
<b>Change 2024 vs. 2023</b>	<b>↑5%</b>	<b>↓7%</b>

### 4. EXPLANATION OF HOW THE TOTAL REMUNERATION COMPLIES WITH THE ADOPTED REMUNERATION POLICY, INCLUDING HOW IT CONTRIBUTES TO THE LONG-TERM PERFORMANCE OF THE COMPANY

The remuneration system for the Management Board takes into account the tasks and performance of individual Members of the Management Board and the Management Board as a whole, the Company's economic and financial condition, its results, and future prospects. The total remuneration of Members of the Management Board is consistent with the adopted Remuneration Policy – in 2024, it consisted of fixed remuneration already paid and variable remuneration which, as at the date of this Report, was not yet paid.

For Members of the Supervisory Board, remuneration paid in 2024 comprised only the fixed component. In 2024, Members of the Supervisory Board did not receive any variable remuneration, which is consistent with the adopted policy, as it did not provide for a bonus scheme for the Supervisory Board during the reporting period. In determining the amount of fixed remuneration, the Company considered:

- ✓ the workload required to perform the duties of the particular role,
- ✓ the scope of responsibilities, tasks, and accountability associated with the role,
- ✓ market-level remuneration for comparable positions at other undertakings.

The amount of variable remuneration is contingent upon the achievement of strategic goals, assessed against financial metrics set in accordance with detailed rules periodically determined by resolutions of the Supervisory Board. By Resolution No. 6/09/2024 of 17 September 2024, the Supervisory Board adopted, with effect from 1 September 2024 for the period 2024–2028, new rules for the determination and payment of variable remuneration (bonuses) to Members of the Management Board. The variable remuneration components are based on financial results delivered by the Group, with the following weighting of key performance indicators:

- 1) net asset value (NAV) – 50%
- 2) EBITDA excl. the effect of revaluation – 25%
- 3) funds from operations (FFO) – 25%

The bonus scheme is structured around annual growth of the above indicators, with a cap on the bonus amount set at 150% of the forecast bonus amount defined by the Supervisory Board's resolution. Additionally, the President of the Management Board (CEO) is entitled to receive, beyond the bonus contingent upon the levels of the three metrics specified above, a bonus tied to the increase in the Company share price, which is capped at eight months' salary of the President.



Variable remuneration for Members of the Management Board is paid based on transparent rules and criteria, in a manner that ensures effective implementation of the Remuneration Policy. The bonus scheme is designed to recognise the contributions and engagement of selected key position holders who are instrumental in the Company's commercial success, particularly in the context of its business plans and value growth potential.

The President of the Management Board (CEO) is entitled, in addition to the bonus based on NAV, FFO and EBITDA, to a bonus calculated based on the increase of the MLP share price. The calculation compares the average share price in PLN for the period from 1 January to 30 June of the year in which the bonus is paid with the average share price for the same period in the year for which the bonus is awarded. This is then compared to a reference value set by the Supervisory Board's resolution, and multiplied by a value specified in the same resolution.

## **5. INFORMATION ON HOW THE PERFORMANCE CRITERIA WERE APPLIED**

The split of remuneration payable to Members of the Management Board into fixed and variable components enabled the implementation of a flexible, performance-driven remuneration policy in 2024. The rules for calculating bonuses for Members of the Management Board are set out in Section 4 of this Report.

## **6. INFORMATION ON THE USE BY THE COMPANY OF THE POSSIBILITY TO RECLAIM VARIABLE REMUNERATION**

The Company has not provided for the possibility of reclaiming variable remuneration components.

## **7. INFORMATION ON ANY DEVIATIONS FROM THE PROCEDURE FOR THE IMPLEMENTATION OF THE REMUNERATION POLICY AND ON ANY DEROGATIONS APPLIED, INCLUDING REASONS FOR AND THE MANNER OF SUCH DEROGATIONS AND THE INDICATION OF THE SPECIFIC ELEMENTS DEROGATED FROM**

In 2024, there were no deviations from the procedure for the implementation of the Remuneration Policy.

**Signatures by Members of the Supervisory Board:**

Shimshon Marfogel – Chair of the Supervisory Board

Eytan Levy – Member of the Supervisory Board

Guy Shapira – Member of the Supervisory Board

Oded Setter – Member of the Supervisory Board

Maciej Matusiak – Member of the Supervisory Board

Piotr Chajderowski – Member of the Supervisory Board

***Pruszków, 17 June 2025***