

Appendix 1 to Resolution No. 5/2026 of the Supervisory Board of Inter Cars S.A. of 27 April 2026

**REPORT ON REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD
AND SUPERVISORY BOARD OF INTER CARS S.A.**

I. INTRODUCTION

This report on the remuneration (the “**Report**”) of members of the Management Board and Supervisory Board of Inter Cars S.A. (the “**Company**”) was prepared by the Company’s Supervisory Board pursuant to Article 90g of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005 (consolidated text: Dz.U. of 2022, item 2554, as amended) (the “**Act**”).

This Report covers the financial year 2025 and thus presents the Management Board and Supervisory Board members’ remuneration, including any changes therein, in that year only.

As at 1 January 2025, the composition of the Management Board was as follows:

- 1) Maciej Oleksowicz – President of the Management Board;
- 2) Krzysztof Soszyński – Vice President of the Management Board;
- 3) Wojciech Twaróg – Member of the Management Board;
- 4) Piotr Zamora – Member of the Management Board;
- 5) Wojciech Aleksandrowicz – Member of the Management Board.

As at the date of adoption of this Report, the composition of the Management Board did not change.

In 2025, the composition of the Supervisory Board changed as described below.

From 1 January to 10 June 2025, the Supervisory Board was composed of:

- 1) Andrzej Oliszewski – Chair of the Supervisory Board;
- 2) Jacek Podgórski – Member of the Supervisory Board;
- 3) Radosław Kudła – Member of the Supervisory Board;
- 4) Tomasz Rusak – Member of the Supervisory Board;

5) Jacek Klimczak – Member of the Supervisory Board.

On 10 June 2025, the Company's Annual General Meeting made appointments to the Supervisory Board for a new joint term of office. Furthermore, the Annual General Meeting resolved that the Supervisory Board of the new term would comprise seven members.

The following persons were appointed to the Supervisory Board by resolutions of the Annual General Meeting:

- 1) Andrzej Oliszewski – Chair of the Supervisory Board;
- 2) Radosław Kudła – Member of the Supervisory Board;
- 3) Witold Kmiecik – Member of the Supervisory Board;
- 4) Kamilla Spark – Member of the Supervisory Board;
- 5) Zofia Dzik – Member of the Supervisory Board;
- 6) Łukasz Dziekoński – Member of the Supervisory Board;
- 7) Zoya Gyurova – Member of the Supervisory Board.

The Group of Inter Cars S.A. (the "Inter Cars Group") is the largest independent distributor of automotive spare parts in Europe, operating an integrated, centrally managed logistics network, along with unified product management, controlling and business support functions, across more than a dozen European markets. In each country where the Group operates, local teams are responsible for sales and marketing activities tailored to specific market conditions. The role of the Polish Head Office is to coordinate the operations of subsidiaries, establish common standards and processes, and oversee central functions. This model effectively unlocks synergies across the Group and facilitates knowledge sharing between its entities.

The Inter Cars Group's 2025 sales performance confirms continued stable growth of the automotive aftermarket distribution sector. In 2025, the Group's revenue exceeded PLN 21 billion, representing a 9% year-on-year increase.

This positive sales momentum was driven by sustained demand. Key market growth drivers include rising demand for replacement parts for vehicles already in use, increasing repair complexity due to the widespread adoption of advanced technologies in vehicle manufacturing, and higher vehicle utilisation rates. Another important factor is the steady increase in the average age of vehicles, driven by strong imports of used cars, relatively low new vehicle sales, and longer vehicle lifecycles.

In 2025, the Inter Cars Group outperformed the overall market growth rate in terms of sales, further strengthening its competitive position in Europe.

Throughout 2025, the Group remained active across all of its geographies. During the year, it opened 24 new branches, bringing the total number of sales outlets to 684 as at 31 December 2025 (after taking account of 4 branches/points of sale that had been closed). The sales network comprises 242 branches in Poland and 442 on international markets.

The amounts in the tables contained in this Report are rounded to the nearest integer.

II. TOTAL REMUNERATION, INCLUDING REMUNERATION FROM THE INTER CARS GROUP COMPANIES

The tables in points A. and B. below present the total remuneration of members of the Company's Management Board and Supervisory Board for the financial year 2025, broken down into the components referred to in Article 90d(3)(1) of the Act, i.e. taking into account fixed and variable components of remuneration, as well as bonuses and other monetary or non-monetary benefits that may be granted to members of the Management Board and Supervisory Board, and the relative proportions between these components.

The tables in points A. and B. include figures for the remuneration paid in 2025 or payable (in the case of variable remuneration components) for that period. Variable remuneration for 2025 was determined based on the Inter Cars Group's estimated net profit for the year of PLN 800 million.

The Company has in place a remuneration policy for members of the Management Board and Supervisory Board as adopted on 8 June 2020 by the Annual General Meeting and subsequently amended: (i) by Resolution No. 19 of the Annual General Meeting of 23 May 2024 to adopt the amended Remuneration Policy for Members of the Management Board and Supervisory Board of Inter Cars S.A. of Warsaw, and (ii) by Resolution No. 30 of the Annual General Meeting of 10 June 2025 to amend the Remuneration Policy for Members of the Management Board and Supervisory Board of Inter Cars S.A. of Warsaw (the "**Remuneration Policy**"), whose objectives are to:

- (i) ensure the efficiency and transparency of remuneration;
- (ii) support the business strategy, long-term interests and stability of the Company and the Inter Cars Group, including through the introduction of a performance-based incentive programme for the Management Board members, linked to the financial performance of the Inter Cars Group and specifying the minimum levels of the Inter Cars Group's financial performance below which the bonus is not paid;
- (iii) prevent conflicts of interest, including through the introduction of transparent and comprehensive rules for determining the components of remuneration and their amounts, and the rules for granting the annual bonus, thus ensuring internal coherence, appropriate conduct and performance;
- (iv) appropriately motivate and build commitment to the Company.

The remuneration system adopted in the Remuneration Policy is based on fixed and variable remuneration components linked to the performance of the Inter Cars Group as a whole and the implementation of the Inter Cars Group's strategy, which is intended to promote commitment to the Company's and the Inter Cars Group's long-term growth.

A. TOTAL REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD

Remuneration of Management Board members is paid on the basis of a resolution of the Supervisory Board.

In accordance with the Remuneration Policy, remuneration of Management Board members may consist of:

- (i) fixed base pay under an employment contract;
- (ii) fixed base pay for serving on the Company's Management Board;
- (iii) variable component in the form of additional cash compensation granted under the incentive programme adopted pursuant to Supervisory Board Resolution No. 21/2017 of 26 June 2017, as amended (the "**Bonus Scheme**");
- (iv) severance and compensation payments;
- (v) additional non-cash benefits;
- (vi) rights to acquire Company shares under an Incentive Programme (i.e. a long-term incentive programme that may be introduced by resolution of the Annual General Meeting) ("**Rights**").

Fixed base pay under an employment contract is paid to each member of the Management Board for a given month by the last business day of that month. Fixed base pay for serving on the Company's Management Board is paid to each eligible member of the Management Board for a given month by the last business day of that month.

If a member of the Management Board serves on the governing bodies of subsidiaries, their remuneration under the employment contract and for serving on the Company's Management Board is reduced accordingly.

Management Board members may participate in the Employee Capital Plan on the terms applicable to all Company employees in accordance with generally applicable laws. In 2025, none of the Management Board members participated in the Employee Capital Plan.

No additional pension plans or early retirement plans are available to the Management Board members.

The system of bonus payments provided for in the Bonus Scheme is based on a regression model, where the bonus base is determined as a percentage of the Inter Cars Group's consolidated net profit shown in the audited financial statements of the Inter Cars Group.

The cash bonus for a given financial year is paid within 30 days of the date of approval by the Annual General Meeting of the Inter Cars Group's consolidated financial statements for that financial year. Advance payments towards bonuses may be made in accordance with the conditions specified in the Bonus Scheme.

Members of the Management Board may, by virtue of their office, be granted rights to acquire Company shares under any Incentive Programme adopted by the AGM, provided that the performance metrics applied differ from those used in the Bonus Scheme. For detailed criteria and description of the remuneration, see Section VI of this Report.

The proportion between fixed and variable remuneration for members of the Management Board depend on the Company's financial performance, which is the basis for granting variable remuneration in the form of: (i) additional cash consideration granted under the Bonus Scheme and (ii) Rights. The variable components of a Management Board member's remuneration are capped at 90% of the total remuneration for any given financial year; however, if the event that triggers the grant of Rights occurs, that proportion may rise – for example, where the value of the Company shares increases.

Full name and position	Fixed remuneration (PLN thousand)		Variable remuneration ¹ (bonus*) (PLN thousand)	Remuneration from Group companies other than the Company (PLN thousand)	Additional benefits ² (PLN thousand)	Severance and compensation payments (PLN thousand)	Proportion of fixed remuneration ³ to other remuneration components	Total (PLN thousand)
	Under employment contract	For serving on the Management Board						
Maciej Krzysztof Oleksowicz President of the Management Board	120	720	3,812*	0	5	0	22.01%	4,657
Krzysztof Soszyński Vice President of the Management Board	120	720	3,812*	0	6	0	22%	4,658
Wojciech Tadeusz Twaróg Member of the Management Board	120	720	3,812*	0	5	0	22.01%	4,657
Piotr Dariusz Zamora Member of the Management Board	120	720	3,812*	0	5	0	22.01%	4,657
Wojciech Grzegorz Aleksandrowicz Member of the Management Board	60	420	3,812*	360	6 ⁴	0	22%	4,658

¹ Variable remuneration due for 2024 which was paid in 2025 is not included in this Report.

² 'Additional benefits' include the use of a business car for private purposes, subsidy for a private healthcare plan, and expenses covered under a cafeteria system.

³ Including fixed remuneration received from Group companies other than the Company.

⁴ Additional benefits received from an Inter Cars Group company.

* Variable remuneration for 2025 was determined based on the Inter Cars Group's estimated net profit (PLN 800 million). The Supervisory Board's resolution to pay variable remuneration has not yet been passed, but the Supervisory Board passed Resolution No. 36/2025 of 5 December 2025 and Resolution No. 1/2026 of 13 April 2026 to pay advances towards the cash bonus payable to the members of the Management Board for 2025, equal to 75% of its expected amount. The advances were calculated based on the preliminary estimate of the Inter Cars Group's net profit for 2025, as stated in a current report issued on 26 March 2026, and were paid in 2026. However, in the case of two members of the Management Board (i.e. Maciej Oleksowicz and Wojciech Twaróg), the advances towards the cash bonus payable for 2025 were reduced in each case by a gross amount of PLN 630,000.00, as proposed by the President of the Management Board in respect of Wojciech Twaróg and Vice President of the Management Board in respect of Maciej Oleksowicz.

B. TOTAL REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD

Remuneration of Supervisory Board members is paid on the basis of a resolution of the Company's General Meeting.

In accordance with the Remuneration Policy, remuneration of Supervisory Board members may consist of the following components:

- (i) fixed base pay for serving on the Company's Supervisory Board;
- (ii) fixed base pay for serving on the Audit Committee or another committee of the Company's Supervisory Board (where a member of the Supervisory Board has been appointed to such committee);
- (iii) fixed base pay under the employment contract, if the Supervisory Board member has such employment contract with the Company.

Supervisory Board members may participate in the Employee Capital Plan on the terms applicable to all Company employees in accordance with generally applicable laws. In 2025, the following Supervisory Board members participated in the Employee Capital Plan: Radosław Jan Kudła (for whom the Company in 2025 contributed a total of PLN 3,240.00), Jacek Marek Klimczak (for whom the Company in 2025 contributed a total of PLN 636.00), Tomasz Rusak (for whom the Company in 2025 contributed a total of PLN 636.00), Kamilla Agnieszka Spark (for whom the Company in 2025 contributed a total of PLN 1,200.00), and Łukasz Felicjan Dziekoński (for whom the Company in 2025 contributed a total of PLN 480.00). The other members of the Supervisory Board did not participate in the Employee Capital Plan.

No additional pension plans or early retirement plans are available to the Supervisory Board members.

Full name and position	Fixed remuneration (PLN thousand)			Remuneration from Group companies other than the Company (PLN thousand)	Total (PLN thousand)
	Under employment contract	For serving on the Supervisory Board	For serving on the Audit Committee		
Andrzej Aleksander Oliszewski Chair of the Supervisory Board	56	120	96	0	272
Jacek Marek Klimczak Member of the Supervisory Board	0	42	0	0	42
Tomasz Rusak Member of the Supervisory Board	0	42	0	0	42
Radosław Jan Kudła Member of the Supervisory Board	0	96	120	0	216
Jacek Tomasz Podgórski Member of the Supervisory Board	0	45	45	0	90
Witold Kmieciak Member of the Supervisory Board	0	54	0	0	54
Zofia Dzik Member of the Supervisory Board	0	54	0	0	54
Kamilla Agnieszka Spark Member of the Supervisory Board	0	51	51	0	102

Łukasz Felicjan Dziekoński Member of the Supervisory Board	0	54	0	0	54
Zoya Gyurova Member of the Supervisory Board	0	54	0	0	54

III. CONSISTENCY OF THE TOTAL REMUNERATION OF MEMBERS OF THE MANAGEMENT AND SUPERVISORY BOARDS, RESPECTIVELY, WITH THE REMUNERATION POLICY

Remuneration of members of the Management and Supervisory Boards is in line with the Remuneration Policy, which, as indicated in Section II of this Report, supports implementation of the business strategy, long-term interests and stability of the Company and the Inter Cars Group.

In particular, the introduction of a performance-based incentive programme for the Management Board members, providing for the minimum levels of the Inter Cars Group's financial performance below which the bonus is not paid:

- (i) promotes reasonable business decisions that take into account market environment and socio-economic conditions;
- (ii) ties the interests of Management Board members to those of the shareholders and, consequently, contributes to stability and good condition of the Inter Cars Group.

On the other hand, the fact that the remuneration of Supervisory Board members is based on fixed components contributes to ensuring their independence, which has a positive effect on the quality of their supervision.

IV. APPLICATION OF THE PERFORMANCE-BASED CRITERIA

In the case of members of the Management Board, the variable remuneration component in the form of additional cash compensation granted under the Bonus Scheme was determined based on the Inter Cars Group's performance (as a percentage of the Inter Cars Group's consolidated net profit shown in the audited financial statements of the Inter Cars Group). The fixed remuneration is paid irrespective of the Company's performance.

Remuneration of Supervisory Board members is not dependent on the Company's performance.

V. CHANGES IN REMUNERATION (ON A YEAR-ON-YEAR BASIS), THE COMPANY'S PERFORMANCE AND AVERAGE REMUNERATION OF THE COMPANY'S EMPLOYEES WHO ARE NOT MEMBERS OF THE MANAGEMENT BOARD OR SUPERVISORY BOARD

The tables below present, on a comparative basis, year-on-year changes in the remuneration, the Company's performance and average remuneration of the Company's employees who are not members of the Management Board or Supervisory Board.

The comparison covers the years 2019–2025. Pursuant to Article 90g(3) of the Act, information for the years in respect of which the reporting requirement did not apply has been omitted.

	2019	2020	2021	2022	2023	2024	2025	% change 2019/2020	% change 2020/2021	% change 2021/2022	% change 2022/2023	% change 2023/2024	% change 2024/2025
MEMBERS OF THE MANAGEMENT BOARD (total remuneration in PLN thousand)													
Maciej Krzysztof Oleksowicz President of the Management Board	1,754	2,279	3,703	4,376	4,204	4,305	4,657	+30%	+62%	+18%	-3.93%	+2.4%	+8.18%
Krzysztof Soszyński Vice President of the Management Board	1,757	2,281	3,705	4,345	4,206	4,306	4,658	+30%	+62%	+17%	-3.20%	+2.4%	+8.17%
Wojciech Tadeusz Twaróg Member of the Management Board	1,729	2,252	3,678	4,377	4,205	4,302	4,657	+30%	+63%	+19%	-3.93%	+2.3%	+8.25%
Piotr Dariusz Zamora	1,734	2,258	3,683	4,377	4,205	4,305	4,657	+30%	+63%	+18%	-3.93%	+2.4%	+8.18%

Member of the Management Board														
Wojciech Grzegorz Aleksandrowicz Member of the Management Board	-	-	-	-	-	4,307	4,658	-	-	-	-	+100%	+8.15%	
MEMBERS OF THE SUPERVISORY BOARD (total remuneration in PLN thousand)														
Andrzej Aleksander Oliszewski Chair of the Supervisory Board	135	139	142	207	258	268	272	+3%	+2%	+45%	+25%	+4%	+1%	
Jacek Marek Klimczak Member of the Supervisory Board	96	81	48	76	96	96	42	-15%	-41%	+58%	+26%	0%	-56%	
Tomasz Rusak Member of the Supervisory Board	48	48	48	76	96	96	42	0%	0%	+58%	+26%	0	-56%	
Radosław Jan Kudła Member of the Supervisory Board	26	63	96	152	222	216	216	+143%	+52%	+58%	+46%	-3%	0%	
Jacek Tomasz Podgórski Member of the	50	96	96	152	192	192	90	+90%	0%	+58%	+26%	0	-53%	

Supervisory Board													
Witold Kmiecik Member of the Supervisory Board	-	-	-	-	-	-	54	-	-	-	-	-	+100%
Zofia Dzik Member of the Supervisory Board	-	-	-	-	-	-	54	-	-	-	-	-	+100%
Kamilla Agnieszka Spark Member of the Supervisory Board	-	-	-	-	-	-	102	-	-	-	-	-	+100%
Łukasz Felicjan Dziekoński Member of the Supervisory Board	-	-	-	-	-	-	54	-	-	-	-	-	+100%
Zoya Gyurova Member of the Supervisory Board	-	-	-	-	-	-	54	-	-	-	-	-	+100%
COMPANY EMPLOYEES													
Average annual remuneration per full-time equivalent for employees who are not members of the Management Board or Supervisory Board (PLN thousand)	92	98	116	122	147	153	162	+6%	+18%	+5%	+20%	+5%	+6%

THE COMPANY'S PERFORMANCE (PLN million)													
Company's gross profit	180	325	591	654	434	459	543	+81%	+82%	+11%	-34%	+6%	+18%
Company's net profit	155	223	482	543	361	403	468	+44%	+117%	+13%	-33%	+11%	+16%
Company's SG&A /revenue	12.6%	11.6%	10.6%	11.7%	12.3%	13.2%	13.1%	-1.0pp ⁵	-1.0pp ⁶	+1.1pp ⁷	+0.6pp ⁸	+0.9pp ⁹	-0.1pp
Group's gross profit	279	444	877	926	869	894	1,005	+59%	+97%	+6%	-6%	+3%	+12%
Group's net profit	227	334	700	746	700	721	806	+47%	+110%	+7%	-6%	+3%	+12%
Group's SG&A /revenue	14.9%	13.5%	12.8%	13.0%	14%	14.1%	14.3%	-1.4pp ¹⁰	-0.7pp ¹¹	+0.2pp ¹²	+1pp ¹³	+0.1pp ¹⁴	+0.2pp

⁵ percentage points

⁶ percentage points

⁷ percentage points

⁸ percentage points

⁹ percentage points

¹⁰ percentage points

¹¹ percentage points

¹² percentage points

¹³ percentage points

¹⁴ percentage points

VI. INFORMATION ON FINANCIAL INSTRUMENTS GRANTED OR OFFERED

As provided for by the Remuneration Policy, the General Meeting may resolve to adopt a long-term incentive programme whereby members of the Management Board may be awarded rights to acquire Company shares.

On 10 June 2025, the General Meeting passed a resolution on the adoption of a long-term incentive programme for key managers of the Inter Cars Group for 2025–2027. The Incentive Programme is designed to align the interests of Participants with those of shareholders by incentivising them to deliver the Group's strategic objectives through the maximisation of the Group's consolidated financial performance. The Incentive Programme will operate through the grant of Rights which, once the prescribed conditions are satisfied, will entitle Participants either (i) to subscribe for new shares – with pre-emption rights disapplied – upon exercise of subscription warrants, or (ii) to acquire treasury shares previously repurchased by the Company under an approved buy-back. Implementation will be phased: Rights will be granted on the basis, and subject to the conditions, set out in the Incentive Programme Rules. The Incentive Programme will operate over a three (3)-year performance cycle, covering the financial years 2025, 2026 and 2027. The final tranche of the Programme is to be settled in 2028.

Under the Incentive Programme for key managers of the Inter Cars Group for the years 2025–2027, each Right entitles its holder to acquire: (i) one share upon exercise of a subscription warrant; or (ii) one treasury share, in each case on the terms set out in the Programme Rules. Each Right will entitle its holder to subscribe for shares or to purchase treasury shares at a price equal to the arithmetic mean of the volume-weighted average daily prices of the Company shares for the one-month period immediately preceding the date on which the General Meeting that adopted the resolution approving the Incentive Programme was convened, less 5%.

Rights will be awarded to Programme Participants in the following tranches:

(i) in the first tranche Rights will be granted after the end of the 2025 financial year if the Group achieves (i) consolidated EBITDA of not less than PLN 1,447,302,000 (one billion, four hundred and forty-seven million, three hundred and two thousand), and (ii) consolidated revenue of not less than PLN 21,739,417,000 (twenty-one billion, seven hundred and thirty-nine million, four hundred and seventeen thousand);

(ii) in the second tranche Rights will be granted after the end of the 2026 financial year if the Group achieves (i) consolidated EBITDA of not less than PLN 1,633,927,000 (one billion, six hundred and thirty-three million, nine hundred and twenty-seven thousand), and (ii) consolidated revenue of not less than PLN 23,913,358,000 (twenty-three billion, nine hundred and thirteen million, three hundred and fifty-eight thousand);

(iii) in the third tranche Rights will be granted after the end of the 2027 financial year if the Group achieves (i) consolidated EBITDA of not less than PLN 1,843,405,000 (one billion eight hundred forty-three million four hundred five thousand), and (ii) consolidated revenue of not less than PLN 26,304,694,000 (twenty-six billion three hundred four million six hundred ninety-four thousand);

(iv) in the additional tranche Rights will be granted after the end of 2027 if, in aggregate across the 2025–2027 financial years, the Group achieves (i) consolidated EBITDA of not less than PLN 4,924,634,000 (four billion, nine hundred and twenty-four million, six hundred and thirty-

four thousand), and (ii) consolidated revenue of not less than PLN 71,957,469,000 (seventy-one billion, nine hundred and fifty-seven million, four hundred and sixty-nine thousand).

Where the performance targets specified above are only partially met, or exceeded, Rights may be granted to Participants in accordance with detailed Programme Rules approved by the Supervisory Board. However, if any performance metric for a given tranche is achieved at below 90%, no Rights will be granted for that tranche. Conversely, exceeding 100% of the applicable targets (in the case of the Incentive Programme) or 105% (in the case of the Variable Remuneration Programme) does not increase the number of Rights granted for the relevant tranche.

Eligible participants include Management Board members who are named in a resolution of the Supervisory Board designating the individuals entitled to participate in, and be admitted to, the Incentive Programme for members of the Management Board, as well as other managers who are named in a resolution of the Supervisory Board designating the individuals entitled to participate in, and be admitted to, the Incentive Programme for employees and independent contractors of the Company.

On 29 July 2025, the Supervisory Board passed Resolution No. 30/2025 to determine the number of shares awarded under the Incentive Programme, the number of shares awarded under the Variable Remuneration Programme and the number of shares to be granted to members of the Management Board and other participants, as well as Resolution No. 31/2025 to determine the list of eligible participants of the Incentive Programme and to admit designated Management Board members to the Incentive Programme. It resolved that the Management Board members named below would be admitted to the Incentive Programme and that they would be granted no more than 142,400 (one hundred and forty-two thousand, four hundred) shares in total under the Programme, together with an equivalent number of Rights to acquire those shares:

full name	total maximum number of shares	maximum number of shares in the relevant tranche
Krzysztof Soszyński	35,600 (thirty-five thousand, six hundred)	8,900 (eight thousand, nine hundred)
Wojciech Twaróg	35,600 (thirty-five thousand, six hundred)	8,900 (eight thousand, nine hundred)
Piotr Zamora	35,600 (thirty-five thousand, six hundred)	8,900 (eight thousand, nine hundred)
Wojciech Aleksandrowicz	35,600 (thirty-five thousand, six hundred)	8,900 (eight thousand, nine hundred)

VII. INFORMATION ON THE EXERCISE OF THE RIGHT TO DEMAND THE RETURN OF VARIABLE REMUNERATION

The Company does not have the right to demand the return of variable remuneration from members of the Management Board (Section 4.7 of the Remuneration Policy). Members of the Supervisory Board are not entitled to variable remuneration (Sections 5.1 to 5.5 of the Remuneration Policy).

VIII. DEROGATIONS FROM THE PROCEDURE FOR IMPLEMENTING THE REMUNERATION POLICY AND DEROGATIONS FROM ARTICLE 90F OF THE ACT

No derogations from the procedure for implementing the Remuneration Policy or from Article 90f of the Act have been applied.

IX. IMPLEMENTATION OF THE GENERAL MEETING'S RESOLUTION CONTAINING AN OPINION ON THE REMUNERATION REPORT

Acting pursuant to Article 90g(6) of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, dated 29 July 2005, on 10 June 2025 the Annual General Meeting of the Company gave a positive opinion on the Report on Remuneration of Members of the Management Board and Supervisory Board of the Company for the financial year 2024.