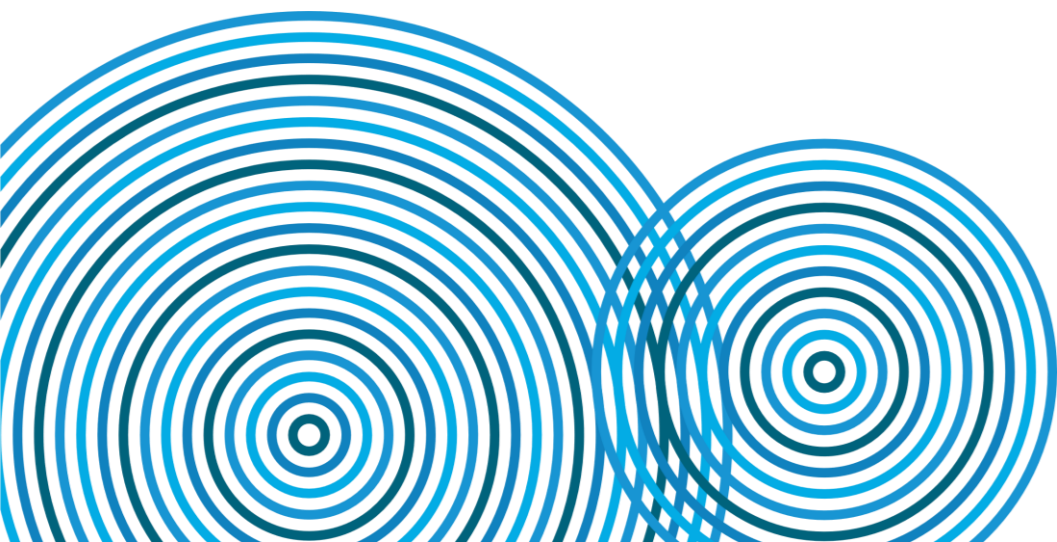


Report on the Remuneration of the Management Board and the Supervisory Board Members of Cyfrowy Polsat S.A. for 2024

Warsaw, 30 May 2025



I. Introduction

The present report on the remuneration of the Management Board Members and the Supervisory Board Members of Cyfrowy Polsat S.A. has been prepared by the Supervisory Board of Cyfrowy Polsat S.A. (hereinafter the "Company", "Cyfrowy Polsat") in accordance with Art. 90g of the Act of 29 July 2005 on Public Offering and Terms of Introduction of Financial Instruments to an Organized Trading System and on Public Companies.

The report contains a review of the remuneration and of all the benefits which were received by and which were due to individual Members of the Management Board and of the Supervisory Board of Cyfrowy Polsat. The report covers the financial year 2024.

The Remuneration Policy for the Management Board and Supervisory Board Members of Cyfrowy Polsat S.A. was adopted on 20 June 2024 by means of Resolution no. 29 of the Annual General Meeting of Shareholders of Cyfrowy Polsat S.A. (hereinafter "the Remuneration Policy").

The Remuneration Policy document is available on the website of Cyfrowy Polsat Capital Group, in the tab "Corporate Governance": https://grupapolsatplus.pl/sites/default/files/polityka_wynagrodzen_eng.pdf

In 2024, the composition of the Company's Management Board was as follows, and remained unchanged during the year:

- Mr. Mirosław Błaszczyk – President of the Management Board;
- Mr. Maciej Stec – Vice-President of the Management Board;
- Mr. Jacek Felczykowski – Management Board Member;
- Ms. Aneta Jaskólska – Management Board Member;
- Ms. Agnieszka Odorowicz – Management Board Member;
- Ms. Katarzyna Ostap-Tomann – Management Board Member.

As of 31 December 2024, the composition of the Company's Supervisory Board was as follows:

- Mr. Zygmunt Solorz – Chairman of the Supervisory Board;
- Ms. Justyna Kulka – Vice-Chairperson of the Supervisory Board
- Mr. Józef Birka – Supervisory Board Member;
- Mr. Marek Grzybowski – Supervisory Board Member;
- Mr. Alojzy Nowak – Supervisory Board Member;
- Mr. Tomasz Szelaąg – Supervisory Board Member;

In 2024 the following changes were made as regards Supervisory Board membership:

1. On 20 June 2024, the Annual General Meeting of the Company, by virtue of Resolution no. 28 of the Annual General Meeting of the Company, appointed Ms. Justyna Magdalena Kulka to the Company's Supervisory Board while entrusting her with the function of the Vice-Chairperson of the Supervisory Board.
2. On 1 July 2024, Mr. Piotr Żak tendered his resignation from Supervisory Board membership and from the function of Vice-Chairman of the Supervisory Board, with the resignation taking effect from 2 July 2024. The resignation took place in connection with Mr. Piotr Żak being appointed to the Management Board of Telewizja Polsat Sp. z o.o., a subsidiary of Cyfrowy Polsat, to the position of the President of the Management Board, effective 3 July 2024.
3. On 8 October 2024, the Extraordinary General Meeting of the Company, by virtue of Resolution no. 7 of the Extraordinary General Meeting of the Company, decided that the Supervisory Board will be composed

of 6 members. At the same time, the Extraordinary General Meeting of the Company adopted Resolutions no. 8 and no. 9 concerning the dismissal of the following persons from the Supervisory Board:

- Mr. Jarosław Grzesiak – a Supervisory Board Member
- Mr. Tobiasz Solorz - the Vice-Chairman of the Supervisory Board;

II. Report on the remuneration obtained by individual Management Board Members and Supervisory Board Members

II.1. Remuneration of Management Board Members

Fixed remuneration is paid to a Management Board Member on account of the position held or based on an employment relation. The position of a Company's Management Board Member is held by virtue of a corporate relationship. The employment relation may take the form of a work relation based on an employment contract concluded for a defined or undefined period of time, or it may be an employment relation based on election or work under a non-employment contract.

By adopting a resolution, the Supervisory Board may grant a discretionary award (a bonus) to a Management Board Member.

Total remuneration with division into the components mentioned in Article 90g, section 2, point 1 of the Act on Public Offering, as well as the ratios between the respective components of the remuneration

Table 1. Total remuneration of the Management Board Members of Cyfrowy Polsat, including the remuneration on account of management and supervisory positions held in the companies which are members of Cyfrowy Polsat S.A. Capital Group (in thousands PLN)

First and last name Position	Year	Fixed remuneration		Variable remuneration		Additional remuneration	Pension plans	Total remuneration	Share of fixed to variable remuneration
		Basic remuneration	Benefits	Short-term incentives - annual	Long-term incentives				
		[1]	[2]	[3]	[4]	[5]	[6]	[1+2+3+4+5+6]	[(1+2) / (3+4)]
Mirosław Błaszczyk President of the Management Board	2024	984	16	3 000	-	-	-	4 000	25% / 75%
Maciej Stec Vice-President of the Management Board	2024	2 972	0	1 300	-	-	-	4 272	70% / 30%
Jacek Felczykowski Management Board Member	2024	1 080	7	1 500	-	-	-	2 587	42% / 58%
Aneta Jaskólska Management Board Member	2024	1 070	0	2 470	-	-	-	3 540	30% / 70%
Agnieszka Odorowicz Management Board Member	2024	720	0	800	-	-	-	1 520	47% / 53%
Katarzyna Ostap-Tomann Management Board Member	2024	1 086	0	2 880	-	-	-	3 966	27% / 73%

Other non-wage benefits

Management Board Members are entitled to use company cars in line with the procedures which apply to all employees. When using company cars for private purposes, Management Board Members are charged for such use on the terms which are analogous to the terms applicable to other employees.

Management Board Members are guaranteed a Directors and Officers Liability Insurance provided as part of the Company's group insurance.

By buying a prepaid medical care package, offered as an element of a group contract for medical services, Management Board Members may enjoy the healthcare services offered to a Management Board Member or the members of his/her family. In 2024, Mr. Mirosław Błaszczyk and Mr. Jacek Felczykowski used medical care services dedicated to family members which were financed by Polkomtel sp. z o.o., a subsidiary of the Company. The respective amounts for these medical services are presented in Table 1 of this report. All of the indicated benefits relate to services provided to family members.

No additional pension scheme exists in the Company and Management Board Members are not covered by any such a scheme.

Remuneration obtained from the entities being members of the same capital group, as defined by the Accountancy Act of 29 September 1994

Table 2. Remuneration of the Management Board Members of Cyfrowy Polsat obtained in the companies which are members of the Cyfrowy Polsat S.A. Capital Group, as isolated from the amounts found in Table 1 (in PLN thousand)

First and last name Position	Year	Fixed remuneration		Variable remuneration		Additional remuneration	Pension plans	Total remuneration	Share of fixed to variable remuneration/
		Basic remuneration	Benefits	Short-term incentives - annual	Long-term incentives				
		[1]	[2]	[3]	[4]	[5]	[6]	[1+2+3+4 +5+6]	[(1+2) / (3+4)]
Mirosław Błaszczyk President of the Management Board	2024	924	16	2 500	-	-	-	3 440	27% / 73%
Maciej Stec Vice-President of the Management Board	2024	2 552	0	0	-	-	-	2 552	100% / 0%
Jacek Felczykowski Management Board Member	2024	720	7	750	-	-	-	1 477	49% / 51%
Aneta Jaskólska Management Board Member	2024	446	0	1 470	-	-	-	1 916	23% / 77%
Agnieszka Odorowicz Management Board Member	2024	0	0	0	-	-	-	0	0% / 0%
Katarzyna Ostap-Tomann Management Board Member	2024	582	0	2 440	-	-	-	3 022	19% / 81%

II.2. Remuneration of Supervisory Board Members

Supervisory Board Members are paid fixed remuneration on account of their functions. The remuneration may differ depending on the function a given individual has in the Supervisory Board.

The amounts of the remuneration of Supervisory Board Members are defined by the General Meeting.

Total remuneration with division into the components which are mentioned in the Article 90g, section 2, point 1 of the Act on Public Offering, as well as the ratios between the respective components of the remuneration

Table 3. Remuneration of Supervisory Board Members on account of sitting on the Supervisory Board of Cyfrowy Polsat (in PLN thousand)

First and last name Position	Year	Fixed remuneration		Variable remuneration		Additional remuneration	Pension plans	Total remuneration	Share of the fixed to variable remuneration [(1+2) / (3+4)]
		Basic remuneration	Benefits	Short-term incentives - annual	Long-term incentives				
		[1]	[2]	[3]	[4]				
Zygmunt Solorz Chairman of the Supervisory Board	2024	240	-	-	-	-	-	240	100% / 0%
Justyna Kulka Vice-Chairperson of the Supervisory Board (as of 20 June 2024)	2024	96	-	-	-	-	-	96	100% / 0%
Tobiasz Solorz Vice-Chairman of the Supervisory Board (until 8 October 2024)	2024	139	13	-	-	-	-	152	100% / 0%
Piotr Żak Vice-Chairman of the Supervisory Board (until 2 July 2024)	2024	91	-	-	-	-	-	91	100% / 0%
Józef Birka Supervisory Board Member	2024	180	-	-	-	-	-	180	100% / 0%
Jarosław Grzesiak Supervisory Board Member (until 8 October 2024)	2024	135	-	-	-	-	-	135	100% / 0%
Marek Grzybowski Supervisory Board Member	2024	180	-	-	-	-	-	180	100% / 0%
Alojzy Nowak Supervisory Board Member	2024	0	-	-	-	-	-	0	0% / 0%
Tomasz Szelaąg Supervisory Board Member	2024	180	-	-	-	-	-	180	100% / 0%

Remuneration obtained from the entities being members of the same capital group, as defined by the Accountancy Act of 29 September 1994.

Table 4. Remuneration of the Supervisory Board Members of Cyfrowy Polsat S.A. obtained in the companies which are members of the capital group (in PLN thousand)

First and last name Position	Year	Fixed remuneration		Variable remuneration		Additional remuneration	Pension plans	Total remuneration	Share of the fixed to variable remuneration [(1+2) / (3+4)]
		Basic remuneration	Benefits	Short-term incentives - annual	Long-term incentives				
		[1]	[2]	[3]	[4]	[5]	[6]	[1+2+3+4+5+6]	
Zygmunt Solorz Chairman of the Supervisory Board	2024	8 060	-	-	-	2 815	-	10 875	100% / 0%
Justyna Kulka Vice-Chairperson of the Supervisory Board (as of 20 June 2024)	2024	4 353	2	-	-	8 224	-	12 579	100% / 0%
Tobias Solorz Vice-Chairman of the Supervisory Board (until 8 October 2024)	2024	4 947	180	-	-	-	-	5 127	100% / 0%
Piotr Żak Vice-Chairman of the Supervisory Board (until 2 July 2024)	2024	3 231	-	-	-	-	-	3 231	100% / 0%
Józef Birka Supervisory Board Member	2024	1 320	-	-	-	-	-	1 320	100% / 0%
Jarosław Grzesiak Supervisory Board Member (until 8 October 2024)	2024	6 233	-	-	-	-	-	6 233	100% / 0%
Marek Grzybowski Supervisory Board Member	2024	0	-	-	-	-	-	0	0% / 0%
Alojzy Nowak Supervisory Board Member	2024	0	-	-	-	-	-	0	0% / 0%
Tomasz Szelaąg Supervisory Board Member	2024	5 353	-	-	-	1 520	-	7 055	100% / 0%

II.3. Financial instruments granted or offered

No financial instruments were either granted or offered to the Management Board Members or the Supervisory Board Members in 2024.

II.4. Information on exercising the option of requesting repayment of the variable components of the remuneration

The Remuneration Policy in place does not provide for the possibility of deferring the payment of any variable components of remuneration or for requesting their repayment.

III. Explanation of compliance of the total remuneration with the adopted Remuneration Policy, including explanation of the manner in which it contributes to the accomplishment of the Company's long-term goals

The remuneration is paid out by the Company to the Management Board and Supervisory Board Members in compliance with the Remuneration Policy.

The Remuneration Policy is intended to ensure sustainable growth of the Company's value. The accomplishment of this goal by the Management Board and the Supervisory Board requires – among others – relevant structuring of the remuneration of the Management Board Members and Supervisory Board Members on account of their overall duties.

The above is achieved by restricting the remuneration of these individuals to a fixed part, which they receive for the fulfillment of their duties related to the general operation of the Company, without limiting their activity to the pursuit of specific selected goals only. Volatility of the market, social and economic situation as well as the need for flexible response to emerging risks and business opportunities provide no justification for setting such fixed goals.

In the case of Management Board Members, the need for flexible response to the changing situation and the emerging challenges, when required, is addressed by the possibility of awarding of bonuses to them. Such an approach guarantees flexibility in assurance of stable existence of the Company and pursuit of its long-term interests.

IV. Information on the manner in which the result-related criteria have been applied

The amount of the bonus, which is awarded for a given calendar year in line with the provisions of the Remuneration Policy, is defined by the Supervisory Board for each Management Board Member individually and based on discretionary criteria, while taking into account the current results and the pursuit of the long-term interests of the Company and of the Company's Capital Group.

V. Information regarding deviations from the procedure of implementation of the Remuneration Policy and deviations applied in accordance with Art. 90f of the Act on Public Offering, including an explanation of the underlying reasons and an indication of the elements from which such deviations occurred

According to the Supervisory Board's best knowledge, no deviations from the procedure of implementation of the Remuneration Policy were noted.

VI. Information regarding the change, in a yearly perspective, of the remuneration, the performance (results) as well as the average remuneration of the employees who are neither Management Board Members, nor Supervisory Board Members, in the timeframe of at least five past financial years

Cyfrowy Polsat S.A.		2020	2021	2022	2023	2024
Costs associated with the Management Board ¹⁾	[PLN million]	8.3	8.7	12.5	8.6	7.5
	Change YoY [%]	2.5%	4.8%	43.7%	-31.2%	-12.8%
Costs associated with the Supervisory Board ¹⁾	[PLN million]	1.48	1.59	1.50	1.40	1.25
	Change YoY [%]	12.1%	7.4%	-5.7%	-6.3%	-10.7%
Average remuneration of employees in PLN ²⁾	[PLN]	8,286.1	8,529.1	8,998.7	9,638.1	9,996.0
	Change YoY [%]	-0.3%	2.9%	5.5%	7.1%	3.7%
Performance indicators of Cyfrowy Polsat S.A. Capital Group						
Revenue	[PLN million]	11,962.9	12,444.0	12,915.3	13,626.3	14,265.9
	Change YoY [%]	2.5%	4.0%	3.8%	5.5%	4.7%
EBITDA	[PLN million]	4,191.9	7,699.6	3,471.2	3,231.2	3,437.6
	Change YoY [%]	-0.1%	83.7%	-54.9%	-6.9%	6.4%
Net profit for the period	[PLN million]	1,146.2	4,414.5	901.1	311.6	777.3
	Change YoY [%]	2.8%	285.1%	-79.6%	-65.4%	149.5%
Capitalization ³⁾	[PLN billion]	19.4	22.2	11.3	7.9	9.0
	Change YoY [%]	8.4%	14.4%	-49.1%	-30.1%	13.9%

1) Remuneration obtained in Cyfrowy Polsat S.A., excluding the remuneration obtained from subsidiaries.

2) Average remuneration of employees of Cyfrowy Polsat S.A. – headcount status as of the end of a given year, excluding Management Board and Supervisory Board Members. Gross monthly base salary per FTE.

3) Capitalization at the end of the period.

VII. Information regarding the adoption of the Resolution of the Annual General Meeting of the Company on the report on the remuneration of Management Board Members and Supervisory Board Members for the year 2023

On 20 June 2024, the General Meeting of Shareholders adopted Resolution no. 11 regarding the report on the remuneration of the Management Board and the Supervisory Board Members for the year 2023, approving the report without any comments which would have to be included in this report.

Zygmunt Solorz
Chairman of the Supervisory Board
Cyfrowy Polsat S.A.

Justyna Kulka
Vice-Chairperson of the Supervisory Board
Cyfrowy Polsat S.A.

Józef Birka
Member of the Supervisory Board
Cyfrowy Polsat S.A.

Marek Grzybowski
Member of the Supervisory Board
Cyfrowy Polsat S.A.

Alojzy Nowak
Member of the Supervisory Board
Cyfrowy Polsat S.A.

Tomasz Szelaąg
Member of the Supervisory Board
Cyfrowy Polsat S.A.

Warsaw, 30 May 2025