

# REPORT ON REMUNERATION OF MANAGEMENT AND SUPERVISORY BOARD MEMBERS OF SELVITA S.A.

## FOR THE YEAR 2025

Report on the remuneration of members of the Management Board and Supervisory Board of Selvita S.A. (hereinafter "**Selvita**" or "**the Company**") was prepared on the basis of:

a) Art. 90g of the Act of July 29, 2005 on public offering and conditions for introducing financial instruments to an organized trading system and on public companies;

b) Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards encouraging shareholders to long-term commitment.

This Report presents the financial year 2025, as well as comparative data from previous years, and provides an overview of the remuneration granted to members of the Company's governing bodies in accordance with the applicable internal regulations contained in the Remuneration Policy for Members of the Management Board and Supervisory Board of Selvita S.A. adopted by the General Shareholders Meeting of the Company on August 31, 2020, and subsequently updated by the General Meeting of the Company on June 20, 2024 ("**Remuneration Policy**"). Since then there were no changes to the Remuneration Policy.

As of December 31, 2025, the Company's Management Board consisted of:

- 1) Bogusław Sieczkowski – President of the Management Board
- 2) Miłosz Gruca – Member of the Management Board
- 3) Paul Overton – Member of the Management Board
- 4) Dariusz Kurdas – Member of the Management Board
- 5) Dawid Radziszewski – Member of the Management Board
- 6) Adrijana Vinter – Member of the Management Board

In 2025, the Company's Supervisory Board consisted of:

- 1) Piotr Romanowski – Chairman of the Supervisory Board
- 2) Tadeusz Wesołowski – Vice Chairman of the Supervisory Board
- 3) Paweł Przewięźlikowski – Supervisory Board Member
- 4) Rafał Chwast – Supervisory Board Member
- 5) Wojciech Chabasiewicz – Supervisory Board Member
- 6) Jacek Osowski – Supervisory Board Member

During the reporting period, changes occurred in the Company's governing bodies: Ms. Mirosława Zydróż resigned from her position as a Member of the Management Board, effective as of 8 May 2025,

while on 30 June 2025 the Supervisory Board appointed Mr. Paul Overton to serve as a Member of the Company's Management Board. On 30 June 2025, the General Meeting appointed members of the Supervisory Board for a new term of office, following which the Supervisory Board appointed members of the Management Board for a new term of office. The composition of the Management Board and the Supervisory Board appointed for the new term of office and valid as at the date of preparation of this report is presented above.

## **1. The amount of the total remuneration and its components and the mutual proportions between these remuneration components**

Members of the Management Board receive remuneration on the basis of an employment contract or by appointment.

The remuneration of the Members of the Management Board consists of:

- a) **Fixed Remuneration**, constituting monthly remuneration in cash, paid for performing functions on the Management Board;
- b) **Variable Remuneration**, constituting supplementary remuneration paid semi-annually or less often, constituting additional remuneration dependent on achievement of the Management Objectives, and also reflecting a favorable situation in which the Company found itself as a result of actions taken by the Company's Management Board.

In shaping the amount of the Variable Remuneration of the Members of the Management Board, the Supervisory Board shall take into account the Management Objectives, including, in particular:

- a) the achievement of the short-, medium- and long-term tasks respectively, arising from the Company's business strategy and relating to the pursuit of its interests;
- b) the accomplishment of quantitative or qualitative tasks in a given area for which a given Member of the Management Board is responsible.

The Management Objectives shall be specified by the Supervisory Board each year at the beginning of each calendar year. The Management Objectives set by the Supervisory Board should take into account the Company's current operating and strategic objectives for a given period, along with the criteria for assessing the achievement thereof, including, in particular, financial criteria. According to the Remuneration Policy, the Company's Supervisory Board may assign appropriate weights to the individual Management Objectives which determine the amount of Variable Remuneration of the Members of the Management Board, and to establish a proportion between Fixed Remuneration and Variable Remuneration and Additional Benefits, to ensure a proper balance from the perspective of the total remuneration received by a Member of the Management Board in order to ensure the sustainable development of the Company and to achieve an increase in its value. The Management Objectives also take into account non-financial criteria.

The Supervisory Board may grant additional variable remuneration of discretionary nature awarded post factum and not resulting from the achievement of the Management Objectives set out at the beginning of the year, in particular in the event of:

- a) obtaining exceptional results of actions taken by the Management Board Member, exceeding the expectations specified in the Management Objectives set by the Supervisory Board or related to achievements not foreseen in the Management Objectives,
- b) when the Company's situation improves significantly as a result of actions taken by the Management Board in a given accounting period, and these actions exceed the expectations set forth in the Management Objectives or are not included in them.

In terms of the Variable Remuneration of Management Board Members paid for 2025, the Supervisory Board established corporate goals and measures (criteria for their assessment) aimed at:

- achievement of a certain level of revenue and profitability;
- achievement of assumed strategic milestones related to corporate objectives progress in the area of acquisitions, implementation of internal processes, including ESG, or development of IT applications.

In addition, appropriate weightings were assigned to the individual Management Objectives and their performance indicators, enabling the determination of the amount of Variable Remuneration to be awarded upon achievement of the relevant objectives. Despite the achievement of the assumed Management Objectives with respect to milestones related to the corporate objectives specified above, due to the failure to achieve the financial targets in 2024, the Supervisory Board did not award Variable Remuneration in 2025 based on the degree of achievement of the Management Objectives. Variable Remuneration for 2025 was awarded by a separate resolution of the Supervisory Board in 2026 in accordance with the applicable remuneration rules, taking into account the achievement of the management objectives in 2025 aimed at building sustainable value for the Company's shareholders and implementing the Company's business strategy.

Irrespective of the Fixed Remuneration and the Variable Remuneration the Members of the Management Board may receive an Additional Benefit consisting of other additional benefits, including non-cash benefits.

In 2025 the Additional Benefits consisted of:

- Benefits for reimbursement of expenses or additional costs incurred by the Company, including:
  - a. possibility of using a company car, computer, cell phone,
  - b. covering business travel costs,
  - c. provision of healthcare (including private medical care), sports, artistic or educational benefits,
  - d. D&O insurance,
  - e. payment cards for business expenses.
- Benefits considered to be additional expenditures, including:
  - a. sports cards,
  - b. medical insurance,
  - c. lunch cards,

- d. possibility to use a company car for private purposes.
- Benefits resulting from separate acts, including:
  - a. inclusion in the Employee Capital Plan on the same principles as other employees of the Company and also other general savings program or similar or concerning other employee benefits resulting from separate acts.

Additional Benefits are not available to family members of Members of the Management Board, except for the coverage of such persons with respect to medical packages.

The Members of the Supervisory Board are entitled to fixed monthly remuneration. The remuneration of the Members of the Supervisory Board may differ depending on the function performed, including, in particular, due to the performance of the function of the Chairman or Deputy Chairman of the Supervisory Board or being a member of the given Committee within the Supervisory Board. Members of the Supervisory Board are also entitled to reimbursement of travel expenses, board and lodging related to participating in meetings of the Supervisory Board. Supervisory Board Members are included in the Employee Capital Plans on the same terms as other employees of the Company.

**Table no. 1: Remuneration of Members of the Management Board for 2025 [PLN]**

Name of the Management Board Member	Fixed Remuneration at Selvita S.A.	Variable Remuneration <sup>1)</sup> at Selvita S.A.	Additional Benefits at Selvita S.A. and subsidiaries <sup>3)</sup>	Remuneration at subsidiaries	Remuneration [TOTAL] <sup>6)</sup>	Variable Remuneration in total Remuneration [%]
<b>Bogusław Sieczkowski<sup>5)</sup></b>	481 886	0	9 368	312 000	<b>803 254</b>	<b>0%</b>
<b>Miłosz Gruca<sup>5)</sup></b>	312 000	0	6 426	434 611	<b>753 037</b>	<b>0%</b>
<b>Mirosława Żydroń<sup>5)</sup></b>	81 500	0	179 288	183 264	<b>444 052</b>	<b>0%</b>
<b>Dariusz Kurdas<sup>5)</sup></b>	306 268	0	9 668	174 000	<b>489 935</b>	<b>0%</b>
<b>Dawid Radziszewski</b>	186 000	0	10 991	294 000	<b>490 991</b>	<b>0%</b>
<b>Adrijana Vinter</b>	-	-	-	1 076 587 <sup>2)</sup>	<b>1 076 587<sup>2)</sup></b>	<b>0%</b>
<b>Paul Overton</b>	-	-	-	738 026 <sup>4)</sup>	738 026 <sup>4)</sup>	<b>0%</b>

1) Variable Remuneration includes remuneration actually paid in 2025 relating to the final settlement for 2024 – no Variable Remuneration was awarded for 2024. The amounts of Variable Remuneration due as a result of the final settlement for 2025 (not included in Table No. 1 and paid in April 2026) were as follows: Bogusław Sieczkowski: PLN 120,000; Miłosz Gruca: PLN 93,000; Dariusz Kurdas: PLN 127,000; Dawid Radziszewski: PLN 211,000; Adrijana Vinter: PLN 79,694 (converted from EUR at the average NBP exchange rate as at 31 December 2025: EUR 1 = PLN 4.2267); Paul Overton did not receive Variable Remuneration for 2025.

2) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2025: EUR 1 = PLN 4.2267.

3) Additional benefits include the costs of healthcare, educational and sports benefits, lunch cards, and the use of company cars for private purposes.

4) Remuneration converted from GBP at the average NBP exchange rate as at 31 December 2025: GBP 1 = PLN 4.8399.

5) Participant in the Employee Capital Plans (PPK).

6) Remuneration includes remuneration paid in 2025. It does not include remuneration for December 2025 (fixed remuneration, additional benefits and remuneration from subsidiaries), which was paid in January 2026 and amounted respectively to: Bogusław Sieczkowski: PLN 66,897; Miłosz Gruca: PLN 62,699; Dariusz Kurdas: PLN 41,201; Dawid Radziszewski: PLN 40,850. However, it does include remuneration for December 2024 paid in January 2025. The remuneration of the other members of the Management Board – namely Paul Overton and Adrijana Vinter – for December 2025 was included in Table No. 1.

**Table no. 2: Remuneration of Members of the Supervisory Board for 2025 [PLN]**

Name of the Supervisory Board Member	Fixed remuneration <sup>3)</sup>	Remuneration for the provision of consulting services for Selvita S.A.	Additional benefits	Total remuneration
<b>Paweł Przewięźlikowski</b> <sup>2)</sup>	60 900	0	0	<b>60 900</b>
<b>Piotr Romanowski</b> <sup>2)</sup>	79 170	0	0	<b>79 170</b>
<b>Tadeusz Wesołowski</b>	69 000	0	0	<b>69 000</b>
<b>Rafał Chwast</b> <sup>2)</sup>	61 233	0	0	<b>61 233</b>
<b>Wojciech Chabasiewicz</b> <sup>2)</sup>	60 900	8 999 <sup>1)</sup>	0	<b>69 899</b>
<b>Jacek Osowski</b>	60 000	0	0	<b>60 000</b>

- 1) Remuneration for the purchase of advisory services provided to the Company by Chabasiewicz Kowalska i Wspólnicy Spółka Komandytowo-Akcyjna.
- 2) Participant in the Employee Capital Plans (PPK) in connection with serving as a Member of the Supervisory Board.
- 3) Fixed remuneration includes remuneration paid in 2025) It does not include remuneration for December 2025, which was paid in January 2026 and amounted respectively to: Paweł Przewięźlikowski: PLN 5,075; Piotr Romanowski: PLN 6,597.50; Tadeusz Wesołowski: PLN 5,750; Rafał Chwast: PLN 5,075; Wojciech Chabasiewicz: PLN 5,075; Jacek Osowski: PLN 5,000) However, it does include remuneration for December 2024 paid in January 2025.

## **2. Information on how the remuneration complies with the Remuneration Policy including how it contributes to the Company's long-term performance**

The company pays remuneration to members of the Management Board and Supervisory Board strictly in accordance with the Remuneration Policy. The remuneration of the Members of the Management Board contributes to their full involvement in the performance of specific functions, motivates them to achieve the Company's business goals. The remuneration is adequate to the positions held by the Management Board Members. The level of remuneration of the members of the Management Board and the Supervisory Board ensures the retention and proper motivation of persons with the highest competences, which enable them to manage the Company in a manner that contributes to the achievement of its economic and financial objectives, as well as to properly supervise it.

**3. Comparative information on the change of remuneration and Company and Selvita Capital Group performance and the average remuneration of employees of the Company, who are not members of the Management Board or the Supervisory Board, over the period of five financial years**

**Table no. 3: Comparison of the remuneration of members of the Management Board on annual basis [PLN]**

Name	2020	2021	2022	2023	2024#	2025#
<b>Bogusław Sieczkowski</b>	<b>834 045</b>	<b>1 340 642</b>	<b>1 397 678</b>	<b>1 100 903</b>	<b>921 403</b>	<b>803 254</b>
Change [%]	-	60,73%	4,25%	-21,23%	-16,30%	-12,82%
<b>Miłosz Gruca</b>	<b>862 232</b>	<b>1 196 951</b>	<b>1 278 290</b>	<b>1 091 572</b>	<b>1 086 723</b>	<b>753 037</b>
Change [%]	-	38,82%	6,80%	-14,61%	-0,44%	-30,70%
<b>Mirosława Zydróż</b>	<b>670 815</b>	<b>1 002 603</b>	<b>807 991</b>	<b>644 191</b>	<b>611 248</b>	<b>444 052</b>
Change [%]	-	49,46%	-19,41%	-20,27%	-5,11%	-27,35%
<b>Adrijana Vinter<sup>1)</sup></b>	-	-	<b>1 291 879<sup>2)</sup></b>	<b>1 250 199<sup>3)</sup></b>	<b>1 258 398<sup>4)</sup></b>	<b>1 076 587<sup>5)</sup></b>
Change [%]	-	-	-	-3,23%	0,66%	-14,45%
<b>Dariusz Kurdas</b>	<b>454 651</b>	<b>691 654</b>	<b>683 009</b>	<b>590 715</b>	<b>518 094</b>	<b>489 935</b>
Change [%]	-	52,12%	-1,25%	-13,51%	-12,29%	-5,43%
<b>Dawid Radziszewski</b>	<b>502 729</b>	<b>892 274</b>	<b>840 095</b>	<b>672 214</b>	<b>622 737</b>	<b>490 991</b>
Change [%]	-	77,48%	-5,85%	-19,98%	-7,36%	-21,16%
<b>Paul Overton</b>	-	-	-	-	-	<b>666 931<sup>6)</sup></b>
Change [%]	-	-	-	-	-	-

1) Data for the period from 1 February 2022.

2) Remuneration converted from Croatian kuna at the average NBP exchange rate as at 31 December 2022: 1 HRK = PLN 0.6224.

3) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2023: 1 EUR = PLN 4.3480.

4) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2024: 1 EUR = PLN 4.2730.

5) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2025: 1 EUR = PLN 4.2267.

6) Remuneration converted from GBP at the average NBP exchange rate as at 31 December 2025: 1 GBP = PLN 4.8399.

# In 2024, 11 base salary payments were recorded, while from 2025 onwards the base salary includes 12 payments per year by default. This results from a technical change in the payment schedule from the end of the month to the beginning of the following month, introduced at the end of 2024. The remuneration recorded in 2025 includes remuneration due for December 2024, which was paid in January 2025.

**Table no. 4: Comparison of the fixed remuneration of members of the Management Board on annual basis [PLN]**

Name	2020	2021	2022	2023	2024	2025
<b>Paweł Przewięźlikowski</b>	<b>37 986</b>	<b>37 453</b>	<b>59 517</b>	<b>60 000</b>	<b>55 825</b>	<b>60 900</b>
Change [%]	308%	-1%	59%	0,81%	-6,96%	9,09%
<b>Piotr Romanowski</b>	<b>45 200</b>	<b>46 052</b>	<b>80 248</b>	<b>78 000</b>	<b>72 574</b>	<b>79 170</b>
Change [%]	300%	2%	74%	-2,80%	-6,96%	9,09%
<b>Tadeusz Wesołowski</b>	<b>41 184</b>	<b>41 184</b>	<b>69 108</b>	<b>69 000</b>	<b>63 250</b>	<b>69 000</b>
Change [%]	300%	0%	68%	-0,16%	-8,33%	9,09%
<b>Rafał Chwast</b>	<b>37 271</b>	<b>38 116</b>	<b>60 250</b>	<b>60 000</b>	<b>57 142</b>	<b>61 233</b>
Change [%]	301%	2%	58%	-0,41%	-4,77%	7,16%
<b>Wojciech Chabasiewicz</b>	<b>37 271</b>	<b>37 782</b>	<b>60 250</b>	<b>60 000</b>	<b>55 825</b>	<b>60 900</b>
Change [%]	301%	1%	59%	-0,41%	-6,96%	9,09%
<b>Jacek Osowski</b>	<b>37 224</b>	<b>37 224</b>	<b>59 388</b>	<b>60 000</b>	<b>55 000</b>	<b>60 000</b>
Change [%]	301%	0%	60%	1,03%	-8,33%	9,09%

**Table no. 5: Comparison of Group's results on an annual basis [PLN]**

Financial Results	2020#	2021#	2022#	2023	2024	2025
<b>Net sales from continuing operations</b>	<b>137 356 285</b>	<b>310 920 815</b>	<b>407 461 814</b>	<b>346 957 000</b>	<b>342 194 000</b>	<b>364 471 000</b>
Change [%]	351%	126%	31%	-15%	-1%	7%
<b>Operating profit / EBIT* (without impact of the incentive program and profit on loss of control)</b>	<b>19 544 158</b>	<b>57 553 000</b>	<b>75 613 000</b>	<b>28 261 000</b>	<b>2 702 000</b>	<b>14 480 000</b>
Change [%]	264%	194%	31%	-63%	-90%	436%
<b>EBITDA* (without impact of the incentive program and profit on loss of control)</b>	<b>33 069 880</b>	<b>85 041 000</b>	<b>112 441 000</b>	<b>73 713 000</b>	<b>55 801 000</b>	<b>68 978 000</b>
Change [%]	313%	157%	32%	-34%	-24%	24%
<b>Net profit (without profit on loss of control)</b>	<b>19 921 919</b>	<b>18 221 967</b>	<b>32 608 088</b>	<b>17 314 000</b>	<b>(6 098 000)</b>	<b>813 000</b>
Change [%]	243%	-9%	79%	-47%	-135%	113%

\*The Supervisory Board of Selvita S.A. assesses the results of the Capital Group using, among other measures, EBIT and EBITDA. These indicators should be treated as supplementary information that expands the presentation of the Group's results and other data. EBITDA and EBIT are not defined under IFRS; therefore, they should not be considered alternative measures to those defined under IFRS. EBITDA is defined as operating profit adjusted for depreciation and amortisation. EBIT is defined as operating profit.

# Data including the investment in Ardigen (i.e. Ardigen S.A. and Ardigen Inc.) within the Selvita Capital Group structure. On 18 January 2023, the Company, as a consequence of the provisions of the investment agreement and the Articles of Association of Ardigen S.A., and in light of the dilution of Mr. Paweł Przewięźlikowski's voting rights in Ryvu Therapeutics S.A., lost its preferential voting rights attached to its Series A and B preferred shares in Ardigen S.A. As a result, it currently holds shares in Ardigen S.A. representing 46.74% of the share capital and 46.22% of the total voting rights at the company's general meeting. Consequently, Selvita S.A. ceased to be the parent company of Ardigen S.A. within the meaning of Article 4 § 1 point 4(a) of the Polish Commercial Companies Code. Accordingly, the Parent Company concluded that it no longer has control over Ardigen S.A. within the meaning of IFRS 10 – Consolidated Financial Statements (Articles 5–9) and discontinued consolidation of Ardigen S.A. as a subsidiary as of 1 January 2023. From the date control was lost, the investment in Ardigen is recognised in the Group's consolidated financial statements as an associate and accounted for using the equity method.

In connection with the above, the table below presents revenue growth and changes in financial results between 2023 and 2022 for data adjusted to exclude the contribution of the Ardigen investment in 2022, in order to present the dynamics of the Group's revenues and financial results within the structure that existed in 2023 and currently applies.

Financial results (excluding investment in Ardigen)	2022	2023	2024	2025
Net sales from continuing operations	360 680 000	346 957 000	342 194 000	364 471 000
Change [%]	-	-4%	-1%	7%
Operating profit / EBIT (without impact of the incentive program and profit on loss of control)	70 763 000	28 261 000	2 702 000	14 480 000
Change [%]	-	-60%	-90%	436%
EBITDA (without impact of the incentive program and profit on loss of control)	106 243 000	73 713 000	55 801 000	68 978 000
Change [%]	-	-31%	-24%	24%
Net profit (without profit on loss of control)	28 292 000	17 314 000	(6 098 000)	813 000
Change [%]	-	-39%	-135%	113%

**Table no. 6: Comparison of the average salary of employees employed in Company on annual basis\* [PLN]**

	2020	2021	2022	2023	2024	2025
Average monthly salary	6 593	7 849	8 256	9 569	10 643	11 240
Change [%]	5,57%	19,05%	5,18%	15,90%	11,22%	5,61 %

\* The average remuneration of the Company's employees is defined as the total of remuneration (fixed remuneration, bonuses and other awards, commissions, non-cash benefits, and any other payments) paid to employees in a given calendar year (12-month period), divided by the average headcount (average number of full-time employees) in that year, and further divided by 12 months.

The compensation of employees in subsidiary companies is indicated in Item 4 below.

#### **4. The remuneration in entities belonging to the same capital group within the meaning of the Accounting Act of 29 September 1994 (Dz.U. 2026, item 522)**

Pursuant to the Remuneration Policy, Members of the Management Board or Supervisory Board who also perform a function in a subsidiary are entitled to receive benefits from the subsidiary separate from those they receive in connection with their function in the Company.

Members of the Company's Management Board received remuneration from Selvita Group subsidiaries (from Selvita Services Sp. z o.o. (Bogusław Sieczkowski, Miłosz Gruca, Mirosława Zydroń, Dariusz Kurdas, Dawid Radziszewski), Selvita d.o.o. (Adrijana Vinter), Selvita Ltd (Paul Overton) on the basis of: appointment, employment contract or services contract.

Members of the Company's Supervisory Board did not receive remuneration from Selvita Group subsidiaries.

**Table no. 7: Comparison of the average salary of employees employed in subsidiary companies of Selvita Capital Group on annual basis [PLN]**

	2020	2021	2022	2023	2024	2025
<b>Average monthly salary in Selvita Services Sp. z o.o.</b>	6 642	7 356	7 846	8 981	9 537	10 014
Change [%]	13,06%	10,75%	6,66%	14,47%	6,19%	5,00%
<b>Average monthly salary in PozLab Sp. z o.o.</b>	-	-	-	-	8 162 <sup>6)</sup>	8 788
Change [%]	-	-	-	-	-	7,67%
<b>Average monthly salary in Selvita d.o.o.<sup>1)</sup></b>	-	10 847 <sup>2)</sup>	11 016 <sup>3)</sup>	10 713 <sup>4)</sup>	11 285 <sup>5)</sup>	11 972 <sup>7)</sup>
Change [%]	-	-	1,56%	-2,75%	5,34%	6,09%

- 1) Selvita d.o.o., with its registered office in Zagreb, became part of the Selvita Group on 4 January 2021. Accordingly, remuneration for Selvita d.o.o. is presented only for 2021 and subsequent years.
- 2) Remuneration converted from Croatian kuna at the average NBP exchange rate as at 31 December 2021: 1 HRK = PLN 0.6118.
- 3) Remuneration converted from Croatian kuna at the average NBP exchange rate as at 31 December 2022: 1 HRK = PLN 0.6224.
- 4) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2023: 1 EUR = PLN 4.3480.
- 5) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2024: 1 EUR = PLN 4.2730.
- 6) PozLab Sp. z o.o., with its registered office in Złotniki, became part of the Selvita Group on 6 May 2024. Accordingly, remuneration for PozLab Sp. z o.o. is presented only for 2024 and subsequent years.
- 7) Remuneration converted from EUR at the average NBP exchange rate as at 31 December 2025: 1 EUR = PLN 4.2267.

## **5. Information on the number of shares and share options granted or offered to directors, and the main conditions for the exercise of the rights including the exercise price and date and any change thereof**

On 17 May 2021, the General Shareholders Meeting resolved to adopt a non-dilutive Incentive Scheme (the "Incentive Scheme") for 2021-2025 for employees in the form of a right to acquire shares in the Company. The subject matter of the Program is a total of 1,247,720 shares of the Company transferred free of charge as a donation by Mr. Paweł Przewięźlikowski - the founder, President and main shareholder of the Company, constituting in total 25% of the Company's shares held by him. The Program provides employees with the right to acquire shares at a preferential price of PLN 0.19 per share, which takes into account the Company's administrative costs incurred in order to implement the Incentive Program. All persons who are in a business relationship with the Company are eligible to participate in the Scheme, whereby a list of participants in the Scheme was drawn up based on the recommendation of a Shareholder and approved by the Supervisory Board in relation to Management Board Members and by the Management Board in relation to other persons (the "Eligible Persons"). Participation in the program is voluntary. The Eligible Persons will be obliged to remain employees of the Company and not to sell the Shares granted under the Plan within a period of not less than 12

months and not more than 36 months from the date of acquisition of the Shares, subject to exceptional circumstances, when an employee may be released from these obligations.

There were no new shares granted to Members of the Management Board in 2025.

#### **6. Information on use of the right to reclaim the return of Variable Remuneration components**

The right to reclaim the return of Variable Remuneration components is not provided in the Remuneration Policy.

#### **7. Derogations and deviations from the Remuneration Policy and from the procedure for its implementation including the explanation of the nature of the exceptional circumstances and the indication of the specific elements derogated from**

Pursuant to the Remuneration Policy, the derogation from its application may only take place if it is necessary to achieve the long-term interests and financial stability of the Company or to guarantee its profitability. In 2025 the Supervisory Board did not decide to depart from the adopted Remuneration Policy.

#### **8. Severances**

In 2025, severance pay was paid to a former Member of the Management Board, Ms. Mirosława Zydroń, in the amount of PLN 165,545.00 gross, under an employment contract with a subsidiary, i.e. Selvita Services Sp. z o.o. The indicated severance amount was included in Table No. 1 as part of the total remuneration paid to Ms. Mirosława Zydroń for 2025.

Apart from the above, no severance payments were made in 2025 to Members of the Management Board or Members of the Supervisory Board.

#### **9. Information on approval of the report for the previous year**

On June 20, 2025 the Company's Ordinary General Meeting of Shareholders positively approved the Supervisory Board's Report on remuneration of Members of the Management Board and Supervisory Board of the Company for 2024.

## **Conclusions:**

The Supervisory Board reviewed the remuneration and other benefits received by individual members of the Management Board and Supervisory Board and assessed the overall compliance with the applicable Remuneration Policy and states that:

1. remuneration and other benefits paid to members of the Management Board and Supervisory Board comply with the applicable Remuneration Policy and meet the requirements provided for by law,
2. current Remuneration Policy is an effective tool for granting the remuneration to the Management Board Members and enables a flexible policy of awarding variable remuneration components.