



2025 Remuneration Report



Globe Trade Centre S.A.



Warsaw, May 2026

1. INTRODUCTION

This Annual Remuneration Report (hereinafter the “**Report**”) has been prepared in accordance with the provisions of Article 90g of the Act on Public Offering, the Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Polish Companies dated 29 July 2005 (hereinafter the “**Act**”).

The Report provides an overview of the remuneration model of Globe Trade Centre S.A. (hereinafter the “**Company**”) as it reflects the total remuneration of the members of the Management Board of the Company (hereinafter the “**Management Board**”) and the members of the Supervisory Board of the Company (hereinafter the “**Supervisory Board**”) and explains how the Company's Remuneration Policy (hereinafter the “**Remuneration Policy**”) was applied. The Remuneration Policy was initially approved by the shareholders by way of a vote at the Annual General Meeting of the Company's Shareholders (hereinafter the “**AGM**”), which took place on 27 August 2020, however on 14 June 2022, the AGM decided to revoke the initial wording of the Remuneration Policy of the Company and approved a new wording of the Remuneration Policy which applies to periods following the date of the approval.

The Remuneration Policy will remain in place for four (4) financial years from the date of its approval unless the AGM approves a new policy during this period.

The report presents data for 2025.

The presentation currency used in this Report is euros (EUR) as it is also the Company's functional currency. The possibility of choosing the euro as the currency for consolidated financial statements and financial reports has been confirmed by the Polish Financial Supervision Authority.¹

In accordance with the Act, the Report will be made available on the Company's corporate website (<https://gtcgroup.com>) for a period of ten years following the AGM.

2. CHANGES IN THE MANAGEMENT BOARD AND SUPERVISORY BOARD

In 2025, there were changes in the Management Board and Supervisory Board. As at 31 December 2025, the Management Board of the Company consisted of four (4) members as presented in the table below:

MANAGEMENT BOARD AS AT 31 DECEMBER 2025	
Name	Term
Antal Botond Rencz	Since 11 August 2025 Appointed as Chairman of the Management Board on 27 October 2025
Mihaly Orszag	From 2 September 2025
Jacek Bagiński	From 8 September 2025
Sebastian Junghanel	From 2 September 2025

The table below lists the Management Board members who ceased to serve on the Management Board in 2025:

¹ All amounts stated in this Report are gross amounts in euros (EUR), unless otherwise indicated. For some members of the Management Board, remuneration was paid in Polish zloty (PLN) or Hungarian forint (HUF), but for the purposes of the Report, these amounts have been converted at the EUR/PLN exchange rate, i.e.: (i) for 2020: 4.4448; (ii) for 2021: 4.5674; (iii) for 2022: 4.6869; (iv) for 2023: 4.5437; (v) for 2024: 4.3065; and (vi) for 2025: 4.2407, and for (HUF) at the HUF/EUR exchange rate for 2025: 0.0025.

Name	Term
Balazs Gosztanyi	Until 8 September 2025
Małgorzata Czaplicka	From 28 May to 27 October 2025.
Gyula Nagy	Until 28 May 2025.
Zsolt Farkas	Until 7 August 2025

As at 31 December 2025, the Supervisory Board consisted of eleven (11) members as presented in the table below:

SUPERVISORY BOARD AS AT 31 DECEMBER 2025	
Name	Term
Ferenc Daróczy	Since 22 April 2025
Ferenc Minarik	From 17 April 2025
Istvan Hegedus	From 17 April 2025
Magdalena Frąckowiak	From 25 September 2024
László Gut	From 24 August 2023
Dominik Januszewski	From 16 May 2023
Artur Kozieja	From 14 June 2022
Marcin Murawski	From 15 March 2013
Zoltan Martonyi	From 10 July 2025
Sarolta Varszegi	From 15 July 2025
Csaba Ember	From 12 December 2025

The table below lists the Supervisory Board members who ceased to serve on the Supervisory Board in 2025:

Name	Term
Janos Peter Bartha	Until 10 September 2025
Lorant Dudas	Until 5 January 2025
Tamas Sandor	Until 22 April 2025
Csaba Cservenak	Until 22 April 2025
Balint Szecsenyi	Until 18 March 2025

3. TOTAL REMUNERATION OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

3.1. Remuneration of the Management Board

The below table provides a clear and comprehensive presentation of all remuneration granted or paid to Management Board members in the 2025 financial year by the Company and other entities from the Company's capital group (gross amounts in EUR).

Name of Management Board member	Year	Function	1 Fixed Remuneration		2 Variable Remuneration ²		3 Extraordinary items ³	4 Pension schemes	5 Total remuneration	6 Proportion of fixed and other variable remuneration components ⁴
			Base remuneration	Fringe benefits ⁵	One - year variable ⁶	Multi - year variable				
Members as at the end of 2025										
Antal Botond Rencz	2025	Chairman of the Management Board	118,713	10,406	n/a	n/a	-	-	129,119	100
Mihaly Orszag	2025	Member of the Management Board	87,489	8,276	n/a	n/a	-	-	95,765	100
Jacek Bagiński	2025	Member of the Management Board	101,365	4,699	n/a	n/a	-	-	106,064	100
Sebastian Junghanel	2025	Member of the Management Board	106,571	10,566	n/a	n/a	-	-	117,137	100
Members who ceased being on the Management Board in 2025										
Balazs Gosztonyi	2025	Member of the Management Board	222,939	1,716	n/a	n/a	134,100	-	358,755	63%/37%
	2024		155,273	480	-	n/a	-	-	155,753	100%
Małgorzata Czaplicka	2025	Chairman of the Management Board,	167,560	34,658	439,877	n/a	633,498	382	1,275,975 ⁷	16%/84%

² Variable remuneration includes all variable components of remuneration paid during the year, in particular annual bonuses due for the previous financial year.

³ It includes any other one-off remuneration components or benefits, in particular welcome bonuses, severance pay and other payments or benefits due to the termination of a contract.

⁴ The relative share of fixed remuneration was calculated by dividing the sum of the fixed components in column 1 by the total remuneration in column 5 and multiplying by 100. Accordingly, the relative share of other variable remuneration components were calculated by dividing the sum of all variable components, including not only the amounts in column 2, but also the extraordinary items in column 3 and the pension scheme contributions in column 4, by the total remuneration in column 4 and multiplying by 100.

⁵ Includes additional benefits, in particular a medical care package or a car allowance.

⁶ Includes the value of annual bonuses (or bonuses awarded for a period shorter than one year).

⁷ Notes below the table.

Name of Management Board member	Year	Function	1 Fixed Remuneration		2 Variable Remuneration ²		3 Extraordinary items ³	4 Pension schemes	5 Total remuneration	6 Proportion of fixed and other variable remuneration components ⁴
			Base remuneration	Fringe benefits ⁵	One - year variable ⁶	Multi - year variable				
		Member of the Management Board								
Gyula Nagy	2025	Member of the Management Board	130,337	773	n/a	n/a	350,000 ⁸	-	481,110	27%/73%
	2024		300,000	720	180,000	n/a	-	-	480,720	63%/37%
Zsolt Farkas	2025	Member of the Management Board	141,631	n/a	n/a	n/a	n/a	-	141,631	100
	2024		216,000	-	120,000	n/a	-	-	336,000	64%/36%

With respect to Małgorzata Czaplicka, the total remuneration for 2025 reflects, in particular, her key contribution to the successful refinancing of the Company's eurobonds through the issuance of GTC Finance DAC bonds with a total value of EUR 455,000,000. This transaction, representing one of the most significant financing undertakings of the Group in recent years, enabled the securing of long-term funding, the reduction of refinancing risk and the improvement of the debt maturity profile. It required significant involvement, the conduct of complex negotiations with investors and financial institutions, as well as the effective coordination of external advisors, all of which were duly reflected in the assessment of Ms Czaplicka's performance for the purposes of determining the amount of her annual bonus.

In addition, this amount includes remuneration for her notice period, payment in lieu of unused leave and two severance payments in connection with the termination of the services agreement (EUR 180,000 – equivalent to five months' remuneration) and the management contract (EUR 18,000 – equivalent to six months' remuneration). Additionally, the amounts indicated above include a bonus related to the achievement of business objectives in connection with Ms Czaplicka's previously held position of Chief Capital Markets Officer.

The severance payment of EUR 180,000 referred to above was awarded upon the execution of the mutual termination agreement in respect of the service agreement dated 27 October 2025. Pursuant to the terms of the termination agreement, the severance payment will be made by GTC Management Sp. z o.o. together with the invoice for October 2026, i.e. upon the expiry of the 12-month termination period ending on 31 October 2026.

Additionally, the extraordinary items of Małgorzata Czaplicka include components paid or awarded pursuant to the mutual termination agreement in respect of the service agreement dated 27 October 2025. In 2025, the following amounts were paid as one-off payments: compensation for unused holiday in the amount of EUR 39,325 and a severance payment in connection with the termination of the management contract in the amount of EUR 54,000. During the termination period, a monthly service fee in the amount of EUR 32,000 is being paid to her in her capacity as consultant.

⁸ Notes below the table.

With respect to Gyula Nagy, the services agreement was terminated by mutual consent without a notice period. Accordingly, the entire amount of extraordinary remuneration for 2025 constitutes compensation for entitlements that would have arisen in the event of termination subject to a notice period.

With respect to Balazs Gosztanyi, the extraordinary remuneration includes a severance payment due to the termination of the agreement concluded with the GTC Management Sp. z o.o. as well as compensation for unused annual leave and compensation for the notice period in connection with the termination of the agreement concluded with GTC Origine Investments Zrt. For information purposes only, we hereby indicate that following the cessation of his membership on the management board, Balazs Gosztanyi concluded an advisory agreement with GTC Magyarország Zrt., a member of the capital group for a consulting fee of EUR 13,000 per month, in November 2025, and the remuneration received thereunder has not been included in the amounts in this report as it does not constitute remuneration related to the performance of management board functions.

The vast majority of the total remuneration components described above were paid or awarded under existing agreements with GTC Management Sp. z o.o., as presented in the table below.

The below table provides a clear and comprehensive presentation of all remuneration granted or paid to Management Board members for the 2025 financial year by entities from the Company's capital group other than the Company (gross amounts in EUR).

Name of Management Board member	Year	Company name	1 Fixed Remuneration		2 Variable Remuneration ⁹		3 Extraordinary items ¹⁰	4 Total remuneration	5 Proportion of fixed and other variable remuneration components ¹¹
			Base remuneration	Fringe benefits ¹²	One - year variable	Multi - year variable			
Members as at the end of 2025									
Antal Botond Rencz	2025	GTC Management Sp. z o.o.	99,581	-	-	-	-	99,581	100%
		GTC Magyarország Zrt	4,701	785	-	-	-	5,486	100%
Mihaly Orszag	2025	GTC Management Sp. z o.o.	75,367	-	-	-	-	75,367	100%
		GTC Magyarország Zrt	3,200	345	-	-	-	3,545	100%
Jacek Bagiński	2025	GTC Management Sp. z o.o.	90,400	-	-	-	-	90,400	100%
Sebastian Junghanel	2025	GTC Management Sp. z o.o.	79,468	-	-	-	-	79,468	100%
		GTC Germany GmbH	15,206	2,635	-	-	-	17,841	100%
Members who ceased being on the Board in 2025									
Gyula Nagy	2025	GTC Management Sp. z o.o.	85,000	-	-	-	350,000	435,000	20%/80%
	2024		204,000	-	180,000	-	-	384,000	53%/47%
	2025	GTC Origine Investments Zrt	30,711	773	-	-	-	31,484	100%
	2024		30,000	-	-	-	-	30,000	100%
Zsolt Farkas	2025	GTC Management Sp. z o.o.	120,000	-	-	-	-	120,000	100%
	2024		180,000	-	120,000	-	-	300,000	60%/40%
Balázs Gosztonyi	2025	GTC Management Sp. z o.o.	181,200	-	-	-	90,600	271,800	67%/33%
	2024		116,100	-	-	-	-	116,100	100%

⁹ Variable remuneration includes all variable components of remuneration paid during the year, in particular annual bonuses due for the previous financial year.

¹⁰ This includes any other one-off components of remuneration or benefits, in particular welcome bonuses, severance pay and other payments or benefits due to termination of contract.

¹¹ The relative share of fixed remuneration was calculated by dividing the sum of the fixed components in column 1 by the total remuneration in column 4 and multiplying by 100. Similarly, the relative share of variable remuneration was calculated by dividing the sum of all variable components, i.e. including not only the amounts in column 2 but also the amounts of extraordinary remuneration in column 3, by the total remuneration in column 4 and multiplying by 100.

¹² Includes a healthcare package.

Name of Management Board member	Year	Company name	1 Fixed Remuneration		2 Variable Remuneration ⁹		3 Extraordinary items ¹⁰	4 Total remuneration	5 Proportion of fixed and other variable remuneration components ¹¹
			Base remuneration	Fringe benefits ¹²	One - year variable	Multi - year variable			
Members as at the end of 2025									
	2025	GTC Origine Investments Zrt	16,966	1,716	-	-	7,500	26,182	71%/29%
	2024		11,380	-	-	-	-	11,380	100%
Małgorzata Czaplicka	2025	GTC Management Sp. z o.o.	151,746	24,000	439,877	-	579,325	1,194,948	15%/85%

3.2. Remuneration of the Supervisory Board

The below table provides a clear and comprehensive presentation of all remuneration granted or paid to Supervisory Board members for the 2025 financial year by the Company (amounts in EUR).

Name of Supervisory Board member	Year	1 Fixed Remuneration		2 Pension schemes	3 Total remuneration
		Base Remuneration	Fees for participation in Committees		
Members as at the end of 2025					
Magdalena Frąckowiak	2025	58,079 ¹³	3,050	-	61,129
	2024	7,728	-	-	7,728
László Gut	2025	29,429	11,319	-	40,748
	2024	28,979	8,778	-	37,758
Dominik Januszewski	2025	29,429	7,340	-	36,769
	2024	28,979	1,888	-	30,868
Artur Kozieja	2025	29,429	11,319	-	40,748
	2024	28,979	11,146	-	40,125
Marcin Murawski	2025	29,429	12,475	629	42,533
	2024	29,414	14,140	-	43,554
Zoltan Martonyi	2025	32,585 ¹⁴	3,390	-	35,975
Sarolta Varszegi	2025	13,608	2,526	-	16,134
Csaba Ember	2025	1,582	-	-	1,582
Ferenc Daróczi	2025	20,369	7,829	-	28,198
Ferenc Minarik	2025	20,764	-	-	20,764
Istvan Hegedus	2025	20,764	-	-	20,764
Members who ceased being on the Supervisory Board in 2025					
János Péter Bartha	2025	29,358	9,786	-	39,144
	2024	41,823	13,941	-	55,764
Csaba Cservenák	2025	9,156	-	-	9,156
	2024	23,055	-	-	23,055
Lóránt Dudás	2025	396	152	-	548
	2024	28,979	8,777	-	37,756
Tamás Sándor	2025	9,156	3,521	-	12,677
	2024	23,055	8,777	-	31,832
Bálint Szecsenyi	2025	6,329	-	-	6,329
	2024	28,979	-	-	28,979

Members of the Supervisory Board are entitled only to fixed remuneration for the function they perform, as well as additional fixed monthly remuneration in the event of performing an additional function in a committee (committees) of the Supervisory Board or for being delegated to perform specific supervisory activities. Supervisory Board members may also participate in the PPK¹⁵, which

¹³ The amount also includes remuneration received for secondment to perform specific supervisory duties.

¹⁴ The amount also includes remuneration received for being delegated to perform specific supervisory activities.

¹⁵ PPK means employee capital plans (*Pracownicze Plany Kapitałowe*) regulated by the Act of 4 October 2018 on employee capital plans.

is partly covered by the Company. In 2025, the total cost of PPK contributions paid by the Company on behalf of Supervisory Board members amounted to EUR 629.

The Supervisory Board members are not entitled to:

- any fringe benefits from the Company or other entities from the Company's capital group;
- any variable remuneration from the Company or other entities from the Company's capital group.

In 2025, the Supervisory Board members did not receive any remuneration from other entities from the Company's capital group.

In 2025, two members of the Supervisory Board, Magdalena Frąckowiak and Zoltan Martonyi, were delegated to perform specific supervisory activities in accordance with Article 3901 of the Act of 15 September 2000 – the Commercial Companies Code. The remuneration determined in this respect amounted to an additional PLN 15,000 for each month of such delegation. The remuneration amounts under the above delegation were established and determined by the general meeting of shareholders on 24 June 2025. Notwithstanding the fact that the terms of delegation remuneration are not described in detail in the Company's Remuneration Policy, they derive directly from the provisions of applicable law (the Polish Commercial Companies Code – KSH) and from the prerogatives of the general meeting of shareholders.

4. REMUNERATION IN SHARES AND/ OR OTHER FINANCIAL INSTRUMENTS

In accordance with the Remuneration Policy, the members of the Management Board may also receive Phantom Shares, if a given member's agreement provides for such form of remuneration. The Phantom Shares vesting period lasts three years and coincides with the period of the legal relationship between the Company and a particular member of the Management Board. The Phantom Shares are not financial instruments convertible or exchangeable into shares in the Company; in particular, they are not options on such shares. The Phantom Shares are vested in three tranches, in such a way that once a year, a member of the Management Board is entitled to a particular number of Phantom Shares. The Phantom Shares grants to the entitled members of the Management Board a right to a cash settlement from the Company or other entity from the Company's capital group in an amount equal to the difference between the average closing price for the Company's shares on the WSE during the 30-day period prior to the date of delivery to the Company of the exercise notice and the settlement price ("strike price") per share (adjustable for dividend).

In 2025, Phantom Share rights were granted to three members of the Management Board:

- 1) Sebastian Junghanel was granted the right to subscribe for 1,200,000 Phantom Shares in three equal tranches, on the terms described above, with base exercise prices of PLN 5.00 for the first tranche, PLN 5.50 for the second tranche and PLN 6.00 for the third tranche, subject to adjustments, in particular for dividends paid and events affecting the Company's capital structure, in accordance with the mechanism set out in the agreements concluded with the Management Board members;
- 2) Jacek Bagiński was granted the right to subscribe for 1,500,000 Phantom Shares in three equal tranches, on the terms described above, with base exercise prices of PLN 5.00 for the first tranche, PLN 5.50 for the second tranche and PLN 6.00 for the third tranche, subject to adjustments, in particular for dividends paid and events affecting the Company's

capital structure, in accordance with the mechanism set out in the agreements concluded with the Management Board members; and

- 3) Małgorzata Czaplicka, in connection with the termination of her services agreement, was granted the right to subscribe for 1,800,000 Phantom Shares, which became fully vested as at the date of termination of the agreement, with the right to exercise them within 12 months of that date, i.e. from 31 October 2026, at base exercise prices of PLN 5.00 for the first 600,000 Phantom Shares, PLN 5.50 for the next 600,000 and PLN 6.00 for the final 600,000, subject to adjustments, in particular for dividends paid and events affecting the Company's capital structure, in accordance with the mechanism set out in the agreement.

In 2025, no rights to Phantom Shares were granted to the remaining members of the Management Board.

In 2025, no Phantom Share rights were exercised.

5. USE OF THE RIGHT TO RECLAIM

No reclaim right was exercised during the 2025 financial year. Based on the Remuneration Policy, the Company does not establish detailed rules regarding deferral periods or the possibility of reclaiming variable remuneration.

6. INFORMATION ON ANY CASH OR NON-CASH BENEFITS AWARDED TO CLOSE FAMILY MEMBERS

No cash or non-cash benefits were granted or paid to close family members of the Management Board or Supervisory Board members during the reported financial year except the health care that is provided for the Management Board members and their families (see *Fringe Benefits*).

7. INFORMATION ON CHANGES, ON AN ANNUAL BASIS, IN REMUNERATION, COMPANY PERFORMANCE AND AVERAGE REMUNERATION OF THE COMPANY'S EMPLOYEES OTHER THAN MEMBERS OF THE MANAGEMENT BOARD AND MEMBERS OF THE SUPERVISORY BOARD

During the years 2020, 2021, 2022, 2023, 2024 and 2025, there were changes to the Management Board and the Supervisory Board and, therefore, there is no comparable information to present changes in the individual remuneration of some of the Management Board and Supervisory Board members in 2020, 2021, 2022, 2023, 2024 and 2025¹⁶.

In accordance with Art. 90g sec. 3 of the Act, data for 2019 was omitted.

	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
Total annual remuneration of the Management Board	2,118,680	1,830,019	-14%	1,854,580	1%	4,047,991	118%	1,806,635	-55%	2,705,556	50%
Total annual remuneration of the Supervisory Board	137,757	186,546	35%	246,787	32%	340,418	38%	381,090	12%	413,198	8%
Gross margin from rental	118,594,000	127,595,000	8%	119,198,000	-7%	128,200,000	8%	130,500,000	2%	129,400,000	-1%
Funds from operating activities (FFO)	67,000,000	71,200,000	6%	62,600,000	-12%	65,600,000	5%	68,000,000	4%	33,000,000	-51%
Net income/loss	- 70,861,000	42,736,000	nd.	24,761,000	-42%	11,400,000	-54%	53,000,000	365%	- 154,600,000	nd.
Average monthly remuneration of an employee of	3,965	3,639	-8%	4,451	22%	4,834	9%	4,922	2%	5,580	12%

¹⁶ Due to the fact that the reports for previous years were prepared in Polish zloty (PLN), for the purposes of the report for 2025, the amounts of remuneration from previous years were converted at the EUR/PLN exchange rate, i.e.: (i) for 2020: 4.4448; (ii) for 2021: 4.5674; (iii) for 2022: 4.6869; (iv) for 2023: 4.5437; (v) for 2024: 4.3065; and (vi) for 2025: 4.2407, and financial data is from financial statements prepared in EUR.

	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
the Company's capital group											

Members of the Management Board	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
Erez Boniel	766,896 ¹⁷	-	-	-	-	-	-	-	-	-	-
Yovav Carmi	219,238 ¹⁸	544,684	149%	629,837 ¹⁹	16%	-	-	-	-	-	-
Zsolt Farkas	-	-	-	-	-	71,983 ²⁰	n/a	335,888	367%	141,631 ²¹	-58%
Zoltán Fekete	-	-	-	233,893 ²²	n/a	1,650,327 ²³	606%	-	-	-	-
Ariel Alejandro Ferstman	99,511 ²⁴	415,688	318%	573,465	38%	680,407 ²⁵	19%	-	-	-	-
János Gárdai	-	-	-	206,465 ²⁶	n/a	1,330,100 ²⁷	544%	-	-	-	-

¹⁷ Total remuneration for the period from 1 January to 28 July 2020.

¹⁸ Total remuneration for the period from 16 April to 31 December 2020.

¹⁹ Total remuneration for the period from 1 January to 14 January 2022.

²⁰ Total remuneration for the period from 31 August to 31 December 2023.

²¹ Total remuneration for the period from 1 January 2025 to 7 August 2025.

²² Total remuneration for the period from 17 March to 31 December 2022.

²³ Total remuneration for the period from 1 January to 31 August 2023.

²⁴ Total remuneration for the period from 28 July to 31 December 2020.

²⁵ Total remuneration for the period from 1 January to 25 April 2023.

²⁶ Total remuneration for the period from 1 February to 31 December 2022.

²⁷ Total remuneration for the period from 1 January to 31 August 2023.

Members of the Management Board	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
Balázs Gosztonyi	-	-	-	-	-	-	-	155,705 ²⁸	n/a	358 755 ²⁹	130%
Thomas Kurzmann	848,826 ³⁰	-	-	-	-	-	-	-	-	-	-
Gyula Nagy	17,999 ³¹	45,975	155%	9,002 ³²	-80%	103,423 ³³	1,049%	480,979	365%	481,110 ³⁴	<1%
Pedja Petronijevic	-	-	-	202,047 ³⁵	n/a	-	-	-	-	-	-
Barbara Sikora	-	-	-	-	-	212,857 ³⁶	n/a	772,848 ³⁷	263%	-	-
Robert Snow	166,484 ³⁸	823,525 ³⁹	395%	-	-	-	-	-	-	-	-
György Stofa	-	-	-	-	-	-	-	61,260 ⁴⁰	n/a	-	-
Małgorzata Czaplicka	-	-	-	-	-	-	-	-	-	1,275,975 ⁴¹	n/a
Antal Botond Rencz	-	-	-	-	-	-	-	-	-	129,119 ⁴²	n/a
Mihaly Orszag	-	-	-	-	-	-	-	-	-	95,765 ⁴³	n/a

²⁸ Total remuneration for the period from 24 April to 31 December 2024.

²⁹ Total remuneration for the period from 1 January 2025 to 8 September 2025.

³⁰ Total remuneration for the period from 1 January to 23 June 2020.

³¹ Total remuneration for the period from 1 July to 31 December 2020.

³² Total remuneration for the period from 1 January to 28 February 2022.

³³ Total remuneration for the period from 31 August to 31 December 2023.

³⁴ Total remuneration for the period from 1 January 2025 to 28 May 2025.

³⁵ Total remuneration for the period from 15 January to 15 July 2022.

³⁶ Total remuneration for the period from 1 May to 31 December 2023.

³⁷ Total remuneration for the period from 1 January to 18 March 2024.

³⁸ Total remuneration for the period from 23 June to 31 December 2020.

³⁹ Total remuneration for the period from 1 January to 28 October 2021.

⁴⁰ Total remuneration for the period from 1 September to 3 December 2024.

⁴¹ Total remuneration for the period from 28 May to 27 October 2025.

⁴² Total remuneration for the period from 11 August to 31 December 2025.

⁴³ Total remuneration for the period from 2 September to 31 December 2025.

Members of the Management Board	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
Jacek Bagiński	-	-	-	-	-	-	-	-	-	106,064 ⁴⁴	n/a
Sebastian Junghanel	-	-	-	-	-	-	-	-	-	117,137 ⁴⁵	n/a

Members of the Supervisory Board	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021 (in %)	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
János Péter Bartha	12,686 ⁴⁶	23,644	86%	39,784	73%	52,844	33%	55,740	5%	39,144 ⁴⁷	- 30
Peter Bozo	9,941 ⁴⁸	-	-	-	-	-	-	-	-	-	-
Csaba Cservenák	-	-	-	-	-	-	-	23,055 ⁴⁹	n/a	9,156 ⁵⁰	- 60%
Lóránt Dudás	1,393 ⁵¹	21,016	1,409%	23,845	16%	27,460	15%	37,765	38%	548 ⁵²	- 99%
Zoltán Fekete	13,387 ⁵³	24,958	86%	4,987 ⁵⁴	- 80%	-	-	-	-	-	-
Balázs Figura	11,276 ⁵⁵	21,016	86%	23,845	13%	27,460	15%	6,001 ⁵⁶	-79%	-	-
Magdalena Frąckowiak	-	-	-	-	-	-	-	7,728 ⁵⁷	n/a	61,129	691%

⁴⁴ Total remuneration for the period from 8 September to 31 December 2025.

⁴⁵ Total remuneration for the period from 2 September to 31 December 2025.

⁴⁶ Total remuneration for the period from 23 June to 31 December 2020.

⁴⁷ Total remuneration for the period from 1 January to 10 September 2025.

⁴⁸ Total remuneration for the period from 23 June to 8 December 2020.

⁴⁹ Total remuneration for the period from 15 March 2024 to 31 December 2024.

⁵⁰ Total remuneration for the period from 1 January to 22 April 2025.

⁵¹ Total remuneration for the period from 8 December to 31 December 2020.

⁵² Total remuneration for the period from 1 January 2025 to 5 January 2025.

⁵³ Total remuneration for the period from 23 June to 31 December 2020.

⁵⁴ Total remuneration for the period from 1 January to 11 March 2022.

⁵⁵ Total remuneration for the period from 23 June to 31 December 2020.

⁵⁶ Total remuneration for the period from 1 January to 15 March 2024.

⁵⁷ Total remuneration for the period from 25 September to 31 December 2024.

Members of the Supervisory Board	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021 (in %)	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
Mariusz Grendowicz	26,994	26,277	-	20,397 ⁵⁸	-22	27,460	35	6,001 ⁵⁹	-79	-	-
László Gut	-	-	-	-	-	9,743 ⁶⁰	n/a	37,765	288%	40,748	8
Dominik Januszewski	-	-	-	-	-	17,207 ⁶¹	n/a	30,868	78	36,769	19
Artur Kozieja	-	-	-	19,608 ⁶²	n/a	38,026	94	40,152	6	40,748	1
Leonz Meyer	-	-	-	-	-	-	-	10,372 ⁶³	n/a	-	-
Marcin Murawski	28,350	27,587	-3	33,743	22	41,276	22	43,553	6	42,533	-2
Gyula Nagy	-	-	-	19,879 ⁶⁴	n/a	17,793 ⁶⁵	-10%	-	-	-	-
Sławomir Niemierka	-	-	-	-	-	27,391 ⁶⁶	n/a	21,342 ⁶⁷	-22	-	-
Daniel Obajtek	-	- ⁶⁸	-	20,627 ⁶⁹	n/a	-	-	-	-	-	-
Tamás Sándor	-	-	-	-	-	-	-	31,851 ⁷⁰	n/a	12,677 ⁷¹	-60%
Bálint Szecsenyi	11,276 ⁷²	21,016	86	23,845	13	27,460	15	28,970	6	6,329 ⁷³	-78
Bruno Vannini	-	-	-	17,586 ⁷⁴	n/a	26,287 ⁷⁵	49	-	-	-	-

⁵⁸ Total remuneration for 2022, excluding the period from 14 June to 2 September 2022.

⁵⁹ Total remuneration for the period from 1 January to 15 March 2024.

⁶⁰ Total remuneration for the period from 24 August to 31 December 2023.

⁶¹ Total remuneration for the period from 16 May to 31 December 2023.

⁶² Total remuneration for the period from 14 June to 31 December 2022.

⁶³ Total remuneration for the period from 13 March to 17 June 2024.

⁶⁴ Total remuneration for the period from 11 March to 31 December 2022.

⁶⁵ Total remuneration for the period from 1 January to 24 August 2023.

⁶⁶ Total remuneration for the period from 2 January to 31 December 2023.

⁶⁷ Total remuneration for the period from 1 January to 25 September 2024.

⁶⁸ Total remuneration for the period from 30 December to 31 December 2021.

⁶⁹ Total remuneration for the period from 1 January to 15 November 2022.

⁷⁰ Total remuneration for the period from 15 March 2024 to 31 December 2024.

⁷¹ Total remuneration for the period from 1 January to 22 April 2025.

⁷² Total remuneration for the period from 23 June to 31 December 2020.

⁷³ Total remuneration for the period from 1 January to 18 March 2025.

⁷⁴ Total remuneration for the period from 22 April to 31 December 2022.

⁷⁵ Total remuneration for the period from 1 January to 15 December 2023.

Members of the Supervisory Board	2020	2021		2022		2023		2024		2025	
	Amount (in EUR)	Amount (in EUR)	2021 v 2020 (in %)	Amount (in EUR)	2022 v 2021 (in %)	Amount (in EUR)	2023 v 2022 (in %)	Amount (in EUR)	2024 v 2023	Amount (in EUR)	2025 v 2024 (in %)
Ryszard Wawryniewicz	22,428	21,016 ⁷⁶	-6%	-	-	-	-	-	-	-	-
Zoltan Martonyi	-	-	-	-	-	-	-	-	-	35,975 ⁷⁷	n/a
Sarolta Varszegi	-	-	-	-	-	-	-	-	-	16,134 ⁷⁸	n/a
Csaba Ember	-	-	-	-	-	-	-	-	-	1,582 ⁷⁹	n/a
Ferenc Daróczy	-	-	-	-	-	-	-	-	-	28,198 ⁸⁰	n/a
Ferenc Minarik	-	-	-	-	-	-	-	-	-	20,764 ⁸¹	n/a
Istvan Hegedus	-	-	-	-	-	-	-	-	-	20,764 ⁸²	n/a

⁷⁶ Total remuneration for the period from 1 January to 31 December 2021.

⁷⁷ Total remuneration for the period from 10 July to 31 December 2025.

⁷⁸ Total remuneration for the period from 15 July to 31 December 2025.

⁷⁹ Total remuneration from 12 December to 31 December 2025.

⁸⁰ Total remuneration from 22 April to 31 December 2025.

⁸¹ Total remuneration from 17 April to 31 December 2025.

⁸² Total remuneration from 17 April to 31 December 2025.

8. COMPLIANCE WITH THE REMUNERATION POLICY, APPLICATION OF PERFORMANCE CRITERIA AND CONTRIBUTION TO THE ACHIEVEMENT OF THE COMPANY'S LONG-TERM PERFORMANCE OBJECTIVES

8.1. Remuneration Policy

Remuneration of the Management Board

The Remuneration Policy states that the remuneration of the members of the Management Board is determined by the Supervisory Board. Factors taken into account include, among others, assigned roles and related responsibilities, performance of any additional functions, qualifications and professional experience, the current market and economic situation as well as the Company's financial and operational situation and needs. The Company's remuneration rules are aimed at ensuring the appropriate motivation of its managers to continuously develop and increase the Company's value. The Company diligently fulfils its obligations regarding the Remuneration Policy.

Members of the Management Board are entitled to the following components of remuneration:

(a) Fixed remuneration

During the 2025 financial year, and in line with the Company's approved Policy regarding the remuneration of the Management Board members, Management Board members received fixed base remuneration.

Moreover, in addition to the fixed base remuneration, in 2025 Management Board members received fringe benefits, in particular private medical care.

(b) Variable remuneration and related payouts

During the 2025 financial year, Management Board Members also received variable elements of the remuneration in accordance with the relevant contract concluded with the Company or other entities from the Company's capital group. The entities from the Company's capital group follow the principles set forth in the Remuneration Policy.

In accordance with the Remuneration Policy, variable remuneration is designed to be motivational and to reward members of the Management Board for fulfilling their roles, discharging their responsibilities and delivering superior results. Variable remuneration targets and the related payouts reflect a range of expected levels of performance.

Members of the Management Board may be entitled to the Annual Performance Bonus if they achieve the minimum level of the set targets in a given financial year. The Annual Performance Bonus should amount to a particular percentage or part of the maximum bonus amount, as specified in the contract with a particular member of the Management Board, depending on the level of achievement of the set targets. The Annual Performance Bonus awarded to members of the Management Board is determined by the Supervisory Board. The Annual Performance Bonus may be paid after the approval of the annual financial statements by the supervisory board of the Company.

In addition, the application of variable remuneration and related payouts while vesting certain decisions with the Supervisory Board enables to adjust the level of remuneration of members of the Management Board to the financial condition of the Company, as well as to the micro and macroeconomic situation.

- (c) Phantom Shares or other incentive programs based either on the Company's shares or the change in the prices of these shares to be established in the future by the General Meeting of the Shareholders or the Supervisory Board

The establishment of a link between the Management Board member's remuneration in a form of Phantom Shares and the increase in the Company's share prices aligns such members' personal interest with the interests of the shareholders. The implementation of the Company's strategy and commitment to long-term interests should have a positive impact on the Company's share prices, which in turn should translate into higher remuneration of the Management Board members. In addition, it also increases the motivation of Management Board members and facilitates in the Company retaining them and, as such, contributes to the stability of the Company. Spreading this form of additional remuneration over years strongly encourages the Management Board members to pursue a reasonable long-term management policy.

- (d) Compensation for compliance with the non-compete clause

This entitlement will be considered following the end of the term of office. However, the Company has exercised its right to withdraw from such non-compete obligations and such compensation has not been paid to the former members of the Management Board.

- (e) Severance payment related to the termination of the legal relationship with the Company

During the 2025 financial year, the Company, through termination agreements with the Management Board members whose employment had to be brought to an end, paid them severance payments in amounts adequate to the performance of their functions. Therefore, the Company may cease the business relationship with its managers by mutual agreement and mitigate the risk of litigation or other negative impact on the Company, including damage to its image.

Remuneration of the Supervisory Board

Members of the Supervisory Board are entitled to monthly fixed remuneration for performing their functions, and to additional monthly fixed remuneration if they perform additional functions in the Supervisory Board's committee(s) or are delegated to carry out specific supervisory activities. The amount of the above-mentioned remuneration is determined by the General Shareholders' Meeting. There are no performance-based variable components of remuneration or financial or non-financial benefits awarded to members of the Supervisory Board.

During 2025 there were changes in the composition of the Supervisory Board. The remuneration paid to the Supervisory Board members was granted and paid in compliance with the Remuneration Policy, as the Supervisory Board members were granted only fixed remuneration in accordance with the principles outlined in the foregoing paragraph.

The remuneration of supervisory board is approved by AGM of shareholders.

8.2. Application of performance criteria

The remuneration paid to the Management Board members is in line with the objectives of the Remuneration Policy, which include achieving long-term value growth. It aims to ensure stability in the management of the Company and to pursue a policy of attracting and retaining highly qualified key executives. The remuneration paid to the managers was sufficient to attract and retain Management Board members whose dedication, qualification profile and talent are desired by the Company. The remuneration package is in line with market standards of comparable sectors and companies.

The Annual Performance Bonus paid to the Management Board is determined by the Supervisory Board based on an assessment of the performance of a particular member of the Management Board, taking into account factors such as: (i) the period of performing service on the Management Board, (ii) the quality of work and scale of contribution to the implementation of the strategy of the Company and the Group, (iii) the evaluation of actions taken in significant areas of the operations of the Company and the Group, and (iv) recognition of social interests, the Company's contribution to environmental protection, and actions taken to prevent or eliminate any negative effects of the Company's social activity. The amount of the Annual Performance Bonus may be linked to specific achievements of individual members of the Management Board and reflects the general and overall assessment of the performance of the management board in light of the market environment and other factors (as noted above), including the global/local economic environment, industry trends and the Company's general performance.

9. DEROGATIONS & DEVIATIONS FROM THE REMUNERATION POLICY

No derogations or deviations from the Remuneration Policy⁸³ were identified during the reported financial year.

10. RESOLUTION ON THE OPINION OF THE GENERAL MEETING ON THE REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF THE COMPANY FOR 2024

The Annual General Meeting of the Company dated 24 June 2025, acting on the basis of Art. 90g sec. 6 of the Act dated 29 July 2005 on public offerings and conditions governing the introduction of financial instruments to organized trading, and on public companies and Art. 395 § 2 (1) of the Commercial and Companies Code, following a review of the Report on the Remuneration of the Members of the Management Board and the Supervisory Board of the Company, prepared for 2024 (hereinafter the "**Report for 2024**") and assessed by a certified auditor – PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k., issued a positive assessment on the Report for 2024.

A resolution expressing the above-mentioned positive opinion was adopted with votes attached to 87.87% of the shares. As much as 83.62% of the shareholders represented at the Annual General Meeting voted in favour of the resolution, while only 11.82% voted against, and 4.57% abstained. The resolution of the Annual General Meeting was preceded by discussions held within the Remuneration Committee as well as within the Supervisory Board. The process of work on the Report for 2024 was recognised by the Remuneration Committee as very transparent and thorough. The Supervisory Board did not raise any additional comments on this matter, thus agreeing on a positive opinion. Consequently, considering the lack of remarks on the Report for 2024 raised during any of the aforementioned meetings, including the Annual General Meeting, there was no need to resolve on any additional matters in this year's Report.

⁸³ The Remuneration Policy does not treat extraordinary items, such as termination fees, as part of the variable remuneration included in that proportion, so in contrast to the European Commission's guidelines on the standardized presentation of the remuneration report, which treat extraordinary items as part of that proportion. However, the tables presented in sec. 3 of the Report were prepared based on the European Commission's guidelines, and not to the Remuneration Policy.