

**REPORT OF AN INDEPENDENT STATUTORY AUDITOR
ON THE PERFORMANCE OF AN ENGAGEMENT PROVIDING A REASONABLE CERTAINTY
IN REFERENCE TO THE ASSESSMENT OF THE REPORT ON REMUNERATION**

For the Annual General Meeting and the Supervisory Board of Grupa Kęty S.A.

We were engaged to assess the 2025 Report on the Remuneration of the Management Board and Supervisory Board Members (hereinafter referred to as the 'Report on Remuneration') of Grupa Kęty S.A. with its registered office in Kęty, ul. Tadeusza Kościuszki 111 (hereinafter referred to as the 'Company'), as regards complete inclusion therein of the information required by Article 90g Sections 1-5 and 8 of the Act of 29 July 2005 on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading, and on Public Companies (hereinafter referred to as the 'Act on Public Offering').

Identification of criteria and description of the object of the engagement

The Report on Remuneration had been prepared by the Supervisory Board for the purpose of fulfilling the requirements of Article 90g.1 of the Act on Public Offering. The applicable requirements for the Report on Remuneration are specified in the Act on Public Offering.

The requirements described in the preceding sentence form basis for preparing the Report on Remuneration and in our opinion represent adequate criteria for us to formulate a conclusion with a reasonable certainty.

In accordance with the requirements of Article 90g.10 of the Act on Public Offering, the Report on Remuneration is subject to assessment by a statutory auditor with regard to providing therein the information set out in Article 90g Sections 1-5 and 8 of the Act on Public Offering. This report is a fulfilment of that requirement.

The assessment by a statutory auditor, as referred to in the preceding sentence, which forms basis for our formulating a conclusion with a reasonable certainty, is understood by us as the assessment whether the information had been disclosed with the detail required by the Act on Public Offering in all material respects.

Accountability of the Members of the Company Supervisory Board

In accordance with the Act on Public Offering, the Members of the Supervisory Board of the Company are responsible for preparing the Report on Remuneration in accordance with the binding legal regulations, and particularly for the completeness of that report and the information disclosed therein.

The duties of the Supervisory Board include also designing, implementing and maintenance of an internal control system which ensures that a complete report on remuneration is prepared, free of any distortions caused by fraud or error.

Accountability of the statutory auditor

Our objective was to assess the completeness of information provided in the Report on Remuneration with regard to the criterion specified in the section entitled *Identification of criteria and description of the object of the engagement*, as well as to formulate, based on the evidence gathered, an independent conclusion from the assurance engagement performed, with reasonable certainty.

We performed the engagement in accordance with the Polish Standard on Assurance Engagements Other than Audits or Reviews 3000 (R), compliant with the wording of the International Standard on Assurance Engagements (ISAE) 3000 Revised, *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, adopted by Resolution No. 3436/52e/2019 of the National Board of Statutory Auditors on 8 April 2019, as amended (hereinafter referred to as 'PSAE 3000 (R)').

The standard imposes on a statutory auditor the duty to plan and perform procedures such as to arrive at a reasonable certainty that the Report on Remuneration is complete and complies with the specific criteria.

The reasonable certainty is a high level of certainty but does not guarantee that the engagement performed in accordance with PSAE 3000 (R) shall always detect an existing distortion.

The selection of procedures depends on the assessment of the statutory auditor, including on their assessment of the risk of occurrence of significant distortions caused by fraud or error. When carrying out the assessment of the risk, the statutory auditor considers the internal controls related to preparing a complete report for the purpose of planning the applicable procedures to provide the statutory auditor with sufficient evidence, adequately to the circumstances. The assessment of the internal control system functioning was not carried out for the purpose of arriving at a conclusion with regard to the efficiency of its operation.

Summary of the work done and limitations of our procedures

The procedures planned and carried out by us comprised in particular:

- reading of the Report on Remuneration and comparison of the information disclosed therein with the applicable requirements;
- reading of the resolutions of the Annual General Meeting of the Company regarding the Remuneration Policy of the Management Board and Supervisory Board Members, as well as the resolutions of the Supervisory Board introducing more detail therein;
- drawing up, by comparison of corporate documents, of a list of persons for whom there is an obligation to disclose information in the Report on Remuneration and determination whether all the information covered by the particular criteria for preparing the Report on Remuneration had been disclosed, by way of inquiries to the persons responsible for preparing the Report on Remuneration and – where we considered it applicable – also directly to the persons to whom the disclosure requirement applies.

Our procedures were only supposed to gather evidence that the information disclosed in the Report on Remuneration by the Supervisory Board complies with the applicable requirements, with regard to the information completeness. The objective of our work did not include any assessment of sufficiency of the information disclosed in the Report on Remuneration with regard to the purpose of drawing up the Report on Remuneration or assessment of the correctness and fairness of the information disclosed therein, and specifically as regards the disclosed amounts and estimations made for the preceding years, the figures, dates, disaggregated presentation, methods of allocation, as well as compliance with the remuneration policy adopted by the General Meeting.

The Report on Remuneration had not been audited within the meaning of the National Audit Standards. During the performance of the assurance procedures we did not carry out any audit or review of the information used in preparing the Report on Remuneration and, therefore, we assume no liability for the issue or update of any reports or opinions regarding the historical financial information of the Company.

We are of the opinion that the evidence gathered by us forms sufficient and adequate basis for us to formulate the below conclusion.

Ethical requirements, including independence

While performing the attestation engagement, the statutory auditor and the audit firm complied with the independence requirements and other ethical requirements determined in the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (hereinafter referred to as the 'IESBA Code'). The IESBA Code is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. We also complied with other requirements of independence and ethics, which apply to this assurance engagement in Poland.

Quality control requirements

The audit firm applies the Polish Standard on Quality Control, compliant with the wording of the International Standard on Quality Control (PL) 1, *Quality Control for Firms That Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Service Engagements*, adopted by Resolution No. 38/I/2022 of the Polish Agency of Audit Supervision on 15 November 2022 (hereinafter referred to as the 'PSQC').

In accordance with the PSQC requirements, an audit firm shall maintain a comprehensive quality control system, covering documented policies and procedures for compliance with the ethical requirements, professional standards and the applicable legal and regulatory requirements.

Conclusion

The basis for making the conclusion by a statutory auditor are the issues described above and, therefore, the conclusion should be read in consideration of those issues.

In our opinion, the Report on Remuneration comprises all elements listed in Article 90g Sections 1-5 and 8 of the Act on Public Offering, in all material respects.

Other issues

The Report on Remuneration had been adopted by Resolution No. XII/10/26 of the Supervisory Board on 20 April 2026. All Supervisory Board Members had voted for approving the Report on Remuneration.

Application limitations

This report was prepared by Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp.k. for the Annual General Meeting and the Supervisory Board and is intended solely for the purpose described in the section entitled *Identification of criteria and description of the object of the engagement*, and should not be used for any other purpose.

Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp.k. does not assume any liability with regard to this report, which could result from any contractual or non-contractual relations (including on account of negligence), in reference to third parties in the context of this report. The aforesaid disclaimer does not release us from liability in any situations in which such release excluded by law.

Warsaw, 20 April 2026

Key Statutory Auditor

Signed with a certificate issued to Piotr Tadeusz
Kuźniar (qualified certificate). Created on:
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