

*Appendix to Resolution No. XII/10/26
of the Supervisory Board of 20 April 2026*

**REPORT ON REMUNERATION
OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD MEMBERS
OF GRUPA Kęty S.A.
FOR THE YEAR 2025**

20 April 2026

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I. GENERAL INFORMATION

1. The principles of remuneration of the Management Board and Supervisory Board Members of Grupa Kęty S.A. (hereinafter referred to as the '**Company**') are determined in the Remuneration Policy of Grupa Kęty S.A. Management Board and Supervisory Board Members (hereinafter referred to as the '**Remuneration Policy**'), passed by Resolution No. 19/20 of the Annual General Meeting of Grupa Kęty S.A. on 20 August 2020, and amended by Resolution No. 18/2022 of the Annual General Meeting of Grupa Kęty S.A. on 25 May 2022. The Remuneration Policy is binding from the date of its adoption.
2. The remuneration of the Company Management Board Members was determined, calculated and paid out based on the relevant resolutions of the Supervisory Board, whereas the remuneration of the Supervisory Board Members – based on the relevant resolutions of the Annual General Meeting of the Company.
3. Without prejudice to the Remuneration Policy, the Management Board Members are also bound with the provisions of the respective agreements concluded with the Company and other documents regulating the principles of remuneration binding at the Company.
4. In the period from 1 January 2025 to 28 May 2025, the Management Board of Grupa Kęty S.A. was composed of five persons:
 - a. Dariusz Mańko – President of the Management Board, General Director,
 - b. Roman Przybylski – Vice President of the Management Board, Director for Investments and Development,
 - c. Rafał Warpechowski – Member of the Management Board, Financial Director,
 - d. Piotr Wysocki – Member of the Management Board, Deputy General Director,
 - e. Tomasz Grela – Member of the Management Board.

In the period from 29 May 2025 to 31 December 2025, the Management Board was composed of three persons:

- a. Roman Przybylski – President of the Management Board/CEO,
- b. Rafał Warpechowski – Member of the Management Board/CFO,
- c. Tomasz Grela – Member of the Management Board/COO.

II. VALUE OF THE TOTAL REMUNERATION OF THE MANAGEMENT BOARD MEMBERS

1. In 2025 the total remuneration of all Management Board Members amounted to PLN 12,356,000.
2. In 2025, some Members of the Management Board were entitled to remuneration from other companies of the Capital Group of Grupa Kęty S.A. (hereinafter referred to as the '**Capital Group**').
3. Table 1 presents the value of the total remuneration of the Management Board Members in 2025, disaggregated into the particular components.
4. Table 2 presents the proportions of the particular components of remuneration and the total remuneration of the Management Board Members in 2025.
5. Apart from the amount of the total remuneration identified in clause 1, in 2025 the Management Board Members acquired rights to financial instruments on the principles described in Section X.

Table 1

		2025			
		Fixed remuneration* (PLN '000)	Variable remuneration** (PLN '000)	In-kind benefits*** (PLN '000)	Total (PLN '000)
Dariusz Mańko	Grupa Kęty S.A.	580	2,371	2	2,953
	Other companies of the Capital Group	0	0	0	0
	TOTAL	580	2,371	2	2,953
Roman Przybylski	Grupa Kęty S.A.	1,301	1,479	49	2,829
	Other companies of the Capital Group	0	0	0	0
	TOTAL	1,301	1,479	49	2,829
Rafał Warpechowski	Grupa Kęty S.A.	1,029	1,422	6	2,457
	Other companies of the Capital Group	0	0	0	0
	TOTAL	1,029	1,422	6	2,457
Piotr Wysocki	Grupa Kęty S.A.	341	1,011	3	1,355
	Other companies of the Capital Group	5	0	0	5
	TOTAL	346	1,011	3	1,360
Tomasz Grela	Grupa Kęty S.A.	180	593	0	773
	Other companies of the Capital Group	828	1,149	7	1,984
	TOTAL	1,008	1,742	7	2,757

TOTAL Grupa Kęty S.A.	3,431	6,876	60	10,367
TOTAL other companies of the Capital Group	833	1,149	7	1,989
TOTAL	4,264	8,025	67	12,356

* Fixed remuneration comprises: basic remuneration under employment contract (or paid sick leave), and remuneration for appointment among the Management Board Members.

** Variable remuneration comprises an incentive paid in the respective year for the performance of tasks in the preceding year.

*** In-kind benefits comprise: Employee Pension Scheme (PPE) premium, health-care premium, subsidised sports card, Employee Capital Plans (PPK) premium, and monetary value of gratuitous benefit on account of using a business car for private purposes.

The figures presented in the table refer to the periods in which the particular persons acted at the Management Board of Grupa Kęty S.A.

Table 2

2025			
	Proportion of fixed remuneration to total remuneration	Proportion of variable remuneration to total remuneration	Proportion of in-kind benefits to total remuneration
Dariusz Mańko	19.64%	80.29%	0.07%
Roman Przybylski	45.99%	52.28%	1.73%
Rafał Warpechowski	41.88%	57.88%	0.24%
Piotr Wysocki	25.44%	74.34%	0.22%
Grupa Kęty S.A.	25.17%	74.61%	0.22%
Aluform sp. z o.o.	100.00%	0.00%	0.00%
Tomasz Grela	36.56%	63.19%	0.25%
Grupa Kęty S.A.	23.29%	76.71%	0.00%
Aluprof S.A.	41.74%	57.91%	0.35%

Within the 12 months ended 31 December 2025, a provision was established for the potential incentives for the Management Board Members in reference to 2025, to be paid out in 2026, in the total amount of PLN 7,104,000.

The variable remuneration of the Management Board Members for the year 2024, paid out in 2025, was calculated based on financial, individual and non-financial (ESG) goals achieved, in compliance with the principles described in Section III of this Report.

The level of achievement of the financial, individual and non-financial (ESG) goals and determination of the value of the annual incentive are presented in tables 3, 4, 5, and 6.

Table 3

Full name	Fixed annual remuneration [PLN '000]*	Incentive calculation basis - 2.5 times the fixed remuneration	Attainment of GKK financial goals - percentage value of incentive	Attainment of Segment financial goals - percentage value of incentive	Attainment of individual goals - percentage value of incentive	Attainment of ESG goals - percentage value of incentive	Total percentage value of incentive to be paid for the goals attainment [max = 100%]	Incentive for 2024 - paid out in 2025
Dariusz Mańko	1,421	3,552	36.8%	N/A	20.0%	10.0%	66.8%	2,371
Roman Przybylski	900	2,250	15.8%	N/A	40.0%	10.0%	65.8%	1,479
Rafał Warpechowski	852	2,131	36.8%	N/A	20.0%	10.0%	66.8%	1,422
Piotr Wysocki	836	2,089	18.4%	0.0%	20.0%	10.0%	48.4%	1,011
Tomasz Grela	836	2,089	18.4%	35.0%	20.0%	10.0%	83.4%	1,742
TOTAL								8,025

* Incentive paid in 2025 refers to the attainment of goals in 2024, therefore, the basis for calculation was the monthly remuneration compliant with the principles for 2024.

Financial goals

The set out financial goals covered the EBITDA and net profit ratios in reference to consolidated financial statements, whereas for selected persons they were based on the results generated by the particular operating segments. The level of attainment of the goals was determined in compliance with the principles described in Section III of this Report.

Table 4

Financial goals	Budget [PLN millions]	Result [PLN millions]	Percentage result	Percentage value of incentive due	Weight of the goal	GKK financial goals – percentage value of incentive*
Dariusz Mańko, Rafał Warpechowski						
GKK EBITDA	945.1	933.0	98.7%	52.3%	35.0%	18.3%
GKK net profit	567.3	560.4	98.8%	52.7%	35.0%	18.4%
GKK financial goals				52.5%	70.0%	36.8%
Roman Przybylski						
GKK EBITDA	945.1	933.0	98.7%	52.3%	15.0%	7.8%
GKK net profit	567.3	560.4	98.8%	52.7%	15.0%	7.9%
GKK financial goals				52.5%	30.0%	15.8%
Piotr Wysocki, Tomasz Grela						
GKK EBITDA	945.1	933.0	98.7%	52.3%	17.5%	9.2%
GKK net profit	567.3	560.4	98.8%	52.7%	17.5%	9.2%
GKK financial goals				52.5%	35.0%	18.4%
Piotr Wysocki						
EPS EBITDA	315.2	217.1	68.9%	0.0%	17.5%	0.0%
EPS net profit	183.7	119.4	65.0%	0.0%	17.5%	0.0%
EPS financial goals				0.0%	35.0%	0.0%
Tomasz Grela						
ASS EBITDA	430.0	500.5	116.4%	100.0%	17.5%	17.5%
ASS net profit	260.1	323.7	124.5%	100.0%	17.5%	17.5%
ASS financial goals				100.0%	35.0%	35.0%

* Value settled on straight-line basis at the intervals: from 90% to 100% (the incentive grows from 0% to 60%) and from 100% to 115% (the incentive grows from 60% to 100%).

Individual goals

Within the individual goals, the Management Board Members performed joint tasks related to preparing the strategy of the Capital Group by the year 2029, as well as individual tasks referring to the areas such as management, investments, sales, and corporate supervision. One of the tasks in the sales areas (generation of specific growth rate on the selected markets) was not accomplished.

Table 5

Individual goals	Assessment of the percent of attainment	Weight of the goal	Percentage value of incentive
Dariusz Mańko	100%	20.0%	20.0%
Goal 1 (Area – Strategy 2029)	100%	10.0%	10.0%
Goal 2 (Area – Management)	100%	10.0%	10.0%
Roman Przybylski	67%	60.0%	40.0%
Goal 1 (Area – Strategy 2029)	100%	6.0%	6.0%
Goal 2 (Area – Sales/development)	100%	22.0%	22.0%
Goal 3 (Area – Sales/growth rate)	0%	20.0%	0.0%
Goal 4 (Area – Sales/effectiveness of processes)	100%	12.0%	12.0%
Rafał Warpechowski	100%	20.0%	20.0%
Goal 1 (Area – Strategy 2029)	100%	10.0%	10.0%
Goal 2 (Area – Corporate supervision)	100%	10.0%	10.0%
Piotr Wysocki	100%	20.0%	20.0%
Goal 1 (Area – Strategy 2029)	100%	10.0%	10.0%
Goal 2 (Area – Investments)	100%	10.0%	10.0%
Tomasz Grela	100%	20.0%	20.0%
Goal 1 (Area – Strategy 2029)	100%	10.0%	10.0%
Goal 2 (Area – Investments)	100%	10.0%	10.0%

Non-financial goals (ESG)

The ESG goals of the Capital Group of Grupa Kęty for the year 2024, which referred to greenhouse gas (CO₂) emissions reduction, the Total Recordable Incident Rate (TRIR) reduction, and engagement within the ‘Together with the Group’ initiative, were fully attained.

Table 6

ESG goals	Goal	Result	Weight of the goal	Percentage value of incentive**
All Management Board Members				
Goal 1 (CO ₂ emissions reduction)	-0.5% or more	-8.47%	3.5%	3.5%
Goal 2 (TRIR reduction)	< 1.12	0.94	3.5%	3.5%
Goal 3 (50 CSR projects)	50 or more	85	3.0%	3.0%
ESG goals				10.0%

III. COMPLIANCE OF THE TOTAL REMUNERATION OF THE MANAGEMENT BOARD MEMBERS WITH THE REMUNERATION POLICY

1. The remuneration of the Company Management Board Members in 2025 consisted of:
 - fixed remuneration,
 - variable remuneration,
 - in-kind benefits.
2. In 2025, some Members of the Management Board were entitled to remuneration from other companies of the Capital Group.
3. The total remuneration of the Management Board Members in 2025 complied with the provisions of the Remuneration Policy, because:
 - the Management Board Members did not receive any other components of remuneration than those referred to in the Remuneration Policy;
 - the remuneration complied with the division of remuneration into the fixed and variable parts;
 - the variable part of the remuneration of a Member of the Management Board did not exceed 2.5 times the fixed part of the remuneration received jointly by the Management Board Member from the Company and any of the Capital Group companies under an employment contract or appointment to act at the Management Board of a Capital Group company.
4. The variable remuneration of the Management Board Members paid out in 2025 (for the year 2024) comprised:
 - 1) as regards the President of the Management Board/General Director Mr Dariusz Mańko and Management Board Member/Financial Director Mr Rafał Warpechowski – annual incentive depending on the value of fixed remuneration and EBITDA growth rate (profit on operating activities plus depreciation) and the growth rate of consolidated net profit (attributable to the parent company) of the Capital Group in 2024, benchmarked against budget assumptions for that period. The annual incentive pay-out depended on the achievement of the minimum required level of the assumed ratios equivalent to 90% of the budget assumptions. For the attainment of ratios at the level of budget assumptions, 60% of the maximum value of the annual incentive was granted. The maximum value of the annual incentive was received in case of achieving the parameters at the level of 115% of budget assumptions. The annual incentive level was set out on straight-line basis within the aforesaid intervals of execution. The total weight of the above financial goals represented 70% of the maximum value of annual incentive, 35% for each of the goals. As regards the Vice President of the Management Board/Director for Investments and Development Mr Roman Przybylski, the total weight of the above goals represented 30% of the maximum value of annual incentive, 15% for each of the identified goals;
 - 2) as regards the Members of the Management Board in charge of the particular operating segments:
 - annual incentive on the principles described in item 1 above. The weight of the aforesaid financial goals represented 35% of the maximum value of annual incentive, 17.5% for EBITDA and consolidated net profit (attributable to the parent company) each;
 - annual incentive depending on the value of fixed remuneration and EBITDA growth rate (profit on operating activities plus depreciation) and net profit growth rate (attributable to the parent company) generated by the respective operating

segment (i.e. for Mr Piotr Wysocki – Extruded Products Segment, and Mr Tomasz Grela – Aluminium Systems Segment, respectively), benchmarked against budget assumptions. The principles of calculating the incentive on that account were identical as described in item 1 above. The weight of the above financial goals represented 35% of the maximum value of annual incentive, 17.5% for each of the goals;

- 3) the annual incentive depending on the attainment of non-financial goals (ESG: Environmental, Social and Governance) regarding the reduction of greenhouse gas emissions (GHG), reduction of the Total Recordable Incident Rate (TRIR), and performance of projects for local communities. The weight of the above ESG goals represented 3.5%, 3.5%, and 3%, respectively, of the maximum value of annual incentive;
- 4) the annual incentive depending on the attainment of individual goals related to areas such as Strategy, Management, Sales, Corporate Supervision, or Investments, including tasks related to implementing innovative engineering and IT solutions, or introducing changes which improve the effectiveness of the Capital Group. The weight of individual goals represented 20% of the maximum value of annual incentive, whereas for the Vice President/Director for Investments and Development, Mr Roman Przybylski, it represented 60% of the maximum incentive value.

IV. INFORMATION ON THE MANNER IN WHICH THE RESULT CRITERIA HAVE BEEN APPLIED IN REFERENCE TO THE TOTAL REMUNERATION OF THE MANAGEMENT BOARD MEMBERS

In 2025, as regards the total remuneration of the Management Board Members there were applied criteria related to the generated result, by way of determination of:

1. the level and components of remuneration of the Management Board Members in consideration of the analyses of solutions applied on the market, and adequately to the level of financial results generated by the Capital Group and scale of the Group operations;
2. variable remuneration depending on:
 - the level of fixed remuneration;
 - the rates of change in the economic results of the Capital Group and the respective operating segments;
 - the ESG non-financial goals;
 - the individual goals related to development tasks with regard to implementing innovative engineering and IT solutions, and introducing changes which improve the effectiveness of the Capital Group;
3. the criteria related to the rates of change of EBITDA and consolidated net profit (attributable to the parent company) of the Capital Group, and the rate of change of the Company share prices compared with the rate of change of the WIG index on the Warsaw Stock Exchange, within share-based incentive plans.

V. VALUE OF THE TOTAL REMUNERATION OF THE SUPERVISORY BOARD MEMBERS

1. In 2025 the total remuneration of the Supervisory Board Members amounted to PLN 1,544,000.
2. Table 7 presents the value of the total remuneration of the Supervisory Board Members in 2025.
3. Table 8 presents the proportions of the particular components of remuneration of the Supervisory Board Members and the total remuneration in 2025. As regards the Members of the Supervisory Board who expressed the wish to participate in the Employee Capital Plans, the Company, following the legal regulations, pays a monthly contribution of 1.5% of gross remuneration, and charges 2% contribution on the gross remuneration of the respective Members of the Supervisory Board.

Table 7

	2025		
	Value of remuneration (PLN '000)	In-kind benefits* (PLN '000)	Total (PLN '000)
Przemysław Rasz	332	0	332
Piotr Stępnia	272	0	272
Piotr Kaczmarek	273	4	277
Wojciech Gola	219	3	222
Marek Mikuć	219	3	222
Grzegorz Piwowar	219	0	219
TOTAL	1,534	10	1,544

* In-kind benefits comprise Employee Capital Plans (PPK).

Table 8

	2025	
	Proportion of fixed remuneration to total remuneration	Proportion of in-kind benefits to total remuneration
Przemysław Rasz	100.0%	0.0%
Piotr Stępnia	100.0%	0.0%
Piotr Kaczmarek	98.6%	1.4%
Wojciech Gola	98.6%	1.4%
Marek Mikuć	98.6%	1.4%
Grzegorz Piwowar	100.0%	0.0%

VI. COMPLIANCE OF THE TOTAL REMUNERATION OF THE SUPERVISORY BOARD MEMBERS WITH THE REMUNERATION POLICY

1. The remuneration of the Company Supervisory Board Members in 2025 consisted of:
 - fixed remuneration, and
 - in-kind benefits.
2. The total remuneration of the Supervisory Board Members in the year 2025 complied with the Remuneration Policy, because:
 - the Supervisory Board Members did not receive any other components of remuneration than those referred to in the Remuneration Policy;
 - fixed remuneration comprised:
 - ✓ monthly remuneration in the value of a multiplication (maximum three-times) of the average monthly remuneration in the sector of companies, as announced by the President of the Central Statistical Office (GUS) for the last month of the quarter preceding the payment of remuneration, and depended on the function fulfilled;
 - ✓ monthly remuneration on account of work on the Supervisory Board Committees, depending on the function fulfilled, in the monthly amount between PLN 500 and PLN 5,000, of which the Chairman of the Audit Committee received PLN 5,000, the Chairman of the Nomination and Remuneration Committee – PLN 1,000, and a Member of the Committee – PLN 500.
3. Granting fixed remuneration to the Supervisory Board Members provided a guarantee of stable operation of the Supervisory Board as a supervising body, whereas the Members, not being directly dependent on the financial results generated by the Company, were able to supervise the current operations of the Company and the actions of the Management Board Members with due consideration and without undue risk.

VII. INFORMATION ON THE MANNER IN WHICH THE RESULT CRITERIA HAVE BEEN APPLIED IN REFERENCE TO THE REMUNERATION OF THE SUPERVISORY BOARD MEMBERS

In 2025, the Supervisory Board Members received fixed remuneration independent of the result criteria.

VIII. INFORMATION ON THE VALUE OF REMUNERATION FROM THE COMPANIES OF THE SAME CAPITAL GROUP AS THE COMPANY

The value of the remuneration received by the Management Board Members in 2025 from the companies of the same Capital Group is presented in Table 1.

In 2025, the Supervisory Board Members did not receive remuneration from the companies of the same Capital Group other than the Company.

IX. INFORMATION ON REMUNERATION, COMPANY RESULTS AND AVERAGE REMUNERATION OF THE EMPLOYEES

Table 9 presents the total remuneration of the Company employees other than Management Board or Supervisory Board Members, as well as the Company results in the last five reporting years.

Table 9

	Total remuneration of the Company employees other than Management Board or Supervisory Board Members (PLN '000)	Average monthly remuneration of the Company employees other than Management Board or Supervisory Board Members (PLN '000)	Net profit of the Company (PLN millions)	EBITDA of the Company (PLN millions)
2025	174,809	9.3	553	697
2024	155,829	8.8	614	694
2023	149,726	8.7	584	667
2022	134,417	7.9	699	789
2021	124,682	7.6	523	613

* Calculated as the total remuneration of the Company employees other than Management Board or Supervisory Board Members, divided by the average number of employees (total average headcount in each month of the year divided by 12, where the average headcount in a month is calculated as the total of two daily balances: on the first and on the last day of the month, divided by 2).

X. NUMBER OF FINANCIAL INSTRUMENTS ASSIGNED OR OFFERED TO THE MANAGEMENT BOARD AND SUPERVISORY BOARD MEMBERS, AS WELL AS THE MAIN TERMS OF EXERCISING THE RIGHTS ON THE INSTRUMENTS, INCLUDING THE PRICE AND DATE OF EXERCISE, PLUS AMENDMENTS THERETO

2020 PLAN

1. On 1 October 2025, the Management Board Members were offered the following number of F series warrants (third tranche), entitling to the take-up of L series shares:
 - Rafał Warpechowski – 2,800, of which:
 - a. 1,050 shares – attainment of parameter 1,
 - b. 1,750 shares – attainment of parameter 2,
 - c. 0 shares – attainment of parameter 3,
 - d. 0 shares – attainment of parameter 4.

- Tomasz Grela – 2,800, of which:
 - a. 1,050 shares – attainment of parameter 1,
 - b. 1,750 shares – attainment of parameter 2,
 - c. 0 shares – attainment of parameter 3,
 - d. 0 shares – attainment of parameter 4.
2. The number of the offered warrants resulted from the attainment of the following parameters described in the terms of the plan:
 - in reference to 15% of the respective tranche (parameter 1) – the return on the Company shares reaching the minimum level equal or higher than the growth rate of the WIG index calculated for the same period as the ratio of return on the Company shares; for the third tranche, the return on the Company shares reached 57.4% compared with 26.2% for the WIG index – parameter attained;
 - in reference to 25% of the respective tranche (parameter 2) – the return on the Company shares reaching the minimum level of 15 percentage points higher than the growth rate of the WIG index calculated for the same period as the ratio of return on the Company shares; for the third tranche, the return on the Company shares reached 57.4% compared with 26.2% for the WIG index – parameter attained;
 - in reference to 30% of the respective tranche (parameter 3) – the Capital Group EBITDA growth rate reaching 28%, if the opinion of the statutory auditor on the consolidated financial statements of the Capital Group does not contain any reservations regarding EBITDA in the given year; for the third tranche, the EBITDA growth rate was generated at the level of 3.3% compared with the required 28% – parameter not attained;
 - in reference to 30% of the respective tranche (parameter 4) – the Capital Group net profit growth rate reaching 28%, if the opinion of the statutory auditor on the consolidated financial statements of the Capital Group does not contain any reservations regarding net profit in the given year; for the third tranche, the net profit growth rate was generated at the level of -6.2% compared with the required 28% – parameter not attained.
 3. The ratio of return on the Company shares for F series warrants is determined as the quotient of the average price of the Company shares in 2024, increased for the value of dividend paid by the Company from 1 January 2022 to 31 December 2024 and the average price of the Company shares in 2021, divided by the average price of the shares in 2021.
 4. The WIG index growth rate is calculated in reference to identical periods as for the ratio of return on the Company shares.
 5. The EBITDA and net profit growth rates of the Capital Group are calculated, respectively, as the quotient of the value of EBITDA and net profit generated in 2024, divided by their values in 2021.
 6. The purchase price of the L series shares, determined as the amount equal to the average turnover-weighted price of the Company shares calculated based on the average turnover-weighted daily quotes on the regulated market of the Warsaw Stock Exchange in the period of 12 (twelve) months preceding the date of 20 August 2020 (i.e. the date on which the Annual General Meeting of the Company passed Resolution No. 27/20 regarding adoption of the 2020 Plan), providing that the difference between the average quote of the Company's shares in organised trading in the last 3 (three) months preceding the date of determining

the issue price and the issue price shall not exceed 50% of the quote. If the said difference exceeds the specified value, the issue price will be adequately increased or decreased. Based on the aforesaid algorithm, the issue price of L series shares was set as PLN 381.99 per share.

7. The period in which the rights in the aforesaid instruments may be exercised (the Company shares take-up) starts on 1 October 2025 and ends on 30 September 2028.
8. Both Mr Rafał Warpechowski and Mr Tomasz Grela took up all the F series warrants to which they were eligible, at the date set forth in the offer. By 31 December 2025, the Management Board Members did not exercise the right to take up L series shares resulting from the F series warrants acquired.
9. The Members of the Supervisory Board were not assigned or offered any financial instruments under the Modified 2020 Plan.

2023 PLAN

1. In accordance with the Management Options Plan adopted by Resolution No. 19/23 of the Annual General Meeting of the Company on 21 June 2023 (hereinafter referred to as the '**2023 Plan**'), in 2025 the Management Board Members were granted options under the third tranche entitling them to take up J series shares of the Company, upon the fulfilment of the conditions set out in the 2023 Plan, in the following numbers:
 - Roman Przybylski – 9,500,
 - Rafał Warpechowski – 7,500,
 - Tomasz Grela – 7,500.
2. The main terms for the exercise of rights on the aforesaid instruments under the 2023 Plan are the following:
 - in reference to 20% of the respective tranche – the return on the Company shares reaching the level of at least 5 percentage points higher than the growth rate of the WIG index calculated for the same period as the ratio of return on the Company shares;
 - in reference to 20% of the respective tranche – the return on the Company shares reaching the level of at least 10 percentage points higher than the growth rate of the WIG index calculated for the same period as the ratio of return on the Company shares;
 - in reference to 30% of the respective tranche – generation of PLN 1,202.0 million of consolidated EBITDA in 2027;
 - in reference to 30% of the respective tranche – generation of PLN 767.0 million of consolidated net profit attributable to owners of the parent in 2027.
3. The ratio of return on the Company shares under the third tranche is determined as the quotient of the average price of the Company shares in 2027, increased for the value of dividend paid by the Company from 1 January 2025 to 31 December 2027 and the average price of the Company shares in 2024, divided by the average price of the shares in 2024.
4. The WIG index growth rate is calculated in reference to identical periods as for the ratio of return on the Company shares.
5. The issue price of the shares offered under the 2023 Plan for the third tranche will be the amount equal to the arithmetic mean of the average daily price of the Company shares weighted with the turnover volume on the regulated market of the Warsaw Stock Exchange in the period of 12 (twelve) months preceding the day of the General Meeting session in

which the 2023 Plan was adopted, less the total of dividends per one share for which the dividend record day passed by the Company General Meeting falls in the period from 1 October 2023 to 30 September 2028; providing that the difference between the average quote of the Company's shares in organised trading in the last 3 (three) months preceding the date of determining the issue price and the issue price shall not exceed 50% of the quote. If the said difference exceeds the specified value, the issue price will be adequately increased or decreased.

6. The period in which the rights on the aforesaid instruments may be exercised (the Company shares take-up) starts on the date of C series warrants take-up and ends on 30 September 2030.
7. In 2025 the Management Board Members were not eligible to take-up the Company shares under the 2023 Plan.
8. The Members of the Supervisory Board were not granted or offered any financial instruments under the 2023 Plan.

XI. INFORMATION ON AVAILING OF THE POSSIBILITY TO CLAIM REIMBURSEMENT OF VARIABLE REMUNERATION COMPONENTS

The Remuneration Policy does not provide for the possibility of claiming reimbursement of the variable components of remuneration of the Management Board Members. The Supervisory Board Members do not receive any variable remuneration components.

XII. INFORMATION REGARDING DEPARTURES FROM THE PROCEDURE OF IMPLEMENTING THE REMUNERATION POLICY AND DEPARTURES APPLIED IN ACCORDANCE WITH ARTICLE 90F OF THE ACT, INCLUDING EXPLANATION OF THE REASONS AND METHOD OF DEPARTURE, AS WELL AS COMPONENTS TO WHICH THE DEPARTURE APPLIES

There was no case of departure from the procedure of the Remuneration Policy implementation, or departures applied in accordance with Article 90f of the Act on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading, and on Public Companies (consolidated text in Journal of Laws of 2020, item 2080, as amended).

XIII. VALUE OF CASH CONSIDERATIONS OR IN-KIND BENEFITS GRANTED TO PERSONS CLOSELY ASSOCIATED WITH THE MEMBERS OF THE MANAGEMENT BOARD OR THE SUPERVISORY BOARD

1. In 2025, the remuneration of the Management Board Members included in-kind benefits, such as premiums paid within the group life and health insurance scheme, which ensures access to medical care, Employee Pension Scheme (PPE), and subsidised sports cards granted to closely associated persons in the total value of PLN 7,322, as presented in Table 10.

Table 10

	In-kind benefits granted to closely associated persons 2025 (PLN '000)
Dariusz Mańko	0.0
Roman Przybylski	2.8
Rafał Warpechowski	1.4
Piotr Wysocki	0.9
Tomasz Grela	2.2

2. In 2025, the remuneration of the Supervisory Board Members did not comprise any cash considerations or in-kind benefits granted to closely associated persons.

XIV. FINAL INFORMATION

1. The Report on Remuneration of the Management Board and Supervisory Board Members of Grupa Kęty S.A. for the year 2024 received a positive opinion of the Annual General Meeting of the Grupa Kęty S.A., by way of Resolution No. 21/25 of 28 May 2025.
2. Issuing the opinion on the Report on Remuneration of the Management Board and Supervisory Board Members of Grupa Kęty S.A. for the year 2024, the Annual General Meeting of the Grupa Kęty S.A. did not identify any additional contents.