



MLP

GROUP

Conservative
approach to growth
in industrial assets
in core urban areas
in Europe

**REPORT OF THE
SUPERVISORY BOARD**

on remuneration for the year
ended 31 December 2025

1. LEGAL BASIS

Acting pursuant to Article 90g(1) of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005 (the “**Public Offering Act**”), the Supervisory Board of MLP Group S.A. (the “**Company**”) hereby submits to the Annual General Meeting of MLP Group S.A. a report on remuneration (the “**Report**” or the “**Remuneration Report**”), providing a comprehensive overview of the remuneration, including all benefits in whatever form, awarded or due to individual Members of the Management Board and Supervisory Board in 2025, in accordance with the remuneration policy adopted by the Company.

The obligation to prepare this Remuneration Report arises under Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement, implemented into Polish law by way of the Act Amending the Public Offering Act and Certain Other Acts of 16 October 2019. Under the Directive, the Supervisory Board is required to prepare the present Report.

This Remuneration Report covers the year 2025.

The Report of the Supervisory Board on remuneration for 2024 received a positive opinion pursuant to Resolution No. 16 of the Annual General Meeting of MLP Group S.A. of 24 June 2025 (referred to in Article 90g(6) of the Act), and therefore no recommendations were formulated or implemented.

2. INTRODUCTION

We hereby present this Report of the Supervisory Board of MLP Group S.A. on remuneration, providing a comprehensive overview of the remuneration, including all benefits in whatever form, awarded or due to individual Members of the Management Board and Supervisory Board in the financial year 2025.

This Report reflects the application by the Company of the remuneration policy for Members of the Management Board and Supervisory Board, adopted pursuant to Resolution No. 14 of the Annual General Meeting of 29 June 2020, and subsequently amended by Resolution No. 45 of the Extraordinary General Meeting of MLP Group S.A. of 20 December 2024 (the “**Remuneration Policy**”). The amendment concerned the method of calculating variable remuneration, changing the applicable formula from “The amount of variable remuneration is contingent upon the increase in the Company’s net asset value (NAV growth)” to “The amount of variable remuneration is contingent upon the achievement of strategic goals, assessed against financial metrics set in accordance with detailed rules periodically determined by resolutions of the Supervisory Board.”

The purpose of implementing and applying these tools, including the preparation of this Report, is to enhance transparency regarding the implementation of the remuneration policy and the actual remuneration awarded to Members of the Management Board and Supervisory Board, as well as to establish a closer link between remuneration and the performance of these individuals by improving shareholder oversight of remuneration matters.

This Report therefore facilitates the exercise of shareholders’ rights and ensures the accountability of the Company’s management and supervisory bodies. The document provides comprehensive information on the total remuneration, broken down into individual components, and also presents information on the performance criteria applied, as well as remuneration received from undertakings belonging to the same group.

Changes in the remuneration of Members of the Management Board and Members of the Supervisory Board, changes in the Company’s performance, and changes in the average remuneration of employees other than members of the governing bodies are presented for the last five financial years in a manner enabling their

comparison, in accordance with Article 90g(2)(4) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies.

The Report does not include the number of financial instruments granted or offered, as referred to in Article 90g(2)(6) of the Act, due to the absence of such instruments during the reporting period. Bonus mechanisms based on changes in the Company's share price, as well as the presented provisions and valuations dependent on the share price, do not constitute financial instruments within the meaning of the aforementioned provision.

The financial data of the Company and the MLP Group S.A. Group for the reporting period is presented in the table below.

Data	2021	2022	2023	2024	2025	Change 2022 vs. 2021	Change 2023 vs. 2022	Change 2024 vs. 2023	Change 2025 vs. 2024
Consolidated net asset value (NAV)	PLN 1,824.5 million	PLN 2,498.0 million	PLN 2,395.6 million	PLN 2,746.2 million	PLN 3,197.0 million	↑ 37%	↓ 4%	↑ 15%	↑ 16%
Earnings before interest, taxes, depreciation and amortisation (EBITDA) excluding the effect of revaluation (i.e. changes in property valuation)*			PLN 178.7 million	PLN 185.5 million	PLN 210.9 million			↑ 4%	↑ 14%
Funds from operations (FFO)*			PLN 93.3 million	PLN 47.3 million	PLN 54.7 million			↓ 49%	↑ 16%

* EBITDA excluding the effect of revaluation and FFO are presented starting from 2023 due to changes in the performance indicators used to determine variable remuneration. The Management Board and Supervisory Board of MLP Group S.A. assess the Company's performance using EBITDA excluding the effect of revaluation and FFO, which constitute Alternative Performance Measures (APMs) in accordance with the ESMA Guidelines on Alternative Performance Measures. The APMs presented in this Remuneration Report are not calculated in accordance with IFRS. EBITDA excluding the effect of revaluation and FFO should be regarded as supplementary information that complements the presentation of results and other data of the Company and its Group. These measures are not defined in IFRS and, as such, should not be considered as alternatives to measures defined by IFRS.

Moreover, the APMs described in this Report do not have uniform or established definitions. The methods of calculating these indicators may differ significantly from those used by other companies. Accordingly, these Alternative Performance Measures may not be comparable with similar indicators calculated by other entities.

* FFO (funds from operations) – pre-tax profit/(loss), adjusted for depreciation and amortisation, change in the fair value of investment property, net interest expense, exchange differences, measurement of borrowings at amortised cost and other adjustments related to one-off items included in other operating activities, profit/loss on sale of property, plant and equipment, less interest paid on borrowings (including IRS interest), notes and leases, increased by interest received, less current income tax or increased by income tax refunds.

3. TOTAL REMUNERATION SPLIT OUT BY COMPONENT AND THE RELATIVE PROPORTION OF FIXED AND VARIABLE REMUNERATION

In accordance with Article 90g(2)(1) of the Act, this Report presents the total remuneration of each Member of the Management Board, broken down into individual components, including any remuneration received from any undertaking belonging to the same group, as specified in Article 90g(2)(5) of the Act.

In this Report, all amounts in the tables are disclosed on an accrual basis. Furthermore, as per Article 90g(2)(1) of the Public Offering Act, this Report outlines the relative proportions of fixed and variable remuneration. This information is presented in tabular format.

A) MANAGEMENT BOARD

In line with the provisions of the Remuneration Policy, each Member of the Management Board receives remuneration consisting of fixed and variable components.

The President of the Management Board of MLP Group S.A. receives fixed monthly remuneration for serving in that role, awarded pursuant to the Supervisory Board's Resolution No. 2/12/2013, which is paid biannually (by 30 June for the first half-year, and by 31 December for the second half-year). All Members of the Management Board receive remuneration under employment contracts, which is paid on a monthly basis (by the end of each month). In addition, Members of the Management Board receive remuneration for serving as Members of the Management Board at undertakings of the MLP Group S.A. Group, which is also paid biannually (by 30 June for the first half-year, and by 31 December for the second half-year).

The variable remuneration for the year 2025 was calculated based on the Remuneration Policy adopted by Resolution No. 45 of the Extraordinary General Meeting of MLP Group S.A. of 20 December 2024, as well as the Supervisory Board's resolution of 17 September 2024, and the Supervisory Board's resolution of 30 March 2026.

Remuneration at MLP Group S.A.

Full name, position	Financial year	Remuneration at MLP Group S.A.		
		Fixed remuneration (PLN)	Variable remuneration (PLN) <i>Paid*</i>	<i>Due*</i>
Radosław T. Krochta President of the Management Board	2024	164,538.41	685,896.05 ^{3,4}	19,922.51 ³
	2025	244,501.00	125,631.83⁶	342,645.32⁵
Michael Shapiro Vice President of the Management Board	2024	164,343.78	261,494.67 ³	11,953.51 ³
	2025	228,349.47	75,379.10⁶	13,302.19⁵
Tomasz Zabost ¹ Member of the Management Board	2024	20,000.00	0.00	0.00
	2025	0.00	0.00	0.00
Monika Dobosz ² Member of the Management Board	2024	144,538.41	153,910.80 ³	0.00
	2025	0.00	0.00	0.00
Agnieszka Gózdź Member of the Management Board	2024	164,538.41	261,494.67 ³	11,953.51 ³
	2025	244,501.00	75,379.10⁶	13,302.19⁵
Maciej Müldner ⁷ Member of the Management Board	2024	0.00	0.00	0.00
	2025	80,000.00	75,379.10⁶	13,302.19⁵

* Variable remuneration is presented on an accrual basis – allocated to the year to which it relates, regardless of the payment date.

¹ On 29 February 2024, Tomasz Zabost tendered his resignation from the Management Board with immediate effect.

² On 21 November 2024, Monika Dobosz tendered her resignation from the Management Board with immediate effect.

³The amounts presented above include the additional variable remuneration for 2023 paid in the following amounts: PLN 256,518.00 for Mr Radosław T. Krochta and PLN 153,910.80 each for Mr Michael Shapiro, Ms Monika Dobosz and Ms Agnieszka Gózdź, awarded pursuant to the Supervisory Board's resolution of 17 September 2024 (paid in the fourth quarter of 2024); 85% of the variable remuneration for 2024 paid in July 2025, amounting to PLN 169,345.00 for Mr Radosław T. Krochta and PLN 101,607.00 each for Mr Michael Shapiro and Ms Agnieszka Gózdź; as well as 5% of the variable remuneration for 2024 paid in April 2026 (respectively PLN 9,961.00 for Mr Radosław T. Krochta and PLN 5,977.00 each for Mr Michael Shapiro and Ms Agnieszka Gózdź). The remaining 10% of the variable remuneration for 2024 will be deferred and paid in two equal annual instalments together with the bonus payments for subsequent years, provided that, on the payment date, the Member of the Management Board remains employed and has not submitted a notice of termination. In the event a Member of the Management Board is removed without cause, they will be entitled to receive the bonus due for the year in which the removal occurred (if such bonus is due and calculated in accordance with the above conditions), in an amount proportional to the period of employment during the relevant year, payable on the same date as for the other Members of the Management Board.

⁴ The variable remuneration of the President of the Management Board includes a provision for a bonus linked to the change in the share price, estimated on the basis of data available as at the publication date of the 2024 report, in the amount of PLN

253,200. The amount paid in February 2026, determined following the calculation of the average share price for the six-month period ended 30 June 2025, amounted to PLN 250,072.

⁵ The variable remuneration of the President of the Management Board includes:

- an estimated provision for a bonus linked to the change in the share price, in the amount of PLN 320,475, calculated on the basis of available data. The final amount payable will be determined following the calculation of the average share price for the six-month period ended 30 June 2026. This portion of the bonus is excluded from the deferred bonus payment mechanism.

- 15% of the variable remuneration for 2025, which will be paid in three equal annual instalments together with the bonus payments for subsequent years, provided that, on the payment date, the Member of the Management Board remains employed and has not submitted a notice of termination. In the event a Member of the Management Board is removed without cause, they will be entitled to receive the bonus due for the year in which the removal occurred (if such bonus is due and calculated in accordance with the above conditions), in an amount proportional to the period of employment during the relevant year, payable on the same date as for the other Members of the Management Board.

⁶ This amount includes 85% of the variable remuneration for 2025, which was paid in April 2026.

⁷ Remuneration for the period of serving on the Management Board, i.e. from 4 September 2025.

Remuneration at undertakings of the MLP Group S.A. Group

Full name, position	Financial year	Remuneration at undertakings of the MLP Group S.A. Group			
		Fixed remuneration (PLN), including:		Variable remuneration (PLN) due*	
		for serving as Member of the Management Board	other (under the employment relationship and civil-law contracts)		
Radosław T. Krochta President of the Management Board	2024	55,000.00	733,932.00	2,093,754.6 ³	179,306.40 ⁴
	2025	55,200.00	1,140,786.00	1,130,686.45⁶	199,532.90⁵
Michael Shapiro Vice President of the Management Board	2024	56,200.00	441,320.00	1,328,252.76 ³	107,583.24 ⁴
	2025	56,400.00	624,780.00	678,411.87⁶	119,719.74⁵
Tomasz Zabost¹ Member of the Management Board	2024	5,800.00	67,400.00	0.00	0.00
	2025	0.00	0.00	0.00	0.00
Monika Dobosz² Member of the Management Board	2024	31,500.00	408,390.00	360,000.00	0.00
	2025	0.00	0.00	0.00	0.00
Agnieszka Gózdź Member of the Management Board	2024	32,700.00	452,520.00	1,378,252.76 ³	107,583.24 ⁴
	2025	36,000.00	624,780.00	678,411.87⁶	119,719.74⁵
Maciej Müldner⁷ Member of the Management Board	2024	0.00	0.00	0.00	0.00
	2025	7,800.00	232,500.00	678,411.87⁶	119,719.74⁵

* Variable remuneration is presented on an accrual basis – allocated to the year to which it relates, regardless of the payment date.

¹ On 29 February 2024, Tomasz Zabost tendered his resignation from the Management Board with immediate effect.

² On 21 November 2024, Monika Dobosz tendered her resignation from the Management Board with immediate effect.

³ The additional variable remuneration for 2023, awarded pursuant to the Supervisory Board's resolution of 17 September 2024, was paid in the fourth quarter of 2024. This amount also includes 85% of the variable remuneration for 2024, which was paid in July 2025, as well as 5% of the variable remuneration for 2024 paid in April 2026.

⁴ 10% of the variable remuneration for 2024, which will be paid in two equal annual instalments together with the bonus payments for subsequent years, provided that, on the payment date, the Member of the Management Board remains employed and has not submitted a notice of termination. In the event a Member of the Management Board is removed without cause, they will be entitled to receive the bonus due for the year in which the removal occurred (if such bonus is due and calculated in accordance with the above conditions), in an amount proportional to the period of employment during the relevant year, payable on the same date as for the other Members of the Management Board.

⁵ 15% of the variable remuneration, which will be paid in three equal annual instalments together with the bonus payments for subsequent years, provided that, on the payment date, the Member of the Management Board remains employed and has not submitted a notice of termination. In the event a Member of the Management Board is removed without cause, they will be entitled to receive the bonus due for the year in which the removal occurred (if such bonus is due and calculated in accordance with the above conditions), in an amount proportional to the period of employment during the relevant year, payable on the same date as for the other Members of the Management Board.

⁶ This amount includes 85% of the variable remuneration for 2025, paid on 2 April 2026.

⁷ Remuneration for the period of serving on the Management Board, i.e. from 4 September 2025.

The table below presents the relative proportion of fixed and variable remuneration of Members of the Management Board, collectively for MLP Group S.A. and undertakings of the MLP Group S.A. Group.

Full name, position	Financial year	Relative proportion of fixed and variable remuneration
Radosław T. Krochta President of the Management Board	2024	24%/76%
	2025	44%/56%
Michael Shapiro Vice President of the Management Board	2024	28%/72%
	2025	51%/49%
Tomasz Zabost Member of the Management Board	2024	100%/0%
	2025	n/a
Monika Dobosz Member of the Management Board	2024	53%/47%
	2025	n/a
Agnieszka Gózdź Member of the Management Board	2024	27%/73%
	2025	51%/49%
Maciej Müldner Member of the Management Board	2024	n/a
	2025	27%/73%

In the reporting period, Members of the Management Board received benefits in the form of access to private medical care provided by Lux Med, the option to use company cars for private purposes, and employer-funded contributions to the Employee Capital Plans (PPK).

Full name, position	Financial year	Other benefits		
		Private medical care (PLN)	Company car (PLN)	Employer-funded contributions to Employee Capital Plans (PLN)
Radosław T. Krochta President of the Management Board	2024	2,226.00	4,800.00	2,482.58
	2025	602.50	4,800.00	6,292.33
Michael Shapiro Vice President of the Management Board	2024	0.00	4,800.00	0.00
	2025	0.00	4,800.00	0.00
Tomasz Zabost Member of the Management Board	2024	371.00	800.00	927.55
	2025	0.00	0.00	0.00
Monika Dobosz Member of the Management Board	2024	0.00	4,400.00	2,472.00
	2025	0.00	0.00	0.00
Agnieszka Gózdź Member of the Management Board	2024	2,226.00	4,800.00	2,482.58
	2025	602.50	4,800.00	5,276.26
Maciej Müldner ¹ Member of the Management Board	2024	0.00	0.00	0.00
	2025	306.40	1,600.00	921.45

¹ Remuneration for the period of serving on the Management Board, i.e. from 4 September 2025.

Other benefits in 2025 represented 0.36% of Radosław T. Krochta's total remuneration, 0.27% of Michael Shapiro's total remuneration, 0.6% of Agnieszka Gózdź's total remuneration, and 0.23% of Maciej Müldner's total remuneration.

The table below presents the total remuneration awarded to Members of the Management Board in 2021–2025, collectively for MLP Group S.A. and undertakings of the MLP Group S.A. Group.

Full name, position	Total remuneration in 2021 (PLN)	Total remuneration in 2022 (PLN)	Total remuneration in 2023 (PLN)	Total remuneration in 2024 (PLN)	Total remuneration in 2025 ¹ (PLN)	Change 2021 vs. 2020	Change 2022 vs. 2021	Change 2023 vs. 2022	Change 2024 vs. 2023	Change 2025 vs. 2024
Radosław T. Krochta President of the Management Board	4,298,896.42	3,126,518.48	769,000.00	3,935,478.04	3,238,983.50	74%	-27%	-75%	412%	-18%
Michael Shapiro Vice President of the Management Board	2,068,684.15	1,789,945.35	544,125.90	2,371,148.36	1,796,342.37	110%	-13%	-70%	336%	-24%
Tomasz Zabost Member of the Management Board	2,544,602.15	1,743,679.96	557,500.00	93,200.00	0.00	62%	-31%	-68%	-83%	-
Monika Dobosz Member of the Management Board	-	1,440,179.96	544,800.00	1,098,339.21	0.00	-	-	-62%	102%	-
Agnieszka Gózdź Member of the Management Board	-	1,447,179.96	544,800.00	2,409,042.99	1,792,093.90	-	-	-62%	342%	-26%
Maciej Müldner Member of the Management Board	-	-	-	-	1,207,112.90	-	-	-	-	-

¹The amount includes, among other components, the variable remuneration for 2025 awarded pursuant to the Supervisory Board's resolution of 30 March 2026, of which 85% was paid in April 2026, while the remaining 15% will be paid in three equal annual instalments together with the bonus payments for subsequent years, provided that, on the payment date, the Member of the Management Board remains employed and has not submitted a notice of termination. In the event a Member of the Management Board is removed without cause, they will be entitled to receive the bonus due for the year in which the removal occurred (if such bonus is due and calculated in accordance with the above conditions), in an amount proportional to the period of employment during the relevant year, payable on the same date as for the other Members of the Management Board.

B) SUPERVISORY BOARD

Pursuant to Resolution No. 3 of the Extraordinary General Meeting of MLP Group S.A. of 16 May 2022, Members of the Supervisory Board were entitled, until 30 June 2024, to quarterly gross remuneration of PLN 15,000 (fifteen thousand złoty), payable four times a year (for each quarter). Pursuant to Resolution No. 15 of the Annual General Meeting of MLP Group S.A. of 17 June 2024, starting from 1 July 2024, Members of the Supervisory Board were entitled to quarterly gross remuneration of PLN 20,000 (twenty thousand złoty), also payable four times a year (for each quarter). Furthermore, pursuant to Resolution No. 45 of the Extraordinary General Meeting of MLP Group S.A. of 20 December 2024, Members of the Supervisory Board who also serve as Members of the Audit Committee are entitled, starting from 1 October 2024, to additional quarterly gross remuneration of PLN 10,000 (ten thousand złoty), payable four times a year (for each quarter).

	For the financial year 2021	For the financial year 2022	For the financial year 2023	For the financial year 2024	For the financial year 2025	Change 2022 vs. 2021	Change 2023 vs. 2022	Change 2024 v s. 2023	Change 2025 v s. 2024
Shimshon Marfogel	48,000.00	57,000.00	60,000.00	70,000.00	80,000.00	↑ 19%	↑ 5%	↑ 17%	↑ 14%
Eytan Levy	48,000.00	57,000.00	60,000.00	80,000.00	120,000.00	↑ 19%	↑ 5%	↑ 33%	↑ 50%
Guy Shapira	48,000.00	57,000.00	60,000.00	70,000.00	80,000.00	↑ 19%	↑ 5%	↑ 17%	↑ 14%
Oded Setter**	48,000.00	57,000.00	60,000.00	70,000.00	80,000.00	↑ 19%	↑ 5%	↑ 17%	↑ 14%
Maciej Matusiak*	48,000.00	57,000.00	60,000.00	80,000.00	60,000.00	↑ 19%	↑ 5%	↑ 33%	↓ 25%
Piotr Chajderowski	48,000.00	57,000.00	60,000.00	80,000.00	120,000.00	↑ 19%	↑ 5%	↑ 33%	↑ 50%
Jan Woźniak*	n/d	n/d	n/d	n/d	60,000.00	n/d	n/d	n/d	n/d

* On 24 June 2025, the term of office of Mr Maciej Matusiak, Member of the Supervisory Board, expired. In his place, the General Meeting of Shareholders appointed Mr Jan Woźniak.

** Mr Oded Setter resigned from his position as Member of the Supervisory Board of the Company with effect from 12 April 2026. On 15 April 2026, Mr Sagi Cohen was appointed to the joint three-year term of office of the Company's Supervisory Board.

C) EMPLOYEES

Financial year	Average remuneration of employees other than Members of the Management Board or Supervisory Board	
	Remuneration at MLP Group S.A. (PLN)	Remuneration at undertakings of the MLP Group S.A. Group (PLN)
2020	9,704.72	2020
2021	10,629.76	2021
2022	10,326.93	2022
2023	13,093.13	2023
2024	13,730.31	2024
2025	14,728.51	2025
Change 2020 vs. 2019	↑ 12%	Change 2020 vs. 2019
Change 2021 vs. 2020	↑ 10%	Change 2021 vs. 2020
Change 2022 vs. 2021	↓ 3%	Change 2022 vs. 2021
Change 2023 vs. 2022	↑ 27%	Change 2023 vs. 2022
Change 2024 vs. 2023	↑ 5%	Change 2024 vs. 2023
Change 2025 vs. 2024	↑ 7%	Change 2025 vs. 2024

4. EXPLANATION OF HOW THE TOTAL REMUNERATION COMPLIES WITH THE ADOPTED REMUNERATION POLICY, INCLUDING HOW IT CONTRIBUTES TO THE LONG-TERM PERFORMANCE OF THE COMPANY

The remuneration system for the Management Board takes into account the tasks and performance of individual Members of the Management Board and of the Management Board as a whole, as well as the Company's economic and financial condition, results and prospects. The total remuneration of Members of the Management Board is consistent with the adopted Remuneration Policy – in 2025, it comprised fixed remuneration and variable remuneration presented on an accrual basis, i.e. as paid or due, regardless of the actual payment date.

For Members of the Supervisory Board, remuneration paid in 2025 comprised only the fixed component. In 2025, Members of the Supervisory Board did not receive any variable remuneration, which is consistent with the adopted policy, as it did not provide for a bonus scheme for the Supervisory Board during the reporting period. In determining the amount of fixed remuneration, the Company considered:

- ✓ the workload required to perform the duties of the particular role,
- ✓ the scope of responsibilities, tasks, and accountability associated with the role,
- ✓ market-level remuneration for comparable positions at other undertakings.

The amount of variable remuneration is contingent upon the achievement of strategic goals, assessed against financial metrics set in accordance with detailed rules periodically determined by resolutions of the Supervisory Board. By Resolution No. 6/09/2024 of 17 September 2024, the Supervisory Board adopted, with effect from 1 September 2024 for the period 2024–2028, new rules for the determination and payment of variable remuneration (bonuses) to Members of the Management Board. The variable remuneration components are based on financial results delivered by the Group, with the following weighting of key performance indicators:

- 1) net asset value (NAV) – 50%
- 2) EBITDA excl. the effect of revaluation – 25%
- 3) funds from operations (FFO) – 25%

The bonus scheme is based on the annual growth of the above indicators, with the bonus amount capped at 150% of the forecast bonus amount specified in the Supervisory Board's resolution.

Variable remuneration components for Members of the Management Board are paid based on transparent rules and criteria, in a manner ensuring the effective implementation of the Remuneration Policy. The bonus scheme was designed with the intention of recognising the contribution and commitment of selected individuals holding key positions within the Company to its commercial success, particularly in view of the Company's business plans and value growth potential.

The President of the Management Board (CEO), in addition to the bonus based on NAV, FFO and EBITDA, is entitled to receive a bonus calculated based on the increase in the MLP share price (being the average MLP share price in PLN from 1 January to 30 June of the year in which the bonus is paid, compared with the average share price for the corresponding period of the year for which the bonus is awarded), benchmarked against the reference value specified in the Supervisory Board's resolution and multiplied by the value determined in the same resolution.

5. INFORMATION ON HOW THE PERFORMANCE CRITERIA WERE APPLIED

The division of the remuneration of Members of the Management Board into fixed and variable components enabled the implementation, in 2025, of a flexible remuneration policy with respect to variable remuneration components linked to performance. The rules for calculating bonuses for Members of the Management Board are presented in Section 4 of this Report.

6. INFORMATION ON THE USE BY THE COMPANY OF THE POSSIBILITY TO RECLAIM VARIABLE REMUNERATION

The Company does not provide for the possibility of reclaiming variable remuneration components; only mechanisms for deferred payment and conditional forfeiture of rights to unpaid instalments are applied.

7. INFORMATION ON ANY DEVIATIONS FROM THE PROCEDURE FOR THE IMPLEMENTATION OF THE REMUNERATION POLICY AND ON ANY DEROGATIONS APPLIED, INCLUDING REASONS FOR AND THE MANNER OF SUCH DEROGATIONS AND THE INDICATION OF THE SPECIFIC ELEMENTS DEROGATED FROM

In 2025, there were no deviations from the procedure for the implementation of the Remuneration Policy.

Signatures by Members of the Supervisory Board:

1. *Shimshon Marfogel – Chair of the Supervisory Board*
2. *Eytan Levy – Member of the Supervisory Board*
3. *Sagi Cohen – Member of the Supervisory Board*
4. *Guy Shapira – Member of the Supervisory Board*
5. *Jan Woźniak – Member of the Supervisory Board*
6. *Piotr Chajderowski – Member of the Supervisory Board*

Pruszków, 29 May 2026