

Salary report

drawn up by the **Supervisory Board of**

Feerum S.A.

for 2023 6

Okrzei

Street

59-225 Chojnów

KRS: 0000280189

Chojnów, 22 May 2024.

I. Introduction

This document constitutes the remuneration report of the Supervisory Board of Feerum S.A. in Chojnów, providing a complete overview of the remuneration, including all benefits, in whatever form, received by or due to individual members of the Management and Supervisory Boards in 2023 (hereinafter: the report), unless otherwise indicated.

The terms used in this document have the same meaning as those given to them in the Remuneration Policy of the Management Board and Supervisory Board of Feerum S.A. in Chojnów, (hereinafter: Remuneration Policy), which was adopted at the Extraordinary General Meeting of the Company on 31 August 2020, as amended.

The report has been prepared in accordance with:

- Article 90g of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies (i.e. Journal of Laws of 2022, item 2554, of 2023, item 825, 1723.) (hereinafter: the Act);
- Article 36(2) of the Act amending the Act on public offering and the conditions for introducing financial instruments into the organised trading system and on public companies and certain other acts (Journal of Laws of 2019, item 2217, as amended);
- 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.
- Point. X of the Remuneration Policy.

II. The amount of total remuneration in the Company in 2023.

Total remuneration of the members of the Company's Management Board

Name	remuneration fixed (monthly)	fixed salary (annual)	remuneration incentive (annual)
Daniel Wojciech Janusz	53.371,50	640.458,00	142.070,91
Piotr Paweł Wielesik	39.371,50	472.458,00	94.713,94

Total remuneration of members of the Supervisory Board

Name	remuneration fixed (monthly averages)	remuneration fixed (average quarterly)
Magdalena Ewa Łabudzka - Janusz	12.671,88	-
Henryk Chojnacki	-	4.000,00
Maciej Janusz	-	4.112,60
Jakub Marcinowski	-	4.000,00
Jakub Rzucidło	-	4.000,00

III. Compatibility of total remuneration with the Remuneration Policy

Remuneration of the members of the Company's Management Board

The remuneration of the Company's Management Board in 2023 was paid in accordance with the *Remuneration Policy for the Management Board and Supervisory Board of Feerum S.A.*

The members of the Company's Executive Board in 2023 received a fixed monthly remuneration and incentive remuneration, awarded in accordance with the principles set out in clause IV points 5, 6 and 8 of the Remuneration Policy

In determining the remuneration of the members of the Company's Management Board, the following were taken into account:

- a) the relationship between fixed remuneration and incentive remuneration, which is intended to be balanced and to effectively implement the objectives of points IV.5, 6 and 8 of the Remuneration Policy;
- b) the necessary workload required to perform the function reliably, including the duties and level of responsibility associated with the position;
- c) the level of remuneration of persons occupying similar positions in other companies public;
- d) the size of the Company's businesses, its financial performance and its level of investment.

In addition, fixed remuneration:

- i. was agreed individually in a contract concluded by the Supervisory Board with a member of the Company's Management Board;
- ii. has been determined having regard to the provisions of Section IV. IV(3) of the Remuneration Policy;

- iii. is not excessive in relation to incentive remuneration. The above is intended to motivate the members of the Company's Management Board to achieve the Company's and the Group's strategic objectives in both the short and long term.

With this in mind:

- The remuneration meets the criteria set out in point IV(3) of the Remuneration Policy;
- The incentive remuneration meets the criteria set out in points IV points 5, 6 and 8 of the Remuneration Policy.

In addition, total remuneration Members Board Members contributes contributes to the Company's long-term performance by, among other things:

- maintaining the continuity of the Company's management, which ensures the stability of its operations;
- ensuring the implementation of the Company's long-term development strategy, safeguarding the interests of the shareholders and employees;
- Ensuring effective risk management, based on years of experience, in achieving business objectives;
- the retention and motivation of persons with the competence necessary for the proper management and supervision of the Company.

Remuneration of the members of the Supervisory Board of the Company

The remuneration of the members of the Supervisory Board of the Company has been set by the General Meeting of Shareholders and is valid for the duration of their function as a member of the Supervisory Board.

Remuneration of the members of the Company's Supervisory Board:

- was determined by the General Meeting of Shareholders;
- consists solely of a fixed salary, payable monthly or quarterly;
- was determined by the General Meeting of Shareholders and is valid for the duration of the Supervisory Board member's term of office;
- has been differentiated according to the function performed in this body.

IV. Information on how the performance criteria were applied

As a result of the Company's financial performance targets, including the PLN per share relationship, the Company paid incentive remuneration for 2022 to the members of the Management Board in 2023.

V. Information on the change, on an annual basis, in the remuneration, performance of the company and average remuneration of the employees of that company who are not members of the management or supervisory board, over a period of at least the last five financial years, on an aggregate basis, in a way that makes it possible to compare the

thousand PLN	2018	2019	2020	2021	2022	2023
Sales revenue	116 897	240 187	109 644	120 530	69 647	56 559
Net result	6 478	19 737	-7 905	1 651	3 677	2 808
Total remuneration of the Management Board	1 052	1 393	2 030	1 112	1 347	1 350
Total remuneration of the Management Board adjusted for provisions	1 402	2 098	975	1 342	1 365	1 102
Average annual remuneration of a member of the Management Board	701	1 049	488	671	683	551
Remuneration of Board Member average monthly	58	87	41	56	57	46
Total remuneration of the Supervisory Board	159	196	217	214	227	217
Remuneration of Supervisory Board member average annual	32	39	43	43	45	43
Remuneration of Supervisory Board member average monthly	3	3	4	4	4	4
Total remuneration of the Company's employees	12 617	15 271	13 182	14 690	11 926	12 652
Average annual employee remuneration	56	66	63	71	76	89
Average monthly salary of the employee	5	6	5	6	6	7
Average number of Board Members	2	2	2	2	2	2
Average number of Supervisory Board members	5	5	5	5	5	5
Average annual employment	225	230	210	206	156	142

VI. Amount of remuneration from entities belonging to the same group

For 2023.

Name	fixed salary	remuneration motivational
Daniel Wojciech Janusz	-	-
Piotr Paweł Wielesik	-	-
Magdalena Ewa Łabudzka - Janusz	-	-
Jakub Marcinowski	-	-
Jakub Rzucidło	-	-
Henryk Chojnacki	-	-
Maciej Zenon Janusz	-	-

The members of the Management Board and the members of the Supervisory Board in 2023 did not receive remuneration from the entities belonging to the same group.

In addition to the Company, the group also includes Feerum Yellow Energy sp. z o. o. based in Chojnów, ul. Stefana Okrzei 6, KRS: 0000578319.

VII. Information on the number of financial instruments granted or offered and the main conditions for the exercise of the rights attached to those instruments, including the price and the date of exercise and changes thereto

The Company with 2023 r. not granted i not offered Members of Management Board and Supervisory Board Members financial instruments.

VIII. Information on the use of the option to claim back variable components of remuneration

The Company has not exercised the option to claim variable components in 2023 wages.

IX. Deviations from the procedure for implementing the remuneration policy

The remuneration of the members of the Company's Supervisory Board met the criteria of the Remuneration Policy with regard to its minimum amount.