

Remuneration report
prepared by the **Supervisory Board**
of Feerum S.A.
for the year 2024
ul. Okrzei 6
59-225 Chojnów
KRS: 0000280189

Chojnów, May 16, 2025.

I. Introduction

This document constitutes a report of the Supervisory Board of Feerum S.A. in Chojnów on remuneration, presenting a complete overview of remuneration, including all benefits, regardless of their form, received by individual Members of the Management Board and Supervisory Board or due to individual Members of the Management Board and Supervisory Board

in 2024 (hereinafter: 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 August 31, 2020, as amended.

The report was prepared in accordance with:

- Art. 90g of the Act of 29 July 2005 on public offering and conditions for introducing financial instruments to an organised trading system and on public companies (consolidated text: Journal of Laws of 2022, item 2554, of 2023, item 825, 1723.) (hereinafter referred to as the Act);
- Art. 36 sec. 2 of the Act amending the Act on public offering and conditions for introducing financial instruments to an 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 encouraging long-term shareholder engagement.
- Item X of the Remuneration Policy.

II. Total remuneration in the Company in 2024

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

Name and surname	fixed salary (monthly)	fixed salary (annual)	motivational salary (annual)
Daniel Wojciech Janusz	53.435,75	641.229,00	-
Piotr Paweł Wieleśik	39.435,75	473.229,00	-

Total remuneration of Supervisory Board Members

Name and surname	fixed salary (average monthly)	fixed salary (quarterly average)
Magdalena Ewa Łabudzka - Janusz	12.687,50	-
Henryk Chojnacki	-	4.000,00
Maciej Janusz	-	4.112,60
Jakub Marcinowski	-	4.000,00
Jakub Rzucidło	-	4.000,00

III. Compliance of total remuneration with the Remuneration Policy

Remuneration of the Members of the Management Board of the Company

The remuneration of the Management Board of the Company in 2024 was paid in accordance with the Remuneration Policy of the Management Board and Supervisory Board of Feerum S.A.

Members of the Management Board of the Company in 2024 received a fixed monthly remuneration, granted in accordance with the principles specified in point IV, items 5, 6 and 8 of the Remuneration Policy.

When determining the amount of remuneration of Members of the Management Board of the Company, the following were taken into account:

- a) the relationship between fixed remuneration and motivational remuneration, which is to be balanced and effectively implement the assumptions of point IV, items 5, 6 and 8 of the Remuneration Policy;
- b) the necessary workload necessary for the reliable performance of the function, including the scope of duties and the level of responsibility related to a given position;
- c) the level of remuneration of persons holding similar positions in other public companies;
- d) the size of the Company's enterprises, its financial results and the level of investments.

In addition, the fixed remuneration:

- i. was established individually in an agreement concluded by the Supervisory Board with a Member of the Management Board of the Company;

- ii. has been established taking into account the provisions of point IV, item 3 of the Remuneration Policy;
- iii. is not excessive in relation to motivational remuneration. The above is intended to motivate the Members of the Management Board of the Company to achieve the assumed strategic goals of the Company and the Capital Group in both the short and long term.

In view of the above:

- The remuneration meets the criteria specified in point IV, sub-item 3 of the Remuneration Policy;
- The motivational remuneration meets the criteria specified in point IV, sub-items 5, 6 and 8 of the Remuneration Policy.

In addition, the total remuneration of the Management Board Members contributes to the achievement of the Company's long-term results, among others by:

- 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, securing the interests of shareholders and employees;
- ensuring effective risk management based on many years of experience in achieving business goals;
- retaining and motivating people with the competences necessary for the proper management and supervision of the Company.,

Remuneration of the Supervisory Board Members

The remuneration of the Supervisory Board Members was established by the General Meeting of Shareholders and is valid for the period of service of the Supervisory Board Member.

The remuneration of the Supervisory Board Members:

- was established by the General Meeting of Shareholders;
- consists exclusively of fixed remuneration, payable monthly or quarterly;
- was established by the General Meeting of Shareholders and is valid for the period of service of the Supervisory Board Member;
- was differentiated depending on the function performed in this body.

IV. Information on how the performance criteria were applied

Due to the negative financial result of the Feerum Group, including the PLN per share ratio, the Company did not pay any motivational remuneration for 2023 to the Management Board Members in 2024.

V. Information on changes in annual remuneration, company results and average remuneration of employees of the company who are not members of the management board or supervisory board, over at least the last five financial years, in total, in a way that enables comparison

thousand PLN	2020	2021	2022	2023	2024
Sales revenue	109 644	120 530	69 647	56 559	70 644
Net result	-7 905	1 651	3 677	2 808	-2 206
Total Management Board remuneration	2 030	1 112	1 347	1 350	1 114
Total Management Board remuneration adjusted for reserves	975	1 342	1 365	1 102	1 114
Average annual remuneration of a Management Board Member	488	671	683	551	557
Average monthly remuneration of a Management Board Member	41	56	57	46	46
Total remuneration of the Supervisory Board	217	214	227	217	217
Average annual remuneration of a Member of the Supervisory Board	43	43	45	43	43
Average monthly remuneration of a Member of the Supervisory Board	4	4	4	4	4
Total remuneration of the Company's employees	13 182	14 690	11 926	12 652	13 911
Average annual employee salary	63	71	76	89	96
Average monthly employee salary	5	6	6	7	8

Przeciętna liczba Członków Zarządu	2	2	2	2	2
Przeciętna liczba Członków Rady Nadzorczej	5	5	5	5	5
Przeciętne roczne zatrudnienie	210	206	156	142	145

VI. The amount of remuneration from entities belonging to the same capital group For 2024

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

Members of the Management Board and Members of the Supervisory Board did not receive remuneration from entities belonging to the same capital group in 2024.

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

VII. Information on the number of financial instruments granted or offered and the main conditions for exercising rights from these instruments, including the price and date of exercise and their changes

In 2024, the Company did not grant or offer any financial instruments to Members of the Management Board or Members of the Supervisory Board.

VIII. Information on the use of the possibility of requesting a refund of variable remuneration components

In 2024, the Company did not make use of the option to request the reimbursement of variable remuneration components.

IX. Deviations from the remuneration policy implementation procedure

The remuneration of the Supervisory Board Members of the Company met the criteria of the Remuneration Policy in terms of its minimum amount..