

Remuneration Report

prepared by **the Supervisory Board of**

Feerum S.A.

for the year 2025

6 Okrzei Street

59-225 Chojnów

KRS: 0000280189

Chojnów, May 13, 2026.

I. Introduction

This document constitutes the 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 the Supervisory Board or due to individual members of the Management Board and the Supervisory Board in 2025 (hereinafter: the report), unless otherwise indicated.

The terms used in this document have the same meanings as those assigned to them in the Remuneration Policy for 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.

This report has been prepared in accordance with:

- Article 90g of the Act of July 29, 2005, on Public Offerings and the Conditions for Introducing Financial Instruments to an Organized Trading System and on Public Companies (i.e., Journal of Laws of 2022, item 2554, of 2023, items 825, 1723) (hereinafter: the Act);
- Article 36(2) of the Act amending the Act on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organized Trading 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 May 17, 2017, amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement.
- Section X of the Remuneration Policy.

II. Total remuneration at the Company in 2025

Total remuneration of the Company's Management Board members

First and last name	Remuneration Fixed (monthly)	Fixed remuneration (annual)	Incentive pay incentive pay (annual)
Daniel Wojciech Janusz	54,789.43	657,473.20	-
Piotr Paweł Wielesik	32,374.50	129,498.00	-

Total compensation of Supervisory Board members

First and last name	Remuneration Fixed (average monthly)	Remuneration Fixed (average quarterly)	Salary fixed (annual)
Magdalena Ewa Łabudzka - Janusz	13,961.04	-	167,532.50
Henryk Chojnacki	-	4,516.48	18,065.93
Maciej Janusz	-	4,558.78	18,235.11
Jakub Marcinowski	-	4,516.48	18,065.93
Jakub Rzucidło	-	4,516.48	18,065.93

III. Compliance of total compensation with the Compensation Policy

Remuneration of Members of the Company's Management Board

The remuneration of the Company's Management Board in 2025 was paid in accordance with *the Remuneration Policy of the Management Board and Supervisory Board of Feerum S.A.*

In 2025, members of the Company's Management Board received a fixed monthly remuneration, granted in accordance with the rules set forth in Section IV, subsections 5, 6, and 8 of the Remuneration Policy.

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

- a) the relationship between fixed remuneration and incentive remuneration, which is intended to be balanced and effectively implement the objectives of Section IV, subsections 5, 6, and 8 of the Remuneration Policy;
- b) the workload required to perform duties reliably, including the scope of responsibilities and the level of accountability associated with the position;
- c) the level of compensation for individuals holding comparable positions in other public companies;
- d) the size of the Company, its financial results, and the level of investment.

In addition, the fixed remuneration:

- i. was determined individually in an agreement concluded by the Supervisory Board with a Member of the Company's Management Board;
- ii. was determined in accordance with the provisions of Section IV, Sub-section 3 of the Remuneration Policy;

- iii. is not excessive in relation to the incentive compensation. The above is intended to motivate the Members of the Company's Management Board to achieve the 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 set forth in Section IV, Sub-section 3 of the Remuneration Policy;
- The incentive remuneration meets the criteria set forth in Section IV, subsections 5, 6, and 8 of the Remuneration Policy.

In addition, total remuneration of the of the Management Board contributes to to achieving the Company's long-term results, including by:

- maintaining continuity in the management of the Company, which ensures the stability of its operations;
- ensuring the implementation of the Company's long-term development strategy, safeguarding the interests of shareholders and employees;
- ensuring effective risk management, based on many years of experience, in the pursuit of business objectives;
- retaining and motivating individuals with the competencies necessary for the proper management and supervision of the Company.

Remuneration of Members of the Company's Supervisory Board

The remuneration of the members of the Company's Supervisory Board was determined by the General Meeting of Shareholders and remains in effect for the duration of their term as members of the Supervisory Board.

Remuneration of Members of the Company's Supervisory Board:

- was determined by the General Meeting of Shareholders;
- consists exclusively of a fixed remuneration, payable monthly or quarterly;
- was determined by the General Meeting of Shareholders and remains in effect for the duration of service as a member of the Supervisory Board;
- varies depending on the function performed within that body.

IV. Information on how the performance-based criteria were applied

Due to the Feerum Group's negative financial result, including earnings per share, the Company did not pay the members of the Management Board performance-based compensation for 2024 in 2025.

V. Information on the change, on an annual basis, in remuneration, the company's results, and the average remuneration of the company's employees who are not members of the management board or supervisory board, over at least the last five fiscal years, in aggregate terms, in a manner that allows for comparison

thousand PLN	2021	2022	2023	2024	2025
Revenue from sales	120,530	69,647	56,559	70,644	123,398
Net income	1,651	3,677	2,808	-2,206	12,612
Total Management Board compensation	1,112	1,347	1,350	1,114	787
Total Management Board compensation adjusted for provisions	1,342	1,365	1,102	1,114	787
Average annual compensation of a Management Board member	671	683	551	557	393.5
Average monthly compensation of a Management Board member	56	57	46	46	33
Total remuneration of the Supervisory Board	214	227	217	217	240
Average annual compensation of a Supervisory Board member	43	45	43	43	48
Average monthly compensation of a Supervisory Board member	4	4	4	4	4
Total compensation for Company employees	14,690	11,926	12,652	13,911	17,667
Average annual employee salary	71	76	89	96	115
Average monthly employee salary	6	6	7	8	10

Average number of Board members	2	2	2	2	2
Average number of Supervisory Board members	5	5	5	5	5
Average annual employment	206	156	142	145	154

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

For 2025

First and last name	Base salary	Incentive Incentive
Daniel Wojciech Janusz	-	-
Piotr Paweł Wielesik	-	-
Magdalena Ewa Łabudzka - Janusz	-	-
Jakub Marcinowski	-	-
Jakub Rzucidło	-	-
Henryk Chojnacki	-	-
Maciej Zenon Janusz	-	-

In 2025, members of the Management Board and members of the Supervisory Board did not receive remuneration from entities belonging to the same capital group.

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, and the jointly controlled company Feerum Egypt Company for Silos and Storage (S.A.E).

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

In the Company in 2025 . no was and not offered to of the Management Board and Members of the Supervisory Board.

VIII. Information on the exercise of the right to demand the return of variable remuneration components

In 2025, the Company did not exercise the option to demand the return of variable remuneration components.

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 regarding its minimum amount.