

Remuneration Report

prepared by the Supervisory Board

of Feerum S.A.

for 2025

ul. Okrzei 6
59-225 Chojnów
KRS: 0000280189

Chojnów, 13 May 2026.

I. Introduction

This document constitutes the Remuneration Report of the Supervisory Board of Feerum S.A. in Chojnów, presenting a comprehensive overview of the 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 indicated otherwise.

The terms used in this document have the same meaning as those assigned to them in the Remuneration Policy of the Management Board and Supervisory Board of Feerum S.A. in Chojnów (hereinafter: the 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 on 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, Conditions Governing the Introduction of Financial Instruments to Organised 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 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement;
- point X of the Remuneration Policy.

II. Amount of total remuneration in the Company in 2025

Total remuneration of Members of the Management Board of the Company

| Name | Fixed remuneration (monthly) | Fixed remuneration (annual) | Variable remuneration (annual) |
|------------------------|------------------------------|-----------------------------|--------------------------------|
| Daniel Wojciech Janusz | 54,789.43 | 657,473.20 | - |
| Piotr Paweł Wielesik | 32,374.50 | 129,498.00 | - |

(amounts in PLN)

Total remuneration of Members of the Supervisory Board

| Name | Fixed remuneration (average monthly) | Fixed remuneration (average quarterly) | Fixed remuneration (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 |

(amounts in PLN)

III. Compliance of total remuneration with the Remuneration Policy

Remuneration of Members of the Management Board of the Company

Remuneration of the Management Board of the Company in 2025 was paid in accordance with the Remuneration Policy of the Management Board and Supervisory Board of Feerum S.A.

In 2025 the Members of the Management Board of the Company received fixed monthly remuneration, granted on the principles set out in point IV sub-points 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 the fixed remuneration and the variable remuneration, which is to be balanced and effectively implement the assumptions of point IV sub-points 5, 6 and 8 of the Remuneration Policy;
- b) the workload required for the reliable performance of duties, including the scope of duties and the level of responsibility associated with a given position;
- c) the level of remuneration of persons holding analogous positions in other public companies;
- d) the size of the Company's enterprises, its financial results and the level of investment.

In addition, the fixed remuneration:

- i. was determined individually in the contract concluded by the Supervisory Board with the Member of the Management Board of the Company;
- ii. was determined taking into account the provisions of point IV sub-point 3 of the Remuneration Policy;
- iii. is not excessive in relation to the variable remuneration. The above is intended to motivate Members of the Management Board of the Company to achieve the assumed strategic objectives of the Company and the Capital Group both in the short and long term.

In light of the above:

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

Furthermore, the total remuneration of the Members of the Management Board contributes to the achievement of long-term results of the Company through, among other things:

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

Remuneration of Members of the Supervisory Board of the Company

The remuneration of Members of the Supervisory Board of the Company has been determined by the General Meeting of Shareholders and applies for the period of holding the office of Member of the Supervisory Board.

The remuneration of Members of the Supervisory Board of the Company:

- has been determined by the General Meeting of Shareholders;

- consists exclusively of fixed remuneration, payable monthly or quarterly;
- has been determined by the General Meeting of Shareholders and applies for the period of holding the office of Member of the Supervisory Board;
- has been differentiated according to the function held in this body.

IV. Information on how the performance criteria were applied

Due to the negative financial result of the Feerum Group, including PLN per share ratios, in 2025 the Company did not pay the Members of the Management Board variable remuneration for 2024.

V. Information on the annual change in remuneration, the Company's results, and the 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, presented in aggregate in a manner enabling comparison

| PLN thousand | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---------|--------|--------|--------|---------|
| Sales revenue | 120,530 | 69,647 | 56,559 | 70,644 | 123,398 |
| Net result | 1,651 | 3,677 | 2,808 | -2,206 | 12,612 |
| Total Management Board remuneration | 1,112 | 1,347 | 1,350 | 1,114 | 787 |
| Total Management Board remuneration adjusted for provisions | 1,342 | 1,365 | 1,102 | 1,114 | 787 |
| Average annual remuneration of a Management Board Member | 671 | 683 | 551 | 557 | 393.5 |
| Average monthly remuneration of a Management Board Member | 56 | 57 | 46 | 46 | 33 |
| Total Supervisory Board remuneration | 214 | 227 | 217 | 217 | 240 |
| Average annual remuneration of a Supervisory Board Member | 43 | 45 | 43 | 43 | 48 |
| Average monthly remuneration of a Supervisory Board Member | 4 | 4 | 4 | 4 | 4 |
| Total remuneration of Company employees | 14,690 | 11,926 | 12,652 | 13,911 | 17,667 |
| Average annual employee remuneration | 71 | 76 | 89 | 96 | 115 |
| Average monthly employee remuneration | 6 | 6 | 7 | 8 | 10 |
| Average number of Management Board Members | 2 | 2 | 2 | 2 | 2 |
| Average number of Supervisory Board Members | 5 | 5 | 5 | 5 | 5 |
| Average annual headcount | 206 | 156 | 142 | 145 | 154 |

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

For 2025

| Name | Fixed remuneration | Variable remuneration |
|-------------------------------|--------------------|-----------------------|
| Daniel Wojciech Janusz | - | - |
| Piotr Paweł Wielesik | - | - |
| Magdalena Ewa Łabudzka-Janusz | - | - |
| Jakub Marcinowski | - | - |
| Jakub Rzucidło | - | - |
| Henryk Chojnacki | - | - |
| Maciej Zenon Janusz | - | - |

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

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

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

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

In 2025 no financial instruments were granted or offered to the Members of the Management Board or the Members of the Supervisory Board.

VIII. Information on the use of the option to demand the return of variable remuneration components

In 2025 the Company did not make use of 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 Supervisory Board of the Company met the criteria of the Remuneration Policy with regard to its minimum amount.