

*Schedule No. 1 to the resolution of the Supervisory Board of ERBUD SA. No. 19 /2025 dated 25.04.2025*



**REPORT ON REMUNERATION**  
OF THE MANAGEMENT AND THE SUPERVISORY BOARD MEMBERS  
IN 2024

25.04.2025

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## **1. Introduction**

This report refers to remuneration of the members of the Management and the Supervisory Boards of ERBUD S.A. (the “**Company**”) for the financial year 2024 (the “**Report**”). It was drawn up pursuant to Article 90g of the Act on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and Public Companies of 29 July 2005. This Remuneration Report provides a comprehensive review of the remuneration, including all benefits, received by or due to individual members of the Management and Supervisory Board members in the financial year 2024.

The Remuneration Policy for the Management and Supervisory Boards' members of ERBUD S.A. was adopted by virtue of Resolution No. 18/2020 of the Company's Ordinary General Meeting of Shareholders dated 30 June 2020 on adoption of the Remuneration Policy for the Management and Supervisory Boards' members of ERBUD S.A. Amendments to the Remuneration Policy were introduced on the basis of the Resolution No. 33/2024 of the Company's Ordinary General Meeting of Shareholders dated 16 May 2024. Last details of the Remuneration Policy were adopted by way of the Resolution of the Supervisory Board No. 27/2023 dated 22 May 2023 and the Resolution of the Supervisory Board No. 34/2024 dated 16 May 2024.

The report is the fifth Report prepared by the Supervisory Board of ERBUD S.A. pursuant to Article 90g section 1 et seq. of the Act on Public Offering. The Supervisory Board's report on the remuneration of the Members of the Management Board and the Supervisory Board for the year 2023 was positively reviewed by the Ordinary General Meeting of Shareholders on 16 May 2024 – Resolution of the Ordinary General Meeting of Shareholders No. 17/2024.

The remuneration includes the employer's portion paid to Employee Capital Plan (PPK), with the Issuer paying for the Employee Capital Plan on a standard, non-enhanced basis.

The remuneration of the Members of the Management Board and the Supervisory Board does not include cash and non-cash benefits awarded to close relatives.

## 2. Composition of the Management Board and the Supervisory Board.

In the reporting period, the composition of the Management Board and the Supervisory Board was as follows:

### Management Board composition

<b>Name and surname</b>	<b>Function</b>	<b>Term of office in 2024</b>
Dariusz Grzeszczak	President of the Management Board	01.01.2024 – 31.12.2024
Agnieszka Głowacka	Vice-President of the Management Board	01.01.2024 – 31.12.2024
Jacek Leczkowski	Vice-President of the Management Board	01.01.2024 – 31.12.2024

Supervisory Board composition

<b>Name and surname</b>	<b>Function</b>	<b>Term of office in 2024</b>
Roland Bosch	Chairman of the Supervisory Board	01.01.2024 – 31.12.2024
Gabriel Główka	Deputy Chairman of the Supervisory Board	01.01.2024 – 16.05.2024
Albert Dürr	Member of the Supervisory Board	01.01.2024 – 31.12.2024
Michał Otto	Member of the Supervisory Board and Deputy Chairman of the Supervisory Board	01.01.2024 – 16.05.2024 17.05.2024 – 31.12.2024
Janusz Reiter	Member of the Supervisory Board	01.01.2024 – 31.12.2024
Beata Jarosz	Member of the Supervisory Board	01.01.2024 – 31.12.2024
Michał Wosik	Member of the Supervisory Board	01.01.2024 – 31.12.2024
Sylwia Hałas – Dej	Member of the Supervisory Board	16.05.2024 – 31.12.2024
Seweryn Kubicki	Member of the Supervisory Board	07.06.2024 – 31.12.2024

**3. The total remuneration amount of the members of the Management Board and the Supervisory Board of ERBUD S.A. broken down by individual items and the mutual proportions between these remuneration items, including estimated value of the variable remuneration in PLN for Members of the Management Board for 2024.**

During the reporting period, the Company paid the following remuneration totals, broken down into fixed and variable remuneration, to the persons covered by the Remuneration Policy.

Table No. 1.

**Management Board's remuneration in full PLN at ERBUD S.A.**

		<u>2024</u>						
<u>Name and surname</u>	<u>Function</u>	<u>Fixed remuneration in full PLN broken down into:</u>						
Dariusz Grzeszczak	President of the Management Board	Employment contract	Additional insurance	Health care	Membership in organisations	Education	Benefit system	
		2 004 294	19 479	1 612	0	0	0	
		<u>Variable remuneration in full PLN broken down into:</u>						
		Bonus under the employment contract	Awards	Special bonuses	Ration of fixed to variable remuneration			
		0	0	0	Fixed remuneration: 2 025 385 = 100%; variable remuneration: 0 PLN = 0%			
variable remuneration payable for 2024 to be paid upon approval of the 2024 Financial Statements in PLN	In connection with the net loss generated in the consolidated financial statements of the ERBUD Group, the value of the regular bonus for the President of the Management Board, constituting 4% of the consolidated net profit of the ERBUD Group, amounts to PLN 0. After taking into account the above provision (regular bonus for 2024), the amount payable to the President of the Management Board in 2025 is PLN 0.							

Report on Remuneration of the Members of the Management Board and the Supervisory Board of ERBUD S.A.  
for the period from 1 January 2024 until 31 December 2024

		<b>2024</b>						
<b>Name and surname</b>	<b>Function</b>	<b><u>Fixed remuneration in full PLN broken down into:</u></b>						
Agnieszka Głowacka	Vice-President of the Management Board	Management contract	Additional insurance	Health care	Membership in organisations	Education	Benefit system	
		818 000	6 220	1 612	0	0	0	
		<b><u>Variable remuneration in full PLN broken down into:</u></b>						
		Bonus under the management contract	Awards	Special bonuses	Ration of fixed to variable remuneration			
		0	0	0	Fixed remuneration: 825 832 PLN = 100%; variable remuneration: 0 PLN = 0%			
variable remuneration payable for 2024 to be paid upon approval of the 2024 Financial Statements in PLN	<p>In connection with the net loss generated in the consolidated financial statements of the ERBUD Group, the value of the regular bonus for the Vice-President of the Management Board, constituting 1% of the consolidated net profit of the ERBUD Group, amounts to PLN 0. After taking into account the above provision (regular bonus for 2024), the amount payable to the Vice-President of the Management Board in 2025 is PLN 0.</p>							

Report on Remuneration of the Members of the Management Board and the Supervisory Board of ERBUD S.A.  
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		<b><u>2024</u></b>					
<b><u>Name and surname</u></b>	<b><u>Function</u></b>	<b><u>Fixed remuneration in full PLN broken down into:</u></b>					
Jacek Leczkowski	Vice-President of the Management Board	Management contract	Additional insurance	Health care	Membership in organisations	Education	Benefit system
		1 182 500	6 220	1 612	0	0	0
		<b><u>Variable remuneration in full PLN broken down into:</u></b>					
		Bonus under the management contract	Awards	Special bonuses	Ration of fixed to variable remuneration		
		1 921 382	0	0	Fixed remuneration: 1 190 332 PLN = 38%; variable remuneration: 1 921 382 = 62%		
variable remuneration payable for 2024 to be paid upon approval of the 2024 Financial Statements in PLN	PLN 0 (The rules for calculating the variable remuneration of the members of the Management board are described in a table on pages 13-15 hereof)						

Table No. 2. Remunerations of the Supervisory Board in full PLN at ERBUD S.A.

<u>YEAR 2024</u>		
Name and Surname	Function	Fixed Remuneration (* including PPK)
Roland Bosch	Chairman of the Supervisory Board	207 060 *
Gabriel Główka	Deputy Chairman of the Supervisory Board – in the supervisory Board until 16.05.2024	54 194
Albert Dürr	Member of the Supervisory Board	133 980 **
Michał Otto	Member of the Supervisory Board until 16.05.2024, from 17.05.2024 Deputy Chairman of the Supervisory Board	139 484
Janusz Reiter	Member of the Supervisory Board	132 000
Beata Jarosz	Member of the Supervisory Board	132 000
Michał Wosik	Member of the Supervisory Board	132 000
Sylwia Hałas – Dej	Member of the Supervisory Board	83 327***
Seweryn Kubicki	Member of the Supervisory Board	74 800

\*including PPK 3 060

\*\*including PPK 1 980 \*\*\*including PPK 660

**4. An explanation of how total remuneration is consistent with the Remuneration Policy, including how it contributes to the Company's long-term performance.**

Since the date of the Remuneration Policy coming into force (since 30 June 2020), the Company granted and paid remuneration to the Management and Supervisory Board members exclusively on the grounds of the Remuneration Policy. The Remuneration Policy, within the scope regulated herein, has prevailed since then over other documents regulating the principles of remuneration of the beneficiaries covered by the Remuneration Policy, effective at the Company.

Since the date of the Remuneration Policy coming into force, the remuneration of the individuals covered by the Remuneration Policy took into account the objective criteria provided for in the Remuneration Policy and the pay and working conditions of other Company personnel in the manner provided for in the Remuneration Policy. The applied principles of remuneration of the Management and Supervisory Boards' members contributed to the implementation of the Company's strategy and the set long-term goals by providing: (i) full engagement in the performance of functions in the Company, (ii) motivating the individuals subject to the Remuneration Policy to implement the Company's strategy and its long-term objectives, (iii) permanently binding the individuals subject to the Remuneration Policy with the Company, (iv) the amount of remuneration of the individuals subject to the Remuneration Policy which is adequate to the financial and business performance of the Group, including the Company and (v) attitudes which preclude the individuals subject to the Remuneration Policy from taking excessive risks in performing their functions.

Since the date of the Remuneration Policy coming into force, members of the Management Board were entitled to remuneration on the basis of contracts concluded with individual Management Board members. The contracts in question specify the amount and other terms of the fixed remuneration determined by the Supervisory Board, as well as the non-cash benefits that may be granted to a Management Board member.

Members of the Management Board are entitled to an Annual Bonus, the award and amount of which depend on the financial results achieved in the year in question by the Company, the Group or the companies over which the member of the Management Board supervises.

The agreement between the Management Board member and the Company specifies the percentage of the specified financial result and, if the contract so provides, the other conditions conditioning the award of the Annual Bonus. <sup>1</sup>

In the aforementioned period, the remuneration of the Supervisory Board members was changed; effective as of 01.06.2023 a monthly lump-sum remuneration was granted exclusively on the grounds of and in the amount provided for in a resolution of the Ordinary General Meeting No. 19/2023 dated 22 May 2023. The remuneration is commensurate with the assigned scope of activities and functions performed, in proportion to the term of office of the certain function. The members of the Supervisory Board did not receive any remuneration (i) linked to the results of the Company or the Group, (ii) in the form of financial instruments or other non-cash benefits.

#### **5. Information on how the performance criteria were applied.**

For 2024, variable remuneration for members of the Management Board has not been granted due to their failure to meet the criteria for variable remuneration as specified in the Supervisory Board Resolution No. 27/2023 dated 22 May 2023, originally in the Supervisory Board Resolution No. 58/2020 dated 4 September 2020, within the limits provided for in the Remuneration Policy.

In 2024, the value of annual bonuses paid by the Company to members of the Management Board amounted to PLN 1,921,382 (included in Table 1 under: bonus resulting from a management contract), in full due to Mr. Jacek Leczkowski, Vice-President of the Management Board.

In 2024, neither Mr. Dariusz Grzeszczak, President of the Management Board, nor Ms. Agnieszka Głowacka, Vice-President of the Management Board, received annual bonuses for 2023. This was closely related to the Resolution No. 37/2023 dated 29 August 2023 adopted by the Supervisory Board of ERBUD S.A., pursuant to which the Supervisory Board decided to grant special awards to the Members of the Management Board of ERBUD S.A. in connection with the positive resolution of the dispute between ERBUD S.A. and Bank Millennium S.A. in accordance with the recommendation of the Remuneration Committee of ERBUD S.A. The above awards were paid in 2023, i.e.

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<sup>1</sup> Pursuant to the provisions of §2 and §3 of the Details of the Remuneration Policy for Members of the Bodies of the Company ERBUD SA - Resolution of the Supervisory Board No. 27/2023 dated 22.05.2023 and Resolution of the Supervisory Board No. 34/2024 dated 16.05.2024.

- a) to Mr. Dariusz Grzeszczak – for his contribution throughout the entire process, active participation in the preparation of the statement of claim and participation in the preparation of all documents submitted to the court, analysis of expert opinions - in the amount of 4% in accordance with the employment contract from the net value of the amount won, i.e. PLN 2.8 million (two million eight hundred thousand Zloty 00/100), providing that the regular bonus for 2023 calculated on the net profit will be reduced by the value of the above-mentioned award. In connection with the consolidated net profit of the ERBUD Group for 2023 in the amount of PLN 23,294,721, the value of the regular bonus for the President of the Management Board, constituting 4% of the consolidated net profit of the ERBUD Group, amounts to PLN 931,789. After taking into account the above provision (regular bonus for 2023), the amount paid to the President of the Management Board in 2024 was PLN 0.
- b) to Ms. Agnieszka Głowacka – for her contribution throughout the entire process, active participation in the preparation of the statement of claim and participation in the preparation of all documents submitted to the court, analysis of expert opinions - in the amount of 1% in accordance with the employment contract of the net value of the amount won, i.e. PLN 0.7 million (seven hundred thousand Zloty 00/100); the regular bonus for 2023 calculated on the basis of net profit to be reduced by the value of the above-mentioned award. In connection with the consolidated net profit of the ERBUD Group for 2023 in the amount of PLN 23,294,721, the value of the regular bonus for Agnieszka Głowacka, Vice-President of the Management Board, constituting 1% of the consolidated net profit of the ERBUD Group, amounts to PLN 232,947. After taking into account the above provision (regular bonus for 2023), the amount payable to Agnieszka Głowacka, Vice-President of the Management Board, in 2024 was PLN 0.

Decisions regarding the allocation of variable remuneration to the Vice-President of the Management Board Jacek Leczkowski in the form of an annual bonus for 2023 to be paid after approval of the separate and consolidated financial statements for 2023 (16 May 2024) were preceded by individual verification of the fulfilment of the criteria with reference to individual Management Board members. The verification of the fulfilment of the criteria for obtaining variable remuneration in the form of an 2023 annual bonus was based on data from the approved financial statements of the Company, the Group member companies or companies supervised by the respective member, drawn up for the accounting year 2023, and laid grounds for awarding variable remuneration to the respective Management Board member. The annual bonus was granted in connection with the Company, the Capital

Group companies or the companies which the respective member supervised generating a positive financial result, and its amount was determined as a percentage from that financial result as determined in the contract with the respective member of the Management Board.

NAME AND SURNAME	RULES FOR VARIABLE REMUNERATION CALCULATION  (in the years 2022, 2023 and 2024 )
<u>Dariusz Grzeszczak – President of the Management Board</u>	<p>Up to the amount of PLN 100 million of net profit of the Erbud Group - <b>4%</b> of the net profit of the Erbud Group. Above PLN 100 million of net profit of the Erbud Group - <b>2%</b> of net profit of the Erbud Group, on the exceeded amount.</p> <p>Pursuant to the Company's Remuneration Policy for members of governing bodies, variable remuneration may not exceed four times the fixed remuneration.</p> <p>If, as a result of a business event, the net result from such event does not appear in the consolidated result of the ERBUD Group as a result of consolidation adjustments, the President of the Management Board is entitled to additional remuneration on this net result, resulting from a non-recurring event not related to the ordinary course of business of the Company or companies for which the President of the Management Board is responsible, as long as this event will affect the cash flow of the Company/subsidiaries.<sup>1</sup></p> <p>Regardless of the Annual Award and the Task Bonus, the Supervisory Board may decide, by way of a resolution, to award a Special Award to a member of the Management Board for meeting the criteria for the award of Variable Remuneration in the form of the achievement of specific objectives previously set for the member of the Management Board for a given period or for the member's special achievements, which have contributed to the faster or more effective implementation of the Strategy – in accordance with the Remuneration Policy for Members of the Management Board and the Supervisory Board adopted by the Supervisory Board on 22 May 2023 – Resolution No. 27/2023 and on 16 May 2024 – Resolution No. 34/2024.</p>

<p><u>Agnieszka Głowacka – Vice-President of the Management Board</u></p>	<p>Up to the amount of PLN 100 million of net profit of the Erbud Group - <b>1%</b> of the net profit of the Erbud Group.</p> <p>Above PLN 100 million of net profit of the Erbud Group - <b>0.5%</b> of net profit of the Erbud Group, on the exceeded amount.</p> <p>Pursuant to the Company's Remuneration Policy for members of governing bodies, variable remuneration may not exceed four times the fixed remuneration.</p> <p>If, as a result of a business event, the net result from such event does not appear in the consolidated result of the ERBUD Group as a result of consolidation adjustments, the Manager is entitled to additional remuneration on this net result, resulting from a non-recurring event not related to the ordinary course of business of the Company or companies for which the Manager is responsible, as long as this event will affect the cash flow of the Company/subsidiaries.</p> <p><sup>2</sup> Regardless of the Annual Award and the Task Bonus, the Supervisory Board may decide, by way of a resolution, to award a Special Award to a member of the Management Board for meeting the criteria for the award of Variable Remuneration in the form of the achievement of specific objectives previously set for the member of the Management Board for a given period or for the member's special achievements, which have contributed to the faster or more effective implementation of the Strategy – in accordance with the Remuneration Policy for Members of the Management Board and the Supervisory Board adopted by the Supervisory Board on 22 May 2023 – Resolution No. 27/2023 and on 16 May 2024 – Resolution No. 34/2024.</p>
<p>Jacek Leczkowski – Vice-President of the Management Board</p>	<p>Terms applicable in the years 2021-2023: <b>3%</b> up to PLN 100 million of net profit generated jointly by Erbud SA , ONDE Group, Erbud International sp. z o. o. , JV WMER Matoc sp. z o. o.</p> <p>Over PLN 100 million of net profit generated jointly by Erbud SA, ONDE Group, Erbud International sp. z o. o., JV</p>

	<p>WMER Matoc Sp. z o. o. – <b>1,5%</b> of net profit on the exceeded amount.</p> <p>Pursuant to the Company's Remuneration Policy for members of governing bodies, variable remuneration may not exceed four times the fixed remuneration.</p> <p>If, as a result of a business event, the net result from such event does not appear in the consolidated result of the ERBUD Group as a result of consolidation adjustments, the Manager is entitled to additional remuneration on this net result, resulting from a non-recurring event not related to the ordinary course of business of the Company or companies for which the Manager is responsible, as long as this event will affect the cash flow of the Company/subsidiaries.</p> <p>Terms applicable since 2024:</p> <ol style="list-style-type: none"><li>1) <b>3%</b> of consolidated net profit generated jointly by the Company, the ONDE S.A. Capital Group, the module business of the MOD21 Group, Erbud International, JV WMER Matoc and JV PABC – up to PLN 100,000,000 of consolidated net profit generated jointly by the Company, the ONDE S.A. Capital Group, the module business of the MOD21 Group, Erbud International, JV WMER Matoc and JV PABC,</li><li>2) <b>1,5%</b> of consolidated net profit generated jointly by the Company, the ONDE S.A. Capital Group, the module business of the MOD21 Group, Erbud International, JV WMER Matoc and JV PABC – over PLN 100,000,000 of consolidated net profit generated jointly by the Company, the ONDE S.A. Capital Group, the module business of the MOD21 Group, Erbud International, JV WMER Matoc and JV PABC, starting from when this threshold is exceeded.</li></ol>
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The Supervisory Board members are not remunerated on the basis of performance criteria.

**6. Information about changes, on an annual basis, in remuneration, the Company's performance and the average remuneration of the Company's employees who are not members of the management or supervisory boards, during at least the last five financial years.**

The amount of total remuneration from ERBUD SA and ERBUD Group companies paid to Members of the Management Board and the Supervisory Board of ERBUD SA 2020-2024.

*Report on Remuneration of the Members of the Management Board and the Supervisory Board of ERBUD S.A.  
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<b>Name and surname</b>	<b>Function</b>	<b>% change 2024/2023</b>	<b>2024</b>	<b>% change 2023/2022</b>	<b>2023</b>	<b>% change 2022/2021</b>	<b>2022</b>	<b>% change 2021/2020</b>	<b>2021</b>	<b>% change 2020/2019</b>	<b>2020</b>
Dariusz Grzeszczak	President of the Management Board	-56%	2 386 994	-30%	5 429 772	87%	7 713 326	10%	4 119 197	20%	3 735 798
Agnieszka Głowacka	Vice-President of the Management Board	-37%	1 107 832	-23%	1 764 632	69%	2 298 905	8%	1 360 559	74%	1 263 938
Jacek Leczkowski	Vice-President of the Management Board	105%	3 465 714	-66%	1 688 392	104%	5 013 784	-24%	2 453 545	not applicable	3 432 612
Radosław Górski	Member of the Management Board until 27.06.2022	not applicable	not applicable	not applicable	not applicable	76%	1 994 485	432%	1 133 650	not applicable	213 153
Gabriel Głowka	Deputy Chairman of the Supervisory Board	-55%	54 194	39%	120 000	7%	86 400	12%	80 400	0%	72 000
Udo Berner	Chairman of the Supervisory Board until 08.09.2021	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable	68%	63 000	-58%	37 500

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for the period from 1 January 2024 until 31 December 2024*

<b>Name and surname</b>	<b>Function</b>	<b>% change 2024/2023</b>	<b>2024</b>	<b>% change 2023/2022</b>	<b>2023</b>	<b>% change 2022/2021</b>	<b>2022</b>	<b>% change 2021/2020</b>	<b>2021</b>	<b>% change 2020/2019</b>	<b>2020</b>
Albert Dürr	Member of the Supervisory Board	23%	133 980	49%	108 605	7%	73 080	12%	68 005	1%	60 900
Piotr Kaczmarek	Member of the Supervisory Board until 11.05.2021	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable	-58%	25 375	1%	60 900
Michał Otto	Member of the Supervisory Board	20%	259 484	37%	217 000	22%	158 000	115%	129 143	0%	60 000
Janusz Reiter	Member of the Supervisory Board	23%	132 000	49%	107 000	7%	72 000	12%	67 000	0%	60 000
Michał Wosik	Member of the Supervisory Board	23%	132 000	49%	107 000	59%	72 000	not applicable	45 387	not applicable	not applicable
Roland Bosch	Chairman of the Supervisory Board	24%	207 060	54%	166 460	932%	108 405	not applicable	10 500	not applicable	not applicable
Beata Jarosz	Member of the Supervisory Board	23%	132 000	49%	107 000	929%	72 000	not applicable	7 000	not applicable	not applicable
Sylwia Hałas – Dej	Member of the Supervisory Board	not applicable	83 327	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable
Seweryn Kubicki	Member of the Supervisory Board	not applicable	74 800	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable	not applicable

Remuneration of the Management Board members is presented in full PLN on a cash basis. This applies in particular to the variable remuneration due for a given financial year, which is paid in the second half of the following year.

Performance of ERBUD CG companies in full PLN 2020-2024

Financial year	% change 2024/2023	2024	% change 2023/2022	2023	% change 2022/2021	2022	% change 2021/2020	2021	% change 2020/2019	2020
Result: Net profit of ERBUD S.A.	-39%	17 238 564	-3,30%	28 347 375	-83,50%	29 300 019	551%	177 736 302	46%	27 308 332
Result: consolidated net profit / loss of ERBUD Group	not applicable	-17 165 440	111,90%	23 294 721	-48,50%	10 994 690	-58%	21 338 889	44%	50 372 830

Average remuneration of the Company's employees who were not Management and Supervisory Boards' members 2020-2024 in full PLN

Financial year	% change 2024/2023	2024	% change 2023/2022	2023	% change 2022/2021	2022	% change 2021/2020	2021	% change 2020/2019	2020
Total annual remuneration for other personnel members	7%	104 398 534	6%	97 087 516	9%	91 830 085	-2%	83 956 466	19%	85 807 062
Financial year	% change 2024/2023	2024	% change 2023/2022	2023	% change 2022/2021	2022	% change 2021/2020	2021	% change 2020/2019	2020
Average monthly remuneration for other personnel members	21%	13 467	11%	11 129	6%	10 003	1%	9 403	23%	9 335

**7. Remuneration from entities belonging to the same capital group.**

During the reporting period, the persons covered by the Remuneration Policy were paid the following fees (in PLN) for consulting services (B2B agreements) and for being member of the Supervisory Board of ONDE SA by companies of the Company's capital group:

<b>2024</b>			
<b>Name and surname</b>	<b>Erbud Shared Services Sp. z o.o.</b>	<b>ONDE S.A.</b>	<b>SUMA</b>
Dariusz Grzeszczak	361 549	0	361 549
Agnieszka Głowacka	162 000	120 000	282 000
Jacek Leczkowski	210 000	144 000	354 000
Michał Otto	0	120000	120 000

**8. The number of financial instruments granted or offered and the fundamental terms and conditions for the exercise of the rights attached to those instruments, including the price and exercise date and changes thereto.**

During the reporting period, the Company did not operate an incentive scheme under which financial instruments of the Company were granted or offered to individuals covered by the Remuneration Policy.

**9. Information on the use of the option to claim back variable remuneration items.**

During the reporting period, the Company did not address any requests for reimbursement of variable remuneration components to the individuals covered by the Remuneration Policy.

**10. Information on deviations from the procedure for implementation of the remuneration policy and on the applied deviations from the Remuneration Policy, including an explanation of the rationale and procedure, and indication of the elements from which deviations were applied.**

As of the date of this Report, the Supervisory Board is not aware of any instances of deviation from the Remuneration Policy, in particular it has not granted any consent to deviate from the Remuneration Policy pursuant to the rules provided therein.

Warsaw, 25.04.2025

Chairman of the Supervisory Board  
Roland Bosch