



Attachment to Resolution
No. 43/VII/2026 of the Supervisory Board
of TAURON Polska Energia S.A.
dated 30 March 2026

Report on the remuneration of members
of the Management Board and the
Supervisory Board of TAURON Polska
Energia S.A. for 2025

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1. Foreword

This Report on the remuneration of the Management Board and the Supervisory Board of TAURON Polska Energia S.A. for the financial year 2025 ("Remuneration Report") was adopted by the Supervisory Board of TAURON Polska Energia S.A. ("TAURON" or "Company") and, according to its assessment, complies with the requirements defined in Article 90g of the Act of 29 July 2005 on public offering, conditions governing the introduction of financial instruments to the organised trading, and public companies (as amended) ("Act on Public Offering").

The Remuneration Report has been prepared following a comprehensive review of remuneration, including all benefits, in whatever 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 the financial year 2025. As part of the aforementioned remuneration review, the compliance of the remuneration received by Members of the Management and the Supervisory Board in 2025 with the Remuneration Policy for Members of the Management Board and the Supervisory Board in TAURON Polska Energia S.A. was assessed as adopted by the General Meeting of the Company pursuant to Resolution no. 45 of 25 July 2025. The updated Remuneration Policy is published on the Company's website:

<https://www.tauron.pl/tauron/relacje-inwestorskie/informacje-o-spolce/dokumenty-spolki>

The subject of the Remuneration Report covers the principles of determining and the structure of the

remuneration of Members of the Management Board and the Supervisory Board the Company in the financial year 2025, with special reference to the level of the total remuneration of individual Members of the Management Board, broken down into fixed and variable remuneration dependent on the achievement of certain management objectives. Moreover, the value of additional cash and non-cash benefits granted to Members of the Management Board and the value of benefits received by Members of the Management Board in connection with the termination of the contract for the provision of management services and compliance with the non-competition compensation were also provided.

The Remuneration Report does not contain any personal data of Members of the Management Board and the Supervisory Board referred to in Article 9 section 1 of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) (Official Journal of EU L 119, 04.05.2016, p. 1, as amended).

2. Changes in the composition of the Management Board and the Supervisory Board

2.1. Changes in the composition of the Management Board

In the period from 1 January 2025 to 17 December 2025 the composition of the Management Board was as follows: Grzegorz Lot (President of the Management Board), Michał Orłowski (Vice President of the Management Board for Asset Management and Development), Krzysztof Surma (Vice President of the Management Board for Finance) and Piotr Gołębiowski (Vice President of the Management Board for Trade).

As of 17 December 2025 the Supervisory board of TAURON Polska Energia S.A. dismissed Mr. Piotr Gołębiowski from the Company's Management Board and from the function of Vice President of the Management board for Trade.

In the period from 18 December 2025 to 31 December 2025 the composition of the Company's Management Board was as follows: Grzegorz Lot (President of the Management Board), Michał Orłowski (Vice President of the Management Board for Asset Management and Development) and Krzysztof Surma (Vice President of the Management Board for Finance).

The Company's Supervisory Board delegated Krzysztof Zawadzki, member of the Supervisory Board, to temporarily perform the function of Vice President of the management board for Trade as of 1 January 2026.

The period of delegation ended on 24 March 2026
due to the appointment by the Supervisory Board of
Krzysztof Zawadzki to the position of Vice President

of the Management Board for Trade as of 25 March
2026.

Tabela 1st Periods in which individual members of the Management Board held their functions

Name and surname	Function performed in the Management Board	Period of holding the function of a member of the Management Board
1. Grzegorz Lot	President of the Management Board	07.03.2024 – now
2. Michał Orłowski	Vice President of the Management Board for Asset Management and Development	07.03.2024 – now
3. Krzysztof Surma	Vice President of the Management Board for Finance	05.08.2021 – now
4. Krzysztof Zawadzki	Vice President of the Management Board for Trade	01.01.2026 – now
5. Piotr Gołębiowski	Vice President of the Management Board for Trade	07.03.2024 – 17.12.2025

2.2. Changes in the composition of the Supervisory Board

As of 1 January 2025 the composition of the Supervisory board was as follows: Sławomir Smyczek (Chair of the Supervisory Board), Natalia Klima-Piotrowska (Vice Chair of the Supervisory Board), Piotr Kołodziej (Secretary of the Supervisory Board), Mariusz Bąbol (Member of the Supervisory Board), Michał Hulbój (Member of the Supervisory Board), Beata Kisielewska (Member of the Supervisory Board) and Leszek Kozirowski (Member of the Supervisory Board).

Acting pursuant to § 23 section 1 item 3) of the Company's Articles of Association the Minister of the State Assets:

1. On 17 February 2025 appointed Arkadiusz Jówko to the Company's Supervisory Board.
2. On 13 November 2025 dismissed Sławomir Smyczek and Piotr Kołodziej from the Company's Supervisory Board.

3. On 13 November 2025 appointed Ilona Malik, Tomasz Majka and Krzysztof Zawadzki to the Company's Supervisory Board.

As of 1 January 2026 the Supervisory Board delegated member of the Supervisory Board, Krzysztof Zawadzki, to temporarily perform the function of the Vice President of the Management Board for Trade for a period of up to three months starting from the date of delegation.

The abovementioned period of delegation ended as of the end of 24 March 2028 when, due to the appointment to the Company's Management Board to the position of Vice President of the Management Board for Trade, Krzysztof Zawadzki submitted resignation from being a member of the Supervisory Board effective as of the end of the day on 24 March 2026, which also covered resignation from delegation to perform the function of Vice President of the Management Board for Trade.

Tabela 2nd Periods in which individual members of the Supervisory Board held their functions

Name and surname	Function performed in the Supervisory Board	Period of holding the function of a member of the Supervisory Board
1. Ilona Malik	Chair of the Supervisory Board 17.11.2025 – now	13.11.2025 – now
2. Natalia Klima-Piotrowska	Vice Chair of the Supervisory Board 13.02.2024 – now	25.01.2024 – now
3. Tomasz Majka	Secretary 17.11.2025 – now	13.11.2025 – now
4. Mariusz Bąbol	Member of the Supervisory Board	03.09.2024 – now
5. Michał Hulbój	Member of the Supervisory Board	03.04.2024 – now
6. Arkadiusz Jówko	Member of the Supervisory Board	17.02.2025 – now
7. Beata Kisielewska	Member of the Supervisory Board	03.04.2024 – now
8. Leszek Kozirowski	Member of the Supervisory Board	24.05.2021 – now
9. Krzysztof Zawadzki	Member of the Supervisory Board	13.11.2025 - 31.12.2025 01.01.2026 – 24.03.2026 (delegation to temporarily perform)

Name and surname	Function performed in the Supervisory Board	Period of holding the function of a member of the Supervisory Board
		the duties of Vice President of the management Board for Trade)
10. Sławomir Smyczek	Chair of the Supervisory Board 01.02.2024 – 13.11.2025	25.01.2024 – 13.11.2025
11. Piotr Kołodziej	Secretary of the Supervisory Board 13.02.2024 – 13.11.2025	05.02.2024 – 13.11.2025

3. Remuneration Policy

Remuneration Policy defines objectives and principles of remunerating Members of the Management Board and Supervisory Board of the Company, taking into account and complying with the applicable provisions of Polish law, in particular the Act of 9 June 2016 on the principles of forming remunerations of persons managing selected companies, and EU law European Union, resolutions of the General Meeting and the Supervisory Board of the Company, provisions of the Best Practice for WSE Listed Companies and the Recommendations of the European Commission.

Starting from 25 June 2025 the Remuneration Policy for members of the Management Board and the Supervisory Board of TAURON Polska Energia S.A. (“Remuneration Policy”) applies, which was adopted by the Ordinary General Meeting by Resolution No. 45 of 25 June 2025.

Following the adoption on 25 June 2025 of Resolution No. 44 by the Ordinary General Meeting on amendments to Resolution No. 30 of the Company’s Ordinary General Meeting of 24 May 2022 on shaping the remunerations of members of the Management Board of TAURON Polska Energia S.A., it was necessary to implement the amended management Objectives to the Remuneration Policy to maintain coherence of the resolutions of the General Meeting in force.

The previous wording of the Remuneration Policy was adopted by the Extraordinary General Meeting by Resolution No. 5 of 3 September 2024 following a review by the Management Board in accordance with Article 90e section 4 of the Act on Public offering. The amendments to the Remuneration Policy introduced in 2025 updated the provisions, in particular those concerning the list of examples of general management objectives, the achievement of which has impact on the award of Variable Remuneration to members of the Management Board.

The primary objectives of Remuneration Policy are:

1. Ensuring a coherent and motivating remuneration system for Management Board Members.
2. Linking remuneration principles with monitoring the fulfilment of adopted strategic plans and business objectives, in particular those related to the implementation of sustainable development objectives (ESG), company’s long-term interests and implementation of financial plans.
3. Shaping the amount of remuneration of the Members of the Company’s Management Board in connection with the implementation of management objectives.
4. Company’s value growth through the professional development of top management.
5. Improving the remuneration system translating into the implementation of the Company’s business strategy and development directions.
6. Contributing to the implementation of sustainable development objectives, in particular limiting the negative impact on the natural environment and ensuring the stable development of the Company.

4. Principles and amount of Management Board’s remuneration

4.1. Compliance of the remuneration of Management Board Members with the adopted Remuneration Policy

The remuneration principles for Members of the Management Board applied by the Company in the period covering the 2025 financial year were compliant with:

1. The Remuneration Policy adopted by Resolution No. 5 of the Company's Extraordinary General Meeting of 3 September 2025 including amendments adopted by the Company's Ordinary General Meeting by Resolution No. 45 of 25 June 2025.
2. Resolution of the Ordinary General Meeting No. 30 of 24 May 2022 on shaping the remunerations of the Members of the Management Board of TAURON Polska Energia S.A., including amendments adopted by the Company's Ordinary General meeting by Resolution No. 44 of 25 June 2025.
3. Resolution of the Supervisory Board No. 123/VII/2024 of 13 September 2024. on shaping the remunerations of the members of the Management Board of TAURON Polska Energia S.A., including amendments to Enclosure No, 1 introduced by Resolutions of the Supervisory Board No. 8/VII/2025 of 13 February 2025 and No. 56/VII/2025 of 7 July 2025.
4. The Act of 9 June 2016 on the principles of forming remunerations of persons managing selected companies. as well as with the Best Practice for WSE Listed Companies in force in 2025.
5. The Act of 21 November 2024 on specific measures for the implementation of the 2025 Budget Act.
6. The Act of 7 November 2025 on specific measures for the implementation of the 2026 Budget Act.

Pursuant to the contracts for the provision of management services concluded for the term of office, Members of the Management Board receive remuneration consisting of two parts: a fixed amount, representing the basic monthly remuneration (hereinafter referred to as "the Fixed Remuneration") and a variable part (further: "Variable Remuneration"), representing supplementary remuneration for the financial year of the Company, dependent on the level of achievement of the Management Objectives defined in the Remuneration Policy and specified in detail by the Supervisory Board. Additionally Members of the Management Board are also entitled to additional monetary and non-monetary benefits, the scope and principles of which are defined by the Supervisory Board.

Fixed Remuneration

The amount of the Fixed Remuneration and the maximum amount of the Variable Remuneration of a Member of the Management Board are determined by the Supervisory Board in the form of a resolution. When determining the amount of the Fixed Remuneration and the Variable Remuneration, the Supervisory Board takes into account the provisions of the Remuneration Policy, in particular the management objectives, criteria and methods of meeting the criteria.

In 2025 the monthly Fixed Remuneration for the President of the management Board and other Members of the Management Board was determined by the Supervisory Board in the amount between 7 and 15 times the base amount referred to in article 1 section 3 item 11) of the Act of 9 June 2016 on the principles of shaping the remuneration of persons managing certain companies, taking into account the applicable detailed

legal provisions shaping its amount, i.e. the Act of 21 November 2024 on specific measures for the implementation of the 2025 Budget Act.

For the purpose of determining the Fixed Remuneration of the Management Board Members in 2025, the average monthly remuneration in the Corporate sector without bonuses from profit in the fourth quarter of 2016 was used. The abovementioned base amount used to determine the Fixed Remuneration was applied from 1 January 2017 to 31 December 2025.

As of 1 January 2026, in connection with the Act of 7 November 2025 on specific measures for the implementation of the 2026 Budget Act, which said that the base amount is PLN 4535.89, the Supervisory Board changed the amount of Management Board members' Fixed Remuneration.

Variable Remuneration

Variable Remuneration is paid provided that the Member of the Management Board achieves the Management Objectives in accordance with the resolution of the Supervisory Board, after the approval of the Management Board's Report on the operations of TAURON Polska Energia S.A. and TAURON Capital Group for the previous financial

year ("Management Board's Report on the operations of the Company") and the Financial Statements of TAURON Polska Energia S.A. and Consolidated Financial Statements of TAURON Capital Group compliant with the International Financial Reporting Standards approved by the European Union for the previous financial year and

("Financial Statements of the Company", "Consolidated Financial Statements of TAURON Capital Group") and the General Meeting grants a discharge for the performance of their duties as

Member of the Management Board. The amount of Variable Remuneration depends on the achievement of Management Objectives.

The maximum amount of the Variable Remuneration may not exceed 100% of annual Fixed Remuneration of a member of the Management Board in the financial year, for which the Variable Remuneration is calculated.

In 2025, the following general management objectives were in effect, as set forth in the updated Remuneration Policy adopted by the Company's Extraordinary General Meeting by Resolution No. 5 of 3 September 2024 and in Resolution No. 30 of the Ordinary General Meeting of 24 May 2022, concerning the rules for determining the remuneration of TAURON Management Board Members:

1. reaching the EBITDA ratio at a level approved in the Material and Financial Plan for a given financial year,
2. reaching the Net Debt/EBITDA ratio at a level approved in the Material and Financial Plan for a given financial year,
3. maintaining the rating of TAURON Polska Energia S.A. at an investment level,
4. achieving the effects of implemented restructuring programs or improving operational efficiency in the Capital Group,
5. implementation of the strategy of the Capital Group in accordance with the approved schedule and budget optimal in terms of project profitability and the financial standing of the Capital Group,
6. implementation of investments of key importance to energy security, in particular in the areas of energy generation and distribution,
7. sales of new products (sales of energy-containing products and products with synergy effects to electricity and gas),
8. improving quality indicators related to customer service or other operating indicators.

The above general management Objectives were updated by the Company's Ordinary General Meeting by Resolution No. 44 of 25 June 2025 on the principles of shaping the remuneration of Members of the management Board of TAURON Polska Energia S.A. and then included in the Remuneration Policy adopted by Resolution No. 45 of the Company's Ordinary General Meeting of 25 June 2025:

1. reaching the EBITDA ratio at a level approved in the Material and Financial Plan for a given financial year,
2. reaching the Net Debt/EBITDA ratio at a level approved in the Material and Financial Plan for a given financial year,
3. maintaining the rating of TAURON Polska Energia S.A. at an investment level,
4. implementation of the strategy of the Capital Group, in particular by:
 - 1) dynamic growth of distribution,
 - 2) profitable capacity increase in RES and in energy storage facilities,
 - 3) improving customer service quality,
 - 4) development of products and services, as well as channels of communication with customers,
 - 5) transformation of electricity and heat generation,
 - 6) building an efficient organization, with account being taken of increasing the level of digital maturity,
 5. sustainable development of the Capital Group through management based on best ESG practice, including responsible use of natural resources and positive impact on the society,
 6. implementation of initiatives supporting the professional development of women.

The updated general Management Objectives will be further specified by the Supervisory Board through the establishment of detailed tasks for 2026 along with the assignment of weights and the definition of objective and measurable criteria for their implementation and evaluation (KPI).

In defining the criteria, the Supervisory Board relies on the Principles for determining and dividing Management Objectives, their weights and criteria for performance and settlement, adopted by the

Supervisory Board on 13 September 2024 and updated on 13 February 2025 and 7 July 2025.

In line with the abovementioned Principles, achievement of the KPI for a given Financial

Objective below the minimum value results in loss of right to Variable Remuneration for this objective. In the case of achievement of the KPI for a given Financial Objective:

- equal to the minimum value – Member of the Management Board will be entitled to 90% of Variable Remuneration for that objective,
- between the minimum value and the reference value – Member of the Management Board will be entitled to between 90% and 100% of Variable Remuneration for that objective, calculated proportionally,
- equal or above the reference value – Member of the Management Board will be entitled to 100% of Variable Remuneration for that objective.

In the case of a Non-financial Management Objective:

- failure to achieve a given Non-financial Objective in line with independent and measurable criteria – Member of the Management Board will not be entitled to Variable Remuneration for the objective,
- achievement of a given Non-financial Objective in line with independent and measurable criteria – Member of the Management Board will be entitled to 100% of Variable Remuneration for that objective, unless otherwise stated in the

Other benefits (cash and non-cash)

In accordance with the adopted Remuneration Policy, Members of the Management Board may use additional cash and non-cash benefits, including:

1. participation in individual training and other forms of education, limited to PLN 15,000 net per year,
2. participation in the employee pension program under the terms and conditions applicable in the Company,
3. housing allowance up to PLN 3,000 gross per month in the case of permanent residence at a significant distance from the Company's registered office,

Total remuneration

Total remuneration is the sum of fixed remuneration and variable remuneration. The amount of total remuneration received in 2025 by members of the

specific method of measurement indicated in the description of the objective presented in resolution of the Supervisory Board on defining the management Objectives.

Management Objectives may be defined by the Supervisory Board individually for each member of the Management Board or may constitute joint objectives for all Management Board Members.

The Supervisory Board confirms meeting the conditions for payment of Variable Remuneration by individual Management Board Members for whom Management Objectives had been defined for the given year and who had held their functions in the financial year under evaluation, by defining the due amount based on financial statements verified by certified auditor and other documents, depending on the objective.

Variable Remuneration is calculated proportionally, depending on the number of days on which Management Board Members provide management services in a given year.

The expiry of the mandate of a Member of the Management Board assessed in terms of the achievement of the Management Objectives shall not result in the loss of the right to the Variable Remuneration, provided that the time in office in the assessed financial year was longer than 3 three months.

4. provision of a company car for use, including for private purposes under the terms and conditions specified in the resolution of the Supervisory Board,
5. coverage with medical services in the form of medical packages under the terms and conditions applicable in the Company,
6. coverage with group insurance under the terms and conditions applicable in the Company,
7. coverage of costs related to the purchase of a D&O (Directors and Officers) policy regarding civil liability insurance for Members of the Management Board.

Management Board was in line with the Remuneration Policy.

Severance payment and compensation for non-competition

In the event of termination of the management services agreement, members of the Management Board are entitled, under the terms specified

therein, to severance pay equal to three times their Fixed Remuneration, provided they have served in

their positions for at least 12 months prior to the termination of the management services agreement.

In addition, upon ceasing to serve on the Company's Management Board, members of the Management Board who have served for a period of

at least 6 months are entitled to compensation for complying with the non-competition clause for a period of 6 months. The amount of compensation for each month during which the non-competition clause is in effect may not exceed 100% of the Fixed Remuneration.

4.2. Remuneration paid to members of the Management Board in 2025

Total remuneration of Members of the Management Board in 2025 broken into fixed and variable components and other, cash and non-cash, benefits is presented in the table below.

Tabela 3rd Remuneration of members of the Company's Management Board paid in 2025

No	Name and surname. Period of holding the function in 2025	Total remuneration ¹ (TR)	Fixed remuneration ² (FR)	Variable remuneration paid in 2025 for 2023	Variable remuneration paid in 2025 for 2024	Other benefits ^{2,3} (Other)	Ratio FR/TR (~%)	Ratio Other/TR (~%)	TOTAL (TR + Other)
1	<u>Grzegorz Lot</u> President of the Management Board 01.01.2025 – 31.12.2025	1 442 237,95	792 680,40	-	649 557,55	69 223,60	55%	5%	1 511 461,55
2	<u>Michał Orłowski</u> Vice President of the Management Board 01.01.2025 – 31.12.2025	1 346 088,75	739 835,04	-	606 253,71	58 350,08	55%	4%	1 404 438,83
3	<u>Krzysztof Surma</u> Vice President of the Management Board 01.01.2025 – 31.12.2025	2 199 365,16	739 835,04	717 639,99	741 890,13	119 680,07	34%	5%	2 319 045,23
4	<u>Piotr Gołębiowski</u> ⁴ Vice President of the Management Board 01.01.2025 – 17.12.2025	1 318 245,50	711 991,79	-	606 253,71	69 018,53	54%	5%	1 387 264,03
		6 305 937,36	2 984 342,27	717 639,99	2 603 955,10	316 272,28			6 622 209,64

¹Total fixed and variable remuneration.

²Fixed remuneration and other benefits are paid by the 10th day of the following month.

³The amount covers such benefits as: Employee Pension Scheme, medical care, individual trainings and other forms of education.

⁴Due to termination of contract for provision of management services the dismissed member of the Management Board was paid the following benefits: severance payment in the amount of PLN 184 958.76, compensation for unused vacation time in the amount of PLN 22 606.07, (the said amounts are not included in the above table). In addition, compensation is payable for compliance with the non-competition clause, provided that the conditions specified in the agreement are met (As of the date of this report, in 2026 compensation in the total amount of PLN 184 958.76 was paid. Maximum value of the non-competition payment will amount to PLN 369 917.52).

Variable Remuneration for 2024 was paid following the approval of the financial statements and the report of the Management Board on the operations of the Company in 2024 by the Company's Ordinary General Meeting on 25 June 2025 and granting discharge from the fulfillment of duties to the members of the Management Board in 2024.

The Supervisory Board evaluated specific financial and non-financial Management Objectives to be executed by the members of the Supervisory Board in 2024.

In 2025 member of the Management Board, Krzysztof Surma, was paid Variable Remuneration for 2023 as a result of adoption on 25 June 2025 of resolution by the Ordinary General Meeting on granting him discharge from the fulfillment of duties as the Management Board member performed in the Company in the period from 1 January 2023 to 31 December 2023, which took place on 25 June 2025.

The Supervisory Board assessed the performance of specific financial and non-financial Management Objectives to be performed by members of the

Management Board assuming their performance at 100% in 2024 and at 97% in 2023.

Remuneration paid to former members of the Management Board in 2025

The table below shows the amount of remuneration of former members of the Management Board paid in 2025, broken down into fixed and variable components and other benefits.

Tabela 4th Remuneration of former members of the Company's Management Board paid in 2025 broken into components (without overhead, in PLN):

No.	Name and surname	Variable remuneration for 2023	Other benefits (Other)	TOTAL
1	Patryk Demski	717 639,99	-	717 639,99
2	Bogusław Rybacki	717 639,99	-	717 639,99
3	Tomasz Szczegielniak	717 639,99	35 882,00 ¹	753 521,99
	SUMA	2 152 919,97	35 882,00	2 188 801,97

¹Pracowniczy Program Emerytalny

In 2025 former members of the Management Board were paid Variable Remuneration for 2023 as a result of adoption by the Ordinary General Meeting of resolution on granting discharge from the performance of duties by members of the Management Board in the period from 1 January

2023 to 31 December 2023, which took place on 25 July 2025.

The Supervisory Board assessed the performance of specific financial and non-financial Management Objectives defined to be performed by members of the Management Board in 2023 assuming their performance at 97%.

Other information

In the reported period, members of the Management Board did not receive remuneration from entities belonging to TAURON Capital Group as understood by the Accounting Act of 29 September 1994.

No additional monetary or non-monetary benefits were granted to the immediate family members of the members of the Management Board.

During the reporting period, there were no instances of requests for the repayment of variable remuneration components from members of the Company's Management Board.

In addition, no financial instruments were granted or offered to members of the Management Board.

The Supervisory Board has not made any decision to temporarily suspend the application of the implemented Remuneration Policy or the exemptions applied in accordance with Section 90f of the Act on Public Offerings.

4.3. Estimated value of Variable Remuneration for Members of the Management Board for the achievement of Management Objectives in 2025

In the event that the Management Objectives set for 2025 are achieved at 100%, following the approval of the Management Board's Report on the operations of TAURON Polska Energia S.A. and the TAURON Capital Group for 2025, as well as the Financial Statements of TAURON Polska Energia S.A. for the year ended on 31 December 2025, in accordance with International Financial Reporting

Standards as adopted by the European Union, as well as upon the General Meeting of Shareholders granting the Manager a discharge from liability for the performance of his duties as a Member of the Management Board, the Members of the Management Board may be paid Variable Remuneration in 2026 in accordance with the management services agreement.

Tabela 5th Potential Variable Remuneration in the event of achievement of Management Objectives in 2025.

Name and surname	Period of holding the function in the year of KPI achievement	Maximum Variable remuneration for achievement of KPI in 2025
1. Grzegorz Lot	01.01. – 31.12.2025	PLN 792 680,40
2. Michał Orłowski	01.01. – 31.12.2025	PLN 739 835,04
3. Krzysztof Surma	01.01. – 31.12.2025	PLN 739 835,04
4. Piotr Gołębiowski	01.01. – 17.12.2025	PLN 711 991,79
TOTAL		PLN 2 984 342,27

4.4. Compliance of total remuneration with Remuneration Policy and the way it contributes to the achievement of the Company's long-term objectives and ESG goals

Total remuneration paid to members of the management Board in 2025 was in compliance with the Remuneration Policy in force and it contributes to the achievement of the Company's and TAURON Group's long-term objectives. The sustainable development matters have been included in the bonus system of the Company's Management Board.

The system for remunerating and rewarding Management Board Members applicable in the Company which includes Fixed and Variable Remuneration supports execution of strategic objectives and takes into account the fact that level of remuneration should depend on:

- the Company's and TAURON Group's financial standing,
- level of achievement of Management Objectives,
- results related to sustainable development of TAURON Group, which are included in the variable part of remuneration.

In accordance with the Remuneration Policy, the remuneration system consists of a fixed component and a variable component, the payment of which depends on the extent to which management objectives are met. Results related to the sustainable development of the TAURON Group are taken into account in the variable component of the remuneration system for members of the Company's Management Board.

The variable remuneration of Management Board members is contingent upon the achievement of performance targets and financial targets, i.e., the attainment of the following financial ratios: EBITDA and Net Debt/EBITDA, as specified in the Operational and Financial Plan for the given financial year, and on the achievement of non-financial targets, including, among others, the

implementation of the TAURON Group Strategy, which encompasses commitments regarding sustainable development and long-term investment objectives.

Linking Variable Remuneration to the achievement of management objectives, in accordance with the criteria set forth in the Remuneration Policy and further specified by the Supervisory Board, contributes to the implementation of the Company's business strategy, its long-term interests, and financial stability, as well as its sustainable development goals.

On 17 December 2024 the Management Board and the Supervisory Board gave positive opinion on "TAURON Group's Strategy for 2025-2035" ("Strategy"), which replaced the previously applicable "TAURON Group's Strategy for 2022-2030 with perspective until 2025".

New Strategy takes into account the impact of key regulatory and market changes on TAURON Group, including acceleration of transformation towards climate neutrality, lack of finalization of coal based generation assets to the National Agency for Energy Security and new approach to Customer related matters.

TAURON Group's business priorities defined in the Strategy include:

1. Strong and stable financial position.
2. Customer focus and dynamic development of distribution.
3. Profitable expansion of RES and energy storage capacity.
4. Decarbonization and improvement of thermal efficiency.
5. Customers are the focus of our attention and profitable sales growth.

6. Just transition of conventional power generation.
7. Building an organizational culture based on OZE² and ESG values, focused on value creation.

Specific Management Objectives to be achieved in 2025

In accordance with the applicable remuneration principles the Supervisory Board determined joint specific Management objectives for implementation in 2025 by all Management Board Members, that fulfilled the criteria defined in Remuneration policy.

Variable Remuneration for execution of Management Objectives defined by the Supervisory Board for execution in 2025 will be evaluated and paid out in 2026 after prior approval by the Company's General Meeting of the Financial statements of TAURON Polska Energia S.A. for the year ended 31 December 2025 compliant with the International Financial Reporting Standards approved by the European Union and the Management Board's report on the operations of TAURON Polska Energia S.A. and TAURON Capital Group for the year 2025 as well as granting discharge from performance of duties in 2025 to the Management Board Members

Tabela 6. Wspólne szczegółowe Cele Zarządcze warunkujące i finansowe, wyznaczone do realizacji w 2025 r. dla wszystkich Członków Zarządu pełniących funkcje w 2025 r.:

Management Objective	Specific determining and financial Management Objectives	Weight
DETERMINING OBJECTIVES		
Shaping and applying the principles of remuneration of members of the management and supervisory bodies of subsidiaries corresponding to the principles specified in the Act of 9 June 2016 on the principles of shaping the remuneration of persons managing certain companies.	By 31 December 2025, in the case of acquisition of shares constituting more than 50% of the share capital of newly acquired entities, the implementation of the "principles" should take place immediately, but no later than within 3 months from the date of registration in the National Court Register of changes to the company's articles of association/deed of incorporation implementing the relevant provisions of the Act of 9 June 2016 on the principles of shaping the remuneration of persons managing certain companies.	
Fulfilment of the obligations referred to in Articles 17-20, 21 and 23, taking into account Article 18a and 23a of the Act of 16 December 2016 on the principles of state property management.	By 31 December 2025, in the case of acquisition of shares constituting more than 50% of the share capital of newly acquired entities, the implementation of the "obligations" should take place immediately, but no later than within 3 months from the date of registration in the National Court Register of changes to the company's articles of association/deed of incorporation implementing the indicated provisions of the Act of 16 December 2016 on the principles of managing state property.	
FINANCIAL OBJECTIVES		
Achieving the EBITDA ratio at the level approved in the Material and Financial Plan for a given financial year.	Achieving EBITDA at the level approved in the TAURON Group's Material and Financial Plan (PRF) for 2025. In the event of regulatory changes not provided for in the PRF directly affecting the amount of revenues, costs or reserves, including acts regulating the prices of electricity, distribution services, heat and fuels, the Management Board has the right to apply to the Supervisory Board for a correction of the determined objective, and the Supervisory Board has the right to consider it.	35%
Achieving the Net Debt/EBITDA ratio at the level approved in the Material and Financial Plan for a given financial year.	Achieving the Net Debt/EBITDA ratio at the level approved in the TAURON Group's Material and Financial Plan (PRF) for 2025. In the event of regulatory changes not provided for in the PRF directly affecting the amount of revenues, costs or reserves, including acts regulating the prices of electricity, distribution services, heat and fuels, the Management Board has the right to apply to the Supervisory Board for a correction of the determined objective, and the Supervisory Board has the right to consider it.	10%

The non-financial objectives set by the resolution of the Supervisory Board to be implemented in 2025 have been linked to sustainable development and are consistent with the implementation of the Company's long-term strategic objectives, as well as taking into account the need to take actions related to adapting the TAURON Group's business priorities to the conditions of the changing environment.

Tabela 7th Joint specific non-financial Management Objectives determined for implementation in 2025 for all members of the Management Board performing functions in 2025:

Specific non-financial Management Objective	Tasks to perform	Supporting ESG objectives	Weight
NON-FINANCIAL OBJECTIVES			
Maintain TAURON's investment grade rating, at least BBB minus	Rating published by a rating agency (information publicly available on the rating agency's website. The Company is currently rated by Fitch Ratings).	Obtaining an investment grade rating supports the Group's financial stability by enabling, among other things, the acquisition of financing sources for ongoing investment projects at a relatively lower cost.	5%
Development and optimal modernization of the distribution network	Implementation of planned capital expenditures for TAURON Dystrybucja.	The development and optimal modernization of the grid, carried out in tandem with the digital transformation of distribution, ensures the security of electricity supply for customers, supports a continued focus on the customer, and strengthens the strategic role of distribution in the development of the economy and regions.	5%
	Achievement of quality indicators: CTP (power outage duration) and CP (outage frequency): at levels not higher than resulting from the parameters defined by the President of ERO for 2025.	Meeting quality targets supports the reliability of electricity supply, which contributes to improving the quality of life for TAURON Group customers and strengthens their trust, while also supporting the economy by ensuring the continuity of business operations.	5%
Sustainability reporting in line with the new legal requirements	Preparing the TAURON Capital Group's 2025 sustainability report in accordance with new legal requirements and obtaining a positive opinion from the independent auditor conducting the attestation of the report regarding the proper conduct of the double materiality analysis and the reliability and credibility of the reported qualitative and quantitative data.	Accurate and reliable data reporting ensures transparency, builds stakeholder trust, and fosters positive relationships. Compliance with regulatory requirements also minimizes legal and reputational risks.	5%
Digital transformation of TAURON Group	Conducting a digital maturity assessment of the TAURON Group and preparing the TAURON Group's Digital Transformation Plan to support the implementation of the Group's Strategy.	The advancement of digitalization improves operational efficiency, helps reduce resource consumption, enhances cybersecurity, and enables faster, more accessible, and automated services for customers, which in turn improves the customer experience.	5%
Completion of ongoing wind farm and solar power plant construction projects	Completion of ongoing renewable energy projects and achievement of milestones for designated renewable energy investments related to the commissioning of projects, as well as completion of the first phase of the Miejska Górka Wind Farm Project.	Achieving this goal contributes to changing TAURON Group's generation mix by increasing installed capacity in renewable energy sources and ensuring the security of energy supply. These measures enable an increase in electricity sales to TAURON Group customers from low- and zero-emission sources, and in the long term, the achievement of climate neutrality, which, in addition to ensuring the Group's profitability, is also an expression of responsibility toward the natural environment and future generations.	10%
Decarbonization of Heat Segment – replacement of coal based sources with new low-emission units	Implementation of the District Heating Decarbonization Program through the completion of ongoing projects at the Katowice and Bielsko-Biała heating plants and the launch of new projects aimed at further decarbonizing the TAURON Group's district heating operations.	The implementation of measures under the Heat Sector Decarbonization Program—aimed at decarbonizing operations, reducing emissions, and improving efficiency—is fully aligned with the TAURON Group's ESG principles.	5%
The goal of achieving 100% zero-emission energy in TAURON's supply volume to end customers and implementation of a new model for allocating energy from RES to meet the demand of the Supply Segment	Achieving the targeted share of green energy generated from in-house sources and procured from external sources in the volume of energy sold with delivery in 2025.	The implementation of initiatives aimed at increasing green energy sales will enable the TAURON Group to fulfill its long-term commitment to provide customers with 100% clean energy by 2040, while ensuring stable profitability in its sales operations. The development of digital customer service channels, along with improvements in customer service quality and increased customer satisfaction, directly contributes to the implementation of the TAURON Group's new customer-centric strategy.	5%
	Signing long-term contracts in 2025 for the sale of energy from zero-emission sources to end customers.		5%
	Improving the quality of customer service and digitizing service processes by increasing the proportion of cases handled online and raising the rate of e-invoices issued.		5%

Linking the 2025 Variable remuneration to the achievement of the above-described Management Objectives contributes to the implementation of the development directions set forth in the TAURON Group Strategy for 2025-2035 and to the sustainable development of the Company and the TAURON Group, understood as management by values, concern for the environment, social commitment and compliance with the highest standards of corporate governance.

4.5. Performance criteria used

In order to correlate Management Board Members' Variable Remuneration with TAURON Group's financial results, the General Meeting indicated two material financial measures upon adoption of the Remuneration Policy: EBITDA and net debt/EBITDA.

In relation to the above, the Variable Remuneration of Management Board Members depends, inter alia, on execution of financial objectives including achievement of a specified EBITDA level and net debt/EBITDA ratio at a level adopted in the Financial and Operating Plan for a given financial year.

The financial figures and ratios for the period from 2021 to 2025 presented in this report are in line with the following documents presented to the public by the Company:

- Consolidated financial statements of TAURON Capital Group,

- Standalone Financial statements of TAURON Polska Energia S.A.,
- Report of the Management Board on the operations of TAURON Polska Energia S.A. and TAURON Capital Group.

The remaining Management Objectives are correlated with implementation of the business strategy and long-term strategic objectives of TAURON Capital Group.

By selecting the above financial measures as conditions for Variable Remuneration of Management Board Members, the Supervisory Board acts towards implementation of the adopted TAURON Group's Strategy, whose implementation requires from TAURON Group to shape the above indicated financial ratios at a level that would enable acquisition of funds to execute the investment program it introduces and at the same time maintain safe debt level.

EBITDA

EBITDA result is one of the most commonly applied measures of the company's business profitability. In line with ESMA (European Securities and Markets Authority) guidelines EBITDA is one of the Key Performance Measures. EBITDA has been defined by TAURON in the provisions of the accounting policy applied by all companies from TAURON Capital Group. EBITDA covers operating profit increased by amortization and depreciation and write downs for non-financial assets. Write-downs for non-financial assets of TAURON Group include write-downs for non-financial assets of entities consolidated using the full method and share in write-downs for non-financial assets of entities valued using the equity method. This measure is one of the main measures used by TAURON Group in the management of its operations and at the same time constitutes the basic measure of assessment of effectiveness of subsidiaries' management board members.

The EBITDA result, unlike other financial and economic ratios, most precisely reflects enterprise's ability to generate cash before financing and depreciation costs. This is due to the fact that, the EBITDA result is similar to operating cash flows from activities, as it reflects the efficiency of the company's operations from the perspective of cash generated by its core business. It is particularly appropriate to use it in the case of enterprises whose large part of their assets are fixed assets and which are associated with high depreciation costs. The EBITDA result is relatively simple to calculate and understand which makes it the most often applied ratio by investors and analysts. Thanks to elimination of the impact of applied amortization and depreciation related policies, capital structure or tax burdens it allows for easier comparison of different companies' results, which in turn significantly facilitates quick comparisons and assessment of investment attractiveness.

Net debt / EBITDA

The second of the financial objectives determined for the Members of the Management Board of TAURON Group, i.e. the Net Debt / EBITDA ratio, is included in the debt (solvency) ratios. It allows to determine enterprise's ability to repay its debt from operating profits.

In the light of the financing agreements concluded by TAURON, net debt, as a rule, means the financial debt of TAURON Group less:

- cash and cash equivalents,
- short-term investments with a maturity of up to 1 year,
- debt of TAURON Group resulting from issued subordinated bonds.

The concept of financial debt has been precisely defined in TAURON's financing agreements and covers TAURON Group's obligation to pay or respectively return funds (including the principal amount and interest) resulting mainly from:

- loans and borrowings drawn,
- issued debt securities,
- contingent liabilities extended as collateral for financial liabilities (other than included in consolidated debt),
- due recourse claims related to payments by third parties for sureties or warranties or joining a debt that constitutes a liability,

- negative fair value of derivatives or forward contracts entered into for purposes other than hedging against risks arising,
- in the course of business operations leasing (as understood under MSR17) and factoring agreements for receivables (except for receivables sold without the right of recourse).

While steadily implementing its policy of maximizing EBITDA, TAURON's Management Board is simultaneously maintaining a safe level of this ratio, thereby ensuring access to a favorable financing model for the investment objectives set forth in the TAURON Group's Strategy.

In accordance with the developed principles of the bonus system for Members of the Management Boards of the Company, the table below presents the evolution of TAURON Group's EBITDA financial result and the Net Debt / EBITDA ratio of TAURON Group, which have been the assessment criteria over the last 5 years in relation to the values determined for TAURON Group Management Board Members by the Supervisory Board.

Tabela 8th EBITDA financial result and Net debt/EBITDA ratio of TAURON Group in 2021-2025

EBITDA [PLN million]	2021	Change	2022	Change	2023	Change	2024	Change	2025
Target value of the objective not lower than	3 825	+40	3 865	+951	4 816	+418	5 234	+1 276	6 510
Achieved value of the objective	4 152	-136	4 016	+1 449	5 465*	+1 005	6 470	+1 041	7 511
Implementation to target	+327		+151		+649		+1 236		+1 001

Net debt / EBITDA	2021	Change	2022	Change	2023	Change	2024	Change	2025
Target value of the objective not higher than	3,2x	-0,1x	3,1x	+0,1x	3,2x	-0,6x	2,6x	-0,1x	2,5x
Achieved value of the objective	2,4x	+0,5x	2,9x	-0,5x	2,4x*	-0,7x	1,7x	-0,3x	1,4x
Implementation to target	-0,8x		-0,2x		-0,8x		-0,9x		-1,1x

*Figures adjusted due to a change in the revaluation model. Description of the changes is presented in the consolidated financial statements.

In each of the presented periods, EBITDA and net debt/EBITDA ratio were above the determined objective.

EBITDA

The Group's EBITDA in 2021–2025 showed a consistent upward trend. Following a period of relative stability in 2021–2022, when EBITDA stood at approximately PLN 4.0 billion, 2023 saw a significant acceleration in operating profit growth. This trend continued in the following years, resulting in an increase in EBITDA to PLN 6.5 billion in 2024 and PLN 7.5 billion in 2025. The results achieved confirm the effectiveness of the measures taken as part of the strategy's implementation, particularly in the areas of improving operational efficiency, developing key business segments, and strengthening stable and predictable revenue streams, thereby creating a solid foundation for the further pursuit of the TAURON Group's objectives.

At the segment level, the increase in EBITDA in 2025 compared to 2024 was achieved primarily in the Distribution, Supply and Wholesale Trading, and Generation segments, while results in the Renewable Energy and Heat segments deteriorated. The largest increase in EBITDA was recorded in the Distribution Segment, which was mainly due to:

- growth of Regulatory Asset Base to PLN 24.6 billion,

- growth of weighted average cost of capital (WACC) to 10.8%,
- positive impact of regulatory account settlement.

The increase in EBITDA in the Generation Segment was primarily due to an 18% rise in the volume of electricity sold. Higher revenues from the capacity market also contributed positively to the result.

The increase in EBITDA in the Supply and Wholesale Trading Segment was primarily due to an improvement in the margin on electricity sales. In addition, in the second half of 2024, the margin on electricity sales deteriorated as a result of a reduction in the G tariff.

The increase in earnings in the above segments was partially offset by lower earnings in the Renewable Energy Sources and Heat Segments.

In the Renewable Energy Segment, the decline in earnings was mainly due to a decrease in the margin on electricity sales, which was a result of lower market prices. In contrast, the decline in earnings in the Heat Segment was due to a decrease in the margin on electricity sales (resulting from a market-wide decline in prices).

Net debt/EBITDA

Over the past five years, the Net Debt/EBITDA ratio has remained at a safe level, never exceeding 3.0x. This ratio, reported as of the balance sheet date of 31 December 2025, and calculated based on the TAURON Group's consolidated financial statements, was 1.4x. It decreased as compared to 2024 when it was 1.7x. This change is the result of a significantly

higher EBITDA figure, which accounts for a 0.2x improvement in the ratio, and a decrease in net debt, which contributed to a 0.1x improvement in the ratio. The decrease in net debt stems from improved operating cash flow and a consistently implemented financial management policy.

5. Principles and amount of Supervisory Board Members' remuneration

The principles of remunerating members of the Supervisory Board applied at the Company in the period covering the financial year 2025 were compliant with the following regulations:

1. Remuneration Policy adopted by the Extraordinary general meeting of the Company by Resolution No. 5 of 3 September 2024 with account being taken of amendments adopted by the Ordinary General Meeting of the Company by Resolution No. 45 of 25 June 2025.
2. Resolution No. 6 of Extraordinary General Meeting of the Company of 15 December 2016 amended by Resolution No. 6 of Extraordinary General Meeting of the Company of 21 November 2019 and as of 25 June 2025 Resolution No. 46 on the principles of shaping the remunerations of members of the Supervisory Board was in force.
3. The Act of 9 June 2016 on the principles of forming remunerations of persons managing selected companies, as well as with the Best

Practice for WSE Listed Companies in force in 2025.

4. The Act of 21 November 2024 on specific measures for the implementation of the 2025 Budget Act.
5. The Act of 7 November 2025 on specific measures for the implementation of the 2026 Budget Act. In 2025 members of the Supervisory Board received remuneration based on their appointment to the Supervisory Board by the General Meeting or by the State Treasury within the scope of their statutory personal powers.

Until 24 June 2025 members of the Supervisory Board received monthly remuneration calculated as the product of the base amount referred to in Article 1 section 3 item 11 of the Act of 9 June 2016 on the principles of forming remunerations of persons managing selected companies and the multiplier: for the Chair of the Supervisory Board: 1.7, for the remaining members of the Supervisory Board: 1.5.

Following the provisions of Article 1 of the Act of 21 November 2024 on specific measures for the implementation of the 2025 Budget Act, the base for calculating remuneration of the members of the Supervisory Board referred to in Article 1 section 3 item 11 of the Act of 9 June 2016 on the principles of forming remunerations of persons managing selected companies, was still the average monthly remuneration in the enterprise sector without the payment of bonuses from the profit in the fourth quarter of 2016.

On 25 June 2025 the General Meeting changed the amount of monthly remuneration of Supervisory Board Members.

Starting from 25 June 2025 members of the Supervisory Board received monthly remuneration calculated as the product of the base amount referred to in Article 1 section 3 item 11 of the Act of 9 June 2016 on the principles of forming remunerations of persons managing selected companies and the multiplier with account being taken of other legal acts amending or modifying the base amount, including acts on specific measures for implementation of the budget act for the given year, and the multiplier: for the Chair of the Supervisory Board: 3.02, for the remaining members of the Supervisory Board: 2.75.

The remuneration of Members of the Supervisory Board is of a single component nature, comprising monthly remuneration, irrespective of the number of meetings convened in a given month. Consequently, the remuneration principles for Members of the Supervisory Board are not linked to the performance of the Company, either on an annual or a long-term basis.

Remuneration of the Supervisory Board is not tied to sustainable development.

A Member of the Supervisory Board shall not be eligible to receive the remuneration for the month in which he/she was not present at any of the duly convened meetings, where the absence was not justified. The decision on excusing or not excusing the absence of a Member of the Supervisory Board at a meeting shall be taken by the Supervisory Board by way of a resolution.

If a given member of the Supervisory Board was appointed in the course of a calendar month, the remuneration was calculated proportionally to the number of days in which the function was held.

Poniższa tabela przedstawia wysokość całkowitego wynagrodzenia Członków Rady Nadzorczej w 2025 r.

Tabela 9. Wynagrodzenie Członków Rady Nadzorczej Spółki w 2025 r. (bez narzutów w zł):

No.	Name and surname	Period of holding function in 2025	Remuneration
1.	Ilona Malik	13.11.2025 – 31.12.2025	21 279,07
2.	Natalia Klima-Piotrowska	01.01.2025 – 31.12.2025	113 397,37
3.	Tomasz Majka	13.11.2025 – 31.12.2025	19 376,64
4.	Mariusz Bąbol	01.01.2025 – 31.12.2025	113 397,37
5.	Michał Hulbój	01.01.2025 – 31.12.2025	113 397,37
6.	Arkadiusz Jówko	17.02.2025 – 31.12.2025	103 017,03
7.	Beata Kisielewska	01.01.2025 – 31.12.2025	113 397,37
8.	Leszek Koziorowski	01.01.2025 – 31.12.2025	113 397,37

No.	Name and surname	Period of holding function in 2025	Remuneration
9.	Krzysztof Zawadzki	13.11.2025 – 31.12.2025	19 376.64
10.	Sławomir Smyczek	01.01.2025 – 13.11.2025	105 041.94
11.	Piotr Kołodziej	01.01.2025 – 13.11.2025	94 424.41
	Total		929 502.58

Costs related to the performance of the function

In accordance with the provisions of the Articles of Association of TAURON Polska Energia S.A. the Company covered the costs related to the performance of the functions by Members of the Supervisory Board.

In connection with the 11 meetings held by the Supervisory Board, the 7 meetings held by the

Nomination and Remuneration Committee, the 7 meetings held by the Audit Committee, and the 4 meetings held by the Strategy Committee in 2025 (including 3 off-site meetings at TAURON Group companies), the Company covered, in particular, travel expenses from the member's place of residence to the meeting venue and back, as well as meal and accommodation expenses, as needed.

Other information

During the reporting period, there were no instances of requests for the reimbursement of remuneration components from members of the Company's Supervisory Board.

The members of the Supervisory Board did not receive any remuneration from entities belonging to the TAURON Capital Group within the meaning of the Accounting Act of 29 September, 1994.

During the reporting period, no financial instruments were granted or offered to members of the Supervisory Board.

No monetary or non-monetary benefits were granted to the immediate family members of the members of the Supervisory Board.

6. Information on the change of remuneration of the Management Board and the Supervisory Board, and of the average remuneration of employees and the Company's results

The remuneration system for the Company employees, like that for the Members of the Management Board, is of an incentive nature, consisting of the monthly Fixed Remuneration and the Variable Remuneration which depends on the level of achievement of the bonus targets assigned. The Variable Remuneration of employees acting in the capacity of Directors and Managers depends, among others, on the financial results achieved.

The average total remuneration of employees employed by the Company under an employment contract in 2025 increased by 5.98 % compared to the average remuneration in 2024. The analysis of the increase in the average total remuneration broken down by employees of the Company acting in the capacity of Directors and Managers and holding other positions, indicates an increase in the average remuneration in 2025 by approx. 3.98 % compared to 2024, while for other positions, the average remuneration increased by approx. 5.68% compared to 2024.

The table below shows the year-on-year change in the remuneration of the Management Board and the Supervisory Board and the average remuneration of employees in 2021-2025.

Tabela 10th Change in the remuneration of the Management and the Supervisory Boards and the average remuneration of employees in 2021-2025 (in PLN):

	2021	Year-on-year change	2022	Year-on-year change	2023	Year-on-year change	2024	Year-on-year change	2025
Average monthly fixed remuneration of Management Board member	62 508,82	-0,39%	62 265,22	0,20%	62 386,88	0,52%	62 713,49	0,14%	62 801,82
Average monthly remuneration of Management Board member	91 075,58	-10,18%	81 802,25	+30,93%	107 101,56	-41,44%	62 713,49	87,52%	117 598,85
Average number of Management Board members	3,11		5,53		6,00		4,12	111,60%	132 700,70 (including the variable component for 2023 paid in 2025)
Fixed remuneration of the Management Board	2 332 829,11	77,12%	4 131 919,98	8,71%	4 491 855,60	-30,97%	3 100 554,71	-3,75%	2 984 342,27
Total remuneration of the Management Board ¹	3 398 940,74 ³	+59,71%	5 428 397,64 ⁴	+42,06%	7 711 312,36	-59,79%	3 100 554,71 ⁵	80,24%	5 588 297,37
Fixed remuneration of the Supervisory Board	574 726,48	+23,90%	712 091,27	-12,19%	625 322,60	4,31%	652 247,01	42,51%	929 502,58
Average number of Supervisory Board members	7,12		8,85		7,76		7,28		8,01
Average monthly remuneration of supervisory Board member	6 725,92	-0,30%	6 705,60	+0,14%	6 715,23	11,22%	7 468,75	29,48%	9 670,23
Average monthly remuneration of the Company's employees who are not members of the Supervisory Board and the Management Board ²	13 914	+9,31%	15 210	+13,61%	17 280	+1,11%	17 471	5,98%	18 515

¹ Total Fixed and Variable Remuneration paid in a given period.

² Calculated as paid remuneration without anniversary bonuses, compensations for unused vacation and severance payments.

³ Correction for 2021 resulting from change in the method of data presentation – the value has been supplemented by Variable Remuneration paid to Filip Grzegorzcyk in 2020.

⁴ The amount does not include Variable Remuneration for 2019 and 2020 paid in 2022 to Kamil Kamiński and Jarosław Broda.

⁵ The variable remuneration for 2023 was not paid in 2024.

The table below shows the remuneration of the Management Board members performing functions in the Company's Management Board in 2025.

Tabela 11th Year-on-year change in total remuneration of Management Board members in the years 2021-2025 (in PLN):

	2021	Year-on-year change	2022	Year-on-year change	2023	Year-on-year change	2024	Year-on-year change	2025
Grzegorz Lot	n/a	n/a	n/a	n/a	n/a	n/a	651 813,55	131,89%	1 511 461,55
Michał Orłowski	n/a	n/a	n/a	n/a	n/a	n/a	622 962,81	125,45%	1 404 438,83
Krzysztof Surma	317 204,29	205,40%	968 746,76	60,55%	1 555 305,85	-49,75%	781 616,68	196,70%	2 319 045,23
Piotr Gołębiowski	n/a	n/a	n/a	n/a	n/a	n/a	636 566,43	117,93%	1 387 264,03 ¹

¹ wykazana wartość nie zawiera odprawy w wysokości 184 958,76 zł oraz ekwiwalentu za niewykorzystaną przerwę wypoczynkową w wysokości 22 606,07 zł.

The table below shows the remuneration of the Supervisory Board members performing functions in the Supervisory Board in 2025.

Tabela 12th Year-on-year change in total remuneration of the Supervisory Board members in the years 2021-2025 (in PLN):

	2021	Year-on-year change	2022	Year-on-year change	2023	Year-on-year change	2024	Year-on-year change	2025
Ilona Malik	n/a	n/a	n/d	n/a	n/d	n/a	n/d	n/a	21 279,07
Natalia Klima-Piotrowska	n/a	n/a	n/d	n/a	n/d	n/a	80 339,09	41,15%	113 397,37
Tomasz Majka	n/a	n/a	n/d	n/a	n/d	n/a	n/d	n/a	19 376,64
Mariusz Bąbol	n/a	n/a	n/d	n/a	n/d	n/a	25 982,30	336,44%	113 397,37
Michał Hulbój	n/a	n/a	n/d	n/a	n/d	n/a	59 010,65	92,16%	113 397,37
Arkadiusz Jówko	n/a	n/a	n/d	n/a	n/d	n/a	n/d	n/a	103 017,03
Beata Kisielewska	n/a	n/a	n/d	n/a	n/d	n/a	59 010,65	92,16%	113 397,37
Leszek Koziorowski	47 944,38	65,33%	79 268,04	0,00%	79 268,04	12,73%	89 359,54	26,90%	113 397,37
Krzysztof Zawadzki	n/a	n/a	n/d	n/a	n/d	n/a	n/d	n/a	19 376,64
Sławomir Smyczek	n/a	n/a	n/d	n/a	n/d	n/a	90 700,21	15,81%	105 041,94
Piotr Kołodziej	n/a	n/a	n/d	n/a	n/d	n/a	76 101,03	24,08%	94 424,41

The table below shows the change, in year-on-year terms, in the results of TAURON Polska Energia S.A. in the years 2021-2025.

Tabela 13th Change in the Company's results in the years 2021-2025 (in PLN million):

	2021	Year-on-year change	2022	Year-on-year change	2023	Year-on-year change	2024	Year-on-year change	2025
Company's sales revenue	18 216	+9 329	27 545	+6 769	34 314	-11 465	22 849	-4 054	18 795
Company's EBITDA	57	+161	218	+22	240	+582	822	-343	479
Gross financial result	236	-200	36	-673	-637	+1 254	617	+2 734	3 351

Revenues

The Company's sales revenue showed a clear upward trend between 2021 and 2023, driven by rising electricity prices and changes in sales volume.

External factors had a significant impact on price increases during this period, including the Russian Federation's aggression against Ukraine, which led to the destabilization of energy commodity markets and significant price volatility. The year 2024 saw a significant decline in revenue compared to the previous year, primarily due to changes in market conditions and a significant reduction in electricity prices for contracts signed in 2023 with delivery in

EBITDA

Lower EBITDA in 2025 as compared to the previous year is a result of the following factors:

- lower margin on the supply of electricity and gas, mainly due to lower margin per unit and lower supply volume,

Gross financial result

In addition to EBITDA, the following factors collectively contributed to the higher gross financial result in 2025 compared to the previous year:

- an increase in dividend income, primarily from dividends received from the subsidiary TAURON Dystrybucja S.A.,
- dodatni efekt aktualizacji wartości pożyczek, wynikający z odwrócenia w 2025 r. części odpisu aktualizującego rozpoznanego w 2024 r. dla pożyczki udzielonej spółce TAURON Wytwarzanie S.A., co – w odróżnieniu od ubiegłego roku, w którym ujęto koszt z tego tytułu – przełożyło się na wzrost wyniku finansowego brutto,
- lower losses on derivatives, resulting from the strengthening of the PLN and a decline in the value of foreign exchange derivatives,

2024. By contrast, the further decline in sales revenue in 2025 was primarily a consequence of the continuing downward trend in electricity prices for contracts concluded mainly in 2024, which resulted from the normalization of market conditions following a period of extraordinary price volatility in previous years, as reflected in a further decline in the Company's sales revenue. Prices fell by 17% in 2025, particularly for electricity and gas.

- a lower margin on the sale of CO2 emission allowances, which is mainly due to a lower unit margin resulting from the stabilization of the euro exchange rate at which the allowances were purchased for cancellation by the TAURON Group's power generation companies, combined with a lower volume resulting from reduced demand from the TAURON Group companies.
- a decrease in interest income from loans, resulting primarily from lower income from the loan granted to TAURON Wytwarzanie S.A. due to a reduction in the loan's carrying amount—which serves as the basis for calculating interest—following cash flow analyses conducted as of June 30, 2024. In addition, lower interest income is the result of a lower average annual level of external financing utilization and a general decline in interest rates,
- lower revenue from the revaluation of equity interests and shares, resulting from the fact that in 2025, a partial reversal of the impairment charge on the equity interest in TAURON Ciepło sp. z o.o. was made in an amount lower than in 2024. The reversal of the impairment charge in both years was a result of positive impairment test results.

7. Opinion of the Company's General Meeting related to the previous Remuneration report

The Company's Ordinary General Meeting, by Resolution No. 10 of June 25, 2025 issued a positive opinion on the Report on the remuneration of the Management Board and the Supervisory Board of TAURON Polska Energia S.A. for 2024 and had no reservation as to its contents.

The Report on remuneration of the Management Board and the Supervisory Board of TAURON Polska Energia S.A. for 2024 was submitted to certified auditor for review and the certified auditor confirmed that it contains information required under Article 90g sections 1-5 and 8 of the Act on Public Offering.

8. Conclusion

The Remuneration Report was prepared after the review of the remuneration

performed by the Supervisory Board, including all benefits due to and received by

individual members of the Management Board and the Supervisory Board in the financial year 2024 and, in the opinion of the Supervisory Board, all information required by the Act on Public Offering has been included herein.

The Remuneration Report was subject to the assessment by certified auditor with regard to the inclusion of the required information pursuant to Article 90g sections 1-5 and 8 of the Act on Public Offering.

The Supervisory Board shall submit this Remuneration Report to the Ordinary General Meeting for the purpose of obtaining its opinion in the form of a resolution which is of advisory nature.

Following the conclusion of the Ordinary General Meeting, the Remuneration Report will be posted on TAURON website, where it will be made available free of charge for at least 10 years.

March 30, 2026

Signatures of Members of the Supervisory Board:

Chair of the Supervisory Board - Ilona Malik

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Vice Chair of the Supervisory Board - Natalia Klima-Piotrowska

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Secretary of the Supervisory Board - Tomasz Majka

.....

Member of the Supervisory Board - Michał Hulbój

.....

Member of the Supervisory Board - Arkadiusz Jówko

.....

Member of the Supervisory Board - Beata Kisielewska

.....

Member of the Supervisory Board - Leszek Koziorowski

.....