



Remuneration Report  
for the Members of the  
Management Board and  
Supervisory Board of  
**Wirtualna Polska Holding**

for the financial year ended 31 December 2025



## GENERAL RULES OF REMUNERATION FOR MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF WIRTUALNA POLSKA HOLDING SA

The principles for awarding remuneration to Management Board Members, established in the Company's Remuneration Policy, have been designed to create incentives for Management Board Members to effectively manage the Company and the Wirtualna Polska Capital Group, and to undertake actions and efforts aimed at furthering the Group's development and pursuing shareholder interests, while respecting the rights of stakeholders. Therefore, the Remuneration Policy assumes that the total remuneration of Management Board Members will consist of a fixed and a variable component. Furthermore, the method of determining the remuneration of Management Board Members with respect to the variable component of this remuneration is directly linked to the Group's overall business strategy.

The remuneration policy of Wirtualna Polska Holding SA aims to ensure a remuneration structure that will enable the company and its subsidiaries to attract and retain highly qualified members of the Management Board and Supervisory Board and to provide them with competitive remuneration tailored to achieving above-average company results and the Group's long-term goals.

### Remuneration elements of the Management Board Members of Wirtualna Polska Holding SA in 2025

Fixed elements	Variable elements	LTIP
Basic salary	<p>The annual bonus, based on the Management by Objectives system, is part of the Short-Term Incentive (STI). This bonus is paid semi-annually and generally represents up to 50% of the six-month base salary.</p> <p>The threshold for triggering the bonus is the achievement by the Group of a specific EBITDA target level (agreed with the Supervisory Board) and individual targets.</p> <p>Depending on the achievement of individual targets and the multiplier resulting from the level of achievement of the EBITDA target and meeting the minimum EBITDA target condition, the bonus may amount to up to 143% of the base bonus.</p> <p>With the maximum level of achievement of financial and non-financial goals, the bonus level may amount to up to 72% of the annual basic salary achieved from all companies in the capital group.</p>	<p>The Company continued its long-term incentive programs in 2025, which grant the right to acquire shares. The programs were terminated by March 5, 2025.</p> <p>Three members of the management board: Jacek Świdorski, Michał Brański and Krzysztof Sierota are also significant shareholders, holding a total of 38% of shares and controlling 55% of votes.</p> <p>The Nomination and Remuneration Committee of the Supervisory Board finds that their shareholding in Wirtualna Polska Holding SA ensures that their interests are sufficiently aligned with the interests of the Company's shareholders and the Group's long-term strategic objectives, and therefore they are not additionally participants in a long-term share-based incentive program.*</p> <p>Elżbieta Bujniewicz-Belka was a participant in the share-based incentive program.</p>

\*in accordance with the remuneration policy, Members of the Management Board who are shareholders of the Company holding more than 5% of votes in the Company do not participate in long-term incentive programs in force in the Company

In 2025, the bonus targets set for individual Management Board Members, in the section relating to financial results, were directly correlated with the Group's revenue and cost budget assumptions approved by the Supervisory Board. The remaining bonus targets for Management Board Members were linked to projects that further the Group's long-term strategic goals, i.e., achieving the leading position in information and entertainment media and the e-commerce market leader in Poland. An additional incentive for Management Board Members to achieve the best possible financial results was the linking of variable remuneration to the Group's achievement of the EBITDA level established by the Supervisory Board, relative to the level established in the budget approved by the Supervisory Board.

The total remuneration of the Supervisory Board members paid in 2025 was set at an equal monthly amount, with an additional fixed monthly remuneration being established for the Supervisory Board members holding additional functions (Chairman of the Supervisory Board, Vice-Chairman of the Supervisory Board, member of the Audit Committee or other committee or commission of the Supervisory Board).

## REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF WIRTUALNA POLSKA HOLDING SA IN 2025

### Remuneration of Management Board Members

The total remuneration of the Company's Management Board Members in 2025 consisted of the following components:

- fixed (basic) salary,
- variable remuneration based on short-term objectives (bonuses; STI),

- variable remuneration based on long-term objectives (share price-linked management option program; LTIP),
- non-financial remuneration (benefits).

The remuneration package is designed to focus the activities of top management on effectively implementing the company's priorities and aligning their interests with the long-term interests of shareholders.

In accordance with the remuneration policy, Members of the Management Board of Wirtualna Polska Holding SA receive a fixed remuneration, paid monthly in the amount determined in a resolution of the Supervisory Board, based on appointment.

Variable remuneration is determined and accounted for, taking into account annual or semi-annual bonus targets and the weighting of these targets. Bonus payments to Management Board Members are made immediately after the Supervisory Board assesses the achievement of bonus targets following the end of the relevant accounting period and the publication of the financial statements.

When setting the objectives that determine the award of variable remuneration to Management Board members, the Supervisory Board is guided primarily by the business strategy and the long-term interests and stability of the Company. Under no circumstances may the objectives assigned to individual Management Board members conflict with the short- and long-term interests of the Company.

Additionally, in 2025, the Company continued its long-term incentive programs, under which Management Board Members may be awarded additional compensation, the amount of which is calculated based on the Company's value (long-term goals). The programs were completed by March 5, 2025.

Non-financial benefits (benefits) are available to Management Board Members under the same rules as those applicable to all employees and associates of the Company (including the cafeteria platform, medical care).

#### The value of remuneration costs of Management Board Members from all companies belonging to the Capital Group

Member of the board	Position	Salary type	2023	2024	2025
Jacek Swiderski	Chief Executive Officer	fixed	2,892	3 123	3,260
		variable	990	522	-
		LTIP	-	-	-
Elżbieta Bujniewicz-Belka	Chief Financial Officer	fixed	967	1,045	1 202
		variable	462	281	-
		LTIP	-	-	-
Michał Branski	Chief Strategy Officer	fixed	977	1,045	1,097
		variable	474	277	-
		LTIP	-	-	-
Krzysztof Sierota	Chief Technology Officer	fixed	965	1,045	1,097
		variable	477	1,147	-
		LTIP	-	-	-

\*The table above does not include non-cash benefits.

#### Remuneration of Supervisory Board Members

Members of the Supervisory Board of the Company were entitled to remuneration in 2025:

- in a fixed monthly amount for members of the Supervisory Board
- and additionally, in a fixed monthly amount for the performance by a Member of the Supervisory Board of one or more functions: Chairman of the Supervisory Board of the Company, Vice-Chairman of the Supervisory Board of the Company, member of the Audit Committee or another committee or commission of the Supervisory Board of the Company.

The amounts referred to above were determined in the resolutions of the General Meeting of the Company.

In addition, members of the Management Board and Supervisory Board are covered by civil liability insurance (D&O Insurance) financed by the Company. Supervisory Board members are not entitled to any other non-financial benefits from the Company or other entities within the Capital Group.

## VARIABLE REMUNERATION BASED ON OBJECTIVES

### Remuneration based on short-term goals:

Variable remuneration (Bonus) is determined and settled taking into account annual or half-yearly bonus targets and the weighting of these targets.

#### Share of individual short-term bonus targets in 2025 of Wirtualna Polska Holding management board members

Type of goal	Specific objective	Jacek Świdorski	Michał Brański	Krzysztof Sierota	Elżbieta Bujniewicz-Belka
Financial goals	Consolidated sales revenues	25%	50%		
	Adjusted EBITDA	50%	49%		20%
	Consolidated net profit	20%			
	CAPEX				20%
	Operating costs excluding payroll costs				20%
	Carrying out the final settlement of the purchase price of the Invia Group				30%
Non-financial operational objectives	Technology Goals			95%	
	Product optimization goals				
	Process automation				
ESG non-financial objectives	ESG Goal	5%	1%	5%	10%
	<b>Sum</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

In the case of Jacek Świdorski and Elżbieta Bujniewicz-Belka, the financial goals refer to the consolidated indicators of the Wirtualna Polska capital group, while in the case of Michał Brański, to the consolidated indicators of the Audioteka group. Group .

### Compensation based on long-term goals:

In 2025, the Company continued its incentive programs, under which Management Board Members could be awarded additional compensation, the amount of which is calculated based on the Company's share price. The primary long-term goal, which determined the value of the incentive program for Management Board Members, was the Company's value, as reflected in the share price. The programs were completed by March 5, 2025.

In accordance with the remuneration policy, Management Board members who are shareholders of the Company holding more than 5% of the voting rights in the Company do not participate in the Company's incentive programs. Therefore, in 2025, Management Board members Jacek Świdorski, Michał Brański, and Krzysztof Sierota did not receive additional share-linked compensation (under the management option program). The Nomination and Remuneration Committee of the Supervisory Board determines that their shareholding in Wirtualna Polska Holding ensures that their interests are sufficiently aligned with the interests of the Company's shareholders and the Group's long-term strategic objectives.

### Detailed criteria for remuneration based on short-term goals

The settlement of variable remuneration for Management Board Members in 2025 was determined by the Supervisory Board in the form of a resolution. The following were in nature:

- Financial Objectives including, among others, indicators such as: the level of the Group's adjusted EBITDA, the level of the Group's consolidated revenues, the level of the Group's consolidated net profit, the level of the Group's CAPEX, the level of the Group's non-personnel costs,

- Non-Financial Operational Objectives covering projects in areas managed by individual Management Board Members, i.e. IT (including those related to the development of systems and technological infrastructure of companies in the Group), Product (including technological development of products: WP Booster, WP ADS and WPartner);
- Strategic Non-Financial Objectives, including projects implementing the Company's short- and long-term strategy;
- ESG Non-Financial Objectives covering projects related to environmental protection and other sustainable development goals related to the Company's operations, including the publication of a non-financial statement for 2024 in accordance with ESRS standards together with an assurance opinion and update of the double significance study following the Invia acquisition Group, taking into account the higher share of Tourism in the Group structure.

The selection of Bonus Targets in a given settlement period (as well as their weights) for individual Management Board Members took into account the scope of their individual duties and responsibilities in the process of managing the Company.

The basis for calculating the Bonus was the base amount determined by the Supervisory Board.

The primary condition for awarding variable remuneration to Management Board Members was the Group's achievement of a specific Adjusted EBITDA target (agreed with the Supervisory Board). In the first and second half of 2025, the Management Board achieved its individual targets, but due to the failure to achieve the Group's Adjusted EBITDA target, no Management Board Member was entitled to an additional bonus.

Group EBITDA is calculated as operating profit plus depreciation and amortization (excluding depreciation and amortization of purchased program assets), while Adjusted EBITDA is calculated as EBITDA adjusted for items including, but not limited to: transaction costs related to acquisitions and restructuring, the result on barter transactions, impairment of fixed assets, and management stock option plan costs. EBITDA and Adjusted EBITDA are presented because the Group believes they are a useful measure of business performance. EBITDA and Adjusted EBITDA are not defined by International Financial Reporting Standards (IFRS) and should not be considered an alternative to the profit/(loss) categories defined in IFRS, as a measure of operating performance, or as a measure of cash flow from operating activities under IFRS. They also cannot be considered an indicator of liquidity.

Bonus payment was contingent on the assessment of the level of achievement of Bonus Goals. The total level of achievement of Bonus Goals in a given calendar half-year was calculated as the sum of the products of the level of achievement of individual Bonus Goals set for that half-year and the weight of the given goal.

The assessment of the level of achievement of Bonus Goals was made by the Supervisory Board of the Company.

A detailed breakdown of Bonus Targets in 2025 is presented in the table below.

#### Settlement of Bonus Goals of the Company's Management Board Members for 2025

Name and surname Function	Billing period	Bonus Goal Type	Bonus Target Weight	Percentage of base amount determined based on Bonus Goal achievement level*
JACEK ŚWIDERSKI President of the Management Board	First half of 2025	Financial Goals	95%	87% x 0% = 0%
		ESG Non-Financial Goals	5%	
	Second half of 2025	Financial Goals	95%	90% x 0% = 0%
		ESG Non-Financial Objectives	5%	
MICHAŁ BRAŃSKI Member of the Management Board	First half of 2025	Financial Goals	99%	103% x 0% = 0%
		Non-Financial Operational Objectives	0%	
	Second half of 2025	ESG Non-Financial Goals	1%	102% x 0% = 0%
		Financial Goals	99%	
		Non-Financial Operational Objectives	0%	
First half of 2025	ESG Non-Financial Objectives	1%	112% x 0% = 0%	
	Second half of 2025	Financial Goals	90%	

ELŻBIETA BUJNIEWICZ-BELKA Member of the Management Board for Financial Affairs of the Company	Second half of 2025	Non-Financial Operational Objectives	0%	100% x 0% = 0%
		ESG Non-Financial Objectives	10%	
		Financial Goals	90%	
	First half of 2025	Non-Financial Operational Objectives	0%	
		ESG Non-Financial Goals	10%	
		Financial Goals	0%	
KRZYSZTOF SIEROTA Member of the Management Board	Second half of 2025	Non-Financial Operational Objectives	95%	92% x 0% = 0%
		ESG Non-Financial Objectives	5%	
		Financial Goals	0%	
	First half of 2025	Non-Financial Operational Objectives	95%	
		ESG Non-Financial Objectives	5%	
		Financial Goals	0%	

\*Members of the Management Board achieved their individual goals. The group goal was not achieved – the threshold for achieving the Adjusted EBITDA goal for the Capital Group was not reached. Therefore, Management Board members are not entitled to bonuses for 2025.

## REMUNERATION BASED ON LONG-TERM GOALS AND KEY TERMS

In 2014–2015 (i.e., in the years preceding this reporting period and the Company's initial public offering), the Company's Extraordinary General Meetings of Shareholders adopted incentive programs based on financial instruments. These programs provided for the possibility of granting selected individuals, including Management Board members, the right to acquire Company shares in exchange for subscription warrants issued as part of a conditional increase in the Company's share capital.

As at the date of preparation of this Report, the above-mentioned incentive programs have already been completed, while among the Members of the Management Board and the Supervisory Board of the Company, only Ms. Elżbieta Bujniewicz-Belka – Member of the Management Board for Finance of the Company remained a participant in the Company's incentive program and acquired successively, in accordance with the schedule set out in the agreement concluded with the Company, the rights to acquire a total of 120,000 ordinary bearer series F shares issued under the second management option program and in 2025 she acquired them.

In addition At the end of 2024, Ms. Elżbieta Bujniewicz-Belka was granted the right to subscribe for a total of 95,553 series D ordinary bearer shares issued under the first management option program, the subscription of which took place in the first quarter of 2025. In connection with the granting of the aforementioned shares, an agreement was also entered into specifying the obligations related to the shareholding acquired under the Company's incentive program, which provides for a 5-year lock- up period during which the shares acquired under the agreement cannot be sold. The Company will recognize the costs of the management stock option program granted in 2024 pro rata over a 5-year period beginning after January 1, 2025.

Detailed conditions for the exercise of the managerial options granted to Ms. Elzbieta Bujniewicz-Belka in the reporting period are presented in the next table.

Name and surname Function	Main terms of the management stock option program						Information on the implementation of the management option program in the reporting period		
	Program name	Validity period	Date of granting the right	Date of acquisition of the option ( vesting date )	Option exercise period	Strike price	Opening balance	During the year	Closing balance
							Options granted and unvested at the beginning of the reporting period	Options granted during the reporting period ( vesting )	Options granted and unvested at the end of the reporting period
ELŻBIETA BUJNIEWICZ-BELKA Member of the Management Board for Financial Affairs of the Company	ESOP I	23/12/2024 - 14/01/2025; lock-up for 5 years	23/12/2024	every quarter	10 business days after the end of the quarter, no later than January 14, 2025	12.17 PLN	95 553	(95,553)	0

In accordance with the remuneration policy, Management Board members who are shareholders of the Company and hold more than 5% of the voting rights in the Company do not participate in the Company's incentive programs. Therefore, Jacek Świdorski, Michał Brański, and Krzysztof Sierota did not receive additional share-linked compensation (under the management option program) in 2025. The Nomination and Remuneration Committee of the Supervisory Board determines that their shareholding in Wirtualna Polska Holding S.A. ensures that their interests are sufficiently aligned with the interests of the Company's shareholders and the Group's long-term strategic objectives.

## OTHER INFORMATION

As at the date of this report, the Remuneration Policy for Members of the Management Board and Supervisory Board of the Company, as well as the resolutions of the Supervisory Board of the Company, which established the terms of remuneration of Members of the Management Board of the Company, do not provide for the possibility for the Company to demand reimbursement of variable remuneration components to which Members of the bodies have acquired rights.

In 2025, the Company did not apply any derogations from the procedure for implementing the remuneration policy and did not apply any procedure for waiving the application of the Remuneration Policy in accordance with Article 90F of the Act on Trading.

## ATTACHMENTS

### Appendix 1: Total remuneration of the Management Board and Supervisory Board members payable by Wirtualna Polska Holding SA for 2025<sup>1</sup>

Name and surname Function	Year	Fixed salary		Variable remuneration	Total remuneration	Share of remuneration	
		Basic	Non-financial benefits	One-year-olds		permanent	variable
JACEK ŚWIDERSKI President of the Management Board	2025	468	7	0	475	100%	0%
MICHAŁ BRAŃSKI Member of the Management Board	2025	156	7	0	163	100%	0%
KRZYSZTOF SIEROTA Member of the Management Board	2025	156	1	0	157	100%	0%
ELŻBIETA BUJNIEWICZ-BELKA Member of the Management Board for Financial Affairs of the Company	2025	204	1	0	205	100%	0%
PIOTR WALTER Member of the Supervisory Board	2025	21	0	0	21	100%	0%
ALEKSANDER WILEWSKI Member of the Supervisory Board	2025	21	0	0	21	100%	0%
BEATA BARWIŃSKA Member of the Supervisory Board	2025	87	0	0	87	100%	0%
KATARZYNA BEUCH Member of the Supervisory Board	2025	81	0	0	81	100%	0%
MARIUSZ JARZĘBOWSKI Member of the Supervisory Board	2025	81	0	0	81	100%	0%
GRZEGORZ KONIECZNY Member of the Supervisory Board	2025	21	0	0	21	100%	0%
WITOLD WOŹNIAK Member of the Supervisory Board	2025	17	0	0	17	100%	0%
JOANNA RÓŻYCKA - IWAN Member of the Supervisory Board	2025	77	0	0	77	100%	0%
HENRYKA BOCHNIARZ Member of the Supervisory Board	2025	75	0	0	75	100%	0%
PAWEŁ WUJEC Member of the Supervisory Board	2025	59	0	0	59	100%	0%

\*In accordance with the remuneration policy, variable remuneration does not exceed 72% of the annual remuneration in relation to the total remuneration achieved in all Group companies together.

<sup>1</sup>The table does not include the value of remuneration for the financial instruments granted

## Appendix 2: Amount of remuneration of members of the Management Board and Supervisory Board paid and payable by entities belonging to the same Capital Group

In 2025, all members of the Company's Management Board served as members of the Supervisory Boards of subsidiaries and in this respect, based on resolutions of the General Meeting or the Shareholders' Meeting of subsidiaries, in some of them they were granted remuneration in a fixed monthly amount.

Additionally, Ms. Elżbieta Bujniewicz-Belka took up the position of a member of the management board of Wirtualna Polska Media SA from October 21, 2025, and Mr. Michał Brański took up the position of a member of the management board of Wirtualna Polska Media SA from December 18, 2025. For this reason, the members of the management board receive remuneration.

In 2025, Ms. Elżbieta Bujniewicz-Belka also served as a member of the Supervisory Board at WP Travel SA, Superauto Sp. z o. o., Invia Group SE and Szallas ZRT Group . Mr. Jacek Świdorski also served as a member of the Supervisory Board of WP Travel SA. Mr. Michał Brański additionally served as a member of the management board of Tourini GmbH and Invia Travel Germany GmbH, as well as a member of the Supervisory Board of Crowd8 Sp. z o. o. Management board members do not receive remuneration for performing the aforementioned functions.

### The amount of remuneration of Mr. Jacek Świdorski – President of the Management Board of the Company paid and payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025

JACEK ŚWIDERSKI President of the Management Board	Fixed remuneration for the function performed	Total remuneration
Wirtualna Polska Media joint-stock company	1,856	1856
Wakacje.pl joint-stock company	720	720
Totalmoney.pl limited liability company	216	216

### The amount of remuneration of Ms. Elżbieta Bujniewicz-Belka – Member of the Management Board for Financial Affairs of the Company paid and payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025

ELŻBIETA BUJNIEWICZ - BELKA Member of the Management Board for Financial Affairs of the Company	Fixed remuneration for the function performed	Total remuneration
Wirtualna Polska Media joint-stock company	761	761
Wakacje.pl joint-stock company	201	201
Totalmoney.pl limited liability company	36	36

### The amount of remuneration of Mr. Michał Brański – Member of the Management Board of the Company paid and payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025

MICHAŁ BRAŃSKI Member of the Management Board	Fixed remuneration for the function performed	Total remuneration
Wirtualna Polska Media joint-stock company	41	41
Audio library Group limited liability company	685	685
Wakacje.pl joint-stock company	179	179
Totalmoney.pl limited liability company	36	36

### The amount of remuneration of Mr. Krzysztof Sierota – Member of the Management Board of the Company paid and payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025

KRZYSZTOF SIEROTA Member of the Management Board	Fixed remuneration for the function performed	Total remuneration
Wirtualna Polska Media joint-stock company	726	726
Wakacje.pl joint-stock company	179	179
Totalmoney.pl limited liability company	36	36

### The amount of remuneration of Ms. Beata Barwińska - Member of the Supervisory Board of the Company payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025

BEATA BARWIŃSKA Member of the Supervisory Board	Fixed remuneration for services provided*	Total remuneration
Wirtualna Polska Media joint-stock company	297	297
Audio library Group limited liability company	57	57

\*remuneration for legal services provided by an affiliated entity in which Ms. Beata Barwińska is a partner

**The amount of remuneration of Mr. Witold Woźniak – Member of the Supervisory Board of the Company payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025**

<b>WITOLD WOŹNIAK Member of the Supervisory Board</b>	<b>Fixed remuneration for services provided*</b>	<b>Total remuneration</b>
Wirtualna Polska Media joint-stock company	147	<b>147</b>

\*remuneration for consulting services provided by a related entity owned by Mr. Witold Woźniak

**The amount of remuneration of Mr. Paweł Wujec – Member of the Supervisory Board of the Company payable by entities belonging to the Wirtualna Polska Capital Group for the year 2025**

<b>PAWEŁ WUJEC Member of the Supervisory Board</b>	<b>Fixed remuneration for services provided*</b>	<b>Total remuneration</b>
Audio library Group limited liability company	8	<b>8</b>

\*remuneration for services provided by an affiliated entity in which Mr. Paweł Wujec is a shareholder

### Appendix 3: The amount of remuneration of the Management Board and Supervisory Board members in relation to the Group's financial results and the average remuneration of employees

Annual change	Year 2025	Year 2024	Year 2023	Year 2022	Year 2021	2025 vs 2024 in thousand s PLN	2024 vs 2023 in thousand s PLN	2023 vs 2022 in thousand s PLN	2022 vs 2021 in thousand s PLN	2025 vs 2024%	2024 vs 2023 %	2023 vs 2022 %	2022 vs 2021 %
<b>Total remuneration of the Management Board and Supervisory Board members obtained from the Company and the Capital Group for performing their functions</b>													
JACEK ŚWIDERSKI, President of the Management Board	3,268	3,650	3,883	3,428	3,552	-383	-233	455	-124	-10.5%	-6.0%	13.3%	-3.5%
ELŻBIETA BUJNIEWICZ - BELKA, Member of the Management Board for Financial Affairs of the Company	1 203	1,327	1,429	1,261	1,308	-124	-102	168	-47	-9.3%	-7.2%	13.3%	-3.6%
MICHAŁ BRAŃSKI, Member of the Management Board	1 105	1,328	1,451	1,298	1,358	-223	-123	154	-60	-16.8%	-8.5%	11.8%	-4.4%
KRZYSZTOF SIEROTA, Member of the Management Board	1,098	2 193	1,442	1,278	1,270	-1,095	751	164	8	-49.9%	52.1%	12.9%	0.6%
PIOTR WALTER, Chairman of the Supervisory Board	21	43	43	40	34	-22	0	4	6	-51.9%	0.0%	9.1%	16.5%
ALEKSANDER WILEWSKI, Member of the Supervisory Board	21	43	43	40	34	-22	0	4	6	-51.9%	0.0%	9.1%	16.5%
BEATA BARWIŃSKA - PIOTROWSKA, Member of the Supervisory Board	87	43	43	40	34	44	0	4	6	101.0%	0.0%	9.1%	16.5%
KATARZYNA BEUCH, Member of the Supervisory Board	81	43	43	40	18	37	0	4	22	86.6%	0.0%	9.1%	120.0%
MARIUSZ JARZĘBOWSKI, Member of the Supervisory Board	81	43	43	40	34	37	0	4	6	86.6%	0.0%	9.1%	16.5%
GRZEGORZ KONIECZNY, Member of the Supervisory Board	21	43	43	40	18	-22	0	4	22	-51.9%	0.0%	9.1%	120.0%
WITOLD WOŹNIAK, Member of the Supervisory Board	17	36	36	36	34	-19	0	0	2	-51.9%	0.0%	0.0%	5.9%
JOANNA RÓŻYCKA - IWAN, Member of the Supervisory Board <sup>(1)</sup>	77	36	5	0	0	41	31	5	0	114.3%	579.2%	nd	nd
HENRYKA BOCHNIARZ, Member of the Supervisory Board <sup>(2)</sup>	75	0	0	0	0	75	0	0	0	nd	nd	nd	nd
PAWEŁ WUJEC, Member of the Supervisory Board <sup>(3)</sup>	59	0	0	0	0	59	0	0	0	nd	nd	nd	nd
<b>Results of the Wirtualna Polska Holding Capital Group</b>													
Adjusted EBITDA of the Wirtualna Polska Holding Capital Group	574 168	468 199	438 971	371 353	307 818	105 969	29 228	67 618	63 535	22.6%	6.7%	18.2%	20.6%
Sales revenues of the Wirtualna Polska Holding Capital Group	2 213 622	1 568 308	1 436 803	1 077 720	872 239	645 314	131 505	359 083	205 481	41.1%	9.2%	33.3%	23.6%
Net profit/loss of the Wirtualna Polska Holding Capital Group	-22,073	165 890	163 954	178 324	187 797	-187 963	1,936	-14,370	-9 473	-113.3%	1.2%	-8.1%	-5.0%
<b>Average annual gross salary in the Wirtualna Polska Holding Capital Group</b>													
Employees and collaborators	151	128	124	115	112	24	4	9	3	18.4%	3.0%	7.8%	3.0%

<sup>(1)</sup> from November 8, 2023

<sup>(2)</sup> from 23/06/2025

<sup>(3)</sup> from 23/06/2025

The report was prepared for the financial year 2025 , and the table above includes remuneration and changes in this remuneration for persons holding positions on the Management Board and Supervisory Board of the Company in 2025.

Due to the Company's principles for determining the variable remuneration of Management Board Members, the specific nature and structure of employment within the Company and the Wirtualna Polska Capital Group, the table above includes data on the consolidated financial results of the Wirtualna Polska Capital Group and the average remuneration of employees

and associates employed in companies within the Wirtualna Polska Capital Group. Average remuneration in the Wirtualna Polska Holding Capital Group was calculated as the sum of remuneration paid to employees and associates of the Capital Group who are not members of the Management Board or Supervisory Board of the Company for a given financial year, divided by the average number of persons employed (regardless of the form of employment) in that financial year.

**Legal basis:** The report on the remuneration of members of the Management Board and Supervisory Board of Wirtualna Polska Holding S.A. (the "Company") for the financial year ended 31 December 2025 was prepared by the Supervisory Board of the Company pursuant to Article 90g of the Act of 29 July 2005 on public offering and conditions for introducing financial instruments to organized trading and on public companies (the "Act on Public Offering").

On 23 June 2025, the Annual General Meeting of Wirtualna Polska Holding SA, acting under Article 90g section 6 of the Act on Public Offering, issued a positive opinion on the report on the remuneration of members of the Management Board and Supervisory Board of the Company for 2024.