

**Report on remuneration
of the members of the Management Board and the Supervisory Board of
Stalexport Autostrady S.A. in the financial year 2025**

**§ 1
Definitions**

The terms provided for below shall have the following meaning herein:

- 1) **“Capital Group”** – the Company and Subsidiaries thereof;
- 2) **“Remuneration Policy”** – remuneration policy adopted by the Company on 19th June 2020 pursuant to Article 90d.1 of the Act on Public Offering and subsequently amended on 24th November 2020, 19th December 2022 and 19th June 2024;
- 3) **“Supervisory Board”** – the Supervisory Board of the Company;
- 4) **“Company”** – Stalexport Autostrady S.A. with its registered office in Mysłowice;
- 5) **“SAM S.A.”** – Stalexport Autostrada Małopolska S.A. with registered office in Mysłowice;
- 6) **“VIA4 S.A.”** – VIA4 S.A. with registered office in Mysłowice;
- 7) **“Subsidiary”** – a company being a subsidiary of the Company within the meaning of Article 4(15) of the Act on Public Offering;
- 8) **“Report”** – this document adopted pursuant to Article 90g.1 of the Act on Public Offering, prepared for the year 2025;
- 9) **“Act on Public Offering”** – the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29th July 2005 (consolidated text; Dz.U. [Polish Journal of Laws] of 2024, item 620, as amended);
- 10) **“Management Board”** – the Management Board of the Company.

**§ 2
Comprehensive remuneration overview**

1. Remuneration paid and due to Mr Andrzej Kaczmarek in 2025 as a member of the Management Board:

- 1) Total remuneration, broken down into fixed and variable remuneration components together with bonuses and other monetary and non-monetary benefits, and proportions between these remuneration components.

Remuneration paid ¹ to Mr Andrzej Kaczmarek at Stalexport Autostrady S.A.						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	425,004	218,877	1,562,603	102,720	2,309,204	18: 77: 5

¹ There was no due remuneration on the date the Report was created.

- 2) Explanation of the manner in which total remuneration is compliant with the Remuneration Policy adopted, including how it contributes to the achievement of long-term results of the Company.

Remuneration paid to Mr Andrzej Kaczmarek is compliant with the adopted Remuneration Policy, and its amount, payment arrangements and structure thereof serve the business strategy, long-term interests and stability of the Company and as well as take into account the Company's current financial position upon award and payment thereof.

- 3) Information on the manner in which the performance criteria have been applied.

The performance criteria set out in the Remuneration Policy were applied when establishing the Annual Incentive Program for the year 2025 and the Three-Year Incentive Program for 2022-2024 for Mr Andrzej Kaczmarek.

- 4) Remuneration from entities that belong to the Capital Group.

Remuneration paid ² to Mr Andrzej Kaczmarek at SAM S.A. (as a member of the Management Board)						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	425,004	218,877	n/a	25,380	669,261	63: 33: 4

- 5) The number of financial instruments awarded or offered, together with the main conditions of exercising rights under these instruments, including the price and date of execution and their change.

Not applicable to Mr Andrzej Kaczmarek.

- 6) Information on whether the option of demanding the return of variable remuneration components has been exercised.

In the period covered by the Report, the Company did not exercise the option of demanding the return of variable remuneration components.

Nevertheless pursuant to the provisions of the Three-Year Incentive Program (2022-2024) and the Annual Incentive Program for the year 2025 (subject to appropriate provisions of both programs), the Company may exercise the option to request the return of variable components of remuneration paid under these programs, either in whole or in part. The Company has the right to exercise that option, if the benefit under a given program was determined on the basis of data which proved to be manifestly incorrect, in particular as a result of the following circumstances:

- a calculation error resulting in the achievement of quantitative KPIs that would not have been achieved had the material error in question not occurred;

² There was no due remuneration on the date the Report was created.

- intentional misrepresentation of data underlying the assessment of achievement of quantitative KPIs or, in any case, data being the basis for determining the amount of payment or allocation for the purposes of acquiring entitlements to the incentive benefit; or
 - achievement of targets as a result of an action constituting a breach of contractual relationship, provisions of law or the Company regulations.
- 7) Information on deviations from the procedure for the implementation of the Remuneration Policy and deviations applied in accordance with Article 90f of the Act on Public Offering, including explanation of the premises and manner, and indication of the components subjected to the deviations.

In the period covered by the Report, the Company did not exercise the option of deviating from the procedure for the implementation of the Policy and did not exercise the option of deviating from the Policy as per Article 90f of the Act on Public Offering.

2. Remuneration paid and due to Mr Mariusz Serwa in 2025 as a member of the Management Board:

- 1) Total remuneration, broken down into fixed and variable remuneration components together with bonuses and other monetary and non-monetary benefits, and proportions between these remuneration components.

Remuneration paid ³ to Mr Mariusz Serwa at Stalexport Autostrady S.A.						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	98,224	45,085	1,287,000	99,996	1,530,310	6: 87: 7

- 2) Explanation of the manner in which total remuneration is compliant with the Remuneration Policy adopted, including how it contributes to the achievement of long-term results of the Company.

Remuneration paid to Mr Mariusz Serwa is compliant with the adopted Remuneration Policy, and its amount, payment arrangements and structure thereof serve the business strategy, long-term interests and stability of the Company and as well as take into account the Company's current financial position upon award and payment thereof.

- 3) Information on the manner in which the performance criteria have been applied.

The performance criteria set out in the Remuneration Policy were applied when establishing the Annual Incentive Program for the year 2025 and the Three-Year Incentive Program for 2022-2024 for Mr Mariusz Serwa.

³ There was no due remuneration on the date the Report was created.

4) Remuneration from entities that belong to the Capital Group.

Remuneration paid ⁴ to Mr Mariusz Serwa at SAM S.A. (as a member of the Management Board)						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	616,776	283,100	n/a	44,646	944,522	65: 30: 5

Remuneration paid ⁵ to Mr Mariusz Serwa at VIA4 S.A. (as a member of the Supervisory Board)						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	2,800	n/a	n/a	n/a	2,800	100: 0: 0

- 5) The number of financial instruments awarded or offered, together with the main conditions of exercising rights under these instruments, including the price and date of execution and their change.

Not applicable to Mr Mariusz Serwa.

- 6) Information on whether the option of demanding the return of variable remuneration components has been exercised.

In the period covered by the Report, the Company did not exercise the option of demanding the return of variable remuneration components.

Nevertheless pursuant to the provisions of the Three-Year Incentive Program (2022-2024) and the Annual Incentive Program for the year 2025, the Company may exercise the option to request the return of variable components of remuneration paid under these programs, either in whole or in part. The Company has the right to exercise that option, if the benefit under a given program was determined on the basis of data which proved to be manifestly incorrect, in particular as a result of the following circumstances:

- a calculation error resulting in the achievement of quantitative KPIs that would not have been achieved had the material error in question not occurred;
- intentional misrepresentation of data underlying the assessment of achievement of quantitative KPIs or, in any case, data being the basis for determining the amount of

⁴ There was no due remuneration on the date the Report was created.

⁵ There was no due remuneration on the date the Report was created.

payment or allocation for the purposes of acquiring entitlements to the incentive benefit;
or

- achievement of targets as a result of an action constituting a breach of contractual relationship, provisions of law or the Company regulations.
- 7) Information on deviations from the procedure for the implementation of the Remuneration Policy and deviations applied in accordance with Article 90f of the Act on Public Offering, including explanation of the premises and manner, and indication of the components subjected to the deviations.

In the period covered by the Report, the Company did not exercise the option of deviating from the procedure for the implementation of the Policy and did not exercise the option of deviating from the Policy as per Article 90f of the Act on Public Offering.

3. Remuneration paid and due to Mr Stefano Bonomolo in 2025 as a member of the Management Board

- 1) Total remuneration, broken down into fixed and variable remuneration components together with bonuses and other monetary and non-monetary benefits, and proportions between these remuneration components.

Remuneration paid ⁶ to Mr Stefano Bonomolo at Stalexport Autostrady S.A. ⁷						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	n/a	n/a	n/a	100,000	100,000	0: 0: 100

In 2025, Mr Stefano Bonomolo, acting as Vice-President of the Management Board, Chief Operating Officer of the Company on the basis of appointment, has not been (and is not) employed by the Company in any form or under any contract and has not received (and does not receive) any separate remuneration from the Company for performing the function of Vice-President of the Management Board and Chief Operating Officer of the Company having regard to the provisions of the secondment agreement entered into by the Company with Mundys S.p.A. as described below (“Secondment Agreement to the Company”) in which is employed and from which he has been seconded to perform the function of Vice-President of the Management Board and Chief Operating Officer of the Company.

Mr Stefano Bonomolo receives remuneration directly from his employer (Mundys S.p.A.) and the Company, in accordance with the provisions of the Secondment Agreement to the Company, shall reimburse Mundys S.p.A. for the costs of Mr Stefano Bonomolo secondment as specified in the Secondment Agreement to the Company (including the costs of salaries and other benefits due to him, borne directly by Mundys S.p.A.) or, to the extent strictly

⁶ There was no due remuneration on the date the Report was created.

⁷ The table includes only the costs of benefits covered directly by the Company.

defined (in the Secondment Agreement to the Company), cover them directly (e.g. insurance policies provided for members of the Management Board).

In 2025, the Company reimbursed Mundys S.p.A. part of the secondment costs of Mr Stefano Bonomolo, specified in the Secondment Agreement to the Company, for the period from 25th June 2024 to 31st December 2024 and for the period from 1st January 2025 to 30th June 2025 (based on and in the amount resulting from invoices received from Mundys S.p.A.).

Partially refunded in 2025 the secondment costs for the period from 25th June 2024 to 31st December 2024 amounted to PLN 267,341, of which PLN 151,402 represents fixed remuneration and PLN 115,939 represents additional benefits.

Partially refunded in 2025 the secondment costs for the period from 1st January 2025 to 30th June 2025 amounted to PLN 313,835, of which PLN 154,519 represents fixed remuneration and PLN 159,316 represents additional benefits.

The costs of the Annual Incentive Program for 2024 and the secondment costs for the period from 1st July 2025 to 31st December 2025 will be reimbursed to Mundys S.p.A. in 2026 or in subsequent years.

Therefore, as of 31st December 2025, the costs of benefits for the posting of Mr Stefano Bonomolo remained unsettled, amounting to a total of PLN 905,662 and concerning, respectively:

- 2024 in the amount of PLN 140,654,
- 2025 in the amount of PLN 765,008.

The amounts indicated above have not been included in the table because they have not been paid by the Company.

- 2) Explanation of the manner in which total remuneration is compliant with the Remuneration Policy adopted, including how it contributes to the achievement of long-term results of the Company.

Remuneration paid to Mr Stefano Bonomolo is compliant with the adopted Remuneration Policy, and its amount, payment arrangements and structure thereof serve the business strategy, long-term interests and stability of the Company and as well as take into account the Company's current financial position upon award and payment thereof.

- 3) Information on the manner in which the performance criteria have been applied.

The performance criteria set out in the Remuneration Policy were applied when establishing the 2025 Annual Incentive for Mr Stefano Bonomolo.

Mr Stefano Bonomolo was not included in the Three-Year Incentive Program (2022-2024) due to his appointment to the Management Board of the Company in the last year of this program.

- 4) Remuneration from entities that belong to the Capital Group

Remuneration paid ⁸ to Mr Stefano Bonomolo at SAM S.A. (as a member of the Management Board) ⁹						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	n/a	n/a	n/a	7,444	7,444	0: 0: 100

In 2025, Mr Stefano Bonomolo, acting as Vice-President of the Management Board, Chief Operating Officer of SAM S.A. on the basis of appointment, has not been (and is not) employed by SAM S.A. in any form or under any contract and has not received (and does not receive) any separate remuneration from SAM S.A. for performing the function of Vice-President of the Management Board and Chief Operating Officer of SAM S.A. having regard to the provisions of the secondment agreement entered into by SAM S.A. with Mundys S.p.A. as described below (“Secondment Agreement to SAM S.A.”) in which is employed and from which he has been seconded to perform the function of Vice-President of the Management Board and Chief Operating Officer of SAM S.A.

Mr Stefano Bonomolo receives remuneration directly from his employer (Mundys S.p.A.) and SAM S.A., in accordance with the provisions of the Secondment Agreement to SAM S.A., shall reimburse Mundys S.p.A. for the costs of Mr Stefano Bonomolo secondment as specified in the Secondment Agreement to SAM S.A. (including the costs of salaries and other benefits due to him, borne directly by Mundys S.p.A.) or, to the extent strictly defined (in the Secondment Agreement to SAM S.A.), cover them directly (e.g. insurance policies provided for members of the Management Board of SAM S.A.).

In 2025, the Company reimbursed Mundys S.p.A. part of the secondment cost of Mr Stefano Bonomolo, specified in the Secondment Agreement to SAM S.A., for the period from 25th June 2024 to 31st December 2024 and for the period from 1st January 2025 to 30th June 2025 (based on and in the amount resulting from invoices received from Mundys S.p.A.).

Partially refunded in 2025 the secondment costs for the period from 25th June 2024 to 31st December 2024 amounted to PLN 267,341, of which PLN 151,402 represents fixed remuneration and PLN 115,939 represents additional benefits.

Partially refunded in 2025 the secondment costs for the period from 1st January 2025 to 30th June 2025 amounted to PLN 313,835, of which PLN 154,519 represents fixed remuneration and PLN 159,316 represents additional benefits.

The costs of the Annual Incentive Program for 2024 and the secondment costs for the period from 1st July 2025 to 31st December 2025 will be reimbursed to Mundys S.p.A. in 2026 or in subsequent years.

⁸ There was no due remuneration on the date the Report was created.

⁹ The table includes only the costs of benefits covered directly by the Company.

Therefore, as of 31st December 2025, the costs of benefits for secondment of Mr Stefano Bonomolo remained unsettled, amounting to a total of PLN 537,939 and respectively concerning:

- 2024 in the amount of PLN 140,654,
- 2025 in the amount of PLN 397,285.

The amounts indicated above have not been included in the table because they have not been paid by SAM S.A.

- 5) The number of financial instruments awarded or offered, together with the main conditions of exercising rights under these instruments, including the price and date of execution and their change.

Not applicable to Mr Stefano Bonomolo.

- 6) Information on whether the option of demanding the return of variable remuneration components has been exercised.

In the period covered by the Report, the Company did not exercise the option of demanding the return of variable remuneration components.

Nevertheless, pursuant to the provisions of the Annual Incentive Program for the year 2025, the Company may exercise the option to request the return of variable components of remuneration paid under these programs, either in whole or in part. The Company has the right to exercise that option, if the benefit under a given program was determined on the basis of data which proved to be manifestly incorrect, in particular as a result of the following circumstances:

- a calculation error resulting in the achievement of quantitative KPIs that would not have been achieved had the material error in question not occurred;
 - intentional misrepresentation of data underlying the assessment of achievement of quantitative KPIs or, in any case, data being the basis for determining the amount of payment or allocation for the purposes of acquiring entitlements to the incentive benefit; or
 - achievement of targets as a result of an action constituting a breach of contractual relationship, provisions of law or the Company regulations.
- 7) Information on deviations from the procedure for the implementation of the Remuneration Policy and deviations applied in accordance with Article 90f of the Act on Public Offering, including explanation of the premises and manner, and indication of the components subjected to the deviations.

In the period covered by the Report, the Company did not exercise the option of deviating from the procedure for the implementation of the Policy and did not exercise the option of deviating from the Policy as per Article 90f of the Act on Public Offering.

4. Remuneration paid and due to Mr Tomasz Dobrowolski in 2025 as a member of the Supervisory Board:

- 1) Total remuneration, broken down into fixed and variable remuneration components together with bonuses and other monetary and non-monetary benefits, and proportions between these remuneration components.

Remuneration paid ¹⁰ to Mr Tomasz Dobrowolski at Stalexport Autostrady S.A.						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	168,000	n/a	n/a	n/a	168,000	100: 0: 0

- 2) Explanation of the manner in which total remuneration is compliant with the Remuneration Policy adopted, including how it contributes to the achievement of long-term results of the Company.

Remuneration paid to Mr Tomasz Dobrowolski is compliant with the adopted Remuneration Policy, and its amount, payment arrangements and structure thereof serve the business strategy, long-term interests and stability of the Company and as well as take into account the Company's current financial position upon award and payment thereof.

- 3) Information on the manner in which the performance criteria have been applied.

Not applicable to Mr Tomasz Dobrowolski.

- 4) Remuneration from entities that belong to the Capital Group.

Not applicable to Mr Tomasz Dobrowolski.

- 5) The number of financial instruments awarded or offered, together with the main conditions of exercising rights under these instruments, including the price and date of execution and their change.

Not applicable to Mr Tomasz Dobrowolski.

- 6) Information on whether the option of demanding the return of variable remuneration components has been exercised.

Not applicable to Mr Tomasz Dobrowolski.

- 7) Information on deviations from the procedure for the implementation of the Remuneration Policy and deviations applied in accordance with Article 90f of the Act on Public Offering, including explanation of the premises and manner, and indication of the components subjected to the deviations.

Not applicable to Mr Tomasz Dobrowolski.

¹⁰ There was no due remuneration on the date the Report was created.

5. Remuneration paid and due to Ms Beata Stelmach¹¹ in 2025 as a member of the Supervisory Board:

- 1) Total remuneration, broken down into fixed and variable remuneration components together with bonuses and other monetary and non-monetary benefits, and proportions between these remuneration components.

Remuneration paid ¹² to Ms Beata Stelmach at Stalexport Autostrady S.A.						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	14,000	n/a	n/a	n/a	14,000	100: 0: 0

- 2) Explanation of the manner in which total remuneration is compliant with the Remuneration Policy adopted, including how it contributes to the achievement of long-term results of the Company.

Remuneration paid to Ms Beata Stelmach is compliant with the adopted Remuneration Policy, and its amount, payment arrangements and structure thereof serve the business strategy, long-term interests and stability of the Company and as well as take into account the Company's current financial position upon award and payment thereof.

- 3) Information on the manner in which the performance criteria have been applied.

Not applicable to Ms Beata Stelmach.

- 4) Remuneration from entities that belong to the Capital Group.

Not applicable to Ms Beata Stelmach.

- 5) The number of financial instruments awarded or offered, together with the main conditions of exercising rights under these instruments, including the price and date of execution and their change.

Not applicable to Ms Beata Stelmach.

- 6) Information on whether the option of demanding the return of variable remuneration components has been exercised.

Not applicable to Ms Beata Stelmach.

¹¹ Ms Beata Stelmach was member of the Supervisory Board until 31st January 2025

¹² There was no due remuneration on the date the Report was created.

- 7) Information on deviations from the procedure for the implementation of the Remuneration Policy and deviations applied in accordance with Article 90f of the Act on Public Offering, including explanation of the premises and manner, and indication of the components subjected to the deviations.

Not applicable to Ms Beata Stelmach.

6. Remuneration paid and due to Ms Anna Sieńko¹³ in 2025 as a member of the Supervisory Board:

- 1) Total remuneration, broken down into fixed and variable remuneration components together with bonuses and other monetary and non-monetary benefits, and proportions between these remuneration components.

Remuneration paid ¹⁴ to Ms Anna Sieńko at Stalexport Autostrady S.A.						
year	fixed remuneration (PLN)	variable remuneration (PLN)		fringe benefits (PLN)	total remuneration (PLN)	proportions between remuneration components (%)
		annual incentive program	three-year incentive program			
1	2	3	4	5	6	2: (3+4): 5
2025	138,194	n/a	n/a	n/a	138,194	100: 0: 0

- 2) Explanation of the manner in which total remuneration is compliant with the Remuneration Policy adopted, including how it contributes to the achievement of long-term results of the Company.

Remuneration paid to Ms Anna Sieńko is compliant with the adopted Remuneration Policy, and its amount, payment arrangements and structure thereof serve the business strategy, long-term interests and stability of the Company and as well as take into account the Company's current financial position upon award and payment thereof.

- 3) Information on the manner in which the performance criteria have been applied.

Not applicable to Ms Anna Sieńko.

- 4) Remuneration from entities that belong to the Capital Group.

Not applicable to Ms Anna Sieńko.

- 5) The number of financial instruments awarded or offered, together with the main conditions of exercising rights under these instruments, including the price and date of execution and their change.

Not applicable to Ms Anna Sieńko.

¹³ Ms Anna Sieńko has been member of the Supervisory Board from 5 March 2025

¹⁴ There was no due remuneration on the date the Report was created.

- 6) Information on whether the option of demanding the return of variable remuneration components has been exercised.

Not applicable to Ms Anna Sieńko.

- 7) Information on deviations from the procedure for the implementation of the Remuneration Policy and deviations applied in accordance with Article 90f of the Act on Public Offering, including explanation of the premises and manner, and indication of the components subjected to the deviations.

Not applicable to Ms Anna Sieńko.

7. **The following members of the Supervisory Board of the Company (recommended by the majority shareholder), who performed their functions in 2025, did not receive remuneration from the Company in accordance with the policy of the majority shareholder and the resolutions of the General Meeting of the Company (in force in 2025):**

- 1) Mr Nicola Bruno,
- 2) Mr Massimo Di Casola,
- 3) Ms Enrica Marra,
- 4) Mr Roberto Mengucci,
- 5) Mr Marco Stocchi Grava.

§3

Information about changes, in annual terms, in remuneration, Company's results, and average remuneration of employees of the Company other than the members of the Management Board or the Supervisory Board in the period from 2020 to 2025, in total, for comparison purposes.

Information about changes, in annual terms, in remuneration, Company's results, and average remuneration of employees of the Company other than the members of the Management Board or the Supervisory Board in the period of at least last five financial years, in total, for comparison purposes.						
Specification	Annual change (year-on-year) in %					Comment
	2025 vs 2024	2024 vs 2023	2023 vs 2022	2022 vs 2021	2021 vs 2020	
Remuneration of members of the Management Board and Supervisory Board						
KACZMAREK ANDRZEJ (as President of the Management Board)	216,25%	68,57%	-	-	-	Mr Andrzej Kaczmarek has been a member of the Management Board of the Company since 1 st March 2023. The increase in salary in 2025 compared to 2024 is due to the fact that the award of the 3-year Incentive Program for the period 2022-2024 was paid.
SERWA MARIUSZ	549,15%	8,84%	-81%	192%	82%	The increase in salary in 2025 compared to 2024 is due to the fact that the award of the 3-year Incentive Program for the period 2022-2024 was paid.
STEFANO BONOMOLO	100,63%	-	-	-	-	Mr Stefano Bonomolo has been a member of the Management Board of the Company since 25 th June 2024.
DOBROWOLSKI TOMASZ	0%	8,50%	52%	7%	44%	The change to the rules for remuneration of members of the Company's Supervisory Board in the period 2020-2025 was adopted by the General

						Meeting twice: on 19 th June 2020 and 4 th April 2023.
STELMACH BEATA	-91,67%	34,83%	-	-	-	Member of the Supervisory Board until 31 st January 2025.
SIEŃKO ANNA	-	-	-	-	-	Member of the Supervisory Board as of 5 th March 2025.
Results of the Company						
Revenue	-16%	11%	16%	8%	7%	In accordance with the requirements of the Act on Public Offering, data relating to the Company's separate results has been presented. However, in case of the Company, the core activity is concentrated in subsidiaries, which generate approx. 99% of the revenues of the Capital Group of the Company.
Gross profit (loss) on sales ¹⁵	-	-	-	32%	-13%	
Operating profit (loss)	34%	3%	15%	0%	-1%	
Profit before tax	14%	40%	129%	-11%	-65%	
Net profit for the reporting period	14%	41%	128%	-15%	-63%	
Total net income for the reporting period	14%	41%	128%	-15%	-63%	
Average remuneration of the Company employees who are not members of the Management Board or Supervisory Board						
Company employees	17,51%	2,63%	13,07%	16,19%	8,94%	

§4

Information on how the resolution referred to in Article 90g.6, or the discussion referred to in Article 90g.7 of the Act on Public Offering, referring to the previous remuneration report, was included in the Report.

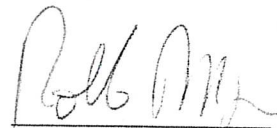
Acting in accordance with Article 90g.6 of the Act on Public Offering, on 10th April 2025 the Ordinary General Meeting of the Company considered and positively assessed the "Report on remuneration of the members of the Management Board and the Supervisory Board of Stalexport Autostrady S.A. in the financial year 2024" by adopting Resolution No. 19. Therefore, this Report has been prepared in a similar form.

24 March 2026

Signatures of the authorised members of the Supervisory Board:

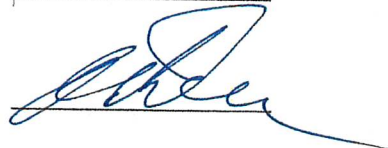
Roberto Mengucci

Chairman of the
Supervisory Board



Tomasz Dobrowolski

Deputy Chairman
of the Supervisory
Board



¹⁵As of 2023, the Company decided not to present this item upon consultation with the auditor.