PATENTUS S.A.
with its registered office in Pszczyna, Górnośląska Street 11

PATENTUS S.A.
SUPERVISORY BOARD'S
REMUNERATION REPORT
FOR THE 2025 FISCAL YEAR.

Pszczyna, March 2026

I. General Information

Remuneration Policy for PATENTUS S.A. Management Board and Supervisory Board Members (hereinafter referred to as the *Remuneration Policy*) is applied in PATENTUS S.A. (hereinafter referred to as the "Company") as adopted by the Resolution of the Annual General Meeting of the Company dated 29th June 2020 (*Resolution No. 5*) and as available at https://patentus.eu/relacje-inwestorskie/, and formulates assumptions exercised in shaping the fixed and variable components of remuneration of persons covered by it. Its purpose is to properly shape the remuneration of persons performing the functions of the Management Board and the Supervisory Board Members with due diligence to ensure that decisions made with regard to these persons encourage attentiveness for the long-term goodwill of the Company and avoid excessive exposure to risk.

The present *Report on the Management Board and Supervisory Board of PATENTUS S.A. Remuneration*, was prepared by the Supervisory Board of PATENTUS S.A. in accordance with the Article 90g section 1 of the *Act of 29th July 2005* on *Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading and Public Companies* (hereinafter also referred to as the *Act*) for the 2025 fiscal year (lasted from 1st January 2025 to 31st December 2025).

Pursuant to Article 90g section 1 of the *Act*, the Supervisory Board has prepared the present annual *Report on Remuneration*, providing a comprehensive overview of remuneration, including all benefits, irrespective of their form, received or due to individual members of the Management Board and the Supervisory Board of the Company during the last fiscal year, in accordance with the *Remuneration Policy*. Thie present *Report on Remuneration* is subject to assessment by the Statutory Auditor with regard to the inclusion of the information required under the provisions of the *Act*.

The Company's *Remuneration Policy* applies to the remuneration of the Management Board and the Supervisory Board Members, and as it regards variable remuneration, it also applies to the Company's Commercial Proxies, however, the decision on awards and bonuses for Commercial Proxies is made by the Company's Management Board, and the amount of the Variable Remuneration of Commercial Proxies may not exceed the equivalent of 3.5% of the Company's net profit generated in the previous fiscal year.

The present *Report on Remuneration* was prepared by the Supervisory Board of PATENTUS S.A. in accordance with the *Act* and the *Remuneration Policy*. The Supervisory Board is responsible for its completeness, reliability and compliance with the present state. *Report on the Members of the Management Board and the Supervisory Board of PATENTUS S.A. Remuneration in 2024* was prepared and adopted by the Supervisory Board of PATENTUS S.A. in accordance with the requirements set out in the *Act of 29th July, 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies* (Resolution No. 6 of 20th March 2024). The Annual General Meeting of PATENTUS S.A. on the basis of Article 90g section 6 of the aforementioned *Act* expressed a positive opinion on the *Report on the Remuneration of the Members of the Management Board and the Supervisory Board of PATENTUS S.A. in 2024* (Resolution No. 18 dated 26th June 2025).

II. Management Board of the Company

Throughout the period lasted from 1st January 2025 to 18th September 2025, covered by the *Report on Remuneration*, the Management Board was composed of:

1) JÓZEF DUDA – President of the Management Board
2) STANISŁAW DUDA – Vice President of the Management Board

From 19th September 2025 till the end of the period covered by the *Report on Remuneration* the Management Board consisted of three members, including:

1) JÓZEF DUDA – President of the Management Board
2) STANISŁAW DUDA – Vice President of the Management Board
3) TOMASZ DUDA – Vice President of the Management Board

III. Supervisory Board of the Company

Throughout the entire period covered by the *Report on Remuneration*, the Supervisory Board was composed of:

1) WIESŁAW WASZKIELEWICZ	-	Chairman of the Supervisory Board
2) ŁUKASZ DUDA	-	Deputy Chairman of the Supervisory Board
3) JAKUB SZYMCZAK	-	Member of the Supervisory Board
4) ANNA GOTZ	-	Secretary of the Supervisory Board
5) EDYTA GŁOMBEK	-	Member of the Supervisory Board

IV. Commercial Proxies of the Company

Throughout the period lasted from 1st January 2025 to 3rd December 2025 covered by the *Report* on Remuneration, the Company's Commercial Proxies were:

1) MAŁGORZTA BARBARA DUDA
2) MAŁGORZTA ELŻBIETA DUDA

From 4th December 2025 till the end of the period covered by the present *Report on Remuneration* the Company's Commercial Proxies were:

1) MAŁGORZTA BARBARA DUDA
2) MAŁGORZTA ELŻBIETA DUDA
3) DARIUSZ LAZAR

The table below presents the data on remuneration of Commercial Proxies:

Commercial Proxies Data in PLN thousand	**Position / Function**	**Type of remuneration**	**Period from 1st January 2025 to 31st December 2025**	**Period from 1st January 2024 to 31st December 2024**
Duda Małgorzata / Wiktor/	Commercial Proxy Shareholder	remuneration from employment	0	0
		remuneration for performance of function	481	451
		Bonuses and rewards for performance of function	140	400
Duda Małgorzata / Wąs/	Chief Finance Officer Shareholder	remuneration from employment	0	0
		remuneration for performance of function	481	451
		Bonuses and rewards for performance of function	140	400
Dariusz Lazar	Chief Commercial Officer	remuneration from employment	173	162
Total remuneration for Key Management Personnel and Commercial Proxies			**173**	**162**
Remuneration for performance of function			**962**	**902**
Bonuses and rewards for performance of function (Key Management Personnel)			**280**	**800**

V. Total Remuneration Amount of the Management Board and the Supervisory Board Members, Divided by Components, and the Mutual Proportions Between These Remuneration Components:

The only mandatory and permanent part of the remuneration paid to the Management Board members is Fixed Remuneration. Additional remuneration remains in the following proportion with the basic remuneration:

Key Management Personnel	**Position / Function**	**Type of remuneration**	**Period from 1st January 2025 to 31st December 2025**	**Period from 1st January 2024 to 31st December 2024**
Duda Józef	President of the Management Board – shareholder	remuneration from employment	0	0
		remuneration for performance of function	721	681
		Bonuses and rewards for performance of function	410	830
Duda Stanisław	Vice President of the Management Board	remuneration from employment	0	0
		remuneration for performance of function	721	681
		Bonuses and rewards for performance of function	410	850
Tomasz Duda	Vice President of the Management Board	remuneration from employment	233	200
		remuneration for performance of function	0	0
		Bonuses and rewards for performance of function	0	0
Total remuneration for the Management Board			**233**	**200**
Remuneration for performance of function			**1 442**	**1 362**
Bonuses and rewards for performance of function (Management Board)			**820**	**1 700**

Remuneration of the Company's Supervisory Board is presented in the table below:

Supervisory Board Data in PLN thousand	Position/Function	Type of benefit	Period from 1st January 2025 to 31st December 2025	Period from 1st January 2024 to 31st December 2024
Waszkielewicz Wiesław	Chairman of Supervisory Board from 5th November 2019	remuneration for serving as Supervisory Board member	53	41
		other benefits	0	0
Gotz Anna	Supervisory Board member	remuneration for serving as Supervisory Board member	53	41
		other benefits	0	0
		remuneration from the employment – assistant in the sales department	154	138
Duda Łukasz	Supervisory Board member	remuneration for serving as Supervisory Board member	54	41
		remuneration from the employment	216	190
Szymczak Jakub	Supervisory Board member	remuneration for serving as Supervisory Board member	54	41
Edyta Głombek	Supervisory Board member	remuneration for serving as Supervisory Board member	53	41
Total remuneration for serving as Supervisory Board member			**267**	**205**
Total remuneration under the employment contract			**370**	**328**

VI. Explanation of the Total Remuneration Compliance with the Adopted *Remuneration Policy*, Including the Manner It Contributes to the Achievement of the Company's Long-Term Results:

In accordance with the PATENTUS S.A. *Remuneration Policy* remuneration paid to the Management Board members includes:

a) Fixed Remuneration in the form of a lump sum, constituting monthly cash remuneration paid for the function performed.
b) Variable Remuneration, i.e. awards or bonuses that are awarded on a discretionary basis.

Each member of the Company's Management Board may receive a variable remuneration, depending on the Company's financial results. Detailed principles of establishment, calculation and payment of variable remuneration are defined by the Supervisory Board annually in a resolution. The variable remuneration amounts are set gross. The Variable Remuneration amount may not exceed in total the equivalent of 10% of the Company's net profit generated in the previous fiscal year.

Fixed Remuneration is the only, obligatory and permanent part of remuneration paid to the Management Board Members.

A person appointed to the Management Board receives remuneration on the basis of the appointment to perform the function and for the period of performing the function in the Management Board. In accordance with the PATENTUS S.A. Articles of Association and the *Remuneration Policy*, the remuneration of the Management Board Members is determined by the Supervisory Board.

By resolution, the Supervisory Board established a monthly lump sum for the person holding the position of the President of the Management Board of PATENTUS S.A. i.e., Mr. Józef Duda, and the position of the Vice President of the Management Board of PATENTUS S.A. i.e., Mr. Stanisław Duda in the amount of: PLN 60,000.00 gross, starting from 1st February 2024 (Minutes of the Supervisory Board Meeting dated 24th January 2024) along with the position of the Vice President of the Management Board Mr. Tomasz Duda in the amount of PLN 25,000.00 gross (Minutes of the Supervisory Board Metting dated 19th September 2025, *Resolution No.* 3) supplemented with a medical care premium of PLN 68,00 for the period from 1st January 2025 to 31st December 2025.

The Supervisory Board, by *Resolution No. 1* dated 27th May 2019, made Company cars available to the Management Board members (Mr. Józef Duda and Mr. Stanisław Duda) for private purposes. For the use of the vehicles made available for private purposes, the Management Board members are obliged to pay a monthly fee to PATENTUS S.A. The fee was calculated on the basis of the Management Board member statement, indicating the kilometres travelled in the given month, applying the provisions of the Regulation of the Minister of Labor and Social Policy of 29th January 2013 On *Receivables Due to an Employee Employed in a State or Local Government Budgetary Unit for a Business Trip* (Journal of Laws 2013, item 167). This fee was deducted from the monthly lump sums due to Members of the Management Board, in the average amount of PLN 540 per month in 2025. The average monthly amount was calculated on the basis of monthly invoices issued to the Management Board members and Commercial Proxies.

In the opinion of the Supervisory Board, the remuneration of the Company's Management Board and Supervisory Board Members in 2024 was awarded and paid in accordance with the *Remuneration Policy*. Based on the data covered by the aforementioned report, PATENTUS S.A. Supervisory Board recognises that the Company provides a stable remuneration policy, conducive to the Company's development and security and that the existing practice of variable remuneration management corresponds to the criterion established in the *Remuneration Policy*.

Fixed and variable remuneration constituting the total remuneration of the Management Board and Supervisory Board members remain in a rational relation to the Company's financial results as well as to the total costs incurred by the Company.
Remuneration of the Management Board and the Supervisory Board members was determined in accordance with the *Remuneration Policy*, in a manner intended to contribute to the business strategy implementation, long-term interests as well as the stability of the Company and its development. The remuneration of each Management Board Member paid in 2025 included the workload necessary for the proper performance of the Management Board Member function, the scope of duties and responsibilities related to the performance of the Management Board member function, the enterprise size, financial result, and the amount of remuneration paid by other entities operating on the market.

VII. Information on the Performance Criteria Application Method:

In the period covered by the *Remuneration Report*, the Company achieved a net profit/loss in the amount of:

1. in 2024 fiscal year – PLN 5,273 thousand
2. in 2023 fiscal year – PLN 8,475 thousand

The Variable Remuneration amount was determined in reference to the *Remuneration Policy* provisions, pursuant to which its amount may not exceed the total of the equivalent of 10% of the Company's net profit earned in the previous fiscal year.

VIII. Information on the Annual Change in the Remuneration, Company's Results and the Average Remuneration of Employees of the Company Who Are Not Members of the Management Board or the Supervisory Board, Over the Period of at Least Last Five Fiscal Years, in Total, in a Manner That Allows for Comparison.

	in PLN thous.	in PLN thous.	in PLN thous.	in PLN thous.	in PLN thous.	in PLN thous.	
year	Company results (negative loss)	PATENTUS S.A. remuneration	Management Board remuneration (all compounds)	Supervisory Board remuneration	employees remuneration (3-4-5)	average employees remuneration (monthly)*	employment
1	2	3	4	5	6	7	8
2025	5 273	15 084	3 910	637	10 537	6.75	130
2024	8 475	15 593	4 764	533	10 296	7.09	121
2023	61 466	10 962	1 981	434	8 547	6.04	118
2022	3 098	8 919	1 434	305	7 180	5.11	117
2021	-5 826	8 124	1 798	235	6 091	4.30	118
2020	777	6 873	3 060	208	3 605	2.73	110
2019	14 480	8 557	3 286	111	5 160	4.02	107
2018	8 203	5 894	1 162	86	4 646	3.65	106
2017	1 697	4 971	1 075	85	3 811	3.08	103
2016	-15 666	6 124	1 045	65	5 014	4.22	99

*excluding the members of the Management Board and the Supervisory board

IX. Remuneration Amount from Entities Belonging to the Same Capital Group Within the Meaning of the *Act of 29th September 1994 on Accounting* (Journal of Laws of 2023, item 120 with subsequent amendments):

Remuneration amount from entities belonging to the PATENTUS S.A. Capital Group in the period covered by the *Report on Remuneration* was, respectively:

1. Remuneration of the Subsidiary's Management Board Members – Zakład Konstrukcji Spawanych MONTEX Sp. z o.o.:

Key Management Personnel Data in PLN thousand	Position / Function	Type of benefit	Period from 1st January 2025 to 31st December 2025	Period from 1st January 2024 to 31st December 2024
Sławomir Ćwieląg	President of the Management Board	remuneration for performance of function	145	166
		remuneration from employment	70	70
		Annual bonus 4% from net profit	0	38
Management Board total remuneration			**215**	**274**

2. Remuneration of the Subsidiary's Supervisory Board Members – Zakład Konstrukcji Spawanych MONTEX Sp. z o.o.:

Supervisory Board Data in PLN thousand	Position / Function	Type of benefit	Period from 1st January 2025 to 31st December 2025	Period from 1st January 2024 to 31st December 2024
Łukasz Duda	Chairman of Supervisory Board	remuneration for serving as Supervisory Board member	48	36
Jakub Szymczak	Supervisory Board member	remuneration for serving as Supervisory Board member	48	36
Tomasz Duda	Supervisory Board member	remuneration for serving as Supervisory Board member	48	36
Total remuneration for serving as Supervisory Board member			**144**	**108**
Total remuneration under the employment contract			**0**	**0**

On 12th December 2025, the Extraordinary Shareholders' Meeting of Zakład Konstrukcji Spawanych MONTEX Sp. z o.o. (a subsidiary in which the Issuer holds an 83.85% interest in the share capital) adopted Resolution No. 2 concerning the dissolution of the company and the commencement of its liquidation proceedings, as well as Resolution No. 3 appointing Mr. Sławomir Ćwieląg as the company's liquidator and defining his responsibilities with respect to the conduct of the liquidation process.

X. Number of Financial Instruments Granted or Offered and the Main Conditions for the Exercise of Rights from These Instruments, Including the Price and Exercise Date and Their Changes:

Throughout the period covered by the *Report on Remuneration*, the Company did not grant or offer any financial instruments to the Management Board or the Supervisory Board Members.

XI. Information on the Use of the Option to Request a Refund of Variable Remuneration Components:

The Company did not use the option to request the refund of Variable Remuneration components from the Management Board members. The Company's *Remuneration Policy* does not provide for Variable Remuneration components for the Supervisory Board Members.

XII. Information on Deviations from the Procedure of the *Remuneration Policy* Implementation and Deviations Applied Pursuant to Article 90f, Including an Explanation of the Premises and Procedure, Along with the Indication of the Elements from Which the Deviations Were Applied:

Throughout the period covered by the present *Report on Remuneration*, the Company did not depart from the procedure of implementing the adopted *Remuneration Policy*. *Remuneration Policy* was prepared and adopted within the time limit resulting from the relevant legal regulations. Throughout the period covered by the present *Report on Remuneration*, there were no circumstances justifying the Supervisory Board's decision to temporarily withdraw from the application of the *Remuneration Policy*, in particular, it was not necessary to pursue long-term interests, and financial stability of the Company or to guarantee its profitability.

XIII. Management Board and the Supervisory Board Members Remuneration Did Not Include Cash or Non-cash Benefits Granted to the Management Board and Supervisory Board Members Relatives.

XIV. The Present *Report on Remuneration* shall be subject to assessment of the Annual General Meeting of the Company resolution approving the statements for the 2025 fiscal year.

XV. The Annual General Meeting on 26th June 2025, with regard to assessment of the Supervisory Board *Report on the Remuneration of the Management Board and Supervisory Board Members* and the evaluation of this document in the scope specified by law by a senior auditor, by Resolution No. 17 on the assessment of the *Supervisory Board Report on the Remuneration of the PATENTUS S.A. Management Board and Supervisory Board Members for the 2024 Fiscal Year*, expressed a positive opinion on the *Supervisory Board's Report on the Remuneration of the Management Board and Supervisory Board Members for the 2024 Fiscal Year*.

Resolution No. 18 of the Annual General Meeting of the Company dated 27th June 2025 has been taken into account in the present *Report on Remuneration* in such a manner that the present *Report on Remuneration* has been prepared in an analogous to the *Report on Remuneration* that was positively assessed, in compliance with the relevant provisions of the *Act* and the provisions of *Remuneration Policy*.

XVI. The Present *Report on Remuneration* Shall Be Published on the Company's Website and Will Be Made Available Free of Charge for at Least 10 years from the End of the Annual General Meeting at Which the Resolution on the present *Report on Remuneration* will be adopted.

XVII. The Present *Report on Remuneration* will be reviewed by a Statutory Auditor in terms of disclosure of information required by Article 90g, section 1-5 and 8 of the *Act of 29th July 2005* on *Public Offering and Conditions Governing the Introduction of Financial Instruments to Organized Trading, and on Public Companies*.

Signatures of Members of the Supervisory Board:

Chairman of the Supervisory Board -..

Deputy Chairman of the Supervisory Board -..

Member of the Supervisory Board -..

Member of the Supervisory Board -..

The present document bears the signatures of four members of the Supervisory Board. The absence of the signature of the fifth MEMBER OF THE Supervisory Board results from her justified absence due to temporary health condition that prevented her from participating in the activities of the Supervisory Board.