

REPORT ON REMUNERATION OF MANAGEMENT AND SUPERVISORY BOARD MEMBERS OF SELVITA S.A.

FOR THE YEAR 2022

Report on the remuneration of members of the Management Board and Supervisory Board of Selvita S.A. (hereinafter "**Selvita**" or "**the Company**") was prepared on the basis of:

a) Art. 90g of the Act of July 29, 2005 on public offering and conditions for introducing financial instruments to an organized trading system and on public companies;

b) Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards encouraging shareholders to long-term commitment.

This Report presents the financial year 2022, as well as comparative data from previous years, and provides an overview of the remuneration granted to members of the Company's governing bodies in accordance with the applicable internal regulations contained in the Remuneration Policy for Members of the Management Board and Supervisory Board of Selvita S.A. adopted by the General Shareholders Meeting of the Company on August 31, 2020 ("**Remuneration Policy**"). Since then there were no changes to the Remuneration Policy.

In 2022, the Company's Management Board consisted of:

- 1) Bogusław Sieczkowski – President of the Management Board
- 2) Miłosz Gruca – Vice President of the Management Board
- 3) Mirosława Zydroń – Member of the Management Board
- 4) Dariusz Kurdas – Member of the Management Board
- 5) Dawid Radziszewski – Member of the Management Board
- 6) Adrijana Vinter – Member of the Management Board*
- 7) Edyta Jaworska – Member of the Management Board**

* Ms. Adrijana Vinter was appointed to the Management Board effective from February 1, 2022.

** Ms. Edyta Jaworska resigned from the position of a member of the Management Board effective from January 31, 2022.

In 2022, the Company's Supervisory Board consisted of:

- 1) Piotr Romanowski – Chairman of the Supervisory Board
- 2) Tadeusz Wesołowski – Vice Chairman of the Supervisory Board
- 3) Paweł Przewięźlikowski – Supervisory Board Member
- 4) Rafał Chwast – Supervisory Board Member
- 5) Wojciech Chabasiewicz – Supervisory Board Member
- 6) Jacek Osowski – Supervisory Board Member

1. The amount of the total remuneration and its components and the mutual proportions between these remuneration components

Members of the Management Board receive remuneration on the basis of an employment contract or by appointment.

The remuneration of the Members of the Management Board consists of:

- a) **Fixed Remuneration**, constituting monthly remuneration in cash, paid for performing functions on the Management Board;
- b) **Variable Remuneration**, constituting supplementary remuneration paid quarterly or less often, constituting additional remuneration dependent on achievement of the Management Objectives, and also reflecting the exceptionally favourable situation in which the Company found itself as a result of actions taken by the Company's Management Board.

In shaping the amount of the Variable Remuneration of the Members of the Management Board, the Supervisory Board shall take into account the Management Objectives, including, in particular:

- a) the achievement of the short-, medium- and long-term tasks respectively, arising from the Company's business strategy and relating to the pursuit of its interests;
- b) the accomplishment of quantitative or qualitative tasks in a given area for which a given Member of the Management Board is responsible.

The Management Objectives shall be specified by the Supervisory Board each year at the beginning of each calendar year. The Management Objectives set by the Supervisory Board should take into account the Company's current operating and strategic objectives for a given period, along with the criteria for assessing the achievement thereof. According to the Remuneration Policy, the Company's Supervisory Board may assign appropriate weights to the individual Management Objectives which determine the amount of Variable Remuneration of the Members of the Management Board, and to establish a proportion between Fixed Remuneration and Variable Remuneration and Additional Benefits, to ensure a proper balance from the perspective of the total remuneration received by a Member of the Management Board in order to ensure the sustainable development of the Company and to achieve an increase in its value. The Management Objectives also take into account non-financial criteria.

The Supervisory Board may grant additional variable remuneration of discretionary nature awarded post factum and not resulting from the achievement of the Management Objectives set out at the beginning of the year, in particular in the event of:

- a) obtaining exceptional results of actions taken by the Management Board Member, exceeding the expectations specified in the Management Objectives set by the Supervisory Board or related to achievements not foreseen in the Management Objectives,
- b) when the Company's situation improves significantly as a result of actions taken by the Management Board in a given accounting period, and these actions exceed the expectations set forth in the Management Objectives or are not included in them.

In terms of the Variable Remuneration of Management Board Members paid for 2022, the Supervisory Board established corporate goals and measures (criteria for their assessment) aimed at:

- increase in revenue and profitability in the case of Management Board Members responsible for sales;
- achievement of assumed strategic milestones related to corporate objectives such as construction of the Research and Development Center for Laboratory Services, integration with Selvita d.o.o., development of IT applications and progress in the area of acquisitions in the case of other Members of the Management Board.

In addition, appropriate weights have been assigned to individual Management Objectives and their measures, which allows to determine the amount of the awarded Variable Remuneration of Management Board Members in 2022, if the goal was achieved. The entire Variable Remuneration was awarded based on the Management Objectives established at the beginning of the calendar year 2022.

Irrespective of the Fixed Remuneration and the Variable Remuneration the Members of the Management Board may receive an Additional Benefit consisting of other additional benefits, including non-cash benefits. In 2022 the Additional Benefits consisted of:

- Benefits for reimbursement of expenses or additional costs incurred by the Company, including:
 - a. possibility of using a company car, computer, cell phone,
 - b. covering travel costs,
 - c. provision of health (including private medical care), sports, artistic or educational benefits,
 - d. D&O insurance,
 - e. payment cards for business expenses.
- Benefits considered to be additional expenditures, including:
 - a. sports cards,
 - b. medical insurance,
 - c. possibility to use a company car for private purposes.
- Benefits resulting from separate acts, including:
 - a. inclusion in the Employee Capital Plan on the same principles as other employees of the Company and also other general savings program or similar or concerning other employee benefits resulting from separate acts.

Additional Benefits are not available to family members of Members of the Management Board.

The Members of the Supervisory Board are entitled to fixed monthly remuneration. The remuneration of the Members of the Supervisory Board may differ depending on the function performed, including, in particular, due to the performance of the function of the Chairman or Deputy Chairman of the Supervisory Board or being a member of the given Committee within the Supervisory Board. Members of the Supervisory Board are also entitled to reimbursement of travel expenses, board and lodging related to participating in meetings of the Supervisory Board.

Table no. 1: Remuneration of Members of the Management Board for 2022 [PLN]

| Name of director | Fixed Remuneration at Selvita S.A. | Variable Remuneration ⁵⁾ at Selvita S.A. | Additional Benefits at Selvita and subsidiaries ⁴⁾ | Remuneration at subsidiaries | Remuneration [TOTAL] | Variable Remuneration in total Remuneration [%] |
|--------------------------------------|------------------------------------|---|---|-------------------------------|--------------------------------------|---|
| Bogusław Sieczkowski | 480 000 | 572 900 | 8 417 | 336 360 | 1 397 677 | 41% |
| Miłosz Gruca | 312 000 | 528 300 | 5 990 | 432 000 | 1 278 290 | 41% |
| Mirosława Zydróż | 186 000 | 317 100 | 10 891 | 294 000 | 807 991 | 39% |
| Edyta Jaworska ¹⁾ | 22 000 | 0 | 462 | 10 000 | 32 462 | 0% |
| Dariusz Kurdas | 306 000 | 194 200 | 8 809 | 174 000 | 683 009 | 28% |
| Dawid Radziszewski | 186 000 | 357 000 | 3 095 | 294 000 | 840 095 | 42% |
| Adrijana Vinter ²⁾ | - | - | - | 1 291 879 ^{3),5),6)} | 1 291 879 ^{3),5),6)} | 24% |

1) Ms. Edyta Jaworska's remuneration covers the period up to the date of her resignation from the Company's Management Board, i.e. until January 31, 2022.

2) Ms. Adrijana Vinter's remuneration covers the period from the date of her appointment to the Company's Management Board, i.e. from February 1, 2022.

3) Remuneration converted from Croatian kuna according to the average exchange rate of the National Bank of Poland as of 31 December 2022 1 HRK = 0.6224 PLN.

4) Additional benefits include the cost of services such as health, education, sports and the use of company cars for private purposes.

5) The Variable Remuneration includes the remuneration actually paid in 2022 regarding the final settlement for 2021, which amounted to: PLN 242,200 in the case of Bogusław Sieczkowski, PLN 169,800 in the case of Miłosz Gruca, PLN 158,100 in the case of Mirosława Zydróż, PLN 82,700 in the case of Dariusz Kurdas and PLN 160,100 in the case of Dawid Radziszewski, and the preliminary settlement on a half-yearly basis for 2022, which amounted to: PLN 330,700 in the case of Bogusław Sieczkowski, PLN 358,500 in the case of Miłosz Gruca, PLN 159,000 in the case of Mirosława Zydróż, PLN 111,500 in the case of Dariusz Kurdas, PLN 194,900 in the case of Dawid Radziszewski and PLN 345,300 in the case of Adrijana Vinter. The amounts of additional variable remuneration due resulting from the final settlement for 2022 (not included in Table No. 1) were: PLN 298,100 in the case of Bogusław Sieczkowski, PLN 339,700 in the case of Miłosz Gruca, PLN 152,300 in the case of Mirosława Zydróż, PLN 99,700 in the case of Dariusz Kurdas, PLN 182,600 in the case of Dawid Radziszewski and PLN 317,700 in the case of Adrijana Vinter.

6) Includes variable remuneration actually paid in 2022, which amounted to PLN 345,300^{3),5)}.

Table no. 2: Remuneration of Members of the Supervisory Board for 2022 [PLN]

| Name of the Supervisory Board Member | Fixed remuneration | Remuneration for the provision of consulting services for Selvita S.A. | Remuneration at subsidiaries | Total remuneration |
|---------------------------------------|--------------------|--|------------------------------|--------------------|
| Paweł Przewięźlikowski | 59 517.41 | 0.00 | 30 554.29 ⁴⁾ | 90 071.70 |
| Piotr Romanowski ³⁾ | 80 248.27 | 91 640.00 ¹⁾ | 0.00 | 171 888.27 |
| Tadeusz Wesołowski | 69 108.00 | 0.00 | 0.00 | 69 108.00 |
| Rafał Chwast ³⁾ | 60 250.35 | 0.00 | 0.00 | 60 250.35 |

| | | | | |
|--|-----------|-------------------------|------|-------------------|
| Wojciech Chabasiewicz ³⁾ | 60 250.35 | 82 808.33 ²⁾ | 0.00 | 143 058.68 |
| Jacek Osowski | 59 388.00 | 0.00 | 0.00 | 59 388.00 |

1) Remuneration for the purchase of consulting services for the Company from ALTIUM Piotr Romanowski.

2) Remuneration for the purchase of consulting services for the Company from Chabasiewicz Kowalska i Wspólnicy Spółka Komandytowo-Akcyjna.

3) Participant in Employee Capital Plan due to holding the position of Member of the Supervisory Board.

4) Fixed remuneration for holding the position of Member of the Supervisory Board of Ardigen S.A.

2. Information on how the remuneration complies with the Remuneration Policy including how it contributes to the Company's long-term performance

The company pays remuneration to members of the Management Board and Supervisory Board strictly in accordance with the Remuneration Policy. The remuneration of the Members of the Management Board contributes to their full involvement in the performance of specific functions, motivates them to achieve the Company's business goals. The remuneration is adequate to the positions held by the Management Board Members. The level of remuneration of the members of the Management Board and the Supervisory Board ensures the retention and proper motivation of persons with the highest competences, which enable them to manage the Company in a manner that contributes to the achievement of its economic and financial objectives, as well as to properly supervise it.

3. Comparative information on the change of remuneration and Company performance 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 five financial years

Due to the Company's actual commencement of operations on the day of transfer of an organized part of Selvita S.A.'s enterprise (currently Ryvu Therapeutics S.A.) in the form of CRO activities and shares in Selvita Services sp. z o.o., Selvita Inc., Selvita Ltd, BioCentrum sp. z o.o. (currently combined with Selvita Services sp. z o.o.) into Selvita CRO S.A. (now Selvita S.A.), i.e. October 1, 2019, the comparison of the remuneration of the Management and Supervisory Board on an annual basis, i.e. for 2019 and 2020, as well as the financial results of the Selvita S.A. Group does not reflect the dynamics of the change in remuneration and the actual increase in revenue and the actual change in the financial result between 2019 and 2020.

Table no. 3: Comparison of the remuneration of members of the Management Board on annual basis [PLN]

| Name | 2019 | 2020 | 2021 | 2022 |
|-----------------------------|----------------|----------------|------------------|------------------|
| Bogusław Sieczkowski | 187 498 | 834 045 | 1 340 642 | 1 397 678 |
| Change [%] | - | 344,82% | 60,73% | 4,25% |
| Miłosz Gruca | 352 391 | 862 232 | 1 196 951 | 1 278 290 |
| Change [%] | - | 144,68% | 38,82% | 6,80% |

| | | | | |
|---------------------------|----------------|----------------|------------------|--------------------|
| Miroslawa Zydrón | 249 963 | 670 815 | 1 002 603 | 807 991 |
| Change [%] | - | 168,36% | 49,46% | -19,41% |
| Adrijana Vinter* | - | - | - | 1 291 879** |
| Change [%] | - | - | - | - |
| Dariusz Kurdas | 116 333 | 454 651 | 691 654 | 683 009 |
| Change [%] | - | 290,81% | 52,12% | -1,25% |
| Dawid Radziszewski | 53 905 | 502 729 | 892 274 | 840 095 |
| Change [%] | - | 832,62% | 77,48% | -5,85% |

* Data for the period from February 1, 2022.

** Remuneration converted from Croatian kuna according to the average exchange rate of the National Bank of Poland as of 31 December 2022 1 HRK = 0.6224 PLN.

Table no. 4: Comparison of the fixed remuneration of members of the Management Board on annual basis [PLN]

| Nazwa | 2019 | 2020 | 2021 | 2022 |
|-------------------------------|---------------|---------------|---------------|---------------|
| Paweł Przewięźlikowski | 9 306 | 37 986 | 37 453 | 59 517 |
| Zmiana [%] | - | 308% | -1% | 59% |
| Piotr Romanowski | 11 286 | 45 200 | 46 052 | 80 248 |
| Zmiana [%] | - | 300% | 2% | 74% |
| Tadeusz Wesołowski | 10 296 | 41 184 | 41 184 | 69 108 |
| Zmiana [%] | - | 300% | 0% | 68% |
| Rafał Chwast | 9 306 | 37 271 | 38 116 | 60 250 |
| Zmiana [%] | - | 301% | 2% | 58% |
| Wojciech Chabasiewicz | 9 306 | 37 271 | 37 782 | 60 250 |
| Zmiana [%] | - | 301% | 1% | 59% |
| Jacek Osowski | 9 306 | 37 224 | 37 224 | 59 388 |
| Zmiana [%] | - | 301% | 0% | 60% |

Table no. 5: Comparison of Group's results on an annual basis* [PLN]

| Financial Results | 2019* | 2020 | 2021 | 2022 |
|---|-------------------|--------------------|--------------------|--------------------|
| Net sales from continuing operations | 30 443 469 | 137 356 285 | 310 920 815 | 407 461 814 |
| Change [%] | - | 451% | 126% | 31% |

| | | | | |
|---|------------------|-------------------|-------------------|-------------------|
| Operating profit / EBIT from continuing operations** (without impact of the incentive program) | 5 374 587 | 19 544 158 | 26 084 156 | 44 775 088 |
| Change [%] | - | 363% | 33% | 72% |
| EBITDA from continuing operations (without impact of the incentive program) | 8 004 406 | 33 069 880 | 53 572 166 | 81 602 796 |
| Change [%] | - | 413% | 62% | 52% |
| Net profit from continuing operations | 5 804 200 | 19 921 919 | 18 221 967 | 32 608 088 |
| Change [%] | - | 343% | -8,5% | 79% |

*Data according to consolidated financial statements of Selvita Capital Group for 2019

** The Supervisory Board of Selvita S.A. evaluates the Capital Group's performance using, among other indicators, EBIT and EBITDA. These indicators should be treated as supplementary information, expanding the presentation of the Capital Group's results and other data. EBITDA and EBIT are not defined in IFRS, so this indicator should not be considered as an alternative to the measures defined in IFRS. EBITDA is defined as operating profit adjusted for depreciation and amortization. EBIT is defined as operating profit.

Table no. 6: Comparison of the average salary of employees employed in Company on annual basis* [PLN]

| | 2019 | 2020 | 2021 | 2022 |
|-------------------------------|-------------|-------------|-------------|-------------|
| Average monthly salary | 6 245 | 6 593 | 7 849 | 8 256 |
| Change [%] | - | 5,57% | 19,05% | 5,18% |

* The average remuneration of the Company's employees constitutes the sum of the remuneration (fixed remuneration, bonuses and other awards, commissions, non-cash benefits and all other payments) paid to employees in a given calendar year (over a 12-month period) divided by average employment (average number of full-time employees) in a given year divided further by 12 months. The presented remuneration for 2019 includes the period from October 1, 2019, i.e. from the date of the corporate split of Ryvu Therapeutics S.A. and the transfer on that date of the employees previously employed by Ryvu Therapeutics S.A. (within the organized part of the enterprise).

The compensation of employees in subsidiary companies is described and indicated in Item 4 below.

4. The remuneration in entities belonging to the same capital group within the meaning of the Accounting Act of 29 September 1994 (Dz.U. 2023, item 120)

Pursuant to the Remuneration Policy, Members of the Management Board or Supervisory Board who also perform a function in a subsidiary are entitled to receive benefits from the subsidiary separate from those they receive in connection with their function in the Company.

Members of the Company's Management Board received remuneration from Selvita Group subsidiaries (from Selvita Services Sp. z o.o. (Bogusław Sieczkowski, Miłosz Gruca, Mirosława Zydrón,

Dariusz Kurdas, Dawid Radziszewski, Edyta Jaworska), Selvita d.o.o. (Adrijana Vinter), Ardigen S.A. (Bogusław Sieczkowski)) on the basis of: appointment, employment contract or services contract.

Members of the Company's Supervisory Board did not receive remuneration from Selvita Group subsidiaries.

Table no. 7: Comparison of the average salary of employees employed* in subsidiary companies of Selvita Capital Group on annual basis [PLN]

| | 2019 | 2020 | 2021 | 2022 |
|--|--------|---------|----------|-----------|
| Average monthly salary in Ardigen S.A. | 11 956 | 9 739 | 11 507 | 13 686 |
| Change [%] | - | -18,54% | 18,15% | 18,94% |
| Average monthly salary in Selvita Services Sp. z o.o. | 5 875 | 6 642 | 7 356 | 7 846 |
| Change [%] | - | 13,06% | 10,75% | 6,66% |
| Average monthly salary in Selvita d.o.o.* | - | - | 10 847** | 11 016*** |
| Change [%] | - | - | - | 1,56% |

*The company Selvita d.o.o. with its registered office in Zagreb became part of the Selvita Group from 4 January 2021. Accordingly, remuneration for Selvita d.o.o. is presented for 2021 and upwards only.

** Remuneration converted from Croatian kuna according to the average exchange rate of the National Bank of Poland as of 31 December 2021 1 HRK = 0.6118 PLN.

*** Remuneration converted from Croatian kuna according to the average exchange rate of the National Bank of Poland as of 31 December 2022 1 HRK = 0.6224 PLN.

5. Information on the number of shares and share options granted or offered to directors, and the main conditions for the exercise of the rights including the exercise price and date and any change thereof

On 17 May 2021, the General Shareholders Meeting resolved to adopt a non-dilutive Incentive Scheme (the "Incentive Scheme") for 2021-2024 for employees in the form of a right to acquire shares in the Company. The subject matter of the Program is a total of 1,247,720 shares of the Company transferred free of charge as a donation by Mr. Paweł Przewięźlikowski - the founder, President and main shareholder of the Company, constituting in total 25% of the Company's shares held by him. The Program provides employees with the right to acquire shares at a preferential price of PLN 0.19 per share, which takes into account the Company's administrative costs incurred in order to implement the Incentive Program. All persons who are in a business relationship with the Company are eligible to participate in the Scheme, whereby a list of participants in the Scheme was drawn up based on the recommendation of a Shareholder and approved by the Supervisory Board in relation to Management Board Members and by the Management Board in relation to other persons (the "Eligible Persons"). Participation in the program is voluntary. The Eligible Persons will be obliged to remain employees of the Company and not to sell the Shares granted under the Plan within a period of not less than 12

months and not more than 36 months from the date of acquisition of the Shares, subject to exceptional circumstances, when an employee may be released from these obligations.

Table no. 8: Number of shares to which rights have been transferred to Board Members in 2022

| Name | Transfer date | Amount of shares | Single share price on the transfer date [PLN] | Single share acquisition price [PLN] |
|-----------------|---------------|------------------|---|--------------------------------------|
| Adrijana Vinter | 29.09.2022 | 12 000 | 84.30 | 0.19 |

6. Information on use of the right to reclaim the return of Variable Remuneration components

The right to reclaim the return of Variable Remuneration components is not provided in the Remuneration Policy.

7. Derogations and deviations from the Remuneration Policy and from the procedure for its implementation including the explanation of the nature of the exceptional circumstances and the indication of the specific elements derogated from

Pursuant to the Remuneration Policy, the derogation from its application may only take place if it is necessary to achieve the long-term interests and financial stability of the Company or to guarantee its profitability. In 2022 the Supervisory Board did not decide to depart from the adopted Remuneration Policy.

8. Severances

No severances were paid in 2022.

9. Information on approval of the report for the previous year

On June 30, 2022 the Company's Ordinary General Meeting of Shareholders, by means of a resolution no 21, positively approved the Supervisory Board's Report on remuneration of Members of the Management Board and Supervisory Board of the Company for 2021.

Conclusions:

The Supervisory Board reviewed the remuneration and other benefits received by individual members of the Management Board and Supervisory Board and assessed the overall compliance with the applicable Remuneration Policy and states that:

1. remuneration and other benefits paid to members of the Management Board and Supervisory Board comply with the applicable Remuneration Policy and meet the requirements provided for by law,
2. current Remuneration Policy is an effective tool for granting the remuneration to the Management Board Members and enables a flexible policy of awarding variable remuneration components.