

RESOLUTION NO
of the Ordinary General Meeting
of PGE Polska Grupa Energetyczna Spółka Akcyjna
dated 27 June 2025

amending the 'Remuneration Policy for Members of the Management Board and Supervisory Board of PGE Polska Grupa Energetyczna S.A.'

Acting pursuant to Article 90d(1) in conjunction with Article 90e(4) of the Act of 29 July 2005 on Public Offering and the Conditions Governing the Introduction of Financial Instruments to an Organised Trading System and on Public Companies, the Ordinary General Meeting of PGE Polska Grupa Energetyczna Spółka Akcyjna, with its registered office in Lublin, hereby resolves as follows:

§ 1

In the Remuneration Policy for Members of the Management Board and Supervisory Board of PGE Polska Grupa Energetyczna S.A., constituting an annex to Resolution No 11 of the Ordinary General Meeting of PGE Polska Grupa Energetyczna S.A. of 22 June 2022:

1) § 4(2) shall be amended to read as follows:

'2. The general catalogue of Management Objectives shall include, in particular:

- a) Achieving the EBITDA ratio as set out in the approved financial plan;
- b) Compliance with covenants under credit agreements (net debt / EBITDA ratio);
- c) Achieving defined operational performance indicators (e.g. generation unit availability);
- d) Implementation of key investment and development projects;
- e) Implementation of safety-related activities, including cybersecurity;
- f) Implementation of initiatives in the field of human resources management, including occupational health and safety (OHS);
- g) Implementation of initiatives supporting the professional development of women.'

2) § 9(3) shall be amended to read as follows:

'3. The monthly remuneration of Supervisory Board members shall be calculated as the product of the reference base referred to in Article 1(3)(11) of the Remuneration Act and the following multipliers:

- a) for the Chairperson of the Supervisory Board — 3.02;
- b) for other Members of the Supervisory Board — 2.75.'

§ 2

This resolution shall enter into force upon its adoption.