

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

amending Resolution No 5 of the Extraordinary General Meeting of PGE Polska Grupa Energetyczna Spółka Akcyjna of 7 March 2022 on the rules for determining the remuneration of the Members of the Management Board

Acting pursuant to Article 378(2) of the Polish Commercial Companies Code of 15 September 2000, and Article 2(1), Article 2(2)(1) and Articles 4(5) and 4(6) of the Act of 9 June 2016 on the Rules for Determining the Remuneration of Persons Managing Certain Companies, the Ordinary General Meeting of PGE Polska Grupa Energetyczna S.A., hereby resolves as follows:

§ 1

In Resolution No 5 of the Extraordinary General Meeting of PGE Polska Grupa Energetyczna Spółka Akcyjna of 7 March 2022 on the rules for determining the remuneration of the Members of the Management Board, § 3(2) shall be amended to read as follows:

‘2. The 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

This resolution shall enter into force upon its adoption.