

REPORT
OF THE SUPERVISORY BOARD OF BIOTON S.A.
on the remuneration of Members of the Management
Board
and the Supervisory Board
for the year 2025

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1. Legal basis for the preparation of the BIOTON S.A. Supervisory Board's report on the remuneration of members of the Management Board and the Supervisory Board for the year 2025

This report of the Supervisory Board of BIOTON S.A. ("the Company") on the remuneration of members of the Management Board and the Supervisory Board for the year 2025 has been prepared in accordance with Article 90g of the Act of 29 July 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and public companies ("remuneration report").

The Remuneration Report was also prepared on the basis of the Remuneration Policy adopted within the Company on 19 June 2020 by the Ordinary General Meeting of BIOTON S.A. and on the basis of Resolution No. 1 of the Supervisory Board of BIOTON S.A. of 22 September 2020 on the specification of the remuneration policy regarding the remuneration of Management Board members.

In accordance with §4(3) of the Remuneration Policy, the Supervisory Board prepares an annual remuneration report to present to the General Meeting information regarding the remuneration received by the Management Board and the Supervisory Board of the Company in the preceding financial year. The remuneration report is subject to verification by a statutory auditor.

2. Subject of the report by the Supervisory Board of BIOTON S.A. on the remuneration of members of the Management Board and the Supervisory Board for the year 2025

Pursuant to Article 90g of the Act of 29 July 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and on Public Companies, the report on remuneration in respect of each Member of the Management Board and the Supervisory Board shall include, in particular:

- A) the amount of total remuneration broken down into the components referred to in Article 90d(3)(1), and the relative proportions between these remuneration components;
- B) an explanation of how the total remuneration is consistent with the adopted remuneration policy, including how it contributes to the achievement of the company's long-term results;
- C) information on how the performance criteria were applied;
- D) information on the annual change in remuneration, the company's performance and the average remuneration of the company's employees who are not members of the management board or supervisory board, for at least the last five financial years, on an aggregate basis, in a manner that allows for comparison;
- E) the amount of remuneration received from entities belonging to the same capital group within the meaning of the Accounting Act of 29 September 1994;
- F) the number of financial instruments granted or offered and the main terms and conditions for exercising the rights attached to those instruments, including the price and exercise date and any changes thereto;
- G) information on the use of the option to demand the return of variable remuneration components;
- H) information on deviations from the procedure for implementing the remuneration policy and deviations applied in accordance with Article 90f, including an explanation of the grounds and procedure, and an indication of the elements from which the deviations were applied.

2A) The total amount of remuneration broken down into the components referred to in Article 90d(3)(1) of the Act of 29 July 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and on Public Companies, and the relative proportions between these remuneration components

❖ Remuneration of Management Board Members broken down by component

The remuneration model for Management Board members comprises fixed remuneration, variable remuneration and additional benefits. The rules and amount of remuneration for Management Board members

are determined by the Supervisory Board. Pursuant to Resolution No. 1 of the Supervisory Board of BIOTON S.A. dated 22 September 2020 on the specification of the remuneration policy regarding the remuneration of Management Board members:

The total remuneration of Management Board members

Surname and first name (start/end of term of office)	FIXED REMUNERATION (remuneration by virtue of appointment or employment contract) – in PLN thousand	
	2024	2025
Launders Jeremy – Chairman of the Management Board (30 October 2020 – present)	1,250	1,271
Romuald Harwas – Member of the Management Board (1 August 2025 – present)	0	465
Polonek Adam – Member of the Management Board (1 January 2012 – 31 July 2025)	924	551
Total:	2,174	2,287

Proportions of the components of the total remuneration of Management Board Members

First name and surname	Position	Financial year	Fixed component (PLN thousand)	Variable component (PLN thousand)	Additional benefits (thousand PLN)	Total value (PLN thousand)	Ratios between remuneration components (variable component + additional benefits vs. fixed component)
Launders Jeremy	Chairman of the Management Board						
		2024	1,250	0	1,091*	2,341	87%
		2025	1,271	308	1,078*	2,657	109%
Romuald Harwas	Member of the Management Board						
		2024	0	0	0**	0	0%
		2025	465	0	20**	485	4%
Adam Polonek	Member of the Management Board						
		2024	924	0	221***	1,145	24%
		2025	551	231	66***	848	54%

* Additional benefits include: healthcare costs, additional funds for future retirement, Global Doctors, costs associated with the use of a company car, as well as accommodation costs and children's education costs (value of the education benefit: PLN 355,000 in 2024 and PLN 363,000 in 2025).

** Additional Benefits include: healthcare costs, costs associated with the use of a company car.

*** Additional Benefits include: healthcare costs, the Employee Pension Scheme (PPE), Hestia and Global Doctors insurance, and costs associated with the use of a company car.

Description of the Components of the Variable Remuneration of Members of the Management Board

Variable remuneration may be awarded in the form of:

- a) an annual bonus ("**Annual Bonus**"),
- b) a bonus for the completion of a specific task,
- c) a task-based bonus ("**Task-Based Bonus**").

Annual Bonus

In each financial year, a Member of the Management Board may be awarded an Annual Bonus. The Annual Bonus is awarded on the basis of the bonus plan for the relevant Member of the Management Board, adopted by a resolution of the Supervisory Board and applicable in the relevant financial year ("**Annual Bonus Plan**"). Upon establishing the Annual Bonus Plan, the Supervisory Board determines the bonus parameters and the weightings of the bonus parameters. An Annual Bonus may be awarded only if the Member of the Management Board meets the loyalty criterion in accordance with the terms set out in the contract with the Member of the Management Board.

The Annual Bonus Scheme for Members of the Management Board holding office on the date of adoption of Resolution No. 1 of the Supervisory Board of BIOTON S.A. of 22 September 2020 on the specification of the remuneration policy regarding the remuneration of Management Board Members was implemented in accordance with the following principles:

- a) the option to implement in two variants:
 - i. a basic level setting one parameter, i.e. the Company's annual consolidated gross profit before tax ("**Basic Level**") and,
 - ii. an advanced level determining one fixed parameter, i.e. the Company's annual consolidated gross profit before tax ("**Standard Parameter**") and a maximum of three optional parameters, which are determined for each year as part of the preparation of the Company's budget approved by the Supervisory Board ("**Optional Parameters**") ("**Advanced Level**");
- b) The Basic Level is triggered provided that the target value is achieved, namely the Company's annual consolidated gross profit before tax in the amount specified in the Company's budget approved by the Supervisory Board ("**Basic Target**");
- c) the amount of the Annual Bonus under the Basic Level depends on the degree to which the Basic Target is achieved;
- d) The Advanced Level is triggered provided that:
 - i. the Basic Target is achieved to the extent specified in the agreement with the Member of the Management Board; and
 - ii. at least one of the targets relating to the Optional Parameters is achieved;
- e) under the Advanced Level, the amount of the Annual Bonus is calculated as the sum of the results achieved for each of the Advanced Level parameters multiplied by the weight assigned to each parameter, plus the result achieved under the Basic Level.

The Annual Bonus Scheme in respect of Members of the Management Board who did not hold office on the date of adoption of Resolution No. 1 of the Supervisory Board of BIOTON S.A. of 22 September 2020 on the

specification of the remuneration policy regarding the remuneration of Management Board Members, has been, is and will be implemented in accordance with the following principles:

- a) the possibility of implementation in three variants:
 - i. the basic level, which sets one parameter, i.e. the Company's annual consolidated gross profit before tax ("**Basic Level**"), or
 - ii. an advanced level determining one fixed parameter, i.e. the Company's annual consolidated gross profit before tax ("**Standard Parameter**") and a maximum of three optional parameters, which are determined for each year as part of the preparation of the Company's budget approved by the Supervisory Board ("**Optional Parameters**") ("**Advanced Level Model I**"), or
 - iii. an advanced level setting out special parameters relating to the performance of specified tasks or specified financial or economic parameters ("**Advanced Level Model II**");
- b) The Basic Level, where applicable, is triggered provided that the target value is achieved, namely the Company's annual consolidated gross profit before tax in the amount specified in the Company's budget approved by the Supervisory Board ("**Basic Target**");
- c) the amount of the Annual Bonus under the Basic Level depends on the degree to which the Basic Target is achieved;
- d) The Advanced Level Model I, where applicable, is triggered provided that:
 - i. the Basic Target is achieved to the extent specified in the Agreement with the Management Board Member; and
 - ii. at least one of the targets relating to the Optional Parameters is achieved;
- e) under the Advanced Level Model I, where applicable, the amount of the Annual Bonus is calculated as the sum of the results achieved for each of the Advanced Level parameters multiplied by the weight assigned to each parameter, plus the result achieved under the Basic Level;
- f) under the Advanced Level Model II, where applicable, the amount of the Annual Bonus is calculated in accordance with the terms set out in the resolutions of the Supervisory Board;
- g) The Supervisory Board has the right to freely choose the applicable variant of the Annual Bonus Scheme or to combine them.

Surname and first name (start/end of term of office)	VARIABLE REMUNERATION (annual bonus) – in PLN thousand	
	2024	2025
Launders Jeremy – Chairman of the Management Board (30 October 2020 – present)	0	308
Romuald Harwas – Member of the Management Board (1 August 2025 – present)	0	0
Polonek Adam – Member of the Management Board (1 January 2012 – 31 July 2025)	0	231
Total:	0	539

Task-based Bonus for Members of the Management Board

Irrespective of the Annual Bonus, the Supervisory Board may decide, by way of a resolution, to award a Task-Based Bonus to a Member of the Management Board for meeting the criteria for the award of Variable Remuneration in the form of the completion of a specific task ('Task') or an action by a Member of the

Management Board which, in the opinion of the Supervisory Board, justifies the award of a Performance Bonus to that Member of the Management Board. The resolution referred to in the preceding sentence shall also specify the amount and other terms and conditions of the Performance Bonus.

A Task is an action which has an effect in the area of:

- a) the effective management of environmental issues related to the Company's operations, including, amongst other things, through:
 - managing identified environmental risks or potential environmental risks associated with the Company's operations, particularly in minimising the risk of fires,
 - taking measures to minimise environmental damage resulting from the Company's operations, including notifying the relevant authorities in the event of such damage,
 - working to reduce emissions, manage resources efficiently, recycle, and replace or reduce the use of environmentally harmful substances in the Company's operations,
 - promoting the use of raw materials from responsible sources in production and encouraging environmentally friendly attitudes among the Company's domestic and international customers.
- b) effective management of the Company, taking into account the social responsibility of the Company's operations, including through:
 - contributing to the Company's sustainable development, including the health and well-being of the Company's employees, which translates into increased commitment to their work and more effective performance of their duties,
 - managing the Company in accordance with all corporate governance principles applicable on the Warsaw Stock Exchange,
 - taking action within the Company's sphere of influence to support local institutions and individuals, cooperate with local organisations, and run programmes for children and young people.

The Task Bonus relating to the completion of the Task shall be awarded no earlier than after verification of the Task's completion and its effects as specified above. The verification referred to in the preceding sentence involves obtaining data confirming compliance with the standards and objective performance indicators for the Task, enabling an assessment of the effectiveness of the actions taken by the Management Board Member in relation to the Task.

Additional Benefits for Members of the Management Board

The Company may provide a Member of the Management Board, for the duration of their tenure at the Company, with Additional Benefits, including, amongst others:

- a) the use of work equipment/tools made available to the Member of the Management Board for the proper performance of duties related to their role in the Company, in particular through the provision of a laptop and a mobile phone,
- b) the use of a company car in accordance with the Company's car policy;
- c) a medical insurance package, the details of which are set out in the regulations in force within the Company;
- d) coverage of the costs of D&O liability insurance to the extent specified in the Agreement with the Member of the Management Board.

First name and surname	TOTAL ADDITIONAL BENEFITS (in PLN thousand)	
	2024	2025
Jeremy Launders – Chairman of the Management Board *	1,091	1,078

First name and surname	TOTAL ADDITIONAL BENEFITS (in PLN thousand)	
	2024	2025
Romuald Harwas – Member of the Management Board **	0	20
Adam Polonek – Member of the Management Board ***	221	66
Total:	1,312	1,163

* Additional benefits include: healthcare costs, additional contributions towards a future pension, Global Doctors, costs associated with the use of a company car, accommodation allowance and children's education costs (value of the education allowance: PLN 355,000 in 2024 and PLN 363,000 in 2025).

** Additional Benefits include: healthcare costs, costs associated with the use of a company car.

*** Additional benefits include: healthcare costs, the Employee Pension Scheme (PPE), Hestia and Global Doctors insurance, and costs associated with the use of a company car.

❖ **Remuneration of Supervisory Board Members broken down by components:**

The remuneration model for members of the Supervisory Board comprises fixed remuneration and variable remuneration. The rules and amount of remuneration for members of the Supervisory Board are determined by the General Meeting of BIOTON S.A. by way of a resolution.

Total remuneration of Supervisory Board members

Surname and first name	Fixed remuneration (in PLN thousand) *	
	2024	2025
Li Jia – Chairman of the Supervisory Board	48	60
Dariusz Trzeciak – Vice-Chairman of the Supervisory Board	36	45
Rajentheran Ramesh – Vice-Chairman of the Supervisory Board	36	45
Cadei Nicola – Member of the Supervisory Board	24	30
Liu Jubo – Member of the Supervisory Board	24	30
Viswanath Vaidyanathan – Member of the Supervisory Board	24	30
Tomasz Siembida – Member of the Supervisory Board	24	30
Valery Yeo – Member of the Supervisory Board	24	6
Xia Kaiguo – Member of the Supervisory Board	0	19
TOTAL:	240	297

*Remuneration due for the reporting period in question.

Description of the Components of Variable Remuneration for Members of the Supervisory Board

Members of the Supervisory Board hold their positions by virtue of their appointment and are entitled to remuneration solely on that basis.

Members of the Supervisory Board are appointed by the General Meeting for a joint term of office of three years, unless the current wording of the Articles of Association provides otherwise.

Remuneration for members of the Supervisory Board is not granted in the form of financial instruments or non-monetary benefits, with the exception of technical tools and equipment necessary for the performance of duties related to their role within the Company.

A resolution of the General Meeting may provide that a member of the Supervisory Board is entitled to a fixed monthly remuneration of a specified amount, regardless of the number of Supervisory Board meetings in which the member of the Supervisory Board participated. Alternatively, a resolution of the General Meeting may provide that a member of the Supervisory Board is entitled to remuneration of a specified amount for each meeting of the Supervisory Board in which they have participated.

In view of the function performed, in particular that of Chairman of the Supervisory Board or of a committee within the Supervisory Board, and taking into account the scope of duties entrusted, the monthly remuneration of a member of the Supervisory Board may be increased by the amount specified in a resolution of the General Meeting.

A Person Covered by the Policy is entitled to remuneration for the period commencing at the start of their term of office with the Company and ending on the date of expiry of their mandate. For the period during which a Person Covered by the Remuneration Policy is suspended from performing their duties in the Company, the Person Covered by the Policy is not entitled to remuneration. The remuneration of a member of the Supervisory Board is calculated in proportion to the number of days served on the Supervisory Board, in the event that the appointment or dismissal took place during a calendar month.

The remuneration of a member of the Supervisory Board is not linked to the Company's results, unless the General Meeting of BIOTON S.A. adopts a resolution to grant a member of the Supervisory Board a share in the Company's profit for a given financial year, intended for distribution among the Company's shareholders, in accordance with Article 347 § 1 of the Commercial Companies Code.

No variable remuneration was paid to members of the Supervisory Board.

2B) Explanation of how the total remuneration complies with the adopted remuneration policy, including how it contributes to the achievement of the Company's long-term results

The total remuneration is in line with the Remuneration Policy adopted within the Company on 19 June 2020 by the Ordinary General Meeting. It contributes to the achievement of the Company's long-term results through the implementation of the business strategy adopted by the Company, the long-term benefits envisaged by the Company and the maintenance of the Company's stability.

2C) Information on how the performance criteria were applied

The Annual Bonus Scheme in respect of Members of the Management Board holding office on the date of adoption of Resolution No. 1 of the Supervisory Board of BIOTON S.A. of 22 September 2020 on the specification of the remuneration policy regarding the remuneration of Management Board members was implemented in accordance with the following principles:

- a) the possibility of implementation in two variants:
 - i. a basic level setting one parameter, i.e. the Company's annual consolidated gross profit before tax ("Basic Level") and,

- ii. an advanced level determining one fixed parameter, i.e. the Company's annual consolidated gross profit before tax ("**Standard** Parameter") and a maximum of three optional parameters, which are determined for each year as part of the preparation of the Company's budget approved by the Supervisory Board ("**Optional** Parameters") ("**Advanced** Level");
- b) The Basic Level is triggered provided that the target value is achieved, namely the Company's annual consolidated gross profit before tax in the amount specified in the Company's budget approved by the Supervisory Board ("**Basic** Target");
- c) the amount of the Annual Bonus under the Basic Level depends on the degree to which the Basic Target is achieved;
- d) The Advanced Level is triggered provided that: (i) the Basic Target is achieved to the extent specified in the Agreement with the Management Board Member; and (ii) at least one of the targets relating to the Optional Parameters is achieved;
under the Advanced Level, the amount of the Annual Bonus is calculated as the sum of the results achieved for each of the Advanced Level parameters multiplied by the weight assigned to each parameter, plus the result achieved under the Basic Level.

The Annual Bonus Scheme in respect of Members of the Management Board who did not hold office on the date of adoption of Resolution No. 1 of the Supervisory Board of BIOTON S.A. of 22 September 2020 on the specification of the remuneration policy regarding the remuneration of Management Board Members, was, is and will be implemented in accordance with the following principles:

- a) it may be implemented in three variants:
 - i. the basic level, which sets one parameter, i.e. the Company's annual consolidated gross profit before tax ("**Basic** Level"), or
 - ii. the advanced level, which sets one fixed parameter, i.e. the Company's annual consolidated gross profit before tax ("**Standard** Parameter"), and up to three optional parameters, which are determined for each year as part of the preparation of the Company's budget approved by the Supervisory Board ("**Optional** Parameters") ("**Advanced Level Model I**"), or
 - iii. an advanced level setting out special parameters relating to the performance of specified tasks or specified financial or economic parameters ("**Advanced Level Model II**");
- b) The Basic Level, where applicable, is triggered provided that the target value is achieved, namely the Company's annual consolidated gross profit before tax in the amount specified in the Company's budget approved by the Supervisory Board ("**Basic** Target");
- c) the amount of the Annual Bonus under the Basic Level depends on the degree to which the Basic Target is achieved;
- d) The Advanced Level Model I, where applicable, is triggered provided that:
 - i. the Basic Target is achieved to the extent specified in the Agreement with the Management Board Member; and
 - ii. at least one of the targets relating to the Optional Parameters is achieved;
- e) Under Advanced Level Model I, where applicable, the amount of the Annual Bonus is calculated as the sum of the results achieved for each of the Advanced Level parameters, multiplied by the weighting assigned to each parameter, plus the result achieved under the Basic Level;
- f) under the Advanced Level Model II, where applicable, the amount of the Annual Bonus is calculated in accordance with the terms set out in the resolutions of the Supervisory Board;
- g) The Supervisory Board has the right to freely choose the applicable variant of the Annual Bonus Scheme or to combine them.

2D) Information on the change, on an annual basis, in the remuneration of Management Board Members (fixed remuneration together with additional benefits), the remuneration of members of the Supervisory Board, the Company's results and the average remuneration of the Company's employees who are not

members of the Management Board or the Supervisory Board, for at least the last five financial years, on an aggregate basis, in a manner that allows for comparison

Changes, on an annual basis, in the remuneration of Management Board members (fixed remuneration together with additional benefits), the remuneration of members of the Supervisory Board, the Company's results and the average remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board, for a period of at least the last five financial years, on an aggregate basis, in a manner that allows for comparison, are presented in the table below:

Surname and first name	Fixed remuneration, variable remuneration and additional benefits				
	(in PLN thousand)				
	2021	2022	2023	2024	2025
Launders Jeremy – Chairman of the Board (30 October 2020 – present)	1,917	2,298	2,684	2,341	2,657
Robert Neymann – Chairman of the Management Board (15 May 2017 – 30 October 2020)	0	0	0	0	0
Romuald Harwas – Member of the Management Board (1 August 2025 – present)	0	0	0	0	485
Adam Polonek – Member of the Management Board (1 January 2012 – 31 July 2025)	937	1,118	1,338	1,145	848
Fan Hao – Chairman of the Supervisory Board	10	0	0	0	0
Dariusz Trzeciak – Deputy Chairman of the Supervisory Board	36	36	36	36	45
Li Jia – Chairman of the Supervisory Board	0	24	48	48	60
Rajentheran Ramesh – Deputy Chairman of the Supervisory Board/Member of the Supervisory Board	36	36	36	36	45
Liu Jubo – Member of the Supervisory Board/Chairman of the Supervisory Board	24	24	24	24	30
Viswanath Vaidyanathan – Member of the Supervisory Board	24	24	24	24	30
Cadei Nicola – Member of the Supervisory Board / Chairman of the Supervisory Board	39	36	24	24	30
Wei Ming Tan – Member of the Supervisory Board	11	0	0	0	0
Tomasz Siembida – Member of the Supervisory Board	12	24	24	24	30
Yuhong Geng – Member of the Supervisory Board	12	8	0	0	0
Khee Wee Hau – Member of the Supervisory Board	12	12	0	0	0

Surname and first name	Fixed remuneration, variable remuneration and additional benefits				
	(in PLN thousand)				
	2021	2022	2023	2024	2025
Valery Yeo – Member of the Supervisory Board	0	12	24	24	6
Xia Kaiguo – Member of the Supervisory Board	0	0	0	0	19
Average salary * (in PLN)	PLN 8,040	PLN 8,430	PLN 9,076	PLN 9,804	10,486
Company result (Net profit/loss) in PLN thousand	2,622	1,801	1,193	(18,479)	320

*Average remuneration under employment contracts as at 31 December 2021, 2022, 2023, 2024 and 2025 for employees who are not members of the Management Board or the Supervisory Board

Percentage/amount changes, on an annual basis, in the remuneration of Management Board members (fixed remuneration including additional benefits), the remuneration of members of the Supervisory Board, the company's results and the average remuneration of the company's employees who are not members of the Management Board or the Supervisory Board, for a period of at least the last five financial years, on an aggregate basis, in a manner allowing for comparison, are presented in the table below:

Surname and first name	Changes in remuneration: fixed remuneration, variable remuneration and additional benefits				
	2021 vs. 2020	2022 vs. 2021	2023 vs. 2022	2024 vs. 2023	2025 vs. 2024
Jeremy Launders – Chairman of the Board (30 October 2020 – present)	293% *	20%	17%	-13%	13%
Robert Neymann – Chairman of the Management Board (15 May 2017 – 30 October 2020)	-100%	0%	0%	0%	0%
Romuald Harwas – Member of the Management Board (1 August 2025 – present)	0%	0%	0%	0%	0%
Adam Polonek – Member of the Management Board (1 January 2012 – 31 July 2025)	9%	19%	20%	-14%	-26%
Fan Hao – Chairman of the Supervisory Board	-79%	-100%	0%	0%	0%
Dariusz Trzeciak – Deputy Chairman of the Supervisory Board	0%	0%	0%	0%	25%
Li Jia – Chairman of the Supervisory Board	0%	100%	100%	0%	25%
Rajentheran Ramesh – Deputy Chairman of the Supervisory Board/Member of the Supervisory Board	9%	0%	0%	0%	25%

Surname and first name	Changes in remuneration: fixed remuneration, variable remuneration and additional benefits				
	2021 vs. 2020	2022 vs. 2021	2023 vs. 2022	2024 vs. 2023	2025 vs. 2024
Liu Jubo – Member of the Supervisory Board/Chairman of the Supervisory Board	0%	0%	0%	0%	25%
Viswanath Vaidyanathan – Member of the Supervisory Board	0%	0%	0%	0%	25%
Cadei Nicola – Member of the Supervisory Board / Chairman of the Supervisory Board	63%	-8%	-33%	0%	25%
Wei Ming Tan – Member of the Supervisory Board	-54%	-100%	0%	0%	0%
Tomasz Siembida – Member of the Supervisory Board	100%	100%	0%	0%	25%
Yuhong Geng – Member of the Supervisory Board	100%	-33%	0%	0%	0%
Khee Wee Hau – Member of the Supervisory Board	100%	0%	0%	0%	0%
Valery Yeo – Member of the Supervisory Board	0%	100%	100%	0%	-75%
Xia Kaiguo – Member of the Supervisory Board	0%	0%	0%	0%	0%
Average salary **	12%	5%	8%	8%	7%
Company result (Net profit/loss) in PLN thousand	-30,634	-821	-608	-19,672	18,799

* The year-on-year percentage change of 293% is due to different reference periods used in the respective comparison years (in 2020, remuneration was paid for 2 months, whereas in 2021, remuneration was paid for 12 months). 2024 vs 2023: for Jeremy Lauenders and Adam Polonek, this is a negative figure resulting from the absence of an annual bonus payment for 2023. 2025 vs 2024: in the case of Valery Yeo, this is a negative value resulting from her serving as a Member of the Supervisory Board until 22 May 2025.

. **Average changes in remuneration as a percentage of employment contracts as at 31 December 2021, 2022, 2023, 2024 and 2025 for employees who are not members of the Management Board or the Supervisory Board

2E) Amount of remuneration from entities belonging to the same capital group within the meaning of the Accounting Act of 29 September 1994

Entities belonging to the BIOTON S.A. capital group did not make any remuneration payments in 2025 to members of the Management Board and Supervisory Board of BIOTON S.A.

2F) The number of financial instruments granted or offered and the main terms and conditions for exercising the rights attached to such instruments, including the price and exercise date and any changes thereto

In 2025, no financial instruments were granted or offered to members of the Management Board or Supervisory Board of BIOTON S.A.

2G) Information on the exercise of the option to demand the return of variable remuneration components

Since the Remuneration Policy was adopted by the Annual General Meeting on 19 June 2020, the Company has not exercised the option to demand the return of variable remuneration components.

2H) Information regarding deviations from the procedure for implementing the remuneration policy and deviations applied in accordance with Article 90f, including an explanation of the grounds and procedure, and an indication of the elements from which deviations were made

Since the Remuneration Policy was adopted by the Annual General Meeting on 19 June 2020, there have been no deviations from the procedure for implementing the remuneration policy or deviations applied in accordance with Article 90f.

3. Information relating to the previous remuneration report

Pursuant to Article 90g(8) of the Act of 29 July 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and on Public Companies, the Company notes that this remuneration report is the next such document prepared by the Company. The previous remuneration report was approved by the Ordinary General Meeting of Bioton S.A. on 6 June 2024.

The Remuneration Report has been prepared by the Supervisory Board in order to comply with the requirements set out in Article 90g(1) of the Act on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and on Public Companies. The Remuneration Report was adopted by the Supervisory Board by Resolution No.3 of 22nd of May, 2026 for presentation at the General Meeting of Shareholders to enable the adoption of a resolution expressing an advisory opinion.

The remuneration report has been reviewed by a certified auditor to ensure it contains the information required under Article 90g(1)–(5) and (8) of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies. The entity authorised to review the remuneration report is UHY ECA Audyt Spółka z ograniczoną odpowiedzialnością, with its registered office in Warsaw.

The Supervisory Board hereby informs that the previous remuneration report was approved by the Annual General Meeting on 23 June 2025 without comment, and no proposals were raised during the meeting that would require inclusion in this report.

Persons responsible for preparing the remuneration report:

- for financial data (remuneration) – Ewelina Romańska
- for financial data (the Company's financial data) – Renata Prokopczyk
- for the formal and legal content – Kamila Muśnicka