

REPORT OF THE SUPERVISORY BOARD OF SYGNITY S.A.
ON OPERATIONS FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025,
ASSESSMENT OF THE MANAGEMENT BOARD’S REPORTS ON OPERATIONS AND FINANCIAL STATEMENTS FOR THE
FINANCIAL YEAR ENDED 31 DECEMBER 2025, THE MANAGEMENT BOARD’S PROPOSAL REGARDING THE DISTRIBUTION
OF PROFIT, AS WELL AS AN ASSESSMENT OF SPECIFIC ASPECTS OF THE COMPANY’S OPERATIONS INDICATED IN
THE BEST PRACTICE FOR COMPANIES LISTED ON THE WARSAW STOCK EXCHANGE 2021 (“REPORT”)

The Supervisory Board of the company trading as Sygnity S.A. with its registered office in Warsaw (“Sygnity”, “the Company”) operates primarily on the basis of the Commercial Companies Code, the Company’s Articles of Association and the Rules of Procedure of the Supervisory Board of Sygnity, as well as in accordance with the guidelines of the Best Practice for Companies Listed on the Warsaw Stock Exchange 2021 (“DPSN 2021”).

The Supervisory Board exercises ongoing supervision over all areas of the Company’s operations. In particular, its tasks include the assessment of the financial statements of Sygnity and the Sygnity Capital Group (hereinafter also referred to as: “Sygnity Group”, “the Group”), the Management Board’s reports on the operations of Sygnity and the Sygnity Capital Group in terms of their compliance with both the books and documents and the actual state of affairs, and the Management Board’s proposals regarding the distribution of profit or coverage of losses, as well as the submission to the Company’s General Meeting of an annual written report on the results of this assessment. In accordance with the amended provisions of the Commercial Companies Code, which came into force on 13 October 2022, the duties of the Supervisory Board also include the preparation and submission to the General Meeting of an annual written report for the previous financial year (“Supervisory Board Report”) in accordance with the requirements set out in Article 382 § 3⁽¹⁾ of the Commercial Companies Code.

Furthermore, in accordance with the principles set out in section 2.11 of the 2021 Corporate Governance Code, the Company’s Supervisory Board prepares and submits to the General Meeting of Sygnity, for approval, an annual report containing, among other things:

- 1) a summary of the activities of the Supervisory Board and its committees;
- 2) an assessment of the Company’s situation on a consolidated basis, including an assessment of internal control systems, risk management, compliance and the internal audit function, together with information on the actions taken by the Supervisory Board to carry out this assessment;
- 3) an assessment of the Company’s application of corporate governance principles and the manner in which it fulfils its disclosure obligations regarding their application, as set out in the Stock Exchange Rules and regulations concerning current and periodic information provided by issuers of securities, together with information on the actions taken by the Supervisory Board to carry out this assessment;
- 4) an assessment of the appropriateness of expenditure incurred by the Company and the Sygnity Group in support of culture, sport, charitable institutions, the media, social organisations, trade unions, etc.;
- 5) information on the extent to which the diversity policy has been implemented in relation to the Management Board and the Supervisory Board.

I. Composition of the Company’s Supervisory Board

In the financial year ended 31 December 2025, the Company’s Supervisory Board consisted of the following Members:

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| ▪ Mr Ivo van den Heuvel | - Chairman of the Supervisory Board; |
| ▪ Mr Ramon Zanders | - Deputy Chairman of the Supervisory Board; |
| ▪ Ms Ioana Corutiu | - Member of the Supervisory Board; |
| ▪ Mr Raimondo Eggink | - Member of the Supervisory Board; |
| ▪ Mr Lucas de Ponte | - Member of the Supervisory Board; |
| ▪ Mr Rafał Wnorowski | - Member of the Supervisory Board; |
| ▪ Mr Przemysław Aleksander Schmidt | - Member of the Supervisory Board. |

On 3 October 2025, Mr Rafał Wnorowski resigned from his position as a Member of the Supervisory Board, and on 8 October 2025, the Company received the resignation of Mr Ramon Zanders from his position as a Member of the Supervisory Board of Sygnity.

The composition of the Supervisory Board as at the balance sheet date and the date of preparation of this Report was as follows:

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| ▪ Mr Ivo van den Heuvel | - Chairman of the Supervisory Board; |
| ▪ Mr Lucas de Ponte | - Deputy Chairman of the Supervisory Board; |
| ▪ Ms Ioana Corutiu | - Member of the Supervisory Board; |
| ▪ Mr Raimondo Eggink | - Member of the Supervisory Board; |
| ▪ Mr Przemysław Aleksander Schmidt | - Member of the Supervisory Board. |

Fulfilment of independence criteria

Based on the statements submitted, and in the opinion of the Supervisory Board, the independence criteria set out in Principle 2.3 of DPSN 2021 (i.e. the criteria in the Act of 11 May 2017 on statutory auditors, audit firms and public oversight, and the absence of actual and material links with a shareholder holding at least 5% of the total voting rights in the Company) were met in the financial year ended 31 December 2025 by the following Members of the Supervisory Board:

- Mr Raimondo Eggink;
- Mr Przemysław Aleksander Schmidt;
- Mr Rafał Wnorowski (Member of the Supervisory Board until 3 October 2025).

Based on the statements submitted, and in the opinion of the Supervisory Board, the independence criteria within the meaning of Article 129(3) of the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Oversight (Journal of Laws 2017, item 1089, as amended) were met by the following Audit Committee Members:

- Mr Raimondo Eggink;
- Mr Przemysław Aleksander Schmidt;
- Mr Rafał Wnorowski (Member of the Audit Committee until 3 October 2025).

Information on the degree of implementation of the diversity policy in relation to the Management Board and the Supervisory Board

By Resolution No. 17 of 31 March 2022, the Annual General Meeting of Sygnity adopted the Diversity Policy regarding Members of the Supervisory Board of Sygnity S.A., which stipulates that when electing Members of the Company's Supervisory Board, the General Meeting shall take into account respect for diversity and the principle of equal treatment, bearing in mind that the primary objective in the process of selecting new members of the supervisory body is to appoint to the Company's Supervisory Board only persons possessing the appropriate competences, skills and experience necessary to act in the interests of the Company, its shareholders and other stakeholders, including persons demonstrating leadership, managerial and commitment qualities, which will be essential to ensuring the Company's continued dynamic development, efficiency and operational safety.

With regard to gender diversity, the following transitional period has been established:

- the General Meeting shall appoint at least one representative of the under-represented gender as a Member of the Supervisory Board by the end of March 2023;
- after March 2026, the composition of each Supervisory Board will be gender-diverse, with a minority representation on the Supervisory Board of no less than 30%.

By Resolution No. 6 of 15 December 2025, the Extraordinary General Meeting of Sygnity, taking into account the change in the financial year, amended the transitional period such that the composition of each Supervisory Board shall be gender-diverse, with women constituting at least 30% of the Supervisory Board, with effect from 30 June 2026.

In the financial year ended 31 December 2025, the Supervisory Board comprised individuals with knowledge and experience in the following areas:

- i. the IT sector in the broadest sense, including: in a business context, development directions and opportunities, with knowledge and understanding of market trends and the ability to utilise them for business development, creating and implementing a vision, and leading change;
- ii. finance in the broadest sense, including: the use of financial analysis to assess strategic business opportunities and make key decisions relating to the Company's operations, the development of a financial strategy through debt management, relations with financial institutions/maintaining credit lines with banks and insurance institutions, equity strategy and the raising of finance;
- iii. financial reporting, including: accounting, management accounting, reporting and statutory reporting;
- iv. risk management;
- v. law;
- vi. ESG (Environmental, Social and Governance); and
- vii. group dynamics and team coaching.

Furthermore, the independence of judgement of the Members of the Supervisory Board was maintained, and the individual qualifications of the Members of the Supervisory Board and their diverse experiences complemented one another in such a way as to ensure an appropriate level of collegial oversight of the Company's management.

Ms Ioana Corutiu is a graduate of the Faculty of Economics at Babes Bolyai University in Cluj-Napoca (Romania), where she obtained a Master's degree in banking and stock markets. She holds an EMBA from the University of Hull in the UK. She has completed several certified training courses in financial valuation and business mentoring. For over 8 years, she worked as Chief Financial Officer at Yonder, part of Total Specific Solutions ('TSS'), a professional IT services company employing over 350 software developers in Cluj-Napoca, Romania. During this period, she designed an effective and efficient finance function to support the scalability of the business across various strategic options, with a focus on corporate governance, economic strategy and forecasting as key areas responsible for maintaining the organisation's steady revenue growth through monitoring industry forecasts, refining budgets and adapting marketing strategies. As a member of the management team, she developed financial strategies and plans to support the achievement of the company's objectives. In 2015, she joined the TSS finance management team, actively engaging in due diligence and M&A projects for VMS companies in Europe. She has led over 25 due diligence projects in Sweden, Finland and Central and Eastern Europe and successfully managed the acquisition and integration of 11 companies over a five-year period, as well as building an organisation across two countries to support future scalability. Since 2021, she has served as Chief Financial Officer of TSS, taking the next step towards expanding the group's regional development strategy through financial and business transformation to accelerate growth using capital efficiently. She is responsible for formulating effective and stable financial strategies. Since 14 May 2022, she has been a Member of the Supervisory Board of Sygnity S.A., and since 5 November 2025, she has also been a Member of the Audit Committee.

Mr Raimondo Eggink sits on the supervisory boards of the following public and private companies: Skarbiec Holding S.A. (since 2017) and Sygnity S.A. (since 2016). In the past, he was a member of the supervisory boards of: Stomil-Olsztyn S.A. (2002–2003), Warsaw Stock Exchange S.A. (2002–2008), Wilbo S.A. (2003–2005), Mostostal Płock S.A. (2003–2006), Swarzędz Meble S.A. (2004–2005), PKN ORLEN S.A. (2004–2008), KOFOLA S.A. (2004–2012, formerly HOOP S.A.), Zachodni Fundusz Inwestycyjny NFI S.A. (2006), Firma Oponiarska Dębica S.A. (2008–2012), Netia S.A. (2006–2014), Lubelski Węgiel 'Bogdanka' S.A. (2012–2015), Górnośląskie Przedsiębiorstwo Wodociągów S.A. (2015–2016), AmRest Holdings SE (2010–2016), Zespół Elektrociepłowni Wrocławskich KOGENERACJA S.A. (2009–2019), PKP Cargo S.A. (2015–2019), Prime Car Management S.A. (2015–2020), Suwary S.A. (2015–2023), PERŁA – Browary Lubelskie S.A. (2004–2005 and 2008–2025) and Kredyt Inkaso S.A. (2022–2025). Mr Raimondo Eggink occasionally carries out independent consultancy and training work for entities operating in the financial market. Prior to 2002, he was a member of the management board, investment director, chairman of the management board and, most recently, liquidator at ABN AMRO Asset Management (Polska) S.A., a company managing the assets of Polish institutional investors and high-net-worth individuals, which ceased operations in 2001. He began his professional career in 1995 at the Warsaw branch of ING Bank N.V., where he played a significant role in the establishment of Poland's first asset management firm. Mr Raimondo Eggink obtained his investment adviser licence in March 1995. Between 1995 and 1997, he served as Vice-President of the Council of Brokers and Advisers. In 2000, the AIMR (now the CFA Institute) awarded him

the CFA (Chartered Financial Analyst) designation, and from 2004 to 2013, Mr Raimondo Eggink served as a board member of the CFA Society of Poland. He has published numerous articles on the development of the Polish capital market and, in particular, on the protection of minority shareholders. At the eighth "Supervisory Board Conference" in Dąbrowa Górnicza, he was awarded the title of "Corporate Governance Person of the Year 2018". Mr Raimondo Eggink graduated in theoretical mathematics from the Jagiellonian University in 1994, where he obtained his PhD in 2010.

Mr Ivo van den Heuvel serves as Managing Director of Total Specific Solutions ("TSS") for Central and Eastern Europe. He has been involved in the software industry since 2004. He joined TSS in 2007, where he held various financial roles across different TSS business units. Since 2018, he has been actively involved in expanding TSS's reach across various geographical regions. Since 2022, as Managing Director, he has been responsible for the further development of TSS's operations in the Central and Eastern Europe region. Mr Ivo van den Heuvel studied at Eindhoven University of Technology and obtained a Master's degree in Industrial Engineering and Management Science in 2003. In 2016, he obtained the CMA (Certified Management Accountant) qualification. Since 14 May 2022, he has been a Member of the Supervisory Board of Sygnity S.A.

Mr Lucas de Ponte has been Head of the Legal Department at TSS Europe B.V. since January 2021. Since October 2021, he has also served as a Member of the Management Board of Forsikrings Data Center A/S, based in Ballerup, Denmark. Between 2018 and 2020, he served as Senior Legal Counsel for M&A at Körber AG (a global technology group based in Hamburg). From 2015 to 2016, at SEAT, S.A. and Volkswagen-Audi España, S.A., subsidiaries of Volkswagen AG, he was responsible for crisis management, litigation, and civil and administrative matters. At the same time, as a lawyer at Cuatrecasas (a Spanish law firm), he advised companies from the DACH region on M&A transactions, financing and restructuring. Between 2013 and 2014, he also worked as a lawyer at Gleiss Lutz (a German law firm) on M&A transactions and corporate matters. Dr Lucas de Ponte graduated from the University of Trier, Germany, in 2010 with a Master of Laws, specialising in corporate law. In 2013, he was admitted to practise law in Germany following a two-year legal traineeship (Referendariat) at the Higher Regional Court in Berlin. In 2015, he was also admitted to practise as a lawyer in Spain following a state examination at the Ministry of Justice in Madrid, Spain. In 2022, he successfully defended his doctoral thesis with distinction on corporate restructuring and insolvency under German, Spanish and European Union law, under the supervision of Prof. Dr Christoph G. Paulus, LL.M. (Berkeley) at Alexander von Humboldt University of Berlin. Since 9 May 2023, he has been a Member of the Supervisory Board of Sygnity S.A., and since 10 December 2025, he has served as Deputy Chairman of the Supervisory Board.

Mr Przemysław Aleksander Schmidt graduated *summa cum laude* from the Adam Mickiewicz University in Poznań (87). He passed the judicial and bar exams. In 1991 to 1992, as a Fulbright Fellow, he studied at College of the Law at the University of California (San Francisco). He also completed postgraduate Programs at Georgetown University, Leiden University, the TMC Asser Institute (Asser College Europe) and at INSEAD (Certificate in Global Management). He is the author of several publications. Mr Schmidt is also a certified executive coach (INSEAD). He began his career as an assistant at the Department of Civil and Commercial Law at Adam Mickiewicz University in Poznań (1987–1992) and as a senior associate at the law firm Sołtysiński Kawecki & Szlęzak (1990–1995). From 1995 to 1996, he served as Managing Director of the Polish operations of MeesPierson, an investment bank within the ABN AMRO Group, and from 1997 to 2000 as Senior Vice-President, General Counsel and Secretary of the US company @Entertainment Inc. – the largest cable and satellite television operator in Central and Eastern Europe and the first company from the region to be listed on NASDAQ – and as Chairman of Wizja TV (within the group). From 2001 to 2013, he was the Founding Partner and Chairman of the Supervisory Board of TRIGON Dom Maklerski S.A., and from 2017 to 2020, he was the President of the Arbitration Court Lewiatan. Between 2016 and 2021, he was a shareholder and member of the Management Board of GetFresh Sp. z o.o. – the producer of Dar Natury water – and, since 1999, the Chairman for Europe of the Young Presidents' Organization (2007–2009). Mr Przemysław Aleksander Schmidt is an active member of supervisory boards. Since 14 May 2022, he has been a Member of the Supervisory Board of Sygnity S.A.

Mr Rafał Wnorowski studied at the Faculty of Business and Administration at PWSBiA. He honed his managerial skills at the ICAN Institute Harvard BR as part of the Personal Leadership Academy Program. He has completed a number of management training courses. Mr Rafał Wnorowski has many years of experience

in organisational management and leading key projects. He is an expert in sales for the public and private sectors. Mr Rafał Wnorowski began his professional career at Bank Zachodni WBK S.A., where, between 1999 and 2004, he held the position of Specialist in the Electronic Payments Department and the Sales Department. From 2002 to 2004, he served as Sales and Marketing Manager at Usługi Finansowe Sp. j. Between 2004 and 2007, he was Commercial Director at Wapro Sp. z o.o. (Asseco Poland S.A. Group), and from 2007 to 2010 he was Commercial Director at Asseco Business Solutions S.A. (Asseco Poland S.A. Group). From 2010 to 2015, he was associated with the Simple Group, where, as Vice-President of the Management Board, he was responsible for sales and marketing as well as the expansion of the Simple Group. From September 2015 to February 2016, he served as Vice-President of the Management Board of CUBE.ITG S.A., where he was responsible for the commercial division, sales support and marketing. From 2016 to 2022, he was Chairman of the Management Board of Simple S.A., overseeing the vision and strategy of the Simple Group, as well as the areas of sales and marketing, external communications, information security, business solutions, and partner and investor relations. Since April 2023, Chairman of the Management Board of NMG S.A. From 2017 to 2022, Member of the Supervisory Board of EQ System. From 2017 until 3 October 2025, Member of the Supervisory Board of Sygnity S.A.

Mr Ramon Zanders is Managing Director at Topicus.com and CEO of its subsidiary Total Specific Solutions (“TSS”), where since 2014 he has been responsible for the group’s operational and investment activities in the Netherlands, Scandinavia, the DACH region and CEE. Previously, from 2011 to 2014, as General Manager at TSS, he was responsible, among other things, for the dynamic growth of the Romanian company Yonder. Before joining TSS in 2011, he held managerial and executive positions in software and consulting companies in the Netherlands, the USA and Thailand. From 14 May 2022 to 8 October 2025, Member of the Supervisory Board of Sygnity S.A.

In the financial year ended 31 December 2025, the composition of the Supervisory Board by age was as follows: under 30 years – 0%, between 30 and 50 years – 60%, over 50 years old – 40% (until October 2025: under 30 years old – 0%, between 30 and 50 years old – 57%, over 50 years old – 43%).

In the financial year ended on 31 December 2025, the gender breakdown of the Supervisory Board was as follows: men: 80%, women: 20%. (up to October 2025: men: 86%, women: 14%).

The Company has a Diversity Policy for Members of the Management Board, adopted by Supervisory Board Resolution No. 34/2021 of 29 July 2021, which provides, among other things, for gender diversity of no less than 30%.

In the financial year ended 31 December 2025, the Management Board comprised individuals with knowledge and experience in the broadly defined IT sector, strategic and operational management, sales, the implementation of IT projects, broadly defined finance, financial reporting, risk management, ESG, and competencies such as: building the Company and the Sygnity Group based on values, a focus on increasing the value of the Company and the Sygnity Group, and an unblemished reputation.

Mr Maciej Różycki is a graduate of Finance and Banking at the Warsaw School of Economics and the Berlin School of Economics and Law. He holds the Chartered Financial Analyst (CFA). Mr Maciej Różycki served as Portfolio Manager at TSS Europe B.V., where, from 2020, he was responsible for sourcing investments, executing transactions and integrating acquired companies into the Group. Prior to joining TSS Europe B.V., he served as Investment Director at Value Quest from 2015 to 2020. On behalf of the fund, he sat on the board of TTcomm S.A. – a Polish satellite services provider – where he was responsible for operational and financial restructuring and the exit from the investment. Previously, between 2011 and 2015, as an Investment Manager at Warsaw Equity Group, he was responsible for executing transactions and providing ownership oversight of the fund’s portfolio companies. Between 2008 and 2011, as an investment analyst at Trigon Dom Maklerski, he worked with companies in the TMT sector. Since 23 February 2021, Mr Maciej Różycki has served as a Member of the Supervisory Board of Simple S.A. On 16 May 2022, he was appointed to the Management Board of Sygnity as Chairman of the Management Board. Since 23 October 2023, Mr Maciej Różycki has served as Chairman of the Management Board at Sygnity Holding International Sp. z o.o. Since 15 December 2025, Mr Maciej Różycki has also served as a Member of the Supervisory Board of Sygnity Business Solutions S.A.

Mr Mariusz Jurak is a graduate of the Faculty of Economics at Maria Curie-Skłodowska University in Lublin. He holds an MBA from the University of Illinois at Urbana-Champaign. In 2025, he graduated from the MIT Sloan School of Management AI Executive Academy, focusing on the applications of artificial intelligence in business. He has completed a number of certified training courses in sales and IT project and Program management. He has been associated with Sygnity since the start of his career in the IT industry – he joined the team at ComputerLand S.A. (now Sygnity) in 2001. He is an experienced manager who has significantly influenced the market position and development of the company's Banking and Finance Sector, having been responsible for project delivery, product portfolio development and client relations within this sector for almost 16 years. As he progressed, he held a series of key positions at Sygnity. As Managing Director of the Banking and Finance Sector, he was responsible for the implementation of the largest projects carried out for Sygnity's strategic clients in the Banking and Finance Sector. On 19 May 2017, he was appointed to the Management Board of Sygnity as a Member of the Management Board; since 25 March 2019, he has served as Vice-President of the Management Board responsible for the Banking and Finance Sector, the Public Sector (from December 2019 to 31 December 2024) and the Utilities Sector (from January 2022 to 31 December 2024). Since 12 July 2019, he has been a Member of the Supervisory Board of Sygnity Business Solutions S.A.; since 26 November 2019, he has served as Chairman of the Supervisory Board of that company.

Ms Monika Zientarska is a graduate of the Faculty of Economics at the Warsaw School of Economics; she also completed postgraduate studies at the Łódź University of Technology in Cost and Financial Performance Controlling, as well as postgraduate studies in IFRS at the Warsaw School of Economics, run in collaboration with EY of Business. She also holds professional qualifications as an accounting office manager, certified by the Accountants' Association of Poland. Ms Monika Zientarska has over 20 years' professional experience in finance and controlling, including more than 15 years in the IT sector. She built her professional career in international corporations such as Ferrero, Nestlé Waters and Alcatel-Lucent. She joined Sygnity 15 years ago as a member of the team responsible for establishing business controlling and oversaw the Company's two largest business sectors. She was a member of teams working on the Company's key financial projects, such as the restructuring process and securing refinancing. From July 2018, as Director of Accounting and Financial Reporting, she managed the finance and tax department and stock exchange reporting. On 1 September 2023, she was appointed to the Management Board of Sygnity as Member of the Management Board for Finance. Since 2 January 2023, she has served as a Member of the Supervisory Board of Sygnity Business Solutions S.A., and since 23 October 2023, she has also served as a Member of the Supervisory Board of Sygnity Holding International Sp. z o.o.

Ms Dorota Beksińska is a graduate of Sociology at the Jagiellonian University in Kraków; she also completed postgraduate studies in Social Economics at the University of Economics in Kraków. Ms Dorota Beksińska has over 30 years' professional experience in the public sector, including 28 years in the IT industry. She began her professional career in 1993 at the Provincial Office in Kraków. She has been with Sygnity (then ComputerLand S.A.) since 1996, holding roles including: Deputy Head of the IT Projects Department, Account Manager, Business Area Director, and Managing Director of Sales in the Public Sector. Since 2019, she has served as Managing Director of the Public Sector. Furthermore, Ms Dorota Beksińska has been a Member of the Board of the Krakow Hamlet Foundation for nearly 30 years. On 1 January 2025, she was appointed to the Management Board of Sygnity as a Member of the Management Board.

Mr Daniel Fryga is a graduate of the Polish-Japanese Institute of Information Technology, specialising in Software and Database Engineering. He also holds an MBA from the Warsaw School of Economics. Since 2010, he has held various positions at Simple S.A. Between 2010 and 2015, he served as Director of the Project Office and later as Director of the Services Division, overseeing the largest implementation projects undertaken by the company at that time. From 2016 to 2022, he served as Vice-President of the Management Board of Simple S.A., and from 2022 until 31 December 2024, as President of the Management Board of Simple S.A. Mr Daniel Fryga is also a Member of the Supervisory Board of EQ System Technology sp. z o.o. (since December 2022) and a Member of the Supervisory Board of Simple S.A. (since January 2025). On 1 January 2025, he was appointed to the Management Board of Sygnity as Vice-President of the Management Board.

Mr Adam Larysz is a graduate of the Faculty of Automation, Electronics and Computer Science at the Silesian University of Technology, and of the "Management" development Program at the ICAN Institute and Harvard Business School. He is an expert in IT solutions for the energy and utilities sectors. Since 2024, he

has been a member of the Program Council of EuroPOWER & OZE POWER. He has been associated with the Sygnity Group (then Winuel S.A. and ComputerLand S.A.) since 2003, serving as a solutions architect and coordinator of what was then the largest IT implementation in the country. From 2013, he served as Director of the Asset Management Business Area, and in subsequent years developed other functions and Business Areas within the Utilities Sector. From 2022, he served as Managing Director of the Utilities Sector. For the past 12 years, he has been responsible for development strategies and has overseen strategic projects at the level of Steering Committees, specialising in comprehensive implementations for new clients. On 1 January 2025, he was appointed to the Management Board of Sygnity as a Member of the Management Board.

During the period covered by this Report, the proportion of women on the Company's Management Board stood at 33%, while the age distribution was as follows: under 30 – 0%, between 30 and 50 – 67%, over 50 – 33%.

II. Activities of the Company's Supervisory Board

In the financial year ended 31 December 2025, the Supervisory Board held six meetings on the following dates:

1. *30 January 2025* – attended by: Ms Ioana Corutiu, Mr Raimondo Eggink, Mr Ivo van den Heuvel, Mr Przemysław Aleksander Schmidt, Mr Rafał Wnorowski (the excused absence of Mr Lucas de Ponte and Mr Ramon Zanders);
2. *23 April 2025* – attended by all Members;
3. *26 June 2025* – attended by: Ms Ioana Corutiu, Mr Ivo van den Heuvel, Mr Lucas de Ponte, Mr Przemysław Aleksander Schmidt, Mr Rafał Wnorowski, Mr Ramon Zanders (the excused absence of Mr Raimondo Eggink);
4. *3 September 2025* – attended by all Members;
5. *23 September 2025* – attended by all Members;
6. *10 December 2025* – attended by all Members.

Meetings of the Supervisory Board are usually held at the Company's registered office in Warsaw or via teleconference, with the participation of Members of the Management Board, selected employees of the Company and the Sygnity Group, and external associates of the Company, as required. The meeting on 30 January 2025 was held at the branch in Kraków.

Minutes were taken of the Company's Supervisory Board meetings and are kept at Sygnity's registered office in Warsaw.

The activities of the Supervisory Board during the financial year ended 31 December 2025 focused primarily on the following matters:

1. analysis of the results of the Company and the Sygnity Group for the financial year ended 31 December 2024;
2. monitoring and analysing the financial results for the current periods of the financial year and the financial position, including: financial liquidity, the structure of financing for operating activities, the level of margins generated by the Company, the level of estimated receivables, the valuation of long-term contracts, general and administrative expenses, and costs of external services;
3. assessing the current business and liquidity situation in the Company's individual business areas and within the Sygnity Group;
4. the effectiveness of sales processes and project delivery;
5. the status of key projects;
6. HR management, including analysis of staff turnover and remuneration within the Sygnity Group, succession planning, engagement surveys, organisational culture and team dynamics;
7. analysis and assessment of risks associated with the operations of the Company and the Sygnity Group, including analysis of the impact of the political and economic situation in Ukraine and within the Russian Federation on the Group's operations;
8. reviewing current information from the Audit Committee regarding the performance of the Audit Committee's statutory duties, including the progress of the review of half-yearly reports and the progress of the annual audit, as well as the effectiveness of internal control systems, risk management systems and internal audit, including in relation to financial reporting;
9. performing the duties of the Remuneration Committee:

- a) planning the remuneration policy for Members of the Management Board, including aligning the remuneration of Members of the Management Board with the Company's long-term interests and financial performance;
 - b) analysing the remuneration of senior management;
 - c) settling the bonus targets of Management Board Members for the 2024 financial year;
 - d) bonus rules for Management Board Members for the 2025 financial year;
10. an assessment of the Management Board's report on the activities of the Company and the Sygnity Group during the 2024 financial year, the financial statements and the consolidated financial statements for the financial year 2024, the performance of the Management Board's duties during the financial year ended 31 December 2024, and the Management Board's proposal regarding the distribution of profit for the financial year 2024;
 11. assessment of whether the Members of the Supervisory Board and the Audit Committee meet the independence criteria;
 12. approval of the Supervisory Board's Report on its activities for the financial year 2024;
 13. recommendations to the Company's General Meeting regarding the discharge of the Members of the Management Board in the performance of their duties on the Company's Management Board for the financial year 2024;
 14. assessment and recommendations to the Company's General Meeting regarding the agendas and draft resolutions submitted by the Company's Management Board;
 15. the status of the integration process of Edrana Baltic UAB, Sagra Technology Sp. z o.o., UAB DocLogix and Mednow Sp. z o.o.;
 16. capital allocation;
 17. the refinancing process;
 18. an assessment of the effectiveness of the internal control systems, risk management, compliance oversight, and the internal audit function;
 19. the development of artificial intelligence and the associated opportunities and risks for the Sygnity Group;
 20. periodic assessment of transactions with related parties carried out in accordance with the adopted "Procedure for the Sygnity S.A. Supervisory Board to conduct a periodic assessment of transactions entered into by the Company with related parties" – the Supervisory Board assessed that in the financial year ended 31 December 2025: a) none of the transactions presented constituted a material transaction and did not require the approval of the Company's Supervisory Board for their conclusion; b) all of the transactions presented were correctly classified as transactions concluded on market terms in the ordinary course of the Company's business;
 21. the selection of the entity authorised to audit and review the financial statements and to certify the sustainability reporting;
 22. Reports of the Supervisory Board on the remuneration of Members of the Management Board and the Supervisory Board for the financial year 2024.

As part of the above tasks, the Supervisory Board of Sygnity adopted resolutions on the following matters during the financial year ended 31 December 2025:

1. *at the meeting on 30 January 2025:*
 - regarding the recognition of a Supervisory Board Member's absence from a meeting as excused;
 - regarding the conclusion of an agreement with a Member of the Management Board to cover training costs;
 - regarding the approval of the agenda and draft resolutions for the Extraordinary General Meeting of Sygnity S.A.;
2. *by circulation on 14 March 2025:* regarding the conclusion of addenda to the employment contracts with the Members of the Management Board;
3. *by circulation on 20 March 2025:*
 - regarding consent to the conclusion of an amendment to the agreement with a related party;
 - regarding consent to the conclusion of an annex to the agreement for the provision of management and consultancy services and to the conclusion of an agreement by subsidiaries;
 - regarding the selection of an entity to conduct an audit and review of the financial statements and to certify the sustainability reporting;

- regarding the determination of the List of Participants in the Incentive Program for the 2025 financial year (phase two);
4. *at the meeting on 23 April 2025:*
 - regarding the Statement of the Supervisory Board of Sygnity S.A. on the functioning of the Audit Committee in the financial year ended 31 December 2024;
 - regarding the statement by the Supervisory Board of Sygnity S.A. on the selection of the audit firm;
 - regarding the adoption of: the Supervisory Board of Sygnity S.A.'s assessment of the Management Board's separate report on the activities of Sygnity S.A. and the separate financial statements of Sygnity S.A. for the financial year ended 31 December 2024, in terms of their compliance with the books, documents and the actual state of affairs;
 - on the adoption of the Supervisory Board of Sygnity S.A.'s assessment of the Management Board's report on the activities of the Sygnity Group and the consolidated financial statements of the Sygnity Group for the financial year ended 31 December 2024, in terms of their compliance with the books, documents and the actual state of affairs;
 - on the conclusion of agreements on participation in the Incentive Program with Members of the Company's Management Board;
 - regarding the recommendation to grant discharge to the Members of the Management Board for the performance of their duties on the Management Board of Sygnity S.A. in the financial year ended 31 December 2024;
 - regarding the assessment of whether the Members of the Company's Supervisory Board meet the independence criteria within the meaning of the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Oversight;
 - on assessing whether the Members of the Company's Supervisory Board meet the independence criteria within the meaning of the Best Practice for Companies Listed on the Warsaw Stock Exchange 2021;
 - on determining the amount and awarding the annual bonus to Members of the Management Board for the financial year 2024;
 5. *by circulation on 21 May 2025* regarding the implementation of the incentive program for the 2024 financial year for Members of the Management Board;
 6. *by circulation on 28 May 2025* regarding the conclusion of an agreement to take over a lease agreement;
 7. *by circulation on 2 June 2025* regarding the adoption of the Supervisory Board's Report on remuneration for the financial year ended 31 December 2024;
 8. *by circulation on 4 June 2025* regarding the conclusion of Tripartite Lock-up Agreements with Members of the Management Board (Phase One of the Incentive Program);
 9. *by circulation on 5 June 2025* regarding the assessment of the Company's Management Board's proposal concerning the distribution of the Company's net profit for the financial year ended 31 December 2024;
 10. *by circulation on 9 June 2025:*
 - regarding the approval of the Company's Supervisory Board Report for the financial year ended 31 December 2024;
 - regarding the approval of the agenda and draft resolutions for the Company's Annual General Meeting for the financial year ended 31 December 2024;
 11. *at the meeting on 26 June 2025* regarding granting consent to the conclusion of an agreement concerning the acquisition of 100% of the shares in UAB "DocLogix";
 12. *by circulation on 2 July 2025* regarding the approval of bonus targets for the Company's Management Board Members for the financial year 2025;
 13. *by circulation on 16 July 2025* regarding consent to the conclusion of an agreement with a related party;
 14. *by circulation on 17 July 2025* regarding the acceptance of a Member of the Supervisory Board's absence from the meeting as excused;
 15. *at the meeting held on 3 September 2025* regarding the approval of the Company's Management Board Rules of Procedure;

16. *by circulation resolution on 26 September 2025* regarding consent to the acquisition of 100% of the shares in Comarch HIS sp. z o.o.;
17. *by circulation on 5 November 2025* regarding the appointment of a Member of the Audit Committee;
18. *by circulation on 18 November 2025*:
 - regarding the approval of the agenda and draft resolutions for the Extraordinary General Meeting of Sygnity;
 - regarding the adoption of amendments to the Rules of Procedure of the Supervisory Board;
19. *at the meeting on 10 December 2025*:
 - regarding the election of the Deputy Chairman of the Supervisory Board;
 - regarding the adoption of the Rules of Procedure for participation in Supervisory Board meetings using means of direct remote communication;
20. *by circulation on 24 December 2025* regarding the amendment of Resolution No. 35/2025.

Costs of the Supervisory Board's operations.

In the financial year ended 31 December 2025, the operating costs of the Supervisory Board were as follows:

1. total gross remuneration of Supervisory Board Members, including contributions: PLN 429,008.27;
2. other costs: PLN 7,336.34.

Committees of the Company's Supervisory Board

Audit Committee

As at the date of publication of this Report, the Audit Committee ("Audit Committee") of the Sygnity Supervisory Board operates primarily on the basis of the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Oversight (Journal of Laws 2024, item 1035, as amended) ("the Act"), the Rules of Procedure of the Supervisory Board of Sygnity and the Rules of Procedure of the Audit Committee.

In the financial year ended 31 December 2025 and as at the date of this Report, the Audit Committee consisted of the following Members:

- Mr Raimondo Eggink – Chairman of the Committee;
- Mr Przemysław Aleksander Schmidt – Member of the Committee;
- Mr Rafał Wnorowski – Member of the Committee (until 3 October 2025);
- Ms Ioana Corutiu – Member of the Committee (from 5 November 2025).

The Members of the Audit Committee possess knowledge and skills relating to the industry in which the Company operates, as well as knowledge and skills in accounting or the auditing of financial statements; furthermore, Mr Raimondo Eggink, Mr Przemysław Aleksander Schmidt and Mr Rafał Wnorowski met the statutory independence requirements.

Meetings of the Audit Committee were held at the Company's registered office in Warsaw or via videoconference, attended by Members of the Management Board, selected employees of the Company and the Sygnity Group, the minute-taker and – where the agenda so required – representatives of the audit firm.

In the financial year ended 31 December 2025, the Audit Committee held six meetings.

The Report on the Activities of the Audit Committee for the financial year ended 31 December 2025 ("Audit Committee Report"), submitted to the Supervisory Board by the Audit Committee, is attached as an Appendix to this document.

Remuneration Committee

By Resolution No. 31/2022 of 16 May 2022, the Company's Supervisory Board entrusted the tasks of the Remuneration Committee to the Company's Supervisory Board, which carried them out as part of its own activities.

The main tasks of the Supervisory Board in performing the functions of the Remuneration Committee were, above all:

1. planning the remuneration policy for Members of the Management Board, aligned with the Company's long-term interests and its financial results;
2. overseeing the remuneration policy for senior management;
3. supervising incentive programs or Programs for Members of the Company's Management Board and the Company's employees.

As part of the Remuneration Committee's tasks, the Supervisory Board undertook, among other things, the following actions:

1. on 14 March 2025, the Supervisory Board adopted resolutions on the conclusion of annexes to the employment contracts with Members of the Management Board;
2. on 20 March 2025, the Supervisory Board adopted a resolution on establishing the List of Participants in the Incentive Program for the 2025 financial year (Phase Two);
3. on 23 April 2025, the Supervisory Board adopted a resolution regarding the conclusion of agreements on participation in the Incentive Program with Members of the Company's Management Board;
4. on 23 April 2025, the Supervisory Board adopted resolutions on determining the amount and awarding bonuses to Members of the Management Board for the financial year 2024;
5. on 21 May 2025, the Supervisory Board adopted resolutions regarding the implementation of the incentive program for the financial year 2024;
6. on 4 June 2025, the Supervisory Board adopted resolutions regarding the conclusion of Tripartite Lock-up Agreements with Members of the Management Board (Phase One of the Incentive Program);
7. on 2 July 2025, the Supervisory Board adopted resolutions regarding the approval of bonus targets for the Company's Management Board Members for the financial year 2025;
8. on 24 December 2025, the Supervisory Board adopted a resolution regarding an amendment to the aforementioned resolution.

III. Assessment of the situation of the Company and the Sygnity Group in the financial year ended 31 December 2025 taking into account the assessment of internal control, risk management, compliance and internal audit systems, including financial reporting and operational activities

Assessment of the Company's situation in the financial year ended 31 December 2025

In the opinion of the Supervisory Board, the business and financial situation of Sygnity and the Sygnity Group in the financial year ended 31 December 2025 continued to improve.

The Sygnity Group's turnover for the financial year ended 31 December 2025 amounted to approximately PLN 350.3 million and was approximately PLN 57.2 million (20%) higher than in the previous year. The most significant revenue category was implementation services, which accounted for 57.2% of total revenue. In the financial year ended 31 December 2025, the Group focused its operations within Poland. Approximately 8.1% of sales revenue for the year ended 31 December 2025 (approximately 5.5% for the year ended 31 December 2024) was derived from clients not based in Poland. The cost of products, goods and materials sold in the financial year ended 31 December 2025 amounted to approximately PLN 187.4 million and was approximately PLN 12.3 million (7.1%) higher than in the previous year. In the financial year ended 31 December 2025, consolidated net profit amounted to approximately PLN 77.2 million. As of 31 December 2025, the Group held cash and cash equivalents

of approximately PLN 187.7 million. In the financial year ended 31 December 2025, return on sales reached 46.5% (+6.2 p.p.), EBITDA margin reached 29.5% (+1.6 p.p.), while EBIT margin stood at 25.5% (+2.7 p.p.). The return on sales was higher than in the comparative period, while the other profitability ratios recorded slight decreases, mainly due to the inclusion in the consolidated figures of the results of subsidiaries acquired during the reporting period.

The Group focuses on four key market sectors: the public sector, banking and finance, energy and utilities, and retail businesses. In accordance with the reporting approach adopted by the Management Board of Sygnity, the Group's revenue is presented broken down into five categories: revenue from the public sector, banking and finance, utilities, retail and other. In the sales structure, revenue from individual sectors in the past financial year amounted to 37%, 28%, 21%, 7% and 7% respectively. During the period in question, there was further consolidation of the order book and a focus on projects in the banking and finance and public administration sectors.

Compared to the balance sheet as of 31 December 2024, fixed assets increased by approximately PLN 33.5 million, and their share of the balance sheet total as of 31 December 2025 stood at 51.2%. Goodwill accounts for the largest share of non-current assets (31.7% of the balance sheet total as of 31 December 2025). The Group recorded a 36.8% increase in current assets compared to 31 December 2024. Among current assets, cash and short-term deposits account for the largest share – 36.4% of the balance sheet total. The remainder of this asset group consists primarily of trade receivables and other receivables – 8.7% of the balance sheet total – and assets arising from contracts with customers – 3.4% of the balance sheet total as of 31 December 2025.

The increase in the Group's equity (approximately PLN 80 million) is mainly attributable to the net profit generated in the period ended 31 December 2025 (approximately PLN 77.3 million). It also reflects the recognition of the valuation and settlement of the Parent Company's incentive program for the Management Board (approximately PLN 7.6 million), actuarial losses on pension provisions (PLN 215,000 net), and the purchase of own shares (approximately PLN 4 million). The share of equity in total liabilities increased from 68.4% as of 31 December 2024 to 70.5% as of 31 December 2025.

Within the balance of current liabilities, which as of 31 December 2025 accounted for 25.5% of the balance sheet total, the largest share is held by trade and other payables and liabilities arising from contracts with customers, which together account for 19.8% of the balance sheet total.

As of 31 December 2025, the Group's contingent liabilities arose mainly from bank and insurance guarantees issued by the Group, the majority of which (92%) related to performance bonds and guarantees for the rectification of defects and deficiencies. The purpose of a performance bond is to secure claims arising in the event of non-performance or improper performance of a contract.

As of 31 December 2025, the Company financed its operations primarily from its own funds and cash flows generated from operating activities, with no debt arising from loans and borrowings.

In the opinion of the Supervisory Board, the business environment in which the Company and the Group operate remains highly challenging. It is characterised, among other things, by intense competition in the sectors in which the Group conducts its operations and significant demand for IT specialists. Despite this, in the 2025 financial year, the Group successfully completed and won several significant tender procedures, thanks to which its position in key sectors (public, banking and energy) remains well-established. Long-standing cooperation with central and local government bodies has resulted in the signing of numerous contracts, including with the Ministry of Family, Labour and Social Policy.

The Banking and Finance sector is one of the key sectors in the Company's operations. The market to which it offers products and services is among the most demanding; it expects solutions built using the latest tools and technologies, meeting high regulatory and legal requirements as well as ensuring operational security. The products and services used by financial institutions enable them to carry out their tasks in a highly competitive environment, while ensuring that their customers' expectations and needs are met. Due to their significance, financial institutions are heavily regulated. Requirements are defined by national market regulators and supervisors such as the National Bank of Poland, the Ministry of Finance, the Polish Financial Supervision Authority and the Bank Guarantee Fund, but also, crucially within the European Union, by EU Directives and Regulations, the ECB and the EBA. Sygnity has specialised for many years in the digitalisation of numerous key areas of the banking and financial sector. The

company enjoys a strong position, which it owes not only to the IT solutions it offers, but above all to the expertise of its staff, whose knowledge and professionalism ensure that market requirements and expectations are met. The process of regulatory change is ongoing; the need for clients to implement these changes ensures continued cooperation but also means that the products developed and services offered become attractive to other sectors of the economy. One of Sygnity's key clients is the central bank, with which the Company has been cooperating for many years, participating in the development of its systems, which are of significant importance not only for the Banking and Finance Sector, but also for the entire economy. An important area of expertise comprises IT services and systems dedicated to the capital market, brokerage firms and brokerage houses. It is essential to maintain a high level of reliability and to deliver solutions that meet the ever-increasing demands of brokerage firms, as determined by investors, the Warsaw Stock Exchange and the National Depository for Securities. Currently, one of the key projects in this area is the adaptation of systems operating in brokerage firms and houses to the new GPW WATS system. Significant changes and product development are also taking place in the area of the automation of supervisory and management reporting processes. New regulations regarding the monitoring of banking risks, in particular IRRBB risk, ESG (including the measurement of 'green' asset ratios and remuneration policies), cybersecurity (the DORA regulation) and crypto-assets, are just some of the new reporting areas required by national and European regulators. Intra-bank and inter-bank settlements, i.e. all types of payments, are a particularly important area for the operations of any bank. Thanks to its many years of experience, Sygnity offers a range of solutions to support banks in this area. One of these is Payment Hub – a settlement integrator for specialised tasks, serving as a comprehensive and modular platform for processing payment messages: SORBNET3, supporting high-value payments, and the MT/MX Converter, enabling two-way conversion of messages between SWIFT MT and SWIFT MX formats. The application has successfully passed SWIFT certification and is listed on the SWIFT.com website as compliant with ISO 20022 CBPR+. Another noteworthy solution is our proprietary FlexiServices framework, which allows us to quickly develop a solution tailored to the client's needs, which can then be implemented together with the client in the cloud or on-premise. This platform hosts, among others, the FlexiPI system, which enables our clients to meet CESOP requirements; FlexiMatch, which supports the reconciliation of bank accounts, positions on Nostro accounts and transit accounts; and Flexi LM, which allows for the creation of a liquidity overview for individual currency and PLN Nostro accounts. Sygnity is constantly developing its products to meet both the needs arising from current legal regulations and those related to product development. By achieving these objectives, the Company's position in the financial services market contributes to revenue growth and ensures the acquisition of further contracts. Maintaining a strong market position in the Banking and Finance Sector requires ongoing analysis of technological trends and national and European legal regulations, leading to the development of new products and services. At the same time, the process of enhancing the qualifications of staff in the Banking and Finance Sector's specialist teams is carried out on an ongoing basis. Meeting clients' current needs by offering modern IT solutions and expert support guarantees the maintenance of business relationships with existing clients but also presents an opportunity to acquire new ones. Thanks to this, Sygnity can achieve growth in sales of its own products and services, high profitability, development and a strong position in the coming years.

In the Utilities and Industry Sector, the Company focuses on providing comprehensive services and continuously improving customer satisfaction with solutions that are critical to their operations. These are Sygnity's proprietary solutions, built and developed using the latest technologies available on the market. In the Utilities sector, these are IT solutions relating to the production and sale of energy, billing for the sale and distribution of energy carriers, as well as the management of metering data, customer service, network asset management and the handling of information exchange processes between energy market participants. Work is currently underway on the modernisation and development of proprietary products in the following areas: Sygnity SUD (Sygnity Utilities for Distribution) – new functionalities related to changes in the energy market; Sygnity AMS (Automated Metering System) – development of an MDM-class system enabling the collection, processing and sharing of metering data, as well as analytical reporting; the DH4CSIRE solution has been developed, dedicated to cooperation with the Energy Market Information Operator in accordance with the Information Exchange Standard (based on eBIX), enabling entities in the energy market to carry out business processes in line with the new model that will apply following the launch of CSIRE; The Generators' Portal, enabling Distribution System Operators to collect data from entities possessing energy generation modules (MWE); Sygnity Forecast – new prediction models and forecasting mechanisms for energy, gas, heat and water based on artificial intelligence (AI) mechanisms; Sygnity SOWE/WIRE – development of the offering for BSMs (Balancing Service Providers); Sygnity EAM/GIS (systems for network asset management and field crew management for companies in the energy, heating, gas and water supply sectors) – in this area, systems with additional functionalities are being developed to support predictive maintenance processes and the management of field crews. Particular attention is being paid to the development of Sygnity's offering for renewable energy and to supporting the energy transition in industrial plants. Within Sygnity's business area

responsible for industrial solutions, these include the following systems: Janus YMS – a traffic management system, and Janus TMS – a transport management system dedicated to the operation of Logistics Centres. Within the product line dedicated to the fuel market, these include: Flota 2.0 – a system offering advanced solutions for loyalty Programs (systems for managing loyalty and fleet programs); PetroRetail – a POS system for managing petrol stations; PetroCentrum – a system for managing a network of petrol stations; PetroHurt and PetroLoco – systems supporting and managing wholesale fuel trading.

In the Public Sector, the Company focuses on the optimal execution of signed contracts, which is a priority for Sygnity. The Public Sector portfolio is based on three main pillars: ‘off-the-shelf’ products aimed at a wide range of clients, unique products dedicated to selected clients, and ‘turnkey projects’, which are highly diverse in terms of content. The Company builds its competitive advantage by leveraging the experience gained from working with a large group of public administration clients. Sygnity focuses on medium and large-scale projects, as it is in these that the Company’s technical expertise becomes a genuine market advantage. For years, Sygnity has been a key service provider for the labour market and social security sector. We consistently strive to maintain the highest quality of service, as confirmed by numerous positive reviews from our clients. As an IT solutions provider, the company dynamically and effectively implements functional and legal changes in the systems maintained and developed for the Ministry of Family, Labour and Social Policy (MRPiPS), Job Centres, Social Welfare Organisations, and Provincial Offices. Sygnity also successfully modernises key IT systems within the Ministry of Foreign Affairs. The commitment and professionalism demonstrated in these projects enable the Company not only to fulfil its current obligations but also to build long-term relationships with clients. Furthermore, Sygnity maintains and develops a key system for Poczta Polska and is a major service provider for local government bodies. Through these activities, Sygnity strengthens its market position and continues its mission to deliver high-quality IT services.

The Group’s largest subsidiary is Sygnity Business Solutions S.A. (“Sygnity Business Solutions”), which has over 30 years’ experience in implementing IT solutions that support effective management. Within the Sygnity Group, the Company brings together consulting and implementation expertise in the practical application of world-class ERP, CRM, BI, Workflow, Document Management and GDPR Process Management solutions, and is also the developer of the Quatra ERP system and the PROLIB library management system. The Sygnity Business Solutions team comprises nearly 150 experts with many years’ experience in consulting, designing and implementing large-scale solutions based on proprietary products, custom system extensions and technologies developed by international partners.

In the Retail Sector, the largest share of revenue comes from the subsidiary Sagra Technology Sp. z o.o. (“Sagra Technology”), which, as a provider of SaaS (Software as a Service) solutions, focuses on fulfilling long-term contracts with its clients. All Sagra Technology solutions are delivered via the Cloud Computing model. The products and services are mainly used by manufacturers in sectors such as pharmaceuticals, food, alcohol, chemicals and cosmetics, and construction and finishing. Sagra Technology’s main product streamlines the work of mobile teams, automates sales processes, and enables integration with distributors’ systems as well as the integration of data from various sources. Sagra Technology builds the competitive advantage of its platform by offering tools that provide ready-made solutions for every industry. Sagra Technology has expanded its product portfolio with an AI-based solution designed to segment retail outlets using various algorithms. The product is aimed at manufacturers, distributors and retail chains. The product was developed as part of a project completed in December 2023 “Research and development work on the creation of a platform with a built-in AI/ML engine, aimed at participants in the FMCG and Consumer Health market distribution chain”, co-financed by the European Regional Development Fund under the Regional Operational Program for the West Pomeranian Voivodeship 2014–2020.

On 21 December 2023, Sygnity – as the buyer – and a natural person – as the seller – entered into a conditional agreement for the sale of 100% of the shares in Edrana Baltic UAB, a company based in Vilnius. The core business of Edrana Baltic UAB consists of the implementation, development and maintenance of proprietary ERP-class IT systems in the Lithuanian and Latvian markets. On 1 February 2024, the transaction was completed and the shares in the company were acquired following the fulfilment of all agreed conditions precedent.

On 3 July 2025, the Lithuanian company UAB DocLogix, based in Vilnius (“DocLogix”), joined the Sygnity Group. DocLogix specialises in document management and business process solutions.

Furthermore, on 1 December 2025, Mednow sp. z o.o. (“Mednow”) joined the Sygnity Group. Mednow develops HIS (Hospital Information System) software, which is an IT system designed for the comprehensive management of medical facilities, such as hospitals and clinics.

Subsidiaries: Sygnity Holding International Sp. z o.o. and Geomar S.A. in liquidation did not conduct any operational activities during the financial year ended 31 December 2025.

The Management Board of Sygnity monitors on an ongoing basis the impact of the political and economic situation in Ukraine, within the Russian Federation and in the Middle East on the Group’s operations. The Supervisory Board notes that as at the date of publication of this Report, the Company’s operational activities are proceeding without disruption. Sygnity and its subsidiaries do not operate in countries directly involved in the conflict, namely Ukraine, Russia, Belarus and the Middle East. The Group also does not trade with entities from these countries. In the Supervisory Board’s view, the greatest risk factor that may adversely affect the Group’s results in future periods is inflationary cost pressure, as well as the volatility and unpredictability of exchange rates. The Supervisory Board notes that, given the rapidly evolving situation, it is difficult to assess the long-term economic consequences for our region and the impact on the overall macroeconomic situation, which may indirectly affect the Group’s financial results. Increased uncertainty may also have a negative impact on IT investments, particularly among commercial clients. The Group is not significantly exposed to an increased risk of cyber-attacks; however, it has heightened its vigilance in this area, introducing, among other things, a number of TSS Group best practices.

In summarising the activities and results of the Sygnity Group for the financial year ended 31 December 2025, the Supervisory Board gives a positive assessment of the Company’s situation during the reporting period.

Assessment of the implementation of the Company’s long-term development plans

During the reporting period, the Management Board of the Parent Company undertook a number of measures to ensure the continuity of operations. The Management Board continued its policy of rationalising the Group’s operating costs and maintaining the profitability of ongoing projects. The Group carried out operational activities within its existing areas of business, focused on ensuring the internal efficiency of the organisation, as well as initiatives in new areas, such as the acquisition of shares in subsidiaries and work related to the development of the product and service offering for the segments in which the Group operates. The Group’s business continuity is ensured, among other things, by its regular customers, including maintenance and flat-rate contracts, which constitute a significant portion of the Group’s revenue. The Group regularly monitors customer churn risk and indicators.

Leveraging the experience and expertise of TSS Europe B.V. (“TSS”), the Company’s majority shareholder, the Group is developing internal capabilities in the execution of M&A transactions and intends to continue investing surplus cash in building a group of independent IT solution providers offering key and critical solutions to clients in specific industries and sectors, based on proprietary products. During the reporting period, the Company acquired 100% of the shares in UAB DocLogix and Mednow Sp. z o.o. and actively monitored the market, participating in organised sales processes as well as in bilateral discussions with potential acquisition targets.

The Supervisory Board assesses that, by implementing the knowledge and best practices of the TSS Group, Sygnity has strengthened its position in the local IT market and has embarked on a steady path of growth, both organic and through acquisitions, which will lead to increased value for Shareholders.

Assessment of internal control, risk management, compliance and internal audit systems

During the financial year ended 31 December 2025, the Supervisory Board conducted an ongoing analysis of the risk areas associated with the operations of the Company and the Sygnity Group, as well as an analysis of how these risks are managed. The risk management process within the organisation is an integral part of the Sygnity Group’s operations and constitutes a key element in ensuring its long-term success and stability. The risk management policy relevant to the Company covered, in particular, the following key areas:

- a) risks associated with operational activities, including risks associated with the development and delivery to clients of applications and systems that are critical to their operations, risks associated with reliance on large public and private sector contracts, risks associated dependence on suppliers of key solutions, risks associated with the loss of key employees and wage pressure, risks associated with new product

development, risks associated with the development of artificial intelligence, risks associated with external financing agreements and the valuation of long-term contracts;

- b) financial risks, including currency exchange rate risk, interest rate risk, credit risk, liquidity risk, and risks associated with the Company's capital management;
- c) environmental risks, including risks associated with the macroeconomic situation (including, among others, inflationary cost pressures and the volatility and unpredictability of exchange rates), the risk of changes in legislation, risks associated with the tax system, competitive risks, and risks associated with the political and economic situation in Ukraine.

In the opinion of the Supervisory Board, the risk management systems were appropriate to the nature and scale of the business.

In terms of financial management, the Company's liquidity is monitored on a daily, weekly, half-yearly and annual basis. A process is in place for the ongoing monitoring of financial liquidity at the level of projects, business areas, sectors and the Company as a whole. To ensure the achievement of objectives and tasks, the Group operates a forecasting process and reports results against the adopted assumptions. The Accounting and Financial Reporting Office is responsible for preparing periodic reports; during the reporting period, it reported to the Member of the Management Board responsible for Finance. The final verification and approval of the reports is carried out by the Company's Management Board. The reports are prepared in accordance with applicable laws and International Financial Reporting Standards. Annual and half-yearly financial statements are subject to audit and review by an independent audit firm.

During the reporting period, Sygnity operated an internal control system covering all the Company's main processes. In the Supervisory Board's assessment, the internal control systems were, in principle, adequate to the nature and scale of the business, but required improvements, which were carried out. The Supervisory Board notes that in the financial year 2025, updates were made to, among other things: *the Procurement Procedure, the organisation of the decision-making process within the Tender Committees, the Code of Ethical Conduct for Sygnity Group Companies, and the Payment Execution Rules.*

In the 2025 financial year, in accordance with the recommendation of the Supervisory Board's Audit Committee, an internal auditor was in place within the Sygnity Group. To ensure the independence of the internal control function, the internal auditor reports to the Supervisory Board's Audit Committee regarding the objectives of the role, scope of duties and periodic performance reviews.

During the reporting period, the Company's organisational structure also included a Compliance Officer and a Deputy Compliance Officer, responsible for ensuring the Company's compliance with changes in the regulatory environment. They work closely with back-office and sales support units, including, among others, the Legal Department, the Accounting and Financial Reporting Department, the Finance Department, the Human Resources Department, the Procurement Department, the Management Board Office and the Internal Auditor. In the opinion of the Supervisory Board, the system for monitoring compliance with the law within the Company was appropriate to the nature and scale of its operations.

Furthermore, Sygnity and Sygnity Business Solutions have established, implemented and are continuously improving the Integrated Quality, Information Security and Anti-Corruption Management System (hereinafter: the Integrated Management System) in accordance with the international standards ISO 9001, ISO 27001 and ISO 37001. An integral part of the implemented Integrated Management System is the standardisation and enforcement of multi-dimensional risk management across all areas of the Sygnity Group's operations. Thanks to the implemented due diligence procedures, the whistleblower procedure, the procedure for reporting irregularities concerning corrupt practices/conflicts of interest within the Sygnity Group, and the procedure for reporting and managing incidents, the Group consistently increases the transparency of its operations and ensures that compliance with the law and all compliance principles is one of the most important elements of day-to-day operations in a dynamically changing environment. The standards set out within the Integrated Management System are monitored through an annual cycle of planned internal audits, during which non-compliance and potential areas of risk are identified.

IV. Review of the Sygnity Management Board's reports and the financial statements of the Company and the Sygnity Group for the financial year ended 31 December 2025, and the Management Board's proposal regarding the distribution of profit

The Supervisory Board has given a positive assessment of the report on the activities of the Sygnity Group and Sygnity S.A., the financial statements of Sygnity S.A. and the consolidated financial statements of the Sygnity Capital Group for the financial year from 1 January 2025 to 31 December 2025 (audited by the audit firm/independent auditor – Forvis Mazars Audyt Sp. z o.o.) comprising the statements of comprehensive income, balance sheets, statements of changes in equity, cash flow statements and notes to the financial statements. As a result of the above assessment, based, inter alia, on the accounting records and the auditor's opinions and reports on the audit of the financial statements of Sygnity S.A. and the Sygnity S.A. Group dated 24 March 2026, the recommendations of the Audit Committee, as well as the results of ongoing supervisory activities in selected financial and operational areas, the Supervisory Board has assessed that the aforementioned reports are consistent with the books, documents and the actual state of affairs.

On 24 March 2026, the Management Board of Sygnity, together with the publication of the reports for the financial year ended 31 December 2025, published:

- a. "Statement by the Supervisory Board of Sygnity S.A. on the functioning of the Audit Committee in the financial year ended 31 December 2025", in which the Supervisory Board of Sygnity S.A. stated that i) it complies with the regulations concerning the appointment, composition and functioning of the audit committee, including those relating to its Members' compliance with independence criteria and requirements regarding knowledge and skills in the industry in which Sygnity S.A. operates, as well as in the field of accounting or the auditing of financial statements; ii) the Audit Committee performed the tasks provided for in the applicable regulations.
- b. "The assessment by the Supervisory Board of Sygnity S.A. of the separate management report and separate financial statements of Sygnity S.A. for the financial year ended 31 December 2025 as to their compliance with the books, documents and the facts."

Pursuant to Article 382 § 3 of the Commercial Companies Code, the Supervisory Board of Sygnity positively assesses and recommends for approval by the General Meeting of Sygnity S.A. the Management Board's report on the activities of the Sygnity Group and Sygnity S.A. for the financial year ended 31 December 2025.

The Supervisory Board has assessed the Company's Management Board's proposal regarding the distribution of profit for the financial year ended 31 December 2025. The Supervisory Board gives a positive opinion and recommends to the Company's General Meeting the approval of the Management Board's proposal regarding the distribution of net profit in the amount of PLN 90,689,538.44 (in words: ninety million six hundred and eighty-nine thousand five hundred and thirty-eight zlotys 44/100) in such a way that:

- 1) a portion of the net profit amounting to PLN 80,689,538.44 (in words: eighty million six hundred and eighty-nine-thousand-five-hundred-and thirty-eight-zloty 44/100) shall be allocated to the reserve capital intended for the payment of dividends, interim dividend payments, or investment purposes, established by Resolution No. 7 of the Annual General Meeting of 31 March 2021;
- 2) a portion of the net profit amounting to PLN 10,000,000.00 (in words: ten million zlotys) shall be allocated to the reserve fund intended for the purchase of own shares, established pursuant to Resolution No. 4 of the Company's Annual General Meeting of 31 March 2015.

Assessment of the Management Board's fulfilment of its obligations under Article 380¹ and Article 382(4) of the Commercial Companies Code

The Supervisory Board considers that the Management Board has exercised due diligence in fulfilling its obligations to keep the Supervisory Board informed of the Company's situation. The Supervisory Board views favourably the manner in which the Management Board has prepared or provided the Supervisory Board with the information, documents, reports or explanations requested by the Supervisory Board. The Supervisory Board notes that cooperation with the Company's Management Board during the financial year ended 31 December 2025 was satisfactory.

At the same time, the Supervisory Board considers that the Company's Management Board correctly fulfilled all disclosure obligations introduced by the amendment to the Commercial Companies Code (Article 380¹), i.e. from 13 October 2022, without the need for the Supervisory Board to issue any additional requests; at each meeting of the Supervisory Board, the Management Board presented, among other things, written information regarding:

- the resolutions of the Management Board and their subject matter;
- the Company's situation, including its assets, as well as significant circumstances relating to the conduct of the Company's affairs, in particular in the operational, investment and human resources areas;
- progress in implementing the designated directions for the development of the Company's operations.

Furthermore, the Company ensured the participation of the key audit partner and other representatives of the audit firm responsible for auditing the financial statements of the Company and the Group in the Supervisory Board meeting during which the relevant material was analysed and assessed by the Supervisory Board.

The Supervisory Board recommends that the General Meeting of Shareholders grant discharge to the following Members of the Management Board:

1. Ms Dorota Beksińska;
2. Mr Daniel Fryga;
3. Mr Mariusz Jurak;
4. Mr Adam Larysz;
5. Mr Maciej Różycki;
6. Ms Monika Zientarska;

for the financial year ended 31 December 2025.

V. Self-assessment of the activities of the Company's Supervisory Board

A detailed list of matters dealt with by the Supervisory Board, information on the frequency of Supervisory Board meetings and information on substantive achievements are set out in Parts II and III of this Report.

In its activities, the Supervisory Board was guided by the interests of the Company, while also taking into account the interests of the entire Sygnity Group. The Supervisory Board comprised individuals possessing the requisite knowledge and professional experience in the fields of management, economics, law and finance, as well as individuals with significant knowledge of the Company's sector of operation. In the course of its activities, the Supervisory Board demonstrated appropriate commitment, diligence and integrity. The Chairman of the Supervisory Board managed the work of the Supervisory Board efficiently and devoted the necessary amount of time to the effective performance of his duties. Members of the Supervisory Board devoted time to the work of the Supervisory Board both during formal meetings and in their work outside formal meetings of the Supervisory Board – Members of the Supervisory Board attended all meetings of the Supervisory Board with a quorum sufficient to formally adopt decisions, being substantively prepared to adopt resolutions. Members of the Supervisory Board, and in particular the Chairman of the Supervisory Board and the Deputy Chairman of the Supervisory Board, remained in constant contact with the President of the Management Board and the other Members of the Management Board, consulting on matters relating to the Company's operations. All key issues relating to the Company's operations were discussed at Supervisory Board meetings.

During the financial year ended 31 December 2025, the Supervisory Board also performed the duties of the Remuneration Committee during its meetings (to the extent described in detail in Part II of this Report). The Supervisory Board considers that the duties of the aforementioned Committee were performed properly, and that entrusting them to the Supervisory Board did not adversely affect their performance.

Taking the above into account, in the Supervisory Board's opinion, the Supervisory Board was well prepared to exercise its statutory and articles-of-association powers and fulfilled them appropriately, ensuring adequate supervision of the Company in all material areas of its operations.

During the financial year ended 31 December 2025 and as at the date of this Report, the Company's Supervisory Board had not entered into any agreements with an adviser to the Supervisory Board in accordance with the procedure set out in Article 382¹ of the Commercial Companies Code.

VI. Assessment of Sygnity's compliance with disclosure obligations regarding the application of the corporate governance principles described in the DPSN 2021 (arising from the Rules of the Warsaw Stock Exchange) and in the regulations concerning current and periodic information disclosed by issuers of securities

The Supervisory Board has conducted an independent analysis and verification of the manner in which Sygnity fulfils its disclosure obligations regarding the application of the corporate governance principles described in the DPSN 2021 and in the regulations concerning current and periodic information provided by issuers of securities, including, among other things, whether the Company publishes the correct documents and information regarding corporate governance in a separate section of its website, consistent with the facts published in the relevant reports.

The Supervisory Board assesses that the Company fulfils its disclosure obligations regarding the application of corporate governance correctly and with due diligence. The Company provided details regarding the application of corporate governance in the "Information on the Company's compliance with the principles contained in the Best Practice for Companies Listed on the Warsaw Stock Exchange 2021" published by the Company on 18 April 2025, as well as in the Management Board's statement on the application of corporate governance principles in the annual report for the financial year 2025. In the opinion of the Supervisory Board, the Company's comments regarding the scope of application of the Best Practice are comprehensive and contain sufficient substantive information regarding the application of the principles of the Best Practice for Companies Listed on the WSE 2021.

VII. Assessment of the rationality of the Company's policy regarding sponsorship, charitable or other similar activities

In the 2025 financial year, the Sygnity Group allocated PLN 40,000 to sponsorship, charitable or other similar activities, of which: PLN 12,000 was for charitable purposes, PLN 18,000 for sponsorship activities and PLN 10,000 for supporting social organisations. In the opinion of the Supervisory Board, the Group's activities in this area were marginal.

The Supervisory Board of Sygnity S.A.

Ioana Corutiu

Raimondo Eggink

Ivo van den Heuvel

Lucas de Ponte

Przemysław Aleksander Schmidt

Warsaw, 6 May 2026