



**COMP**

**PUBLIC LIMITED COMPANY**

116 Jutrzenki Street  
02-230 Warsaw Poland

**Management Board Report on the Activities of the Comp S.A. Group for 2025**

Date of preparation: 15 April 2026

## Management Board Report

### 1. General information about the Company and the Capital Group.

#### INFORMATION ABOUT THE PARENT COMPANY

Company name	Comp Spółka Akcyjna
Registered office	Poland, 02-230 Warsaw, ul. Jutrzenki 116
Registration Court	District Court for the Capital City of Warsaw, 14th Commercial Division of the National Court Register
Business Register No.	0000037706
Tax Identification Number	522-00-01-694
REGON	012499190
BDO	000013641
Website	www.comp.com.pl

The core business of Comp S.A. (hereinafter also referred to as the Company or the Parent Company) according to the Polish Classification of Economic Activities (PKD) comprises IT-related activities:

- other activities related to IT consultancy and the management of IT equipment – 62.20.B,
- manufacture of office machinery and equipment, excluding computers and peripheral equipment – 28.23.Z,
- repair and maintenance of electronic and optical equipment – 33.13.Z,
- wholesale of information and communication technology equipment – 46.50.Z,
- other activities in the field of wired, wireless and satellite telecommunications – 61.10.B,
- other programming activities – 62.10.B,
- other information technology and computer service activities – 62.90.Z,
- repair and maintenance of computers and (tele)communications equipment – 95.10.Z,
- cybersecurity activities – 62.20.A,
- Internet traffic exchange services – 61.10.A.

Comp S.A.'s secondary business activities include, amongst others:

- manufacture of computers and peripheral equipment – 26.20.Z,
- manufacture of (tele)communications equipment – 26.30.Z,
- manufacture of other special-purpose machinery, not elsewhere classified – 28.99.Z,
- other engineering activities and related technical consultancy – 71.12.B,
- other technical testing and analysis – 71.20.C,
- research and development in the field of natural and technical sciences – 72.10.Z,
- rental and leasing of office machinery and equipment and computers – 77.33.Z,
- courses and training related to the acquisition of knowledge, skills and professional qualifications in non-school settings – 85.59.B,
- support activities for education, not elsewhere classified – 85.69.Z,
- wholesale of information and communication technology equipment – 46.50.Z,
- wholesale of other semi-finished products – 46.86.Z,
- non-specialised wholesale trade – 46.90.Z,
- retail sale of information and communication technology equipment – 47.40.Z,
- Other telecommunications activities not classified elsewhere – 61.90.B.

The duration of the Company – the Parent Company – is unlimited in accordance with the Articles of Association. During the

reporting period, the Company had the following self-accounting branches:

- Sales Technology Centre Branch, located at 118 Nawojowska Street in Nowy Sącz,
- The Warsaw IT Branch, located at 116 Jutrzenki Street in Warsaw.

The financial statements of Comp S.A. are the combined financial statements of the Company and its branches. Comp S.A. is not a subsidiary of any other entity.

The preparation of the financial statements was based on the assumption that the Parent Company will continue as a going concern for the foreseeable future. There are no circumstances indicating a threat to the Company's ability to continue as a going concern.

Apart from Elzab Hellas SPV Sp. z o.o., which commenced the liquidation process on 20 March 2025, the companies comprising the Capital Group will continue their operations for the foreseeable future.

Further information on going concern is provided in Note 64 to the Consolidated Financial Statements.

Shareholders or the Supervisory Board have the right to amend the report prior to its approval by the General Meeting of Shareholders.

#### COMPOSITION OF THE PARENT COMPANY'S GOVERNING BODIES

During the period from 1 January 2025 to 31 December 2025, the Management Board consisted of:

- Robert Tomaszewski – Chairman of the Management Board,
- Krzysztof Morawski – Vice-Chairman of the Management Board,
- Andrzej Wawer – Vice-President of the Management Board,
- Jarosław Wilk – Vice-President of the Management Board.

From 1 January 2025 to 30 June 2025, the Supervisory Board consisted of:

- Grzegorz Należyty – Chairman of the Supervisory Board,
- Ryszard Trepczyński – Vice-Chairman of the Supervisory Board,
- Krystian Brymora – Member of the Supervisory Board,
- Piotr Kwaśniewski – Member of the Supervisory Board,
- Julian Kutrzeba – Member of the Supervisory Board,
- Szczepan Strublewski – Member of the Supervisory Board.

During the period from 30 June 2025 to 31 December 2025, the Supervisory Board consisted of:

- Grzegorz Należyty – Chairman of the Supervisory Board,
- Julian Kutrzeba – Vice-Chairman of the Supervisory Board,
- Krystian Brymora – Member of the Supervisory Board,
- Piotr Kwaśniewski – Member of the Supervisory Board,
- Tomasz Mazurczak – Member of the Supervisory Board,
- Marek Niechciał – Member of the Supervisory Board,
- Szczepan Strublewski – Member of the Supervisory Board.

The Company announced the decision to set the number of Supervisory Board members at seven and to appoint the Supervisory Board for the next term in current reports No. 25/2025 of 30 June 2025 and No. 26/2025 of 30 June 2025.

On 14 July 2025, at its first meeting, the Supervisory Board of the new term resolved not to appoint a Strategy Committee or a Nomination and Remuneration Committee, and appointed new members to the Supervisory Board's Audit Committee. The Company reported on the above in Current Report No. 28/2025 of 14 July 2025.

At the first meeting of the Audit Committee on 25 August 2025, the members of the Audit Committee elected Grzegorz Należyty as Deputy Chairman of the Committee.

Accordingly, as at 31 December 2025 and as at the date of publication, the composition of the Company's Supervisory Board committees is as follows:

Audit Committee of the Supervisory Board of Comp S.A.:

- Szczepan Strublewski – Chairman of the Audit Committee of the Company's Supervisory Board;
- Grzegorz Należyty – Deputy Chairman of the Audit Committee of the Company's Supervisory Board;
- Krystian Brymora – Member of the Audit Committee of the Company's Supervisory Board.

In view of the above, as at 31 December 2025 and as at the date of publication of this report, the composition of the Company's Management Board is as follows:

- Robert Tomaszewski – Chairman of the Management Board,
- Krzysztof Morawski – Vice-President of the Management Board,
- Andrzej Wawer – Vice-President of the Management Board,
- Jarosław Wilk – Vice-President of the Management Board.

As at 31 December 2025 and as at the date of publication of this report, the composition of the Company's Supervisory Board is as follows:

- Grzegorz Należyty – Chairman of the Supervisory Board,
- Julian Kutrzeba – Vice-Chairman of the Supervisory Board,
- Krystian Brymora – Member of the Supervisory Board,
- Piotr Kwaśniewski – Member of the Supervisory Board,
- Tomasz Mazurczak – Member of the Supervisory Board,
- Marek Niechciał – Member of the Supervisory Board,
- Szczepan Strublewski – Member of the Supervisory Board.

#### SHARE CAPITAL OF THE PARENT COMPANY

The share capital of Comp S.A. as at the balance sheet date amounted to PLN 10,252,685.00 and was divided into 20,505,370 shares, each with a nominal value of PLN 0.50.

SHARE CAPITAL (STRUCTURE)	
Entitlement to dividends	from the date of acquisition
Ordinary shares	20,505,370
Including treasury shares*	380,953
Restrictions on share rights	-
Total number of shares	20,505,370
Total share capital	10,252,685.00
Nominal value of 1 share	PLN 0.50

\* own shares held by the Parent Company.

The Company's share capital is divided into 20,505,370 shares, including:

- 237,500 Series A shares,
- 6,300,000 Series B shares,
- 752,635 Series C shares,
- 1,054,350 Series E shares,
- 456,940 Series G shares,
- 2,775,000 Series H shares,
- 2,225,000 Series I shares,
- 3,037,485 Series J shares,
- 3,502,390 Series K shares,
- 164,070 Series L shares.

As at the balance sheet date, Comp S.A. holds 380,953 of its own shares. These shares represent 1.86% of the Company's share capital and entitle the holder to 380,953 votes at the Company's General Meeting, which represents 1.86% of the total voting rights at the General Meeting. These shares are treated as treasury shares; Comp S.A. does not exercise voting rights at the AGM.

Number of treasury shares	Nominal value of treasury shares	Proportion of treasury shares in the share capital
Held by Comp S.A.: 380,953 shares	PLN 190,476.50	1.86%

At present, the Company has no plans to issue new shares.

**BUYBACK OF OWN SHARES**

In accordance with Current Report No. 2/2025 of 21 January 2025, the Company's management board intended to pay out an amount of at least PLN 42,000,000.00 through the purchase of own shares based on existing authorisations from the general meeting.

In accordance with the above announcement, following the publication of Current Report No. 4/2025 of 18 February 2025 entitled "Invitation to submit offers to sell shares in Comp S.A.", on 7 March 2025 the Company acquired 120,000 shares at a price of PLN 175.00 per share, i.e. allocated PLN 21,000,000.00 for transfer to the shareholders, as announced by the Company in Current Report No. 5/2025 of 7 March 2025. The shares in question, with a total nominal value of PLN 300,000.00, represented 2.66% of the share capital and conferred 120,000 votes at the Company's general meeting, which constituted 2.66% of the total number of votes at the Company's general meeting. Following the transaction, the Company held 417,245 shares, which represented 9.23% of the share capital and conferred 417,245 votes at the Company's general meeting, representing 9.23% of the total number of votes at the Company's general meeting.

On 26 March 2025, the Company announced, in Current Report No. 8/2025, the Strategy for the Comp Capital Group entitled "Comp 2028 Security First" for the years 2026–2028, which provides for transfer amounts to shareholders for the coming years (in 2026, a transfer amount of PLN 70 million is envisaged).

On 15 September 2025, the Company's share capital was reduced through the cancellation of 417,245 shares held by the Company, representing a total of 9.23% of the Company's share capital, corresponding to 417,245 votes at the Company's general meeting, and which constituted 9.23% of the total number of votes at the Company's general meeting prior to the registration of the share capital reduction. Consequently, the Company's share capital was reduced by PLN 1,043,112.50 to PLN 10,252,685.00.

At the same time, a share split of all the Company's shares was registered, whereby the par value of each share was reduced from PLN 2.50 to PLN 0.50, and the number of shares in each series comprising the Company's share capital was increased fivefold, i.e. from a total of 4,101,074 shares to a total of 20,505,370 shares, corresponding to a total of 20,505,370 votes. The exchange (split) of the Company's securities by Krajowy Depozyt Papierów Wartościowych S.A. (National Depository for Securities) with its registered office in Warsaw took place on 7 October 2025.

Subsequently, in Current Report No. 39/2025 of 8 December 2025, the Company increased the amount of the transfer to shareholders in 2025 by PLN 3,000,039.00. At the same time, following the "Invitation to submit offers to sell shares in Comp S.A." announced in the same current report "Invitation to submit offers to sell shares in Comp S.A.", on 19 December 2025 the Company acquired 380,953 shares at a price of PLN 63.00 per share, i.e. allocated the sum of PLN 24,000,039.00 for transfer to shareholders, as announced by the Company in current report No. 40/2025 of 19 December 2025. The shares in question represented 1.86% of the share capital and conferred 380,953 votes at the Company's general meeting, which constituted 1.86% of the total number of votes at the Company's general meeting. Following the transaction, the Company held 380,953 shares, which represented 1.86% of the share capital and conferred 380,953 votes at the Company's general meeting, representing 1.86% of the total number of votes at the Company's general meeting.

Following the balance sheet date, in Current Report No. 3/2026 dated 9 April 2026, the Company's Management Board resolved to recommend to the Annual General Meeting that the Company's net profit for the 2025 financial year be allocated in such a way that the entire amount is transferred to the reserve fund. At the same time, the Company's Management Board confirmed its intention to transfer to shareholders in 2026 a total amount of PLN 70,000,000.00 in two tranches by way of a general share buy-back, i.e. through a public invitation to shareholders to submit offers to purchase the Company's shares. The first tranche, amounting to half of the above sum, i.e. approximately PLN 35,000,000.00, is to be carried out immediately following the publication of the Company's annual financial statements for 2025 (i.e. after 15 April 2026), and before the start of the closed period associated with the publication of the interim report for the first quarter of 2026 (i.e. with the settlement of the purchase transaction taking place before 25 April 2026). The second tranche will be executed in the second half of 2026, as has been the case in recent years.

No voting rights are exercised at the Company's general meeting in respect of the treasury shares held by the Company.

**STRUCTURE OF SHARE CAPITAL OWNERSHIP AS AT THE BALANCE SHEET DATE OF 31 DECEMBER 2025 ACCORDING TO INFORMATION PROVIDED TO THE COMPANY BY SHAREHOLDERS AND OTHER PUBLICLY AVAILABLE SOURCES.**

As at the date of preparation of this report and as at the date of its publication, the shareholders listed below held, directly or indirectly, stakes representing more than 5% of the voting rights at the General Meeting of Shareholders of Comp S.A.

**Shareholding structure of Comp S.A. as at 31 December 2025, broken down by number of shares and the corresponding voting rights:**

Shareholder	Number of shares	% of total shares	Number of votes at the General Meeting	% of votes at the AGM
Generali OFE managed by Generali PTE S.A.	4,028,205	19.64%	4,028,205	19.64%
Investment funds represented by AgioFunds TFI S.A.	3,751,855	18.30%	3,751,855	18.30%
Nationale-Nederlanden OFE managed by Nationale-Nederlanden PTE S.A.	2,219,050	10.82%	2,219,050	10.82%
Robert Tomaszewski*	1,150,559	5.61%	1,150,559	5.61%
Funds managed by PKO BP BANKOWY PTE S.A.	1,114,675	5.44%	1,114,675	5.44%
Vienna OFE managed by Vienna PTE S.A. Vienna Insurance Group	1,065,285	5.20%	1,065,285	5.20%
Perea Capital Partners, LP	1,042,020	5.08%	1,042,020	5.08%
Comp S.A.	380,953	1.86%	380,953	1.86%
Other shareholders	5,752,768	28.05%	5,752,768	28.05%
<b>Total</b>	<b>20,505,370</b>	<b>100.00%</b>	<b>20,505,370</b>	<b>100.00%</b>

\* Robert Tomaszewski holds:

- directly 10,035 ordinary bearer shares, representing 0.049% of the share capital and corresponding to 10,035 votes, representing 0.049% of the total number of votes at the general meeting of Comp S.A.;

- indirectly through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. 1,140,524 ordinary bearer shares, representing 5.56% of the share capital and corresponding to 1,140,524 votes, representing 5.56% of the total number of votes at the general meeting of Comp S.A.

During the reporting period, i.e. from 1 January 2025 to 31 December 2025, the following changes occurred in the shareholdings of entities holding, directly or indirectly through subsidiaries, more than 5% at the General Meeting of Shareholders of Comp S.A.:

- **Generali Open Pension Fund (Generali OFE)**

As at the balance sheet date of 31 December 2025 and as at the date of publication

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50 PLN, i.e. from 11,295,797.50 PLN to 10,252,685.00 PLN, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in current report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 stock split of the Company's shares listed on the Warsaw Stock Exchange S.A. The Management Board of Comp S.A. announced this change in Current Report No. 37/2025 dated 1 October 2025.

Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the before the share redemption and capital reduction and the share split	Number of votes prior to the share redemption and reduction of share capital the issue and share split	% of votes in the total number of votes prior to the share redemption and capital reduction share capital and share split	Number of shares following the share redemption and reduction of and share split	% share of shares in the share capital following the share redemption and reduction of share capital and share split	Number of votes following the share redemption and reduction of share capital and the share split	% of votes out of the total number of votes following the share cancellation and capital reduction and the share split and the share split
Generali Open Pension Fund managed by Generali Powszechna Pension Company S.A.	805,641	17.83%	805,641	17.83%	4,028,205	19.64%	4,028,205	19.64%

- **Investment Funds represented by AgioFunds Towarzystwo Funduszy Inwestycyjnych S.A.**

As at the balance sheet date of 31 December 2025 and as at the date of publication

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50, i.e. from PLN 11,295,797.50 to PLN 10,252,685.00, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 split of the Company's shares listed on the Warsaw Stock Exchange. The Management Board of Comp S.A. announced the above change in Current Report No. 37/2025 dated 1 October 2025.

On 19 September 2025, the Management Board of Comp S.A. received from the Agio Small and Medium-Sized Companies Sub-Fund, BETA ETF sWIG80TR Closed-End Investment Fund, Sub-Fund 1, Arrow Closed-End Investment Fund, and Polaris Closed-End Investment Fund, managed by AgioFunds Towarzystwo Funduszy Inwestycyjnych Spółka Akcyjna (hereinafter "AgioFunds TFI"), a notification regarding an increase in its share of the total number of votes in the Company. According to the notification, following the registration of amendments to the Company's Articles of Association and the acquisition of 500 shares on the regulated market by one of the funds managed by AgioFunds TFI, the total number of shares held by the funds managed by AgioFunds TFI has changed from 749,871 to 750,371 (subject to changes resulting from a share split), whilst their share in the share capital and total number of votes in the Company increased from 16.58% to 18.3% respectively.

The Management Board of Comp S.A. reported the above change in Current Report No. 36/2025 dated 19 September 2025. Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction share capital by	% share of shares in the share capital m prior to the share redemption and capital reduction share capital by	Number of votes prior to the share cancellation and capital reduction share capital by	% of votes in the total number of votes prior to the share redemption and capital reduction share capital	Number of shares following the share redemption and reduction of share capital o	% share of shares in the share capital m following the share redemption and reduction of share capital by	Number of votes following the share redemption and reduction of share capital by	% of votes in the total number of votes following the share redemption and capital reduction employer on
Investment Funds represented by AgioFunds Towarzystwo Funduszy Inwestycyjnych Joint-Stock Company*	750,371	16.58%	750,371	16.58%	3,751,855	18.3%	3,751,855	18.3%

\* including: Aigo Small and Medium-sized Companies Equity Sub-fund, Beta ETF sWIG80TR Closed-end Investment Fund, Sub-fund 1, Arrow Closed-end Investment Fund, Polaris Closed-end Investment Fund

- **Nationale-Nederlanden OFE managed by Nationale-Nederlanden PTE S.A.**

As at the balance sheet date of 31 December 2025 and as at the date of publication

Nationale-Nederlanden Powszechnie Towarzystwo Emerytalne S.A. forwarded to the Company a notification from the managed Nationale-Nederlanden Open Pension Fund (hereinafter "NN OFE") that, as a result of settlement on 7 March 2025 the sale of 15,038 shares in the Company, concluded in response to the invitation to sell shares dated 18 February 2025 announced by the Company, NN OFE's shareholding had fallen below 10% of the total number of votes in the Company.

The Management Board of Comp S.A. announced the above change in Current Report No. 7/2025 dated 12 March 2025. Details of the transactions carried out are set out in the tables below.

Notification of transactions involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares / number of votes at the AGM	% of total shares and % in the Shareholder Register
NN OFE managed by Nationale-Nederlanden PTE S.A.	Sale of shares	7 March 2025	15,038	0.333%

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (votes)	% of the total number of shares and % of the Board of Directors	% of votes at the AGM	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % on the Board	% of votes at the AGM	Report number	Date of report publication
Nationale-Nederlanden PTE S.A. acting on behalf of NN OFE	458,848	10.16%	10.16%	443,810	9.82%	9.82%	7/2025	12 March 2025

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50 PLN, i.e. from 11,295,797.50 PLN to 10,252,685.00 PLN, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 stock split of the Company's shares listed on the Warsaw Stock Exchange. The Management Board of Comp S.A. announced this change in Current Report No. 37/2025 dated 1 October 2025.

Accordingly, on 18 September 2025, the Management Board of Comp S.A. received notification from NN OFE, managed by Nationale-Nederlanden Powszechnie Towarzystwo Emerytalne S.A., that NN OFE's shareholding had increased to above the 10% threshold of the total number of votes in the Company. Following the registration of amendments to the Company's Articles of Association, the number of shares held by the Fund (i.e. 443,810) remained unchanged (subject to changes resulting from a share split), but their share in the share capital and total number of votes in the Company increased from 9.82% to 10.82%.

The Management Board of Comp S.A. announced the above change in Current Report No. 33/2025 dated 18 September 2025. Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the share capital prior to the share redemption and capital reduction and share split	Number of votes prior to the share redemption and reduction of share capital share split	% of votes in the total number of votes prior to the share redemption and reduction of share capital and a share split	Number of shares following the share redemption and capital reduction and share split	% share of shares in the share capital following the share redemption and capital reduction and share split	Number of votes following the share redemption and reduction of share capital and share split	% of votes in the total number of votes following the share redemption and reduction of share capital and share split
NN OFE managed by Nationale-Nederlanden PTE S.A.	443,810	9.82%	443,810	9.82%	2,219,050	10.82%	2,219,050	10.82%

- **Robert Tomaszewski**

As at the balance sheet date of 31 December 2025 and as at the date of publication

The Management Board of Comp S.A. announced that on 7 March 2025, the Company received a notification of the sale of Comp S.A. shares submitted pursuant to Article 19(1) of the MAR Regulation by a person closely associated with a person discharging managerial responsibilities in the Company, Mr Robert Tomaszewski, President of the Management Board.

As a result of the sale of 7,930 shares in the Company by CE Management Group Sp. z o.o. on 7 March 2025, as reported by the Management Board of Comp S.A. in Current Report No. 6/2025 dated 7 March 2025, the indirect shareholding of shareholder Mr Robert Tomaszewski in the Company's share capital has changed.

Details of the transaction are set out in the tables below.

Notification of a transaction involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % of voting rights
Robert Tomaszewski*	sale of shares	7 March 2025	7,930	0.1755%

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % of voting rights	% of votes at the AGM	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % on the Board of Directors	% of votes at the AGM	Report number	Date of report publication
Robert Tomaszewski*	243,938	5.40%	5.40%	236,008	5.22%	5.22%	6/2025	7 March 2025

\* Robert Tomaszewski holds:

— directly, 2,007 ordinary bearer shares, representing 0.0444% of the share capital and corresponding to 2,007 votes, representing 0.0444% of the total number of votes at the general meeting of Comp S.A.;

— indirectly, through CE Management Group Sp. z o.o., 234,001 ordinary bearer shares, representing 5.1789% of the share capital and corresponding to 234,001 votes, representing 5.1789% of the total number of votes at the general meeting of Comp S.A.;

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50 PLN, i.e. from 11,295,797.50 PLN to 10,252,685.00 PLN, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 stock split of the Company's shares listed on the Warsaw Stock Exchange S.A. The Management Board of Comp S.A. announced this change in Current Report No. 37/2025 dated 1 October 2025.

Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the share capital prior to the share redemption and capital reduction and share split	Number of votes prior to the share redemption and capital reduction the issue and share split	% of votes in the total number of votes prior to the share redemption and capital reduction and share split	Number of shares following the share redemption and reduction of share capital s h a r e capital and share split	% share of shares in the share capital following the share redemption and capital reduction and share split	Number of votes following the share redemption and reduction of share capital and share split	% of votes out of the total number of votes following the share cancellation and capital reduction and the share split
Robert Tomaszewski*	236,008	5.22%	236,008	5.22%	1,180,040	5.76%	1,180,040	5.76%

\* Robert Tomaszewski, directly and indirectly through CE Management Group Sp. z o.o.

On 18 December 2025, CE Management Group Sp. z o.o. (the acquired company) merged with JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. (the acquiring company), as a result of which all the assets of the acquired company were transferred to the acquiring company, with an increase in the acquiring company's share capital and the dissolution of the acquired company without liquidation. As a result of the above, JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. became the holder of the Company's shares previously held by CE Management Group Sp. z o.o., as announced by the Company in current report No. 41/2025 dated 22 December 2025.

Furthermore, on 19 December 2025, JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. sold 29,481 shares (following the share split, which the Company also announced in current report No. 37/2025 dated 1 October 2025) at a price of PLN 63.00 per share. The Management Board of Comp S.A. reported on the above transaction in current report No. 42/2025 dated 13 December 2025.

The above changes are described in the table:

Notice regarding a transaction involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % of voting rights
Robert Tomaszewski*	Sale of shares	19 December 2025	29,481	0.15%

\* indirectly through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o.

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (units)	% of total number of shares and % of the Board of Directors	% of votes at the AGM	Number of shares / number of votes at the AGM	% of the total number of shares and % of the Board of Directors	% of votes at the AGM	Report number	Date of report publication
Robert Tomaszewski*	1,180,040	5.76%	5.76%	1,150,559	5.61%	5.61%	42/2025	22 December 2025

\* Robert Tomaszewski holds:

– directly 10,035 ordinary bearer shares, representing 0.049% of the share capital and corresponding to 10,035 votes, representing 0.049% of the total number of votes at the general meeting of Comp S.A.;

– indirectly through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. 1,140,524 ordinary bearer shares, representing 5.56% of the share capital and corresponding to 1,140,524 votes, representing 5.56% of the total number of votes at the general meeting of Comp S.A.

- **PKO BP Bankowy OFE and PKO BP DFE, managed by PKO BP Bankowy PTE S.A.**

As at the balance sheet date of 31 December 2025 and as at the date of publication

PKO BP Bankowy Powszechnie Towarzystwo Emerytalne S.A., which manages PKO BP Bankowy Otwarty Fundusz Emerytalny and PKO BP Dobrowolny Fundusz Emerytalny, forwarded to the Company a notification from PKO BP Bankowy Otwarty Fundusz Emerytalny (hereinafter “PKO BP Bankowy OFE”) and PKO Dobrowolny Fundusz Emerytalny (hereinafter “PKO DFE”) that, as a result of the settlement on 27 March 2025 of a transaction concluded by PKO BP Bankowy OFE on the public market for the sale of 922 shares in the Company, PKO BP Bankowy OFE’s shareholding has fallen below 5% of the total number of votes in the Company. Furthermore, the Company also received a notification from PKO BP Bankowy OFE and PKO DFE that, as a result of the settlement on 28 March 2025 of the transaction concluded by: (i) PKO BP Bankowy OFE on the public market for the sale of 3,374 shares in the Company and (ii) PKO DFE on the public market of 100 shares in the Company, the combined shareholding of PKO BP Bankowy OFE and PKO DFE has fallen to below 5% of the total number of votes in the Company.

The Management Board of Comp S.A. announced the above changes in Current Report No. 9/2025 dated 2 April 2025. Details of the transactions carried out are set out in the tables below.

The above changes are described in the table:

Information on transactions involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % in the Shareholder Register
PKO BP Bankowy OFE managed by PKO BP Bankowy PTE S.A.	Sale of shares	27 March 2025	922	0.020%
PKO BP Bankowy OFE, managed by PKO BP Bankowy PTE S.A.	sale of shares	28 March 2025	3,374	0.075%
PKO DFE managed by PKO BP Bankowy PTE S.A.	sale of shares	28 March 2025	100	0.002%

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (units)	% of total number of shares and % of the Board of Directors	% of votes at the AGM	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % in the Board of Directors	% of votes at the AGM	Report number	Report publication date
PKO BP Bankowy PTE S.A. acting on behalf of the pension funds under its management, including:	229,633	5.08%	5.08%	225,237	4.98%	4.98%	9/2025	2 April 2025
<i>PKO BP Bank Pension Fund</i>	226,833	5.02%	5.02%	222,537	4.92%	4.92%	9/2025	2 April 2025
<i>PKO DFE</i>	2,800	0.06%	0.06%	2,700	0.06%	0.06%	9/2025	2 April 2025

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50 PLN, i.e. from 11,295,797.50 PLN to 10,252,685.00 PLN, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 stock split of the Company's shares listed on the Warsaw Stock Exchange S.A. The Management Board of Comp S.A. announced this change in Current Report No. 37/2025 dated 1 October 2025.

On 18 September 2025 the Management Board of Comp S.A. received a notification from PKO BP Bankowy OFE and PKO DFE, represented by PKO BP BANKOWY Powszechnie Towarzystwo Emerytalne S.A., regarding an increase in the shareholding of PKO BP Bankowy OFE and the combined shareholding of PKO BP Bankowy OFE and PKO DFE to above the 5% threshold of the total number of votes in the Company. Following the registration of amendments to the Company's Articles of Association, the number of shares held by PKO BP Bankowy OFE (i.e. 220,235) and PKO DFE (i.e. 2,700) remained unchanged (subject to changes resulting from the share split), however, their share in the share capital and total number of votes in the Company increased from 4.87% and 0.06% to 5.37% and 0.07% respectively, and, as a result, the combined share of PKO BP Bankowy OFE and PKO DFE in the share capital and total number of votes increased from 4.93% to 5.44%.

The Management Board of Comp S.A. reported the above change in Current Report No. 34/2025 dated 18 September 2025. Details of the changes are

set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the share capital prior to the share redemption and capital reduction and the share split and the share split	Number of votes prior to the share redemption and reduction of share capital and the share split	% of votes in the total number of votes prior to the share redemption and reduction of share capital and share split and share split	Number of shares following the share redemption and reduction of share capital and share split	% share of shares in the share capital following the share redemption and reduction of share capital and the share split	Number of votes following the share cancellation and reduction of share capital and share split	% of votes in the total number of votes following the share redemption and reduction of share capital and share split and share split
PKO BP Bankowy PTE S.A. acting on behalf of managed pension funds, including:	222,935	4.93%	222,935	4.93%	1,114,675	5.44%	1,114,675	5.44%
PKO BP Bank Pension Fund	220,235	4.87%	220,235	4.87%	1,170,005	5.37%	1,170,005	5.37%
PKO DFE	2,700	0.06%	2,700	0.06%	12,500	0.07%	12,500	0.07%

- **Vienna Open Pension Fund managed by Vienna Powszechnie Towarzystwo Emerytalne S.A. Vienna Insurance Group**

As at the balance sheet date of 31 December 2025 and as at the date of publication

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company and a reduction in the share capital by PLN 1,043,112.50, i.e. from PLN 11,295,797.50 to PLN 10,252,685.00 PLN. At the same time, a share split of all the Company's shares in a ratio of 1:5 was registered, by reducing the nominal value of each share from PLN 2.50 to PLN 0.50, and the number of shares of each series comprising the Company's share capital increased fivefold. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) will affect the number of shares held by each shareholder.

On 17 September 2025, the Management Board of Comp S.A. received notification from Vienna Otwarty Fundusz Emerytalny, managed by Vienna Powszechnie Towarzystwo Emerytalne S.A. (Vienna Insurance Group), with its registered office in Warsaw, that the Fund's shareholding had increased to above the 5% threshold of the total number of votes in the Company. Following the registration of amendments to the Company's Articles of Association, the number of shares held by the Fund (i.e. 213,057) remained unchanged (subject to changes resulting from a share split), but their share in the share capital and the total number of votes in the Company increased from 4.72% to 5.2%.

The Management Board of Comp S.A. reported the above change in Current Report No. 32/2025 dated 17 September 2025. Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and share capital reduction and the share split	% share of shares in the share capital the company prior to the share cancellation and capital reduction share capital and the share split	Number of votes prior to the share redemption and reduction of share capital and the share split	% of votes in the total number of votes prior to the share redemption and reduction of share capital and share split	Number of shares following the share redemption and reduction of share capital and share split	% share of shares in the share capital following the share redemption and capital reduction and share split	Number of votes following the share cancellation and capital reduction and the share split	% of votes in the total number of votes following the share redemption and reduction of share capital and share split
Vienna Open Pension Fund managed by Vienna Powszechnie Pension Fund S.A. Vienna Insurance Group	213,057	4.72%	213,057	4.72%	1,065,285	5.20%	1,065,285	5.20%

- **Perea Capital Partners, LP**

As at the balance sheet date of 31 December 2025 and as at the date of publication

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50, i.e. from PLN 11,295,797.50 to PLN 10,252,685.00, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage

of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 split of the Company's shares listed on the Warsaw Stock Exchange S.A. The Management Board of Comp S.A. announced the above change in Current Report No. 37/2025 dated 1 October 2025.

On 19 September 2025, the Management Board of Comp S.A. received a notification from Perea Capital Partners, LP, with its registered office in Wilmington, Delaware, USA, regarding an increase in its shareholding to above the 5% threshold of the total number of votes in the Company. According to the notification, following the registration of amendments to the Company's Articles of Association relating to the cancellation of the Company's own shares, as announced by the Company in Current Report No. 30/2025 of 16 September 2025, the number of shares held by Perea Capital Partners, LP (i.e. 208,404) has not changed (subject to changes resulting from a share split), but their share in the share capital and total number of votes in the Company has increased from 4.8% to 5.1% respectively.

The Management Board of Comp S.A. reported the above change in Current Report No. 35/2025 of 19 September 2025. Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and share capital reduction and the share split	% share of shares in the share capital the company's share capital prior to the share cancellation and capital reduction and the share split	Number of votes prior to the share redemption and reduction of share capital and share split	% of votes in the total number of votes prior to the share redemption and reduction of share capital and share split	Number of shares following the share redemption and reduction of share capital and share split	% share of shares in the share capital following the share redemption and capital reduction and share split	Number of votes following the share cancellation and capital reduction and the share split	% of votes in the total number of votes following the share redemption and reduction of share capital and the share split and share split
Perea Capital Partners, LP, with its registered office in Wilmington, Delaware, USA	208,404	4.8%	208,404	4.8%	1,042,020	5.1%	1,042,020	5.1%

- **Comp S.A.**

As at the balance sheet date of 31 December 2025 and as at the date of publication

On 7 March 2025, Comp S.A. acquired 120,000 shares at a price of PLN 175.00 per share. The shares in question, with a total nominal value of PLN 300,000.00, represented approximately 2.66% of the share capital and conferred 120,000 votes at the Company's general meeting, which constituted approximately 2.66% of the total number of votes at the Company's general meeting. Prior to the transaction, the Company held 297,245 shares, which represented approximately 6.58% of the share capital and conferred 297,245 votes at the Company's general meeting, representing approximately 6.58% of the total number of votes at the Company's general meeting. Following the transaction, the Company held 417,245 shares, representing approximately 9.23% of the share capital and conferring 417,245 votes at the Company's general meeting, which constituted approximately 9.23% of the total number of votes at the Company's general meeting.

The Management Board of Comp S.A. reported the above change in Current Report No. 5/2025 of 7 March 2025. The above changes are described in the table:

Notice regarding a transaction involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % of voting rights
Comp S.A.	share purchase	7 March 2025	120,000	2.66%

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (units)	% of total number of shares and % of the Board of Directors	% of votes at the AGM	Number of shares (units) / number of votes at the AGM (units)	% of the total number of shares and % of the Board of Directors	% of votes at the AGM	Report number	Date of report publication
Comp S.A.	297,245	6.58%	6.58%	417,245	9.23%	9.23%	5/2025	7 March 2025

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50 PLN, i.e. from 11,295,797.50 PLN to 10,252,685.00 PLN, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 stock split of the Company's shares listed on the Warsaw Stock Exchange S.A. The Management Board of Comp S.A. announced the above change in Current Report No. 37/2025 dated 1 October 2025.

Consequently, the Company announced a reduction in the shareholding of Comp S.A. below the 5% threshold. The Management Board of Comp S.A. reported the above change in current report No. 31/2025 dated 16 September 2025.

Details of the changes are presented in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the share capital prior to the share redemption and share capital reduction and the share split	Number of votes prior to the share redemption and reduction of share capital and share split	% of votes in the total number of votes prior to the share redemption and reduction of share capital and share split	Number of shares following the share redemption and reduction of share capital and share split	% share of shares in the share capital following the share redemption and capital reduction and the share split	Number of votes following the share redemption and reduction of share capital and the share split	% of votes in the total number of votes following the share redemption and reduction of share capital and share split
Comp S.A.	417,245	9.23%	417,245	9.23%	0	0%	0	0%

Furthermore, on 19 December 2025, Comp S.A. acquired 380,953 shares (following the share split, which the Company also announced in Current Report No. 37/2025 dated 1 October 2025) at a price of PLN 63.00 per share. The shares in question, with a total nominal value of PLN 190,476.50, represented approximately 1.86% of the share capital and conferred 380,953 votes at the Company's general meeting, which constituted approximately 1.86% of the total number of votes at the Company's general meeting. Prior to the transaction, the Company did not hold any treasury shares. Following the transaction, the Company held 380,953 shares, which represented approximately 1.86% of the share capital and conferred 380,953 votes at the Company's general meeting, constituting approximately 1.86% of the total number of votes at the Company's general meeting.

The Management Board of Comp S.A. reported the above change in Current Report No. 40/2025 dated 19 December 2025.

The above changes are described in the table:

Information on the execution of a transaction involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares / number of votes at the AGM	% of the total number of shares and % of the share capital
Comp S.A.	acquisition of shares	19 December 2025	380,953	1.86%

Shareholder	Position prior to the transaction			Position after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (units)	% of total number of shares and % of the Board of Directors	% of votes at the AGM	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % on the Board	% of votes at the AGM	Report number	Date of report publication
Comp S.A.	0	0%	0%	380,953	1.86%	1.86%	40/2025	19 December 2025

- **The remaining shareholders of Comp S.A.**

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50, i.e. from PLN 11,295,797.50 to PLN 10,252,685.00, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in Current Report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 split of the Company's shares listed on the Warsaw Stock Exchange. The Management Board of Comp S.A. reported the above change in Current Report No. 37/2025 dated 1 October 2025.

**Shareholders of Comp S.A. as at the date of publication of this report, broken down by number of shares and the resulting votes:**

Shareholder	Number of shares	% of the total number of shares	number of votes at the AGM	% of votes at the AGM
Generali OFE managed by Generali PTE S.A.	4,028,205	19.64%	4,028,205	19.64%
Investment funds represented by AgioFunds TFI S.A.	3,751,855	18.30%	3,751,855	18.30%
Nationale-Nederlanden OFE managed by Nationale-Nederlanden PTE S.A.	2,219,050	10.82%	2,219,050	10.82%
Robert Tomaszewski*	1,150,559	5.61%	1,150,559	5.61%
Funds managed by PKO BP BANKOWY PTE S.A.	1,114,675	5.44%	1,114,675	5.44%
Vienna OFE managed by Vienna PTE S.A. Vienna Insurance Group	1,065,285	5.20%	1,065,285	5.20%
Perea Capital Partners, LP	1,042,020	5.08%	1,042,020	5.08%
Comp S.A.	380,953	1.86%	380,953	1.86%
Other shareholders	5,752,768	28.05%	5,752,768	28.05%
<b>Total</b>	<b>20,505,370</b>	<b>100.00%</b>	<b>20,505,370</b>	<b>100.00%</b>

\* Robert Tomaszewski holds:

- directly, 10,035 ordinary bearer shares, representing 0.049% of the share capital and corresponding to 10,035 votes, representing 0.049% of the total number of votes at the general meeting of Comp S.A.;

- indirectly through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. 1,140,524 ordinary bearer shares, representing 5.56% of the share capital and corresponding to 1,140,524 votes, representing 5.56% of the total number of votes at the general meeting of Comp S.A.

In the period from the end of the reporting period (i.e. from 31 December 2025) to the date of publication of this report, there have been no changes in the shareholdings of entities holding, directly or indirectly through subsidiaries, more than 5% of the voting rights at the General Meeting of Shareholders of Comp S.A., of which the Management Board of Comp S.A. would have been informed.

The Company’s Management Board’s knowledge regarding changes that have occurred since the submission of the last interim report is based on:

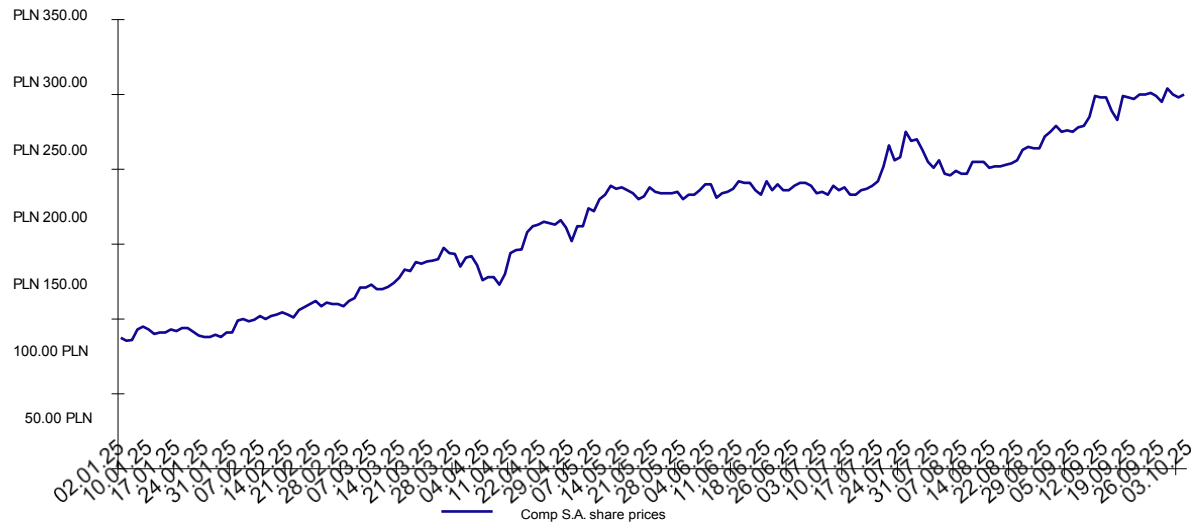
- information on the structure of their own assets published by open pension funds in their annual reports, as well as information obtained by the Company directly from universal pension funds,
- the attendance list of shareholders entitled to participate in the last General Meeting of the Company prior to the date of publication of this report,
- direct information from shareholders who have experienced changes in the number of Company shares held, information received from persons holding management positions and persons closely associated with them regarding any transactions carried out by such persons in relation to the Company’s shares.

**COMP S.A. SHARE PRICES**

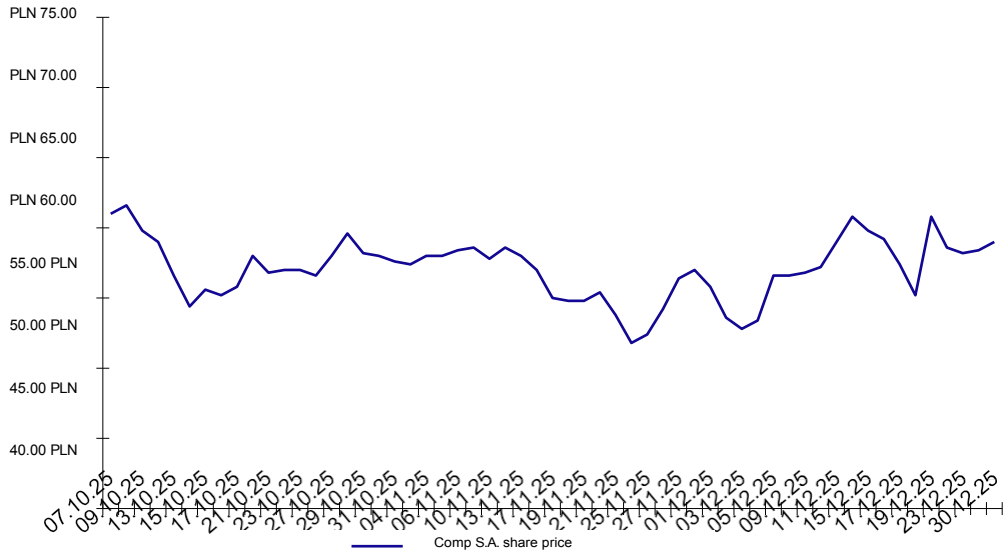
The Company’s share prices in 2025 are shown in the charts below:

In 2025, a share split took place involving all the Company’s shares, whereby the par value of each share was reduced from PLN 2.50 to PLN 0.50, and the number of shares in each series comprising the Company’s share capital increased fivefold, i.e. from a total of 4,101,074 shares to a total of 20,505,370 shares, corresponding to a total of 20,505,370 votes. The exchange (split) of the Company’s securities by Krajowy Depozyt Papierów Wartościowych S.A. (National Depository for Securities) with its registered office in Warsaw took place on 7 October 2025.

Quotations prior to the Comp S.A. share split / division from 1 January 2025 to 6 October 2025



Share prices from the date of the Comp S.A. share split (the split resulted in the market value of the shares being divided at a ratio of 1:5) from 7 October 2025 to 31 December 2025



INVESTMENTS IN SHARES										
SHARES IN ENTITIES DIRECTLY SUBSIDIARY TO COMP S.A.										
as at 31 December 2025										
No.	a	b	c	d	e	f	g	h	i	j
	name (company name) of the entity, specifying its legal form	registered office	nature of the relationship (subsidiary, jointly controlled entity, associate)	consolidation method used	date of acquisition of control / joint control / acquisition significant influence	value of shares at cost	revaluation adjustments	carrying amount per share	percentage of share capital held	proportion of the total number of votes at the general meeting
1	Enigma Information Security Systems Ltd.	116 Jutrzenki Street 02-230 Warsaw	subsidiary	full	15 June 2005	99,254	-	99,254	100.00	100.00
2	Comp Platforma Usług S.A.	116 Jutrzenki Street 02-230 Warsaw	subsidiary	full	3 December 2018	11,204	-	11,204	50.46	50.46
3	Insoft Sp. z o.o.	3A Jasna Street 31-227 Kraków	subsidiary	full	14 April 2011	2,955	-	2,955	52.00	52.00
4	NonStop SOC Sp. z o.o.	116 Jutrzenki Street 02-230 Warsaw	subsidiary	full	30 August 2024	1,205	-	1,205	100.00	100.00
5	Micra Metripond KFT PLN	6800 Hódmezővásárhely, Bajcsy-Zsilinszky E. u 70. Pf.:140 Hungary	subsidiary	full	18 April 2011	7,841	-	7,841	96.35	96.35
6	Elzab Hellas SPV Sp. z o.o.	1 Elzab Street 41-813 Zabrze	subsidiary	full	29 July 2016	10,028	(10,028)	-	100.00	100.00
<b>Total:</b>						<b>132,487</b>	<b>(10,028)</b>	<b>122,459</b>		

**SHARES OR STOCKS IN COMP S.A. SUBSIDIARIES SELECTED FINANCIAL DATA OF COMPANIES**

No	and	b						c			d			e	f	g
	name of the entity	the entity's equity						liabilities and provisions for liabilities of the entity			the entity's receivables			total assets of the entity	sales revenue	received or dividends received or due from the entity for the last financial year
		capital share capital	reserve reserve	other equity, including:			- long-term liabilities	- current liabilities	- receivables receivables long-term	- short-term receivables						
retained earnings (losses)	net profit (loss)															
1	Enigma Information Security Systems Ltd.	178,984	30,798	105,343	42,843	-	42,843	188,423	60,747	127,676	30,994	3,235	27,759	367,407	275,868	20,000
2	Comp Platform Services Ltd	6,024	22,204	-	(16,180)	(20,223)	4,043	854	22	832	2,307	-	2,307	6,878	9,785	-
3	Insoft Ltd	7,022	50	4,420	2,552	-	2,552	2,142	955	1,187	1,855	-	1,855	9,164	13,459	821
4	NonStop SOC Ltd	665	1,205	-	(540)	10	(550)	396	142	254	52	-	52	1,061	655	-
5	Micra Metripond KFT (converted to PLN)	8,172	2,662	-	5,510	6,257	315	1,898	393	1,505	478	-	478	10,070	9,936	-
6	Elzab Hellas SPV Sp. z o.o.	(2,923)	17	10,012	(12,952)	(10,345)	(2,607)	3,114	-	3,114	37	-	37	191	141	-

## 2. Events having a material impact on the issuer's operations that occurred during the financial year, as well as after its end, up to the date of approval of the financial statements.

### *Update of the Capital Group's development strategy*

On 12 May 2022, 29 July 2022, 15 September 2022, 29 September 2023, 25 October 2023, 15 December 2023, 9 January 2024, 6 February 2024, 5 June 2024, 26 November 2024, 7 January 2025, 21 January 2025 and 26 March 2025, the Company published announcements regarding the Capital Group's strategy.

On 31 December 2025, the implementation of the Comp 2025 Next Generation strategy was completed; the Company's Management Board first announced this strategy in Current Report No. 29/2022 dated 29 July 2022. The strategy was last updated in current report No. 2/2025 of 21 January 2025.

The Company has met or exceeded all the strategic objectives set out in the Comp 2025 Next Generation strategy, in particular with regard to achieving the EBITDA ratio and the amount of distributions to shareholders.

Since 1 January 2026, the Company has been implementing the Comp 2028 Security First strategy, announced in Current Report No. 8/2025 dated 26 March 2025 and described in a letter from the Chairman of the Management Board of COMP.

*Press release dated 26 March 2025: "Strategy for the Comp Group entitled 'Comp 2028 Security First' for the years 2026–2028"*

"The Management Board of Comp S.A. (hereinafter "the Company"), in cooperation with the Strategy Committee of the Company's Supervisory Board, has developed a new strategy, "Comp 2028 Security First", setting out the principles and objectives of the Comp Capital Group for the period from 2026 to 2028.

The primary objective of the "Security First" strategy is to ensure security and stability for the users of our solutions, our business partners and our shareholders. We base our plans on the Comp Group's position, built through the effective implementation of the "Next Generation" strategy since 2022.

We plan to leverage the high volatility of the market and technological environment to drive growth in the Comp Group's operating and cash flow results. We will achieve this through diversification combined with agile, situation-appropriate action across each of the Comp Group's many business streams and specialisations.

The most important of these are security in the defence sector, corporate cybersecurity, security for government administration, cybersecurity for critical and important entities (in accordance with NIS-2), the digitalisation of society (e-services) and the economy, the use of AI, SaaS-based online checkout networking services, the replacement of sales and payment terminals, SaaS-based vending and fiscalisation, returnable packaging (DRS), public transport, big data, development of the Electronic Surveillance System (SDE) in Poland and export of the SDE.

The key business objectives for the three-year period of the Security First strategy are:

1. to strengthen its position as the leading provider of digital security solutions for the military and public administration in Poland;
2. doubling financial results from secure SaaS solutions whilst maintaining the leading position in the market for multifunctional sales recording and settlement devices;
3. doubling revenue from the implementation and integration of cybersecurity services, including those necessary for the operation of the Security Operations Centre (SOC) and on-premises AI systems;
4. a twofold increase in international revenue, particularly from the export of electronic surveillance solutions.

We are maintaining the financial targets set out in the Next Generation strategy for 2025 as the starting point for the Security First strategy. This implies an increase in EBITDA to PLN 135 million and a distribution to shareholders of up to PLN 42 million in 2025. EBITDA and the distribution to shareholders will remain the sole financial targets of the Comp 2028 Security First strategy.

The successful implementation of the Security First strategy will deliver the following EBITDA figures: PLN 150 million in 2026, PLN 165 million in 2027 and PLN 180 million in 2028.

Thanks to the planned growth in EBITDA and the reduction in financial debt achieved as a result of implementing the Next Generation strategy to the target operating level, the projected transfer to shareholders will rise to PLN 70 million in 2026, PLN 79 million in 2027 and PLN 91 million in 2028. We estimate that in the final year of the strategy, i.e. 2028, as a result of further share buybacks, the transfer will amount to no less than PLN 25 per share.

As with the Comp 2025 Next Generation strategy, the Comp 2028 Security First strategy envisages the buyback of own shares and their subsequent cancellation as the optimal and planned method of returning value to shareholders.

The Comp 2028 Security First strategy does not envisage major acquisitions, but in accordance with the principle of agile diversification and maintaining cash flow capacity, we will seek out new trends and opportunities in each of our business lines and specialisms.

The Company's Management Board notes that the term "EBITDA" at the consolidated level presented in this current report is not defined in applicable accounting standards and may constitute an Alternative Performance Measure (hereinafter "APM") within the meaning of ESMA Guidelines 2015/1415.

Definition of the APM used by the Company in this report, referring to the Company's most recently published consolidated financial statements (financial year 2023): Estimated EBITDA represents the estimated value of profit (loss) from operating activities (item H of the statement of profit or loss and other comprehensive income in the Company's consolidated financial statements for the relevant financial year) plus depreciation (notes to the statement of profit or loss and other comprehensive income in the Company's consolidated financial statements for the relevant financial year).

EBITDA is a measure of the Company's ability to generate cash from its core operations. EBITDA is a measure commonly used in financial analysis to provide a summary assessment of the financial health of a company or its group; however, it should be noted that the method of calculation may vary between different entities.

Furthermore, there were no circumstances other than those disclosed and described in this report that could have a material impact on the Capital Group's financial results or its ability to meet its obligations."

### **3. Information on the anticipated development of the Comp S.A. Group**

The Comp S.A. Group focuses on operations in several attractive market niches, drawing on unique competencies and high barriers to entry in each of them:

- electronic security and cybersecurity, which form the core of the Secure IT segment;
- services for small and medium-sized enterprises and the manufacture of fiscal devices, which form the core of the Retail RegTech segment

The Group identifies favourable external conditions in each of its main business niches: in the field of cybersecurity, including specialised security, the further development of online fiscalisation, and opportunities for the development of value-added services for small and medium-sized retailers.

The Group identifies favourable external conditions in each of its main business niches: in the field of cybersecurity, including specialised security, the further development of online fiscalisation, and opportunities for the development of value-added services for small and medium-sized retailers.

In both of the above-mentioned areas, the Comp S.A. Capital Group invests in the development of its own technologies, creates products and expands simultaneously across several markets – which allows it to diversify its revenue streams and significantly reduce its dependence on economic fluctuations in individual markets.

An increase in the share of subscription-based services – VAS and solutions – within the Group's sales structure is planned. This trend will continue and grow alongside the wider adoption of VAS services on Comp S.A. fiscal devices, the development of the Euro/platform cloud projects and selected virtual fiscal solutions, and the provision of these solutions to new customer groups.

In 2025, revenue from subscription services (on fiscal devices and Euro/platforms) amounted to PLN 51.1 million (compared to PLN 45.3 million in 2024), and in 2026, revenue of approximately PLN 59 million is planned.

#### **Public administration**

The Comp S.A. Group has an established position in the public sector, a range of unique specialisations, a wealth of client references and significant operational capacity. Furthermore, the development of e-services, digitalisation and the enhancement of security levels in government and local authority systems are priorities for which funding is secured from both the national budget and EU funds. A significant area of the Group's operations is the military sector, for which it offers a wide range of solutions based on both its own products and the sale of advanced technologies from third-party companies.

Despite the public sector's large share of the Secure IT segment's total sales (approx. 65%), revenue sources remain diversified. The Comp Group's largest client in the Secure IT segment is the Ministry of Defence; nevertheless, there is no significant reliance on a single project, and there is also considerable diversity in the product categories offered. This provides a high degree of security for revenue sources.

The Group invests in the development of its own security solutions and expertise in order to offer a wide range of products and services tailored to specific customer groups.

In 2025, the Secure IT segment completed a number of new commercial projects, primarily in the field of ICT security. Contracts were fulfilled for the supply of security products and services to clients in the public sector (including the so-called security ministries) and major companies in the telecommunications, energy, industrial and financial sectors. The Group has participated, and as at the date of this report continues to participate, in various stages of tender procedures and plans to participate in a number of projects, including those conducted under public procurement law. In the coming periods of 2026, opportunities for the IT market are emerging in connection with the spending of funds under the National Recovery Plan (KPO) and, within the Ministry of National Defence, purchases under the SAFE programme. The short-term outlook for the use of KPO funds (until the end of 2026) may indicate increased demand for IT projects/services in the coming quarters of 2026. Currently, local government institutions are still carrying out projects funded by the 'Cybersecure Local Government' and 'Cybersecure Waterworks' grants, for which funding will end in 2026. During a similar period, the launch of projects under the second editions of regional digital platforms is expected, including in the Wielkopolska, Lubuskie, Lower Silesia and West Pomerania provinces.

In 2025, the Group continued to implement the contract with the Ministry of Justice for the development and maintenance of the Electronic Supervision System, as well as a number of other contracts related to providing support and development for systems implemented for clients in previous years.

The Group is actively operating in the market for solutions designed to ensure the cybersecurity of clients in the public, local government and healthcare sectors, who, amongst other things, are subject to regulations related to the implementation of the NIS2 Directive and are utilising funds from the National Recovery Plan for the implementation of e-services or to enhance cyber resilience.

With regard to its Electronic Surveillance System offering, the Group is also undertaking activities outside the Polish market. Projects are being carried out in Armenia and the Czech Republic. In addition to the aforementioned activities already undertaken, a number of commercial activities are planned in countries where the introduction, expansion or extension of Electronic Surveillance System-type systems is planned.

#### **The large enterprise market**

A key market for the Comp S.A. Group is the market for large enterprises in the telecommunications, industrial, energy, transport and finance sectors. The Group has established itself as a supplier of advanced IT solutions, including security solutions, to a number of large enterprises. In the Group's assessment, the broadly defined cybersecurity market has significant growth potential, primarily due to widespread digitalisation, but also because of rising geopolitical tensions, which have an indirect impact on clients' budgetary strategies. This applies in particular to network security infrastructure (NG Firewall, IPS, AV, ATP systems), SIEM/SOAR monitoring, endpoint and server security (EDR, XDR), cloud security solutions, and consultancy services provided by the Comp Group.

### *Retail Market*

In this area, the Comp S.A. Capital Group offers a complete range of products, primarily of its own manufacture (including the fiscal market), and services. The offering is aimed at both small and medium-sized enterprises and clients with nationwide sales networks. The Comp S.A. Group intends to further increase its share of the domestic market, inter alia through the launch of innovative products, as well as services based on cloud solutions of the integrated service platform – the Euro/platform project – and virtual and hybrid fiscal solutions under the Novitus and Elzab brands.

The Group develops not only innovative fiscal devices and sales systems, but also complete self-service checkout stations. These are a response to the continuing strong trend of providing customers with self-service stations in virtually every shop. An important addition to the range is the distribution of a wide variety of checkout and shop fittings, automatic identification devices, and anti-theft and surveillance systems. The systems and devices offered by the Comp S.A. provide retail customers with a comprehensive solution equipped with tools for effective competition and offer an opportunity to increase their revenue, which is a significant competitive advantage.

Subscription fees, linked to the increasingly widespread use of virtual solutions, will be a key growth driver. Examples of such solutions include virtual services under the Novitus and Elzab brands for passenger transport and taxi operators, for the parking and vending sectors, and fiscal solutions for automatic car washes, where the Company is the undisputed market leader. In addition, cloud-based services are being developed that integrate with cash registers and support businesses in their operations, such as the NoviCloud system, Mojakasa.online, and ticketing solutions for public transport, the subscriptions for which represent another steadily growing source of revenue. The Kaucyjni.pl platform also plays a significant role – a dedicated system for managing the DRS (deposit-refund system), which has also been integrated with cash registers.

### *Outsourcing as a service delivery model*

The entities of the Capital Group are able to meet the wide-ranging IT needs of clients and possess the ability to combine technical expertise with business acumen and client requirements.

This enables us to offer a comprehensive ICT outsourcing service that meets our clients' requirements.

The Comp S.A. Group has a nationwide infrastructure and qualified specialists covering a very wide range of technologies and products.

The Group acts as a partner for many global computer hardware manufacturers, providing nationwide authorised warranty servicing on their behalf.

## **4. Key achievements in research and development.**

In recent years, Comp S.A., together with the companies of the Capital Group, has conducted intensive research and development work in the field of modernising existing proprietary products, as well as developing and introducing new products and services into production and sales in areas of key importance to Comp S.A.: the retail market, specialised security and cryptography.

Most of the expenditure currently incurred by the companies of the Capital Group on research and development is related to the development of new projects. The specific nature of the niche in which the Comp S.A. Capital Group operates, as well as the aim to maintain a competitive position in the market, does not allow for a description of their nature prior to the launch of the finished products.

In 2025 and beyond, investment will continue in R&D projects, including those co-funded by the National Centre for Research and Development (NCBiR), aimed at developing cryptographic products designed to protect classified information for both military and civilian purposes. In 2025, further steps were also taken regarding the development of electronic monitoring (SDE) products, including the expansion of their functionality to meet the requirements of foreign markets.

In 2025, projects continued in the development of the Euro/platforms, DRS and e-payment systems, focusing on the development of services for the FMCG market.

## 5. Key economic and financial figures and the current and projected financial position.

### 5.1. Consolidated Statement of Financial Position.

Position	as at 31 December 2025	% of total assets	as at 31 December 2024	% of total assets
1 Fixed assets	507,059	56.2%	520,704	51.8%
2 Current assets	395,639	43.8%	485,210	48.2%
<b>Total assets</b>	<b>902,698</b>	<b>100.0%</b>	<b>1,005,914</b>	<b>100.0%</b>
1 Equity	488,296	54.1%	458,173	45.5%
2 Long-term liabilities	87,253	9.7%	128,524	12.8%
3 Current liabilities	327,149	36.2%	419,217	41.7%
Total liabilities	414,402	45.9%	547,741	54.5%
<b>Total liabilities</b>	<b>902,698</b>	<b>100.0%</b>	<b>1,005,914</b>	<b>100.0%</b>

### 5.2. Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Item	Year 2025 current period from 01/01/2025 to 31 December 2025	Change	2024, comparable period from 1 January 2024 to 31 December 2024
1 Revenue from sales	846,509	-6.3%	903,254
2 Cost of sales	545,977	-11.4%	616,540
3 Gross profit (loss) on sales	300,532	4.8%	286,714
4 Operating profit (loss) (EBIT)	86,197	21.2%	71,105
5 EBITDA	136,194	11.8%	121,827
6 Gross profit (loss)	76,499	36.8%	55,929
7 Net profit (loss) for the financial year	76,451	97.2%	38,768
8 Total comprehensive income	76,866	104.8%	37,528

### 5.3. Consolidated Cash Flow Statement.

Item	Year 2025 current period from 01/01/2025 to 31 December 2025	Year 2024 comparable period from 01/01/2024 to 31 December 2024
1 Net cash flow from operating activities	33,437	204,493
2 Net cash flow from investing activities	(38,655)	(32,110)
3 Net cash flows from financing activities	(120,268)	(60,882)
<b>Balance sheet change in cash</b>	<b>(125,486)</b>	<b>111,501</b>

Given the prospects facing the Group in the Retail RegTech and Secure IT segments, a stable and sound financial position is anticipated.

## 6. Key financial performance indicators relating to the entity's operations.

Ratios	Year 2025 current period from 01/01/2025 to 31 December 2025	2024 comparable period from 01/01/2024 to 31 December 2024
1 Gross profit margin	36%	32%
2 EBIT margin	10%	8%
3 EBITDA margin	16%	13%
4 Net profit margin	9%	4%
5 Return on equity (ROE)	16%	8%
6 Return on assets (ROA)	8%	4%
7 Current ratio	1.2	1.2
8 Quick ratio	1.0	1.0
9 Total debt ratio	46%	54%

10 Inventory turnover cycle in days	49	45
11 Days sales outstanding	61	58
12 Accounts payable turnover in days	77	72

## Rules for calculating ratios:

- 1 gross profit on sales/sales revenue
  - 2 operating profit/sales revenue
  - 3 operating profit + depreciation/sales revenue
  - 4 net profit/sales revenue
  - 5 net profit/equity
  - 6 net profit/total assets
  - 7 current assets/current liabilities
  - 8 current assets – inventories / current liabilities
  - 9 liabilities/total liabilities
  - 10 inventories\* x number of days in the period / cost of sales
  - 11 trade receivables\* x number of days in the period / sales revenue
  - 12 trade payables\* x number of days in the period / (cost of sales + selling expenses + general and administrative expenses)
- \* (opening balance + closing balance) / 2

RATIO	balance as at 31 December 2025	balance as at 31 December 2024
Net financial debt	17,949	-59,804

The level of net financial debt represents the value of interest-bearing liabilities (items: B I, B V, B VI and C I, C V, C VI of the liabilities section of the Statement of Financial Position), less the value of cash and cash equivalents held (presented in Note 21 to the Consolidated Financial Statements). The level of net financial debt is a measure of the Capital Group's current debt.

## 7. Information on treasury shares, including:

- a) the reason for the acquisition of own shares during the financial year,
- b) the number and nominal value of shares acquired and disposed of during the financial year, and in the absence of a nominal value – their carrying amount, as well as the portion of share capital that these shares represent,
- c) in the case of a purchase or sale for consideration – the equivalent value of those shares,
- d) the number and nominal value of all shares acquired and retained, and in the absence of a nominal value – the book value, as well as the portion of the share capital that these shares represent.

### BUYBACK OF OWN SHARES

In accordance with Current Report No. 2/2025 of 21 January 2025, the Company's Management Board planned to pay out an amount of at least PLN 42,000,000.00 through the purchase of own shares based on existing authorisations from the General Meeting.

In accordance with the above announcement, following the "Invitation to submit offers to sell shares in Comp S.A." published in Current Report No. 4/2025 of 18 February 2025, on 7 March 2025 the Company acquired 120,000 shares at a price of PLN 175.00 per share, i.e. it allocated PLN 21,000,000.00 for distribution to shareholders, as announced by the Company in Current Report No. 5/2025 dated 7 March 2025. The shares in question, with a total nominal value of PLN 300,000.00, represented 2.66% of the share capital and conferred 120,000 votes at the Company's general meeting, which constituted 2.66% of the total number of votes at the Company's general meeting. Following the transaction, the Company held 417,245 shares, which represented 9.23% of the share capital and conferred 417,245 votes at the Company's general meeting, representing 9.23% of the total number of votes at the Company's general meeting.

On 26 March 2025, the Company announced, in Current Report No. 8/2025, the Strategy for the Comp Capital Group entitled "Comp 2028 Security First" for the years 2026–2028, which provides for transfer amounts to shareholders for the coming years (in 2026, a transfer amount of PLN 70 million is envisaged).

On 15 September 2025, the Company's share capital was reduced through the cancellation of 417,245 shares held by the Company, representing a total of 9.23% of the Company's share capital, corresponding to 417,245 votes at the Company's general meeting, and which constituted 9.23% of the total number of votes at the Company's general meeting prior to the registration of the share capital reduction. Consequently, the Company's share capital was reduced by PLN 1,043,112.50 to PLN 10,252,685.00.

At the same time, a share split of all the Company's shares was registered by reducing the nominal value of each share from PLN 2.50 to PLN 0.50, and the number of shares in each series comprising the Company's share capital increased fivefold, i.e. from a total of 4,101,074 shares to a total of 20,505,370 shares, corresponding to a total of 20,505,370 votes. The exchange (split) of the Company's securities by Krajowy Depozyt Papierów Wartościowych S.A. (National Depository for Securities), with its registered office in Warsaw, took place on 7 October 2025.

Subsequently, in Current Report No. 39/2025 dated 8 December 2025, the Company increased the amount of the transfer to shareholders in 2025 by PLN 3,000,039.00. At the same time, following the "Invitation to submit offers to sell shares in Comp S.A." announced in the same current report "Invitation to submit offers to sell shares in Comp S.A.", on 19 December 2025 the Company acquired 380,953 shares at a price of PLN 63.00 per share, i.e. allocated the sum of PLN 24,000,039.00 for transfer to shareholders, as announced by the Company in current report No. 40/2025 of 19 December 2025. The shares in question represented 1.86% of the share capital and conferred 380,953 votes at the Company's general meeting, which constituted 1.86% of the total number of votes at the Company's general meeting. Following the transaction, the Company held 380,953 shares, which represented 1.86% of the share capital and conferred 380,953 votes at the Company's general meeting, representing 1.86% of the total number of votes at the Company's general meeting.

Following the balance sheet date, in Current Report No. 3/2026 dated 9 April 2026, the Company's Management Board resolved to recommend to the Annual General Meeting that the Company's net profit for the 2025 financial year be allocated in such a way that the entire amount is transferred to the reserve fund. At the same time, the Company's Management Board confirmed its intention to transfer to shareholders in 2026 a total amount of PLN 70,000,000.00 in two tranches by way of a general share buy-back, i.e. through a public invitation to shareholders to submit offers to purchase the Company's shares. The first tranche, amounting to half of the above sum, i.e. approximately PLN 35,000,000.00, is to be carried out immediately following the publication of the Company's annual financial statements for 2025 (i.e. after 15 April 2026), and before the start of the closed period associated with the publication of the interim report for the first quarter of 2026 (i.e. with the settlement of the purchase transaction taking place before 25 April 2026). The second tranche will be executed in the second half of 2026, as has been the case in recent years.

No voting rights are exercised at the Company's general meeting in respect of the Company's own shares

## 8. Branches (plants) held by the issuer.

During the reporting period, the Company had the following self-accounting branches:

- Sales Technology Centre Branch, located at 118 Nawojowska Street in Nowy Sącz,
- the Warsaw IT Branch, located at 116 Jutrzenki Street in Warsaw.

## 9. Financial instruments relating to:

- a) risk: price fluctuations, credit risk, significant disruptions to cash flows and loss of financial liquidity to which the entity is exposed,**  
**b) the entity's adopted objectives and methods of financial risk management, including methods of hedging significant types of planned transactions for which hedge accounting is applied.**

The activities carried out by the Group are exposed to various types of financial risk: market risk (including the risk of changes in exchange rates and interest rates, as well as market prices of debt and equity instruments), credit risk and liquidity risk.

The Group's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise their potential negative impact on the Group's financial results.

In order to minimise financial risk, the companies of the Comp S.A. Capital Group use, to a limited extent, derivative financial instruments such as foreign exchange forward contracts, interest rate options and interest rate swaps (IRS).

The main financial instruments used by the Group include: bank loans, lease agreements, cash and deposits, and loans granted. The main purpose of these instruments is to raise funds for the Group's operations, manage liquidity risk, and invest surplus cash on an ad hoc basis. The Group also holds other financial instruments, including trade receivables and payables arising directly from its operations.

#### **Credit risk**

Credit risk is understood as the inability of the Capital Group's creditors to meet their obligations, which would expose the Capital Group to financial losses.

The financial assets most exposed to credit risk are trade receivables, cash and cash equivalents, deposits and loans granted.

The Group applies an appropriate credit policy consisting of selling products, providing services and offering financing, predominantly to customers with a proven credit history and creditworthiness.

The Comp S.A. Group is not exposed to significant credit risk in relation to a single counterparty or a group of counterparties with similar characteristics. Apart from the Ministry of National Defence (whose share of the Capital Group's sales revenue in 2025 amounted to approximately 13%), there is no concentration of risk associated with the existence of a single customer or a group of related customers from whom the Capital Group would derive revenue exceeding 10% of its total revenue.

The Group mitigates risk by entering into transactions exclusively with entities in a sound financial position. The risk of non-recovery of receivables is mitigated through ongoing monitoring of receivables and, where necessary, debt recovery measures.

In the Retail RegTech segment, which sells fiscal and non-fiscal devices to retail and service entities, credit risk is managed through credit limits granted to counterparties, which are dependent on the volume of purchases made, adherence to payment deadlines and the financial standing of the customers.

With regard to the financial assets of the Comp S.A. Group, the maximum exposure to credit risk is equal to their carrying amounts.

#### **Currency risk**

Currency risk is understood as the adverse impact of changes in exchange rates on the Capital Group's financial results. The Capital Group seeks to mitigate this risk by entering into hedging (forward) transactions for selected contracts.

In addition to hedging through forward transactions, a policy is applied to mitigate the negative effects of exchange rate fluctuations, such that in many cases the value of contracts entered into is denominated in the same currency as the settlement with the supplier, and payment is made at the exchange rate on the date the invoice is issued. Currency risk in the Group's operations is low due to the scale of transactions conducted in foreign currencies.

The aim of currency risk management within the Group is to hedge payments denominated in foreign currencies against the adverse effects of exchange rate fluctuations, thereby ensuring an appropriate margin on commercial contracts or manufactured equipment.

#### **Interest rate risk**

Interest rate risk is understood as the adverse impact of changes in interest rates on the Company's financial results.

The objective of interest rate risk management is to achieve a situation where the interest rate on assets exceeds the interest rate on liabilities.

The Company is exposed to interest rate risk arising from bank loans taken out, lease agreements entered into, loans granted, and cash and deposits in bank accounts, the interest rates on which are mainly based on WIBOR rates.

#### Price risk

The Comp S.A. Group does not hold any financial instruments exposed to risk arising from changes in the prices of commodities, equity instruments or other market risks other than those described in the remaining sections, and Series C bonds issued by Małopolska Sieć Szerokopasmowa Sp. z o.o., which have not been repaid by the issuer since 2016. Detailed information on the enforcement measures taken is included in the Company's interim reports for the relevant reporting periods of 2021, 2022 and 2023.

#### Liquidity risk

The Parent Company monitors liquidity within the Group, providing support as required and in accordance with the cash position of Group companies. This process is carried out on the basis of information obtained from the Group companies and internal reports concerning the Parent Company's cash position and its estimates for subsequent periods, taking into account current debt and planned receipts and expenditure. Monitoring over longer periods (years) is based on an analysis of a model founded on estimates. This liquidity monitoring is particularly important in the current geopolitical climate, given the conflicts in Ukraine and the Middle East.

RATIO	as at 31 December 2025	as at 31 December 2024
Net financial debt	17,929	-59,804

Net financial debt is a measure of the Capital Group's current debt and represents the value of interest-bearing liabilities less the value of cash and cash equivalents held.

Net financial debt, including "IFRS 16", at the end of 2025 amounted to approximately PLN 17.9 million. As in previous years, the significantly lower level of net financial debt is a consequence of contract settlements in the Secure IT segment, in the form of early payments by public sector clients made at the end of the year, including advance payments made by clients.

It should be noted that, taking into account all liabilities relating to contracts for 2025, the net financial debt ratio at the end of 2025 would stand at approximately 0.4 times EBITDA.

The level of financial debt indicated above is a result of the growth in sales and profitability of value-added services in the Secure IT segment and services in the Retail RegTech segment under the subscription model, as well as discipline in the implementation of the investment and cost budgets.

We confirm the effective implementation of strategic objectives and the maintenance of the target level of the net financial debt ratio.

The Group monitors the risk of loss of financial liquidity, understood as the ability to settle liabilities within the specified deadlines. Liquidity risk arises from a mismatch between the amounts and maturity dates of assets and the due dates of liabilities (related to the possibility of payment delays or the postponement of the execution of certain contracts).

Measures are taken on an ongoing basis to minimise the risk of the Group losing liquidity. The Group is in constant contact with both its counterparties and the financial institutions providing financing. An ongoing analysis of cash requirements and sources of funding is also carried out.

In view of the above, in the opinion of the Company's Management Board, the risk of liquidity loss is properly monitored, and the likelihood of adverse events occurring is significantly reduced. Furthermore, should such events occur, the Group holds assets sufficient to fully cover the risk of liquidity loss.

## **10. A description of significant risks and threats, specifying the extent to which the issuer is exposed to them.**

### **10.1. Risk factors related to the Capital Group's operating activities.**

#### **Currency risk**

Currency risk is understood as the adverse impact of changes in exchange rates on the Capital Group's financial results. The Capital Group seeks to mitigate this risk by entering into hedging (forward) transactions for selected contracts.

In addition to hedging through forward contracts, a policy is in place to mitigate the adverse effects of exchange rate fluctuations, such that, in many cases, the value of contracts entered into is denominated in the same currency as the settlement with the supplier, and payment is made at the exchange rate prevailing on the date the invoice is issued. Currency risk in the Group's operations is low due to the scale of transactions conducted in foreign currencies.

The aim of currency risk management within the Group is to hedge payments denominated in foreign currencies against the adverse effects of exchange rate fluctuations, ensuring an appropriate margin on commercial contracts or manufactured equipment.

#### **Risk associated with the loss of key employees**

The operations of the companies within the Comp S.A. Group are primarily based on the knowledge and experience of a highly qualified workforce. This is a characteristic feature of companies operating in the information technology sector. The main method of attracting highly qualified staff is to offer them competitive working conditions and remuneration. There is a potential risk of key employees leaving, which could cause delays in the fulfilment of the company's obligations towards its customers or in the development of its own products.

To counter this risk, the Group takes the following measures:

- creating and implementing effective incentive schemes,
- building relationships between the organisation and its employees,
- monitoring the labour market and, where possible, offering competitive terms of employment.

### **10.2. Risk factors related to the environment in which the Companies of the Capital Group operate.**

#### **Risk associated with changes in the growth rate of the IT market in Poland**

Given the economic situation, it is important to note the IT market's sensitivity to economic fluctuations, which directly constrain businesses' investment policies, including expenditure on IT modernisation.

At the same time, the broadly defined cybersecurity market, which is one of the main specialisations within the Secure IT COMP Segment, has significant growth potential due, amongst other things, to rising geopolitical tensions, which have an indirect impact on clients' budgetary strategies. This applies in particular to infrastructure (NG Firewall, IPS, AV, ATP systems, SIEM/SOAR monitoring and services provided by the Company).

In order to mitigate the risk associated with a potential slowdown in growth in the IT market, the Comp S.A. Group is taking steps to offer new services and solutions, including innovative ones, by diversifying its portfolio, and is also striving to spread sales evenly across several different market sectors, thereby reducing its dependence on the economic conditions of any single sector. Such measures

improve the Comp S.A. Capital Group's position relative to the competition and will enable continued growth even in the event of an economic downturn.

In this context, the statutory obligation (the so-called KSC2 Act) to implement the requirements of the NIS2 Directive across a range of Polish institutions and enterprises is creating increased demand for managed cybersecurity services, including those provided by the Security Operation Centre. Operating in this growing market is NonStop SOC Sp. z o.o., a company established in 2024 within the Comp Group.

Another way in which the Comp S.A. Group protects itself against market fluctuations is by entering into long-term contracts.

#### **Risk of competition from global corporations**

The Polish IT market strongly attracts international corporations, including giants from the IT sector. By leveraging the expertise, financial resources and experience of their global organisations, these companies strive to gain a competitive advantage.

Aware of these threats, the companies within the Comp S.A. Capital Group are taking a number of measures to mitigate them.

An example of such measures is the Comp S.A. Capital Group's focus on advanced specialisations and niche segments of the IT services market. An additional strength is the Group's extensive experience in information security and the possession of its own certified technologies for building security systems.

#### **Risk of operating in a regulated market**

The Company's operations are dependent on regulatory decisions such as, amongst others: licences, certificates, approvals or attestations. Consequently, it bears the risk of obtaining or renewing these in markets where they are required.

### **11. Indication of proceedings pending before a court, an arbitration body or a public administration body, including information regarding:**

- a) proceedings concerning the liabilities or claims of the issuer or its subsidiary, the value of which constitutes at least 10% of the issuer's equity, specifying: the subject matter of the proceedings, the value of the dispute, the date of commencement of the proceedings, the parties to the proceedings and the issuer's position,**
- b) two or more proceedings concerning liabilities and claims, the aggregate value of which amounts to at least 10% of the issuer's equity, specifying the aggregate value of the proceedings separately for the group of liabilities and the group of claims, together with the issuer's position on the matter and in relation to the largest proceedings within the group of liabilities and the group of claims**  
- specifying the subject matter, the value of the claim, the date on which the proceedings were initiated, and the parties to the proceedings.

To the best of the Company's Management Board's knowledge, as at the date of this report, no such proceedings are pending.

**12. Information on the issuer's principal products, goods or services, including their value and volume, and the share of individual products, goods and services (if material) or their groups in the issuer's total sales, as well as changes in this respect during the financial year.**

SALES REVENUE – PRODUCT STRUCTURE	Year 2025 current period from 01/01/2025 to 31.12.2025	Year 2024 comparable period from 01/01/2024 to 31 December 2024
1 Net revenue from the sale of services	384,927	329,286
2 Net revenue from the sale of products	199,509	179,077
3 Net revenue from the sale of goods and materials	262,073	394,891
<b>Total sales revenue</b>	<b>846,509</b>	<b>903,254</b>

STRUCTURE OF SALES REVENUE	Year 2025 current period from 01/01/2025 to 31 December 2025	%	2024 comparable period from 01/01/2024 to 31 December 2024	%
1 Sales of materials	12,078	1%	9,587	1%
2 Sales of goods	249,995	30%	385,304	43%
3 Sales of products	199,509	24%	179,077	20%
4 Sales of services	384,927	44%	329,286	36%
<b>Total sales revenue</b>	<b>846,509</b>	<b>100%</b>	<b>903,254</b>	<b>100%</b>

**13. Information on sales markets, broken down into domestic and foreign markets, and information on sources of supply for production materials, goods and services, specifying any dependence on one or more customers or suppliers; and, where the share of a single customer or supplier amounts to at least 10% of total sales revenue - the name (company name) of the supplier or customer, their share of sales or supplies, and their formal links with the issuer.**

Structure of Comp S.A.'s sales revenue by market segment:

SALES REVENUE BY MARKET SEGMENT	2025 current period from 01/01/2025 to 31.12.2025	%	2024 comparable period from 01/01/2024 to 31 December 2024	%
1 Administration (including uniformed services)	51,558	9.2%	44,911	9.1%
2 Telecommunications	38,744	6.9%	33,295	6.7%
3 Industry, Transport and Energy	43,612	7.8%	38,575	7.8%
4 Finance and banking	34,499	6.1%	30,068	6.1%
5 Trade and services	304,393	54.2%	271,411	55.0%
6 IT	72,582	12.9%	61,255	12.4%
7 Insurance	8,249	1.5%	7,186	1.5%
8 Other	7,830	1.4%	6,820	1.4%
<b>Net sales revenue</b>	<b>561,467</b>	<b>100.0%</b>	<b>493,521</b>	<b>100.0</b>

Structure of sales revenue of the Comp S.A. Group by market segment:

SALES REVENUE BY MARKET SEGMENT	Year 2025 current period from 01/01/2025 to 31.12.2025	%	2024 comparable period from 01/01/2024 until 31 December 2024	%
1 Administration (including uniformed services)	248,019	29.3%	360,508	39.9%
2 Telecommunications	39,993	4.7%	33,754	3.7%
3 Industry, Transport and Energy	67,370	8.0%	49,798	5.5%
4 Finance and Banking	41,269	4.9%	37,120	4.1%
5 Trade and services	328,844	38.8%	316,187	35.1%
6 IT	91,048	10.8%	79,484	8.8%
7 Insurance	13,551	1.6%	12,464	1.4%
8 Other	16,415	1.9%	13,939	1.5%
<b>Net sales revenue</b>	<b>846,509</b>	<b>100.0%</b>	<b>903,254</b>	<b>100.0%</b>

In 2025, just under 96% of sales revenue was generated on the domestic market.

GEOGRAPHICAL SEGMENTS	<i>2025 current period from 01/01/2025 to 31 December 2025</i>	<i>2024 comparable period from 01/01/2024 to 31 December 2024</i>
<b>Revenue generated from sales to the Polish market:</b>		
- in value	811,647	856,795
- as a percentage	95.89%	94.86%
<b>Revenue from export sales within the European Union:</b>		
- by value	29,746	40,724
- as a percentage	3.51%	4.51%
<b>Revenue from exports outside the European Union:</b>		
- by value	5,116	5,735
- as a percentage	0.60%	0.63%

As the core elements of the Group's product range are targeted at large enterprises and the public sector in the broadest sense, a significant volume of sales is generated in the Mazovia Province. The Group's range of security systems is primarily aimed at the public sector and the telecommunications industry, as well as companies managing the country's so-called critical infrastructure. Seasonal fluctuations in the share of individual markets in sales stem from the project-based and tender-driven nature of the Group's operations. The Group also undertakes multi-year projects, the implementation of which influences the share of individual market segments in sales.

The Comp S.A. Capital Group is not exposed to significant credit risk in relation to a single counterparty or a group of counterparties with similar characteristics. Apart from the Ministry of National Defence (whose share of the Capital Group's sales revenue in 2025 amounted to approximately 13%), there is no concentration of risk associated with the existence of a single customer or a group of related customers from whom the Capital Group would derive revenue exceeding 10% of total revenue.

The Capital Group mitigates risk by entering into transactions exclusively with entities in a sound financial position. The risk of uncollectible receivables is mitigated through ongoing monitoring of receivables and, where necessary, debt recovery measures.

In the Retail RegTech segment, which sells fiscal and non-fiscal devices to commercial and service entities, credit risk is managed through credit limits granted to counterparties, which are dependent on the volume of purchases made, compliance with payment deadlines, and the financial standing of the customers.

#### **14. Information on contracts concluded that are significant to the entity's operations, including contracts known to the entity concluded between shareholders (partners), insurance contracts, and cooperation or collaboration agreements.**

There were no significant agreements for the operations of the Comp S.A. Group (where significant agreements are defined as agreements with a value exceeding 10% of the Group's equity).

##### **Insurance policies**

The companies of the Comp S.A. Group hold the following insurance policies:

- Civil Liability Insurance for the conduct of business activities, including product liability,
- Directors' and Officers' Liability Insurance,
- Professional Liability Insurance,
- Group Accident Insurance,
- All-risk property insurance against loss or damage,
- Electronic Equipment Insurance,
- Motor insurance for owned and leased vehicles,
- Property insurance for domestic and international transport,
- Business Travel Insurance,

- Criminal and tax liability insurance,
- Loss of profit insurance,
- Cyber risk insurance,
- Group insurance for employees.

Apart from the above, to the best of the Company's knowledge, no significant agreements relevant to the Company's operations were concluded at that time between shareholders (partners), nor were any significant insurance, partnership or cooperation agreements entered into.

**15. Information on the issuer's organisational or capital links with other entities and a description of its main domestic and foreign investments (securities, financial instruments, intangible assets and property), including capital investments made outside its group of related entities, and a description of the methods used to finance them.**

In 2025, the Capital Group did not incur any significant expenditure on financial assets, securities and capital investments that have not been included in this report.

INCURRED AND PLANNED CAPITAL EXPENDITURE	Incurred in 2025	Incurred in 2024
1 Non-financial fixed assets	10,145	8,376
2 Company acquisitions / share capital increases *	1,200	1,331
3 Research and development	28,755	26,974
<b>Total</b>	<b>40,100</b>	<b>36,681</b>

*\*Only capital expenditure – cash outlays – is presented.*

In 2025, the Comp S.A. Group planned to invest approximately PLN 39 million in tangible fixed assets (non-financial) and intangible assets, as well as in research and development.

In 2026, the Comp S.A. Capital Group plans to invest in property, plant and equipment and in intangible assets (including research and development) at a level of approximately PLN 40 million.

The above data does not include information on planned capital investments.

**16. Information on transactions entered into by the issuer or its subsidiary with related parties on terms other than market terms, together with their amounts and information specifying the nature of these transactions.**

All transactions with related parties were conducted on an arm's length basis.

**17. Information on loan and credit agreements entered into and terminated during the financial year, specifying at least their amount, type, interest rate, currency and maturity date.**

In addition to the loans and borrowings from outside the Comp S.A. Group taken out in the current year, as described in Note 26a to the Consolidated Financial Statements, a description of loans taken out within the Group is provided below.

On 29 January 2025, Comp S.A. granted a loan to Elzab Hellas SPV Sp. z o.o. in the amount of EUR 80,000. The repayment date for the loan was set for 31 December 2025.

On 24 April 2025, Comp Platforma uslug S.A. repaid the loan dated 20 August 2020 in the amount of PLN 1,050,000 together with the interest due.

On 29 May 2025, Comp S.A. granted a loan to Elzab Hellas SPV Sp. z o.o. in the amount of EUR 50,000. The loan repayment date has been set for 31 December 2025.

On 27 June 2025, Comp S.A. granted a loan to Elzab Hellas SPV Sp. z o.o. in the amount of EUR 195,000. The loan repayment date was set for 31 December 2025.

On 2 July 2025, Comp S.A. signed Annex No. 1 to the loan agreement of 16 October 2024 with Elzab Hellas SPV Sp. z o.o., in which the loan repayment date was extended to 31 December 2025.

On 29 October 2025, Comp S.A. offset receivables arising from the loan dated 28 January 2021 against liabilities to Comp Platforma usług S.A. in the total amount of PLN 1,729,000.

On 29 December 2025, Comp S.A. signed with Elzab Hellas SPV Sp. z o.o. Annex No. 8 to the loan agreement dated 11 October 2016, Annex No. 2 to the loan agreement dated 16 October 2024, Annex No. 1 to the loan agreement dated 29 January 2025, Annex No. 1 to the loan agreement dated 29 May 2025, and Annex No. 1 to the loan agreement dated 27 June 2025, in which the repayment date of the loans was extended to 31 December 2026.

Elzab Hellas SPV Sp. z o.o. granted loans to Elzab Hellas A.E.:

- on 29 January 2025 in the amount of EUR 12,000, with a repayment date of 31 December 2025;
- on 27 February 2025 in the amount of EUR 60,000 with a repayment date of 31 December 2025;
- on 29 April 2025 in the amount of EUR 11,000, repayable by 31 December 2025;
- on 4 June 2025 in the amount of EUR 35,000, repayable by 31 December 2025.

On 15 July 2025, Elzab Hellas SPV Sp. z o.o., with its registered office in Zabrze, following the registration of the merger of the companies, acquired all the assets of Elzab Hellas S.A.; consequently, the mutual receivables were settled.

After the balance sheet date, on 4 March 2026, Elzab Hellas SPV Sp. z o.o. repaid the loan dated 16 October 2024 together with interest.

As at the balance sheet date, loans granted are denominated in PLN and EUR.

### 18. Information on loans granted during the financial year, with particular emphasis on loans granted to entities related to the issuer, specifying at least their amount, type, interest rate, currency and maturity date.

In addition to the intra-Group loans taken out in the current year within the Comp S.A. Capital Group, as mentioned in the point above, a description of loans granted to entities outside the Capital Group is provided below.

<i>as at 31 December 2025</i>	<i>amount of the loan granted</i>	<i>Outstanding amount (including interest) as at balance sheet date</i>	<i>Maturity date</i>
<b><u>Loans for individuals</u></b>			
<b>Short-term:</b>	<b>20</b>	<b>2</b>	
Individual	20	2	31 March 2026
<b>Loans from the Company Social Benefits Fund</b>	<b>2,031</b>	<b>1,063</b>	last one until 31 August 2028
<b>Total</b>	<b>2,051</b>	<b>1,065</b>	
<b><u>Business loans</u></b>			
<b>Long-term:</b>	<b>5,550</b>	<b>4,719</b>	
Note S.A. – agreement dated 14 June 2024	3,100	3,472*	31 December 2027
CloudOval Sp. z o.o. – agreement dated 13 March 2025	2,450	1,247	31 December 2028
<b>Total</b>	<b>5,550</b>	<b>4,719</b>	
<b>Total loans</b>	<b>7,601</b>	<b>5,784</b>	

\* Amount fully covered by a write-down.

## Comparative figures:

<i>as at 31 December 2024</i>	<i>amount of the loan granted</i>	<i>outstanding amount (including interest) as at the balance sheet date</i>	<i>maturity date</i>
<b><i>Loans to individuals</i></b>			
<b>Short-term:</b>	<b>682</b>	<b>843</b>	
Individual	20	14	31 March 2026
Natural persons	662	829*	past due
<b>Loans from the Company Social Benefits Fund</b>	<b>2,096</b>	<b>1,143</b>	last due 30 August 2028
<b>Total</b>	<b>2,778</b>	<b>1,986</b>	
<b><i>Business loans</i></b>			
<b>Long-term:</b>	<b>3,100</b>	<b>3,234</b>	
Note S.A. – agreement dated 14 June 2024	3,100	3,234*	until 31 December 2027
<b>Total</b>	<b>3,100</b>	<b>3,234</b>	
<b>Total loans</b>	<b>5,878</b>	<b>5,220</b>	

\* Amount fully covered by a write-down.

On 25 February 2025, Enigma Sp. z o.o. granted two loans to individuals for a total amount of PLN 1,185,000, with a repayment date of 31 December 2028.

On 13 March 2025, Enigma Sp. z o.o. granted a loan to CloudOval Sp. z o.o. in the amount of PLN 2,450,000, with a repayment date of 31 December 2028. The loan is secured by a registered pledge over the copyright to the software.

On 30 June 2025, Enigma acquired 35 shares in CloudOval Sp. z o.o. through a set-off against loans granted on 25 February 2025 to individuals (the shareholders of CloudOval Sp. z o.o.), representing 24.48% of the total shares in the company.

On 27 June 2025, following the conclusion of an agreement, the receivables arising from a loan granted to a natural person in 2016 were settled.

As at the balance sheet date, loans are denominated in PLN. Interest rates on loans are based on variable rates linked to WIBOR.

## 19. Information on sureties and guarantees granted and received during the financial year, with particular regard to sureties and guarantees granted to entities related to the issuer.

### List of active guarantees issued on behalf of Comp S.A.

As at 31 December 2025

No.	Beneficiary	Guarantee No.	Guarantee amount	Validity of guarantee		Guarantee deposits
				from	to	
<b>mBank S.A. – refund guarantees</b>						
1.	Lloyds Bank	MT49102ZPA18	16	05.06.2018	open-ended	18
<b>mBank S.A. – performance bonds</b>						
2.	Office of the President of the Council Ministers	MT49053KPB20	34	19 March 2020	26 August 2026	7
3.	City of Ruda Śląska City Council	MT49070KPB21	14	14 April 2021	15 April 2026	3
4.	Ruda Śląska Province	MT49170KPB21	81	24 September 2021	31 May 2027	16
5.	West Pomeranian F.R.B INTER-BUD Sp. z o.o. Ltd	MT49022KMB22	22	09 March 2022	2 March 2027	4
6.	Provincial Therapy Centre Addictions	MT49035KPB22	29	06/04/2022	8 April 2027	6

7.	Ambulance Station in Slupsk	MT49034KPB22	14	6 April 2022	8 April 2027	3
8.	COPERNICUS Entity Lecznicy Sp. z o.o.	MT49036KPB22	231	06/04/2022	2 November 2027	46
9.	Specialist Hospital in Prabutach	MT49038KPB22	51	6 April 2022	8 April 2027	10
10.	Pomeranian Hospitals Ltd.	MT49040KPB22	414	6 April 2022	2 November 2027	83
11.	Specialist Hospital in Kościerzyna	MT49039KPB22	80	06/04/2022	4 October 2027	16
12.	Polanki Children's Hospital	MT49037KPB22	43	06/04/2022	2 August 2027	9
13.	Pomeranian Voivodeship	MT49041KPB22	1,187	6 April 2022	8 February 2028	71
14.	Resource Centre Cyberspace	MT49025KPB23	16	08/02/2023	30 June 2028	-
15.	Cavatina GW Sp. z o.o.	MT49100KMB23	5	27 July 2023	25 August 2028	1
16.	Military University of Technology	MT49147KPB23	26	3 October 2023	27 September 2028	5
17.	Lubuskie Province	MT49160KPB23	455	12 October 2023	2 November 2026	-
18.	Orange Polska S.A.	MT38027KPB24	1,287	1 March 2024	30 July 2026	-
19.	Scientific and Academic Network Computer	MT38110KPB24	246	27 May 2024	30 June 2026	-
<b>total</b>			<b>4,251</b>			<b>298</b>

**BNP PARIBAS Bank Polska S.A. – performance bonds**

1.	ULC	GW/005488/19	210	12 December 2019	18 May 2026	42
2.	ULC	GW/000894/20	147	14 February 2020	18 May 2026	29
3.	Chief Commander of the Police	GW/005410/20	50	23 September 2020	31 January 2026	10
4.	PKP Intercity S.A.	CRD/G/0083982	59	21 February 2019	30 June 2026	12
5.	State Treasury – Main Transport Inspectorate Road	GW/004405/21 Road	519	27 August 2021	26 July 2027	104
6.	NASK – National Institute Research	GW/004717/21	13	10 September 2021	15 January 2027	3
7.	Resource Centre Armed Forces Cyberspace	GW/005854/21	39	8 November 2021	30 November 2027	8
8.	PERN S.A.	GW/001262/22	227	08/03/2022	31 January 2025	-
9.	Mental Health Centre Slupsk	GW/001887/22 in	20	5 April 2022	8 April 2027	4
10.	Ambulance Station in Gdańsk	GW/001891/22	14	5 April 2022	8 April 2027	3
11.	Hospital for Nervous and Mentally Ill	GW/001890/22	68	06/04/2022	2 August 2027	14
12.	Provincial Hospital Specialist Hospital in Slupsk	GW/001889/22	226	06/04/2022	3 September 2027	45
13.	Provincial Hospital Psychiatric	GW/001886/22	61	7 April 2022	8 April 2027	12
14.	Pomeranian Centre Rheumatology in Sopot	GW/001888/22	48	7 April 2022	3 September 2027	10
15.	PERN S.A.	GW/003187/22	50	1 June 2022	28 February 2026	10
16.	Wielkopolska Province	GW/005553/22	582	6 October 2022	30 December 2028	116
17.	PGE Dystrybucja S.A.	GW/001687/23	43	31 March 2023	17 August 2026	28
18.	State Water Management Authority National Water Management Water Management	GW/000151/23 Polish Waters	300	17 January 2023	31 December 2026	54
19.	Resource Centre Armed Forces Cyberspace	GW/000890/24	41	15 February 2024	4 February 2030	8
20.	PERN S.A.	GW/002779/24	33	08 May 2024	31 July 2027	7
21.	PERN S.A.	GW/002777/24	24	8 May 2024	31 July 2027	5
22.	PERN S.A.	GW/002778/24	12	8 May 2024	31 July 2027	2
23.	Office of Competition and Ruda Śląska City Council	GW/003878/24	31	08 July 2024	17 December 2029	6
24.	Public Procurement Department Polish Paper Mill	GW/005047/24	63	2 September 2024	13 September 2030	13
25.	Wartościowych S.A.	GW/005955/24	399	11 October 2024	31 March 2030	80
26.	ERED 3 Sp. z o.o.	GW/007238/24	1,336	13 December 2024	31 December 2025	-
27.	PEC Działkowa Sp. z o.o.	GW/007220/24	981	13 December 2024	31 December 2025	-
28.	Association of Counties Lower Silesian Voivodeship	GW/002755/25 of the	88	14 May 2025	18 June 2029	18
29.	Association of Counties Lower Silesian Voivodeship	GW/002754/25 of the	86	14 May 2025	18 June 2029	16

**BNP PARIBAS Bank Polska S.A. – tender guarantees**

30.	Scientific and Academic Computer Network – State Research Institute	GW/006301/25	500	24 October 2025	27 February 2026	-
31.	ZUS	GW/007674/25	100	22 December 2025	30 April 2026	-
<b>Total</b>			<b>6,370</b>			<b>659</b>
<b>PKO BP S.A. – performance bonds</b>						
1.	Wroclaw University of Technology	69102010260000119601928340	22	02/12/2024	31 January 2030	4
<b>total</b>			<b>22</b>			<b>4</b>
<b>Bank Pekao S.A. – performance bonds</b>						
1.	State Treasury – Ministry Finance	GP25014467K	21	28 March 2025	24 March 2030	14
2.	Poczta Polska Spółka Akcyjna	GP25020849K	88	16 September 2025	16 September 2030	17
3.	Office of the President of the Council Ministers	GP25020707K	40	30 July 2025	26 July 2030	8
<b>Bank Pekao S.A. – tender guarantees</b>						
4.	Ministry IT Centre of Finance	GP25023292K	50	3 October 2025	20 April 2026	-
5.	Podlaskie Province	GP25024070K	29	5 November 2025	13 March 2026	-
6.	City of Pulawy	GP25024072K	30	5 November 2025	2 March 2026	-
7.	Małopolskie Province	GP25024225K	80	17 November 2025	4 March 2026	-
8.	REG-Dystrybucja S.A. Branch	GP25020491K	350	25 June 2025	06/02/2026	-
9.	Ministry IT Centre	GP25022476K	100	29 August 2025	6 February 2026	-
<b>Bank Pekao S.A. – payment guarantees</b>						
10.	Wielkopolska Province, with the seat of the Marshal's Office of the Wielkopolska Province in Poznań	GP25022639K	14	23 September 2025	13 November 2026	-
<b>total</b>			<b>802</b>			<b>39</b>

**List of active guarantees issued on behalf of companies within the Comp S.A. Group**  
As at 31 December 2025

No.	Beneficiary	Guarantee No.	Guarantee amount	Validity of the guarantee		Guarantee deposits
				from	to	
<b>mBank S.A. – tender guarantees</b>						
1.	State Probation Service of Armenia	MT38231ZTG25	42	22 July 2025	2 March 2026	-
<b>mBank S.A. - performance bonds</b>						
2.	Research and Academic Computer Network – State Research Institute	MT49017KPB21	373	12 February 2021	11 February 2026	75
3.	Polish Geological Institute – National Research Institute	MT49149KBP21	11	06/09/2021	15 July 2026	2
4.	Warsaw Trams	MT49173KPB21	178	30 September 2021	30 September 2026	36
5.	IT Centre of the Ministry of Finance	MT49179KPB21	38	14 October 2021	18 October 2026	8
6.	IT Centre of the Ministry of Finance	MT49180KPB21	93	14 October 2021	18 October 2026	19
7.	Poczta Polska	MT49206KPB21	1,076	17 December 2021	30 March 2026	215
8.	Ministry of Justice	MT49053KPB22	7,892	31 May 2022	31 March 2027	-
9.	Armed Forces Armed Forces Cyberspace	MT49133KPB22	599	28 November 2022	31 December 2026	-
10.	Armed Forces Armed Forces	MT49134KPB22	467	28 November 2022	31 December 2026	-

11.	Resource Centre Armed Forces Cyberspace	MT49135KPB22	1,857	28 November 2022	31 December 2026	-
12.	PKP Polish Railways S.A.	MT49121KPB23	22	30 August 2023	10 December 2026	4
13.	Wroclaw Court of Appeal	MT49137KPB23	198	25 September 2023	29 June 2029	40
14.	National Police Headquarters	MT49196KPB23	197	14 December 2023	20 January 2027	39
15.	Resource Centre Armed Forces Cyberspace	MT38011KPB24	1,979	15 February 2024	12 February 2029	396
16.	Resource Centre Armed Forces Cyberspace	MT38014KPB24	1,237	15 February 2024	12 February 2029	248
17.	Central IT Centre	MT38291KPB24	199	7 November 2024	15 November 2026	-
18.	Bank Millenium S.A.	MT38350KPB24	250	23 December 2024	30 November 2027	-
19.	Polish Security Printing Works S.A.	MT38351KPB24	50	23 December 2024	31 March 2026	-
20.	State Treasury Headquarters Provincial Police	MT38361KAP25	241	4 December 2025	13 March 2026	-
21.	Provincial Police Commander in Opole	MT38401KAP25	700	19 December 2025	14 April 2026	-
<b>Total</b>			<b>17,699</b>			<b>1,081</b>

**Bank Pekao S.A. - performance bonds**

1.	Resource Centre Armed Forces Cyberspace	BOFH20022525GP/K	442	02/12/2020	31 August 2028	88
2.	Pomeranian Provincial Office in Gdańsk	BFH22027807GP/K	64	18 May 2022	7 January 2026	42
3.	Resource Centre Armed Forces Cyberspace	BFH22027959GP/W	90	26 May 2022	16 November 2026	60
4.	National Police Headquarters	BFH22028218GP/K	257	22 June 2022	20 June 2027	171
5.	Armed Forces of the Armed Forces	BFH22028590GP/K	33	19 July 2022	19 December 2026	-
6.	National Bank of Poland	BFH23032748GP/W	19	24 July 2023	30 April 2027	2
7.	Podkarpackie Provincial Office in Rzeszów	BFH23033248GP/K	35	11 September 2023	08/02/2027	-
8.	Resource Centre Armed Forces Cyberspace	BFH23033444GP/K	45	26 September 2023	23 January 2026	-
9.	Armed Forces Cyberspace Resource Centre Armed Forces Cyberspace	BFH23033432GP/W	6	26 September 2023	23 January 2026	2
10.	Armed Forces Armed Forces Cyberspace	BFH23033406GP/W	11	27 September 2023	15 June 2026	4
11.	Resource Centre Armed Forces Cyberspace	BFH23033428GP/W	10	27 September 2023	16 June 2026	4
12.	Ministry of Ministry of the Interior and Administration	BFH23033590GP/K	57	13 October 2023	30 December 2026	11
13.	National Police Headquarters	BFH23033847GP/K	54	10 November 2023	1 July 2026	5
14.	Armed Forces Armed Forces	BFH23033915GP/K	84	7 November 2023	26 December 2026	56
15.	National Police Headquarters	BFH23034299GP/K	36	18 December 2023	20 January 2027	7
16.	National Police Headquarters	BFH23033559GP/K	74	20 December 2023	21 June 2027	49
17.	Armed Forces Armed Forces	BFH24034843GP/K	822	31 January 2024	3 April 2027	165
18.	National Police Headquarters	BFH24034777GP/K	178	26 January 2024	17 April 2026	18
19.	Social Insurance Institution	BFH24035554GP/K	1,288	12 April 2024	26 May 2028	258
20.	Armed Forces Armed Forces Cyberspace	BFH24037142GP/K	180	16 October 2024	29 March 2028	121
21.	PKP Intercity	BFH24037200GP/K	486	22 October 2024	23 December 2027	97
22.	Armed Forces Armed Forces Cyberspace	BFH24037305GP/K	122	08/11/2024	07/01/2028	81
23.	Armed Forces Armed Forces	BFH24037383GP/K	166	13 November 2024	11 February 2028	33
24.	Military Intelligence Service	BFH24037726GP/K	97	08/01/2025	17 January 2028	19
25.	Bank Millenium S.A.	GP25014104K	20	21 March 2025	3 January 2028	2
26.	National Police Headquarters	GP25014012K	246	9 April 2025	19 May 2028	49
27.	Armed Forces Armed Forces Cyberspace	GP25018273K	500	13 May 2025	06/05/2030	100
28.	Minister of the Interior and Administration	GP25023037K	36	26 September 2025	19 January 2029	7

29	VANTORO Sp. z o.o. Sp.k.	GP25023461K	1,520	13 October 2025	17 August 2026	-
30.	State Treasury – Cyber Resources Centre of the Armed Forces	GP25023969K	48	31 October 2025	2 January 2029	47
<b>Bank Pekao S.A. – tender guarantees</b>						
31.	State Treasury – Governor of Mazovia	GP25023344K	240	10 October 2025	30 January 2026	-
<b>total</b>			<b>7,266</b>			<b>1,499</b>
<b>PKO BP S.A. – performance bonds</b>						
1.	State Treasury – Commander Chief of Police	ILG-PL72-0010664	1,749	22 October 2025	29 October 2030	350
2.	Provincial Police Headquarters in Katowice	ILG-PL72-0011309	1,941	11 December 2025	30 December 2026	-
3.	IT Centre of the Ministry of Finance	ILG-PL72-0011520	100	23 December 2025	21 April 2026	-
<b>total</b>			<b>3,790</b>			<b>350</b>
<b>TU Euler Hermes – performance bonds</b>						
1.	Military Counter-Intelligence Service	57447	71	6 March 2024	16 January 2026	-
2.	National Police Headquarters	57450	14	7 March 2024	24 May 2027	-
3.	Civil Aviation Authority	57750	80	30 April 2024	11 September 2028	-
4.	Armed Forces	57795	86	09/05/2024	25 January 2030	-
5.	Social Insurance Institution	58351	51	21 August 2024	21 September 2028	-
6.	Armed Forces	58299	326	08/08/2024	5 November 2027	-
7.	Armed Forces Cyberspace Resource Centre	58295	323	8 August 2024	16 April 2030	-
	Armed Forces Cyberspace					
8.	PKP Polish Railways S.A	58401	14	28 August 2024	4 October 2027	-
9.	National Police Headquarters	58476	502	09/09/2024	23 November 2026	-
10.	National Bank of Poland	58655	154	14 October 2024	31 January 2028	-
11.	Polish Air Navigation Services Agency	58816	186	8 November 2024	15 January 2029	-
12.	National Police Headquarters	58849	246	14 November 2024	8 February 2028	-
13.	Social Insurance Institution	59020	132	16 December 2024	1 February 2027	-
14.	National Police Headquarters	59462	83	24 March 2025	18 July 2028	-
15.	State Treasury – Military Counter-Intelligence Service	60,000	24	18 June 2025	13 December 2027	-
16	PERN S.A.	59972	25	13 June 2025	20 June 2030	-
17	The Treasury – Chief of Police	60257	413	06/08/2025	30 December 2027	-
18.	State Treasury – Armed Forces Cyberspace Resource Centre	60387	400	2 September 2025	24 April 2028	-
19.	State Treasury – Commander	60497	352	23 September 2025	7 March 2028	-
	Chief of Police					
20.	Civil Aviation Authority	60599	32	10 October 2025	11 September 2028	-
21.	Institute of National Remembrance – Commission for the Prosecution of Crimes against the Polish Nation	60640	239	17 October 2025	12 May 2031	-
22.	The Treasury – Commander	60665	476	23 October 2025	18 December 2028	-
	Chief of Police					
23.	Polish Air Navigation Services Agency	60730	619	4 November 2025	12 January 2026	-
24	Polish Air Navigation Services Agency	60824	270	21 November 2025	15 January 2029	-
<b>TU Euler Hermes – tender guarantees</b>						
25.	National Police Headquarters	60533	25	06/10/2025	26 January 2026	-
26	National Police Headquarters	60611	50	17 October 2025	31 March 2026	-
27	PKP Polish Railways Ltd.	60677	11	28 October 2025	16 January 2026	-
28	National Police Headquarters	60765	100	17 November 2025	30 April 2026	-
<b>Total</b>			<b>5,304</b>			<b>-</b>

<b>Ameriabank - performance bonds</b>						
1.	Probation Service of the Ministry of Justice of Armenia	O.AB.100.12CIB.PIED.0.14559.24	92	9 August 2024	29 January 2026	92
2.	Probation Service of the Ministry of Justice of Armenia	O.AB.100.12CIB.PIED.0.18357.24	229	24 September 2024	31 March 2026	229
3.	Probation Service of the Ministry of Justice of Armenia	O.AB.100.12CIB.PIED.0.5498.25	234	03/03/2025	10 May 2030	241
4.	Probation Service of the Ministry of Justice of Armenia	O.AB.100.12CIB.PIED.0.5507.25	701	03/03/2025	10 May 2027	-
5.	Probation Service of the Ministry of Justice of Armenia	O.AB.100.12CIB.PIED.0.28659.25	467	19 November 2025	8 May 2026	468
6.	Probation Service of the Ministry of Justice of Armenia	O.AB.100.12CIB.PIED.0.28658.25	156	19 November 2025	4 May 2029	158
<b>total</b>			<b>1,879</b>			<b>1,188</b>
<b>ERSTE Bank plc. – payment guarantee</b>						
1.	ÚjbudaOne Logisztikai Park Kft.	-	37	-	31 December 2028	-
<b>total</b>			<b>37</b>			<b>-</b>

### List of guarantees issued by the Comp S.A. Group

There are no contingent liabilities arising from guarantees granted.

Since the end of the last financial year, contingent liabilities arising from guarantees granted to related parties have decreased by PLN 67,000,000.

On 21 February 2025, TD SYNEX Poland Sp. z o.o. issued a statement that, as of 21 February 2025, it was releasing the legal security for the repayment of the debt in the form of a civil guarantee granted by Comp S.A. to Enigma Systemy Ochrony Informacji Sp. z o.o.

The Company's remuneration for granting guarantees in 2025 amounted to PLN 95,000.

### 20. In the event of a securities issue during the reporting period – a description of the issuer's use of the proceeds from the issue up to the date of preparation of the management report.

As at the date of publication, the Group has no liabilities arising from the issue of debt securities (including bonds).

### 21. An explanation of the differences between the financial results presented in the annual report and the previously published forecasts for the year in question.

The financial results presented in the annual report do not differ significantly from the estimates published for 2025, in particular with regard to the EBITDA ratio for 2025 originally presented in Current Report No. 29/2022 of 29 July 2022 in the 2022–2025 strategy COMP 2025 Next Generation, as well as in subsequent updates to the parameters of the COMP 2025 Next Generation strategy (see, inter alia, current report No. 44/2024 of 26 November 2024 and current report No. 2/2025 of 21 January 2025).

**22. An assessment of the feasibility of implementing investment plans, including capital investments, in relation to the amount of funds available, taking into account possible changes in the financing structure of these activities.**

The Company does not currently plan any investments exceeding its financing capacity.

The Company undertakes investments related to the development of new products and capabilities, financing them on an ongoing basis from its own funds or external sources.

**23. Assessment of factors and unusual events affecting the operating result for the financial year, specifying the extent of the impact of these factors or unusual events on the result achieved.**

No unusual events affecting the operating result for the financial year occurred other than those described in the Financial Statements.

**24. Characteristics of external and internal factors significant for the issuer's development and a description of the prospects for the development of the issuer's business at least until the end of the financial year following the financial year for which the financial statements included in the annual report were prepared, taking into account elements of the market strategy developed by the issuer.**

In 2026, the business activities of Comp S.A. and the Group companies will be conducted primarily as a continuation of the main strategic development directions from previous years.

The Comp S.A. Group will focus on operations in several attractive market niches, drawing on its unique capabilities and the high barriers to entry in each of them:

- electronic and IT security, which form the core of the IT segment;
- services for small and medium-sized enterprises and the manufacture of fiscal devices, which form the core of the retail segment.

The Group views the external conditions as favourable in each of its main business niches: in the field of cybersecurity, including specialised security, the further development of online fiscalisation, and opportunities for the development of value-added services for small and medium-sized retailers.

Factors that will influence the results for 2026 include:

- The continuation and implementation of new commercial projects in the Secure IT segment, primarily in the field of ICT security. Orders are being fulfilled for the supply of security products and services to the Ministry of Defence, central and local government bodies, and a number of the largest companies in the energy, industrial and financial sectors. As at the date of this report, the Group is participating at various stages of tender procedures and plans to participate in a number of projects, including those conducted under public procurement law, which are scheduled for completion in 2026.
- Further development of Subscription-based projects – VAS (including Euro/platform, DRS) – scaling up operational activities, generating new products/services, including through companies within the Comp S.A. Capital Group; the Company believes these projects will be one of the Group's leading business lines in the coming years.
- Utilising export markets as an alternative source of revenue to domestic sales, including contracts for fiscal devices and the acquisition of new markets for other solutions developed by the Comp S.A. Capital Group, such as subscription-based projects and the Electronic Surveillance System.
- Further development of SaaS services offered on a subscription basis.
- The development of managed security monitoring services (known as SOC's).

**25. Changes to the fundamental principles of management of the issuer and its group.**

In 2025, the Company did not make any significant changes to the principles of managing the business and the Capital Group.

**26. Any agreements concluded between the issuer and its management providing for compensation in the event of their resignation or dismissal from their position without valid cause, or where their dismissal or removal occurs due to a merger of the issuer through a takeover.**

In the event of dismissal from their post without just cause, members of the management board of Comp S.A. – who hold their positions under an employment contract – are entitled to compensation amounting to 12 times their average monthly salary.

**27. The value of remuneration, awards or benefits, including those arising from incentive or bonus schemes based on the issuer's capital, including schemes based on senior bonds, convertible bonds or subscription warrants (in cash, in kind or in any other form), paid, due or potentially due, separately for each of the issuer's management, supervisory or administrative body members, regardless of whether they were charged to expenses or resulted from profit distribution; where the issuer is a parent entity, a significant investor, a partner in a jointly controlled entity or, as the case may be, an entity party to a joint contractual arrangement – separate information on the value of remuneration and awards received for performing functions on the governing bodies of subordinate entities.**

The Company has not introduced any incentive schemes based on the Company's equity.

**Remuneration, bonuses and the value of benefits paid to the management and supervisory staff of the Parent Company in 2025.**

<i>2025 current period from 01/01/2025 to 31/12/2025</i>	<i>remuneration under an employment contract</i>	<i>bonuses</i>	<i>remuneration under civil law contracts and management contracts management</i>	<i>other benefits</i>
Robert Tomaszewski – Chairman of the Management Board	1,833	1,528	-	50
Krzysztof Morawski – Deputy Chairman of the Board	960	800	-	221
Jarosław Wilk – Deputy Chairman of the Management Board	960	800	-	183
Andrzej Wawer – Deputy Chairman of the Management Board	936	780	-	216
<b>Management Board</b>	<b>4,689</b>	<b>3,908</b>	<b>-</b>	<b>670</b>
Grzegorz Należyty – Chairman of the Supervisory Board	-	-	258	4
Julian Kutrzeba – Vice-Chairman of the Supervisory Board (from 30 June 2025)	-	-	159	-
Ryszard Trepczyński – Vice-Chairman of the Supervisory Board (until 30 June 2025)	-	-	124	-
Krzysztof Brymora – Member of the Supervisory Board	-	-	152	2
Szczepan Strublewski – Member of the Supervisory Board	-	-	175	-
Piotr Kwaśniewski – Member of the Supervisory Board	-	-	118	-
Marek Niechciał – Member of the Supervisory Board (from 30 June 2025)	-	-	59	-
Tomasz Mazurczak – Member of the Supervisory Board (from 30 June 2025)	-	-	59	-
<b>Supervisory Board</b>	<b>-</b>	<b>-</b>	<b>1,104</b>	<b>6</b>

## Comparative figures

2024 comparable period from 01/01/2024 to 31/12/2024	remuneration under an employment contract	bonuses	remuneration under civil law contracts and management contracts	other benefits
Robert Tomaszewski – Chairman of the Management Board	1,833	1,342	-	48
Krzysztof Morawski – Deputy Chairman of the Management Board	960	720	-	45
Jarosław Wilk – Deputy Chairman of the Management Board	960	720	-	36
Andrzej Wawer – Deputy Chairman of the Management Board	936	702	-	36
<b>Management Board</b>	<b>4,689</b>	<b>3,484</b>	<b>-</b>	<b>165</b>
Grzegorz Należyty – Chairman of the Supervisory Board	-	-	295	4
Ryszard Trepczyński – Vice-Chairman of the Supervisory Board	-	-	204	-
Krzystian Brymora – Member of the Supervisory Board	-	-	153	2
Piotr Nowjalis – Member of the Supervisory Board (until 6 December 2024)	-	-	186	3
Julian Kutrzeba – Member of the Supervisory Board	-	-	153	-
Szczepan Strublewski – Member of the Supervisory Board	-	-	156	-
Piotr Kwaśniewski – Member of the Supervisory Board (since 6 December 2024)	-	-	8	-
<b>Supervisory Board</b>	<b>-</b>	<b>-</b>	<b>1,155</b>	<b>9</b>

**28. Information on any liabilities arising from pensions and similar benefits for former management, supervisory or administrative body members, and on liabilities incurred in connection with such pensions, indicating the total amount for each category of body; if the relevant information has been presented in the financial statements**

In 2025, there were no liabilities arising from pensions and similar benefits for former management, supervisory or administrative body members, nor were there any liabilities incurred in connection with such pensions.

**29. Specification of the total number and nominal value of all shares of the issuer and shares in entities related to the issuer held by the issuer's management and supervisory personnel (separately for each person).**

A breakdown of Comp S.A. shares held by Comp S.A.'s management and supervisory personnel as at the balance sheet date and as at the date of publication of this report.

First name and surname	Position at Comp S.A.	Number of shares held	Total nominal shares (PLN)	Share of share capital (%)	Share of the total votes at the AGM (%)
Grzegorz Należyty	Chairman of the Supervisory Board	-	-	-	-
Julian Kutrzeba	Vice-Chairman of the Supervisory Board	-	-	-	-
Krzystian Brymora	Member of the Supervisory Board	-	-	-	-
Piotr Kwaśniewski	Member of the Supervisory Board	-	-	-	-
Tomasz Mazureczak	Member of the Supervisory Board	-	-	-	-
Marek Niechciał	Member of the Supervisory Board	-	-	-	-
Szczepan Strublewski	Member of the Supervisory Board	-	-	-	-
Robert Tomaszewski*	Chairman of the Management Board	10,035	5,017.50	0.049%	0.049%
		1,140,524	570,262.00	5.56%	5.56%
Krzysztof Morawski	Deputy Chairman of the Management Board	-	-	-	-
Andrzej Wawer	Deputy Chairman of the Management Board	8,900	4,450.00	0.043%	0.043%
Jarosław Wilk	Vice-Chairman of the Management Board	14,154	7,077.00	0.069%	0.069%

\* Robert Tomaszewski holds:

- directly 10,035 ordinary bearer shares, representing 0.049% of the share capital and corresponding to 10,035 votes, representing 0.049% of the total number of votes at the general meeting of Comp S.A.;

- indirectly, through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o., 1,140,524 ordinary bearer shares, representing 5.56% of the share capital and corresponding to 1,140,524 votes, representing 5.56% of the total number of votes at the general meeting of Comp S.A.

- **Robert Tomaszewski**

As at the balance sheet date of 31 December 2025 and as at the date of publication

The Management Board of Comp S.A. announced that on 7 March 2025, the Company received a notification of the sale of Comp S.A. shares submitted pursuant to Article 19(1) of the MAR Regulation by a person closely associated with a person discharging managerial responsibilities in the Company, Mr Robert Tomaszewski, Chairman of the Management Board.

Following the sale of 7,930 shares in the Company by CE Management Group Sp. z o.o. on 7 March 2025, as reported by the Management Board of Comp S.A. in Current Report No. 6/2025 dated 7 March 2025, the indirect shareholding of shareholder Mr Robert Tomaszewski in the Company's share capital has changed.

Details of the transaction are set out in the tables below.

Notification of a transaction involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % of voting rights
Robert Tomaszewski*	Sale of shares	7 March 2025	7,930	0.1755%

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares / number of votes at the AGM	% of total shares and % on the Board of Directors	% of votes at the AGM	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % on the Board of Directors	% of votes at the AGM	Report number	Date of report publication
Robert Tomaszewski*	243,938	5.40%	5.40%	236,008	5.22%	5.22%	6/2025	7 March 2025

\* Robert Tomaszewski holds:

- directly 2,007 ordinary bearer shares, representing 0.0444% of the share capital and corresponding to 2,007 votes, representing 0.0444% of the total number of votes at the general meeting of Comp S.A.;

- indirectly through CE Management Group Sp. z o.o., 234,001 ordinary bearer shares, representing 5.1789% of the share capital and corresponding to 234,001 votes, representing 5.1789% of the total number of votes at the general meeting of Comp S.A.;

On 30 August 2025, 171,725 shares held by Robert Tomaszewski in CE Management Group Sp. z o.o. were donated to the Tomaszewscy Family Foundation (in the process of being established).

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50, i.e. from PLN 11,295,797.50 to PLN 10,252,685.00, and the share split at a ratio of 1:5. The Management Board of Comp S.A. reported the above events in current report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 stock split of the Company's shares listed on the Warsaw Stock Exchange S.A. The Management Board of Comp S.A. announced this change in Current Report No. 37/2025 dated 1 October 2025.

Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the share capital prior to the share redemption and capital reduction and the share split	The number of votes prior to the share cancellation and capital reduction and the share split	% of votes in the total number of votes prior to the share redemption and capital reduction and the share split	Number of shares following the share redemption and reduction of share capital and share split	% share of shares in the share capital following the share redemption and capital reduction and share split	Number of votes following the share redemption and reduction of share capital and share split	% of votes out of the total number of votes following the share cancellation and capital reduction and the share split
Robert Tomaszewski*	236,008	5.22%	236,008	5.22%	1,180,040	5.76%	1,180,040	5.76%

\* Robert Tomaszewski, directly and indirectly through CE Management Sp. z o.o.

On 18 December 2025, CE Management Group Sp. z o.o. (the acquired company) merged with JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. (the acquiring company), as a result of which all the assets of the acquired company were transferred to the acquiring company, with an increase in the acquiring company's share capital and the dissolution of the acquired company without liquidation. As a result of the above, JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. became the holder of the Company's shares previously held by CE Management Group Sp. z o.o., as announced by the Company in current report No. 41/2025 dated 22 December 2025.

Furthermore, on 19 December 2025, JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. sold 29,481 shares (following the share split, which the Company also announced in current report No. 37/2025 dated 1 October 2025) at a price of PLN 63.00 per share. The Management Board of Comp S.A. reported on the above transaction in current report No. 42/2025 dated 13 December 2025.

The above changes are described in the table:

Notice regarding a transaction involving shares in Comp S.A.				
Shareholder	Type of transaction	Transaction settlement date	Number of shares (units) / number of votes at the AGM (units)	% of total shares and % of voting rights
Robert Tomaszewski*	Sale of shares	19 December 2025	29,481	0.15%

\* indirectly through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o.

Shareholder	Position prior to the transaction			Status after the transaction			Current report	
	Number of shares (units) / number of votes at the AGM (units)	% of total number of shares and % of voting rights	% of votes at the AGM	Number of shares / number of votes at the AGM	% of the total number of shares and % of the Board of Directors	% of votes at the AGM	Report number	Date of report publication
Robert Tomaszewski*	1,180,040	5.76%	5.76%	1,150,559	5.61%	5.61%	42/2025	22 December 2025

\* Robert Tomaszewski holds:

– directly 10,035 ordinary bearer shares, representing 0.049% of the share capital and corresponding to 10,035 votes, representing 0.049% of the total number of votes at the general meeting of Comp S.A.;

– indirectly through JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. 1,140,524 ordinary bearer shares, representing 5.56% of the share capital and corresponding to 1,140,524 votes, representing 5.56% of the total number of votes at the general meeting of Comp S.A.

- **Jarosław Wilk**

As at the balance sheet date of 31 December 2025 and as at the date of publication

On 7 March 2025, Mr Jarosław Wilk sold 99 shares in the Company in response to the invitation to sell shares dated 18 February 2025 announced by the Company (as disclosed by the Company in Current Report No. 4/2025 of 18 February 2025). Mr Jarosław Wilk availed himself of the exemption from the obligation to notify the Company pursuant to Article 19(8) of the MAR, as amended with effect from 14 November 2024 by Regulation (EU) 2024/2809 of the European Parliament and of the Council of 23

October 2024 amending Regulations (EU) 2017/1129, (EU) No 596/2014 and (EU) No 600/2014 to enhance the attractiveness of public capital markets in the Union for companies and to facilitate access to capital for small and medium-sized enterprises.

Entity	Number of shares prior to the disposal	% of shares in the share capital prior to the disposal of shares	Number of votes prior to the disposal of shares	% of votes out of the total number of votes prior to the disposal of shares	Number of shares following the disposal	% share of shares in the share capital after the disposal of shares	Number of votes following the disposal of shares	% of votes in the total number of votes following the disposal of shares
Jaroslav Wilk	3,003	0.066%	3,003	0.066%	2,904	0.064%	2,904	0.064%

On 15 September 2025, the competent registry court registered the cancellation of all treasury shares held by the Company, a reduction in the share capital by PLN 1,043,112.50 PLN, i.e. from 11,295,797.50 PLN to 10,252,685.00 PLN, and a share split in the ratio of 1:5. The Management Board of Comp S.A. reported the above events in current report No. 30/2025 on 16 September 2025.

The reduction in the Company's share capital, and consequently the reduction in the number of shares, had a direct impact on the change in each shareholder's percentage shareholding in the share capital and percentage share of votes in the total number of votes. Furthermore, the share split (at a ratio of 1:5) affected the number of shares held by each shareholder.

On 7 October 2025, Krajowy Depozyt Papierów Wartościowych S.A. carried out a 1:5 split of the Company's shares listed on the Warsaw Stock Exchange. The Management Board of Comp S.A. announced the above change in Current Report No. 37/2025 dated 1 October 2025.

Details of the changes are set out in the table below:

Entity	Number of shares prior to the share redemption and capital reduction and the share split	% share of shares in the share capital prior to the share redemption and capital reduction and the share split	The number of votes prior to the share cancellation and capital reduction and the share split	% of votes in the total number of votes prior to the share redemption and reduction of share capital and the share split and share split	Number of shares following the share redemption and reduction of share capital and share split	% share of shares in the share capital following the share redemption and capital reduction and share split	Number of votes following the share redemption and reduction of share capital and share split	% of votes out of the total number of votes following the share cancellation and capital reduction and the share split
Jaroslav Wilk	2,904	0.064%	2,904	0.064%	14,520	0.07%	14,520	0.07%

On 19 December 2025, Mr Jaroslav Wilk sold 366 shares in the Company in response to the invitation to sell shares dated 8 December 2025 announced by the Company (as disclosed by the Company in Current Report No. 39/2025 of 8 December 2025). Mr Jaroslav Wilk availed himself of the exemption from the obligation to notify the Company pursuant to Article 19(8) of the MAR, as amended with effect from 14 November 2024 by Regulation (EU) (EU) 2024/2809 of 23 October 2024 amending Regulation (EU) 2017/1129, (EU) No 596/2014 and (EU) No 600/2014 with a view to enhancing the attractiveness of public capital markets in the Union for companies and facilitating access to capital for small and medium-sized enterprises.

Entity	Number of shares prior to the disposal	% of shares in the share capital prior to the disposal of shares	Number of votes prior to the disposal of shares	% of votes out of the total number of votes prior to the disposal of shares	Number of shares following the disposal	% share of shares in the share capital after the disposal of shares	Number of votes following the disposal of shares	% of votes in the total number of votes following the disposal of shares
Jaroslaw Wilk	14,520	0.07%	14,520	0.07%	14,154	0.069%	14,154	0.069%

- **JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o.**

JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. is a shareholder of Comp S.A., holding – as at 31 December 2025 and as at the date of publication – 1,140,524 shares in Comp S.A. (following the share split).

Furthermore, in 2025, the transactions of JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. (and, prior to the merger, also CE Management Group Sp. z o.o.) were described above in relation to the shareholder Robert Tomaszewski.

To the best of the Management Board's knowledge, the shareholders of JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o. include, amongst others, members of the Management Board of Comp S.A., namely Krzysztof Morawski, Jaroslaw Wilk, Andrzej Wawer, and, from 30 August 2025, the Tomaszewscy Family Foundation (in the process of being established), of which Robert Tomaszewski, Chairman of the Management Board, is the beneficial owner.

The shareholdings and voting rights held by the above-mentioned persons in JT Inwestycje Alternatywna Spółka Inwestycyjna Sp. z o.o.				
First name and surname	Shareholding as at 31 December 2025		Shareholding as at the date of publication of this report	
	Number of shares	Proportion of votes	Number of shares	Proportion of votes
Tomaszewski Family Foundation (in the process of being established)	171,725	63.32%	171,725	63.32%
Krzysztof Morawski	22,227	8.20%	22,227	8.20%
Andrzej Wawer	23,153	8.52%	23,153	8.52%
Jaroslaw Wilk	8,883	3.28%	8,883	3.28%

### 30. Information on agreements known to the issuer (including those entered into after the balance sheet date) which may result in future changes to the proportions of shares held by existing shareholders and bondholders.

The Parent Company is not aware of any agreements which may result in future changes to the proportions of shares held by existing shareholders.

### 31. Information on the control system for employee share schemes.

No control system for employee share schemes was in place during the reporting period.

### 32. Information regarding:

- the date on which the issuer entered into an agreement with an entity authorised to audit financial statements to audit or review the financial statements or consolidated financial statements, and the term for which this agreement was concluded,
- the remuneration of the entity authorised to audit financial statements, paid or due for the financial year, separately for:
  - the audit of the annual financial statements,
  - other assurance services, including a review of the financial statements,
  - tax advisory services,
  - other services,
- The information specified in point (b) must also be provided for the previous financial year.

In 2024, the Company's Supervisory Board appointed an entity authorised to review the half-yearly and audit the annual separate and consolidated financial statements for the years 2024 and 2025 and to provide assurance

sustainability reporting for the years 2024 and 2025. The service agreement was concluded on 29 July 2024 with Mistery Auditor Adviser Sp. z o.o.

Following Comp S.A.'s decision to withdraw from performing the sustainability reporting assurance, the Company terminated the audit agreement in respect of the sustainability reporting assurance for the period from 1 January 2025 to 31 December 2025. The remuneration for work performed in connection with the attestation of the sustainability report up to the date of signing Annex No. 5 (31 March 2026) amounts to PLN 15,600 net.

Comp S.A. used the services of a selected entity authorised to audit financial statements for the years 2018–2023. In selecting the entity to audit the financial statements, the Supervisory Board acted in accordance with applicable laws, internal regulations and professional standards. The service agreement was concluded for a period of 2 years.

The contract for the provision of services to assess the remuneration reports for 2024 and 2025 was signed on 27 March 2025.

Remuneration (net amounts excluding VAT)	For 2025	For 2024
<b>Audit of the separate and consolidated financial statements</b>	<b>278</b>	<b>278</b>
<i>Comp S.A.</i>	278	278
<b>Audit of the separate financial statements</b>	<b>112</b>	<b>96</b>
<i>Enigma Information Security Systems Ltd.</i>	84	70
<i>Comp Service Platform Ltd</i>	28	26
<b>Review of the half-yearly separate and consolidated financial statements</b>	<b>125</b>	<b>125</b>
<i>Comp S.A.</i>	125	125
<b>Review of the report on the remuneration of the Management Board and the Supervisory Board</b>	<b>11</b>	<b>11</b>
<i>Comp S.A.</i>	11	11
<b>Sustainability reporting certification service</b>	<b>16</b>	<b>63</b>
<i>Comp S.A.*</i>	16	63
<b>Total</b>	<b>542</b>	<b>573</b>

\* The company has availed itself of the exemption from the obligation to have its 2025 sustainability report certified; consequently, the remuneration amount shown for 2025 relates to work carried out up to the date of termination of the contract.

### 33. Information regarding sustainability reporting.

The Company does not prepare a sustainability report for the Company or its group as part of the management report on the Company's operations or the management report on the operations of the Company's group for the period from 1 January 2025 to 31 December 2025. This follows from the decision of the Company's Management Board not to fulfil, during the period from 1 January 2025 to 31 December 2026, the obligations arising from the provisions of Article 49(3b) and Chapter 6c of the Accounting Act of 29 September 1994 (i.e. Journal of Laws of 2023 item 120, as amended), taken in accordance with Article 84a(3) of the aforementioned Act, as amended by the Act of 27 February 2026 amending the Accounting Act (Journal of Laws of 2026, item 333).

The report on the entity's operations does not include key non-financial performance indicators relating to the entity's operations or information concerning employee matters and the environment, as, in the opinion of the Company's Management Board, these are not material to the assessment of the entity's development, results and financial position.

Signatures of all Members of the Management Board of Comp S.A.

Date	First name and surname	Position	Signature
15 April 2026	Robert Tomaszewski	Chairman of the Board	<i>Document signed electronically</i>
15 April 2026	Krzysztof Morawski	Deputy Chairman of the Management Board	<i>Document signed electronically</i>
15 April 2026	Jarosław Wilk	Vice-Chairman of the Management Board	<i>Document signed electronically</i>
15 April 2026	Andrzej Wawer	Vice-Chairman of the Management Board	<i>Document signed electronically</i>