

## **INDEPENDENT CERTIFIED AUDITOR'S REPORT FROM THE PERFORMANCE OF THE SERVICE GIVING REASONABLE ASSURANCE AS TO THE ASSESSMENT OF THE REMUNERATION REPORT**

### **To the General Meeting and Supervisory Board of Cyfrowy Polsat S.A.**

We were engaged to perform an assessment of the report on remuneration of Cyfrowy Polsat S.A., (hereinafter the "Company") for 2022 (hereinafter the "remuneration report") within the scope of the completeness of information contained therein required pursuant to Art. 90g para. 1 - 5 and 8 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies (hereinafter the "Public Offering Act").

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#### **Identification of criteria and description of the subject of service**

The remuneration report was drawn up by the Supervisory Board in order to meet the requirements of Art. 90g para. 1 of the Public Offering Act. The applicable requirements for the remuneration report are contained in the Public Offering Act.

The requirements referred to in the preceding sentence define the basis for the preparation of the remuneration report and, in our opinion, constitute appropriate criteria for us to reach a reasonable assurance conclusion.

Pursuant to the requirements of Art. 90g para. 10 of the Public Offering Act, the remuneration report is assessed by a certified auditor in terms of including the information required based on Art. 90g para. 1 - 5 and 8 of Public Offering Act. This Report fulfils this requirement.

By the certified auditor's assessment referred to in the preceding sentence and constituting the basis for our conclusion providing reasonable assurance, we mean the assessment of whether, in all material respects, the scope of the information presented in the remuneration report is complete and the information has been disclosed in detail required by Public Offering Act.

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#### **Responsibility of Supervisory Board Members**

Pursuant to provisions of the Public Offering Act, Members of the Company's Supervisory Board are responsible for drawing up a remuneration report in accordance with applicable law, and in particular for the completeness of this report and the information contained therein.

The responsibility of the Supervisory Board covers also the design, implementation and maintenance of the internal control system ensuring the preparation of a complete remuneration report that is free from material misstatement, whether due to fraud or error.

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#### **Responsibility of Certified auditor**

Our objective was to assess the completeness of the information included in the remuneration report in relation to the criterion set out in the section Identification of criteria and description of the subject of service and to express, based on the evidence obtained, an independent conclusion from the attest service performed providing reasonable assurance.

We performed our engagement in accordance with the regulations of the National Standard of Assurance Services Other Than Audits or Reviews 3000 (Z) in the wording of the International Standard on Assurance Services 3000 (revised) *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, adopted by Resolution No. 3436/52e/2019 of the National Council of Statutory Auditors of 8 April 2019 with subsequent amendments (hereinafter: "KSUA 3000 (Z)").

This Standard requires the certified auditor to plan and perform procedures in such a way as to obtain reasonable assurance that the remuneration report had been prepared in a complete manner in accordance with the specified criteria.

Reasonable assurance is a high level of assurance, but it does not guarantee that the service performed in accordance with KSUA 3000 (Z) will always detect the existing material misstatement.

The procedures selected depend on the certified auditor's judgment, including the certified auditor's assessment of the risks of material misstatement, whether due to fraud or error. In performing those risk assessments, the auditor shall consider the internal control related to the preparation of a complete report in order to plan appropriate procedures which are to provide the auditor with sufficient evidence appropriate to the circumstances. The assessment of the functioning of the internal control system was not carried out in order to express a conclusion on the effectiveness of its operation.

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#### **Description of the work performed and limitations of our procedures**

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The procedures planned and performed included, in particular:

- reading the content of the remuneration report and comparing the information contained therein with the applicable requirements;
- reading the resolutions of the General Meeting of the Company regarding the remuneration policy for Members of the Management Board and the Supervisory Board;
- determining, by comparing with corporate documents, a list of persons subject to the requirement to include information in the remuneration report and determining, through inquiries of persons responsible for remuneration report preparation, and, where we considered it appropriate, also directly persons who are subject to the requirement to provide information, whether all the information provided for by the criteria for drawing up the remuneration report had been disclosed.

Our procedures were solely intended to obtain evidence that the information provided by the Supervisory Board in the remuneration report in terms of its completeness is consistent with applicable requirements. Our work was not aimed at assessing the sufficiency or adequacy of information contained in the remuneration report in terms of the purpose of preparing the remuneration report or assessing the correctness and reliability of the information contained therein, in particular as regards the disclosed amounts, including estimates made for previous years, numbers, dates, recognition in the break downs, allocation methods, or compliance with the remuneration policy adopted by the General Meeting of the Company.

The Remuneration report was not subject to an audit within the meaning of the National Auditing Standards. During the course of performed attestation procedures, we did not audit or review the information used to prepare the remuneration report, and therefore we do not accept responsibility for issuing or updating any reports or opinions about the historical financial information of the Company.

We believe that the evidence we obtained provide a sufficient and appropriate basis to express the our conclusion.

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#### **Ethical requirements, including independence**

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In performing the service, the certified auditor and the audit firm complied with the independence requirements and other ethical requirements set out in the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants, adopted by a resolution of the National Council of Statutory Auditors No. 3431/52a/2019 of 25 March 2019 on the principles of professional ethics of statutory auditors (hereinafter the "IESBA Code"). The IESBA Code is based on the fundamental principles of integrity, objectivity, professional competence and due diligence, confidentiality and professional conduct. We had also complied with other independence and ethical requirements that apply to this assurance engagement in Poland.

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#### **Quality control requirements**

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The audit firm applies national quality control standards in the wording of International Standard on Quality Control 1 *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, adopted by Resolution No. 2040/37a/ 2018 of the National Council of Statutory Auditors of 3 March 2018, as amended (hereinafter "KSKJ").

In accordance with the requirements of KSKJ, the audit firm maintains a comprehensive system of quality control comprising documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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#### **Conclusion**

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The certified auditor's conclusion is based on the matters described above and the conclusion should therefore be read with these considerations in mind.

In our opinion, the remuneration report, in all material respects, contains all the elements listed in Art. 90g para. 1 - 5 and 8 of the Public Offering Act.

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#### **Other matters**

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The remuneration report was signed by all Members of the Company's Supervisory Board present during Supervisory Board meeting on 31 May 2022 i.e. with the exception of, not in attendance, Member of the Supervisory Board Mr. Piotr Żak.

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#### Restricted use

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This Report had been prepared by Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp. k. for the General Meeting and the Supervisory Board and is intended solely for the purpose described in the Identification of criteria and description of the subject of service section and should not be used for any other purpose.

Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp. k. accepts no liability in connection with this Report resulting from contractual and non-contractual relations (including negligence) towards third parties in the context of this Report. This does not relieve us of liability where such release is excluded by law.

Warsaw, 7 June 2023

Key Certified Auditor

Anna Sirocka

certified auditor

no in the register: 9626

on behalf of:

Ernst & Young Audyt Polska  
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