REMUNERATION POLICY

I. GENERAL PROVISIONS

Art. 1. (1) This Policy sets forth the principles and rules for defining and paying remuneration to the members of the Board of Directors in the course of performance of their responsibilities and duties.

(2) The Remuneration Policy aims to support the implementation of the company's long-term business goals and to encourage behavior that facilitates value creation for shareholders, while simultaneously providing competitive remuneration level sufficient to attract and retain directors with the qualities necessary for the successful management and development of the company.

(3) The Remuneration Policy has been adopted on the grounds of Art. 116c, Para. 1 of the Public Offering of Securities Act.

Art. 2. (1) The Policy is developed by the Board of Directors and shall be adopted and amended by the General Meeting of Shareholders.

(2) The Remuneration Policy and any subsequent amendment thereto shall be disclosed in a clear and accessible manner, without disclosing sensitive commercial information or other information constituting a secret protected by law.

(3) The Board of Directors shall prepare a Program for the implementation of the Policy and shall be responsible for its implementation.

(4) The Board of Directors shall disclose to its shareholders the way it implements the Remuneration Policy in a report, which shall be a separate document to the annual financial statements of the company.

II. PRINCIPLES APPLIED

Art.3 (1) The Company may pay the members of the Board of Directors both permanent (fixed) remuneration and variable remuneration.

(2) The fixed and variable remuneration of the members of the Board of Directors shall be determined by a resolution of the General Meeting of Shareholders.

(2) The Company shall pay remuneration to the members of the Board of Directors only in accordance with the Remuneration Policy adopted by the General Meeting.

Art.4. When defining the remunerations of the members of the Board of Directors, the following principles shall apply:

1. Fixed remuneration shall comprise payments that are not calculated based on performance assessment and shall include remunerations of permanent nature that have been precisely set or can be unambiguously defined and in compliance with the applicable legislation.

2. Variable remuneration shall be a component of the total remuneration in the form of profit-sharing bonuses, incentives, benefits – related to retirement and other material incentives and financial instruments, awarded based on activity performance assessment criteria.

3. The fixed remuneration of the members of the Board of Directors is consistent with the amount of the labor remunerations (including additional material incentives) of the employees, their professional qualifications, length of service, responsibilities and workload, as well as the working conditions.

4. The fixed remuneration of each member of the Board of Directors is in the amount of 3‰ (three per mille) of the net sales revenue paid monthly, and 1% (one percent) of the profit before tax, paid quarterly.

5. The additional remuneration of the persons to whom the management and representation of the company has been assigned, for this specific activity, is set at 0.2‰ (zero point two per mille) of the net sales revenue, paid monthly.

6. The amount of the annual variable remuneration for each member of the Board of Directors, in the form of a bonus, may not exceed 1.5 % of the profit before tax for the reporting year.

7. The assessment regarding the fulfillment of the financial indicators under Art. 5 shall be performed annually by the Board of Directors based on the published public notification on the financial standing as of the end of the reporting year.

8. The selected approach of combining fixed and variable remuneration ensures the Policy's contribution to achieving the company's long-term business goals and the creation of value for shareholders.

(2) To prevent conflicts of interest in the determination and payment of the remuneration of the members of the Board of Directors, the following measures shall apply:

1. the resolution for defining the amount and the payment of remuneration shall be entirely within the competence of the General Meeting of Shareholders and in accordance with the principles and rules regulated in this Policy;

2. the criteria under Art. 5 for defining the variable remuneration are measurable and objective, and their fulfillment can be established without the involvement of the Board of Directors or the need to make a subjective assessment;

3. objectivity of the financial and non-financial criteria is further guaranteed by the legally established liability of the registered auditor performing the independent financial audit and of the compiler of the annual financial statements, provided by the regulation, for incorrect, misleading or incomplete data in the annual financial statements.

Art.5. (1) Variable remuneration shall depend on the achievement of certain goals and results and shall be defined based on the following criteria:

1. financial criteria - performance results as follows:

(a) level and dynamics of EBITDA (the earnings of the company and its subsidiaries before interest, tax, depreciation and amortization);

(b) level and dynamics of subsidiaries' sales;

(c) level and dynamics of subsidiaries' receivables.

2. non-financial indicators as follows:

(a) compliances with the principles of the National Corporate Governance Code;

(б) compliance with the Quality Management System (ISO) and other standards adopted by the company;

(в) implementation of and adherence to the adopted Code of Ethical Conduct, the Information Provision and Disclosure Policy, and the other internal rules and policies of the company.

(2) The total amount of the variable remuneration shall be based on a combination of performance assessments of the individual member of the Board of Directors, the Board of Directors as a whole, as well as the performance results of the company.

(3) Payment of 40% of the variable remuneration defined in the resolution of the General Meeting of Shareholders shall be deferred for a period of 3 years from the date of the resolution of the General Meeting.

(4) Payment of the deferred part of the variable remuneration shall be made proportionately throughout the deferral period.

(5) The General Meeting of Shareholders may decide not to pay up to 100% of the unpaid (including the deferred) part of the provided variable remuneration or to request a refund of up to 100% of a paid variable remuneration in the following cases:

1. the company has suffered significant damages (including reputational damages) because of a culpable action committed or admitted by the respective member of the Board of Directors;

2. the respective member of the Board of Directors has violated the prohibition to admit conflict of interest;

3. the variable remuneration was awarded based on data that subsequently proved to be incorrect.

(6) The contract with a member of the Board of Directors shall regulate the terms and the maximum amount of compensations payable upon its early termination, as well as payments related to the notice period or those provided for in a non-compete clause. The compensation for early termination of the contract shall be defined in the amount of the sum of the fixed remunerations paid for the last 24 months.

(7) The contract with a member of the Board of Directors shall also regulate the company's possibility to request the return of variable remuneration on the grounds provided for in the Policy. The resolution for the return of the variable remuneration shall be adopted by the General Meeting of Shareholders, which shall define the terms and the deadline for the return, if they have not been specified in the contract.

(8) The unpaid part of an awarded variable remuneration (if any) shall be paid within one month as from the release of a member of the Board of Directors from office and from liability, except for in the cases under Art. 5, Para. 5.

Art. 6. The relations between the company and an executive member of the Board of Directors (Executive Director) shall be governed by a management assignment contract concluded in accordance with the procedure established by the Commercial Act.

Art. 7. The compensation under Art. 5, para. 6 shall not be payable where the dismissal is due to poor performance or culpable conduct on the part of the member of the Board of Directors.

Art. 8. In case of early termination of a management agreement with a member of the Board of Directors, respectively with an executive director, the total amount of compensations due in relation to the early termination, as well as payments related to the notice period or provided for in the non-compete clause may not exceed the amount of the paid annual permanent (fixed) remunerations for the last 24 months.

Art. 9. (1) The General Meeting of Shareholders may provide variable remuneration in the form of stock, stock options, stock acquisition rights or other financial instruments.

(2) The particular conditions and parameters of the remuneration under paragraph 1 shall be defined in the resolution of the General Meeting of Shareholders on a case-by-case basis subject to the legal provisions.

(3) The provision of remuneration in the form of shares shall aim achieving:

1. commitment and dedication of the members of the Board of Directors to their work in the company, as well as stimulating their contribution to the company's activities and results;

2. opportunity to retain qualified and loyal members of the Board of Directors;

3. alignment of the interests of the members of the Board of Directors with the long-term interests of the company.

(4) When defining the eligibility for and the amount of share-based remunerations, the duties and the contribution of each member of the Board to the company's activities and results shall be taken into account.

III. INFORMATION DISCLOSURE

Art. 10. The company shall disclose its Remuneration Policy and any subsequent amendments hereto in a clear and accessible manner, without disclosing any information which may affect the price of the financial instruments issued or other information which represents a legally protected secret.

Art. 11. The report on the implementation of the Remuneration Policy shall be a separate document to the annual financial statement of the company.

IV. GENERAL PROVISIONS

Art.12. The members of the Board of Directors shall provide a management guarantee in an amount equal to their gross remuneration for three months.

Art. 13. The Remuneration Policy shall be reviewed at least once every four years or whenever substantial changes are necessary.

The Policy was adopted by a resolution of the General Meeting of Shareholders held on 18 May 2021 and shall enter into force on 1 June 2021.

The resolution was adopted as follows: Number of shares for which valid votes were cast: ... ..., which represent ... ..% of the capital. Total number of valid votes cast: ... ... umber of votes cast "for": ... ...

Number of votes cast "against": ... .