



## REMUNERATION POLICY

### I. GENERAL PROVISIONS

**Art. 1.** (1) This Policy establishes the principles and rules for determining and paying the remuneration of the members of the Board of Directors in the performance of their responsibilities and duties.

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

(3) The Remuneration Policy is adopted pursuant to Art. 116c, para. 1 of the Public Offering of Securities Act.

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

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

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

(4) The Board of Directors shall disclose to its shareholders the manner in which it applies the remuneration policy in a report, which is a separate document attached to the company's annual financial statements.

### II. APPLIED PRINCIPLES

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

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

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

**Art. 4.** (1) In determining the remuneration of the members of the Board of Directors, the following principles shall apply:

1. Fixed remuneration represents payments that are not based on performance evaluation and includes remunerations of a permanent nature that are precisely determined or unequivocally determinable in accordance with applicable legislation.
2. Variable remuneration is an element of the total remuneration in the form of royalties (tantièmes), bonuses, retirement benefits, and other material incentives and financial instruments granted based on performance evaluation criteria.
3. The fixed remuneration of the members of the Board of Directors is aligned with the salary levels (including additional material incentives) of the employees, their professional qualifications, length of service, responsibilities, workload, and working conditions.
4. The fixed remuneration of each member of the Board of Directors is set at 0.5% of net sales revenue, payable monthly.
5. The remuneration of the persons entrusted with the management and representation of the company in that capacity, payable monthly, is determined at 1% of net profit.
6. The amount of the annual variable remuneration for each member of the Board of Directors, in the form of royalties (tantièmes), may not exceed 2.5% of the net profit for the reporting year.
7. (Amended by GMS resolution on May 15, 2025) The assessment regarding the fulfillment of the financial indicators under Art. 5 is performed annually by the Board of Directors based on the annual financial statements at the end of the reporting year.

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

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

1. The decision to determine the amount and payment of remuneration lies 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 determining variable remuneration are measurable and objective, and their fulfillment can be established without the involvement of the Board of Directors or the need for subjective judgment.

3. The objectivity of financial and non-financial criteria is further guaranteed by the statutory responsibility of the registered auditor conducting the independent financial audit and the preparer of the annual financial statements for incorrect, misleading, or incomplete data therein.

**Art. 5.** (1) Variable remuneration depends on the achievement of specific goals and results and is determined based on the following criteria:

1. Financial indicators of performance results, as follows:

(a) size and dynamics of EBITDA (earnings of the company and subsidiaries before interest, taxes, depreciation, and amortization);

(b) size and dynamics of sales of subsidiaries;

(c) size and dynamics of receivables from subsidiaries.

2. Non-financial indicators, as follows:

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

(b) compliance with the ISO Quality Management System and other standards adopted by the enterprise;

(c) implementation and compliance with the adopted Code of Ethical Conduct, the Information Disclosure and Dissemination Policy, and other internal rules and policies of the company.

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

(3) The payment of 40% of the variable remuneration determined by the resolution of the General Meeting of Shareholders shall be deferred for a period of 3 years from the date of the resolution.

(4) The payment of the deferred part of the variable remuneration shall be made proportionally during the deferral period.

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

1. The company has suffered significant damage (including reputational damage) as a result of a culpable action committed or permitted by the respective member of the Board of Directors;

2. The respective member of the Board of Directors has violated the prohibition on conflicts of interest;

3. The variable remuneration was granted based on data that subsequently proved to be incorrect.

(6) The contract with a member of the Board of Directors shall regulate the conditions and the maximum amount of severance pay in the event of early termination, as well as payments related to the notice period or provided for in a non-compete clause. Severance pay upon early termination of the contract is determined in the amount of the sum of the fixed remunerations paid for the last 24 months.

(7) The contract shall also regulate the company's possibility to demand the return of variable remuneration on the grounds provided in the Policy.

(8) Any unpaid part of granted variable remuneration (if any) shall be paid within one month of the release of a member of the Board of Directors from office and from liability, except in the hypotheses of Art. 5, para. 5.

**Art. 6.** The relations between the company and an executive member of the Board of Directors (Executive Director) are regulated by a management assignment contract concluded in accordance with the Commercial Act.

**Art. 7.** Compensation under Art. 5, para. 6 and Art. 6, para. 2 is not due if the dismissal is due to unsatisfactory results or culpable behavior of the member of the Board of Directors.

**Art. 8.** Upon early termination of a management contract, the total amount of severance pay and payments related to the notice period may not exceed the sum of the annual fixed remunerations paid for the last 24 months.

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

(2) The specific terms and parameters of the remuneration under para. 1 shall be determined by a resolution of the General Meeting of Shareholders on a case-by-case basis, in compliance with the provisions of the law.

(3) The provision of remuneration in the form of shares aims to achieve:

1. Commitment and engagement of the members of the Board of Directors;
2. Retention of qualified and loyal members;
3. Alignment of the interests of the members of the Board of Directors with the long-term interests of the company.

(4) In determining the right to and the amount of remuneration in the form of shares, the duties and the contribution of each individual member of the Board to the company's activities and results shall be taken into account.

### **III. DISCLOSURE OF INFORMATION**

**Art. 10.** The company shall disclose its remuneration policy and any subsequent changes in a clear and accessible manner.

**Art. 11.** The report on the implementation of the remuneration policy is a separate document attached to the annual financial statements.

### **IV. GENERAL PROVISIONS**

**Art. 12.** Members of the Board of Directors shall provide a management guarantee in the amount of their three-month gross remuneration.

**Art. 13.** The Remuneration Policy is reviewed at least once every four years or when significant changes are necessary.



*The resolution of the General Meeting of Shareholders dated May 11, 2021, for the adoption of the policy was passed as follows: Number of shares for which valid votes were cast: 4,388,105, representing 82.0% of all voting shares. Total number of valid votes cast: 4,388,105. Number of votes cast "In Favor": 4,388,105. Number of votes cast "Against": None. Abstentions: None.*

*The resolution of the General Meeting of Shareholders dated May 15, 2025, for the adoption of the amendment to the policy was passed as follows: Number of shares for which valid votes were cast: 4,388,105, representing 82.01% of the capital. Total number of valid votes cast: 4,388,105. Number of votes cast "In Favor": 4,388,105. Number of votes cast "Against": None. Abstentions: None.*