FORM
FOR THE EXERCISE OF VOTING RIGHTS BY A PROXY
AT THE EXTRAORDINARY GENERAL MEETING OF POLENERGIA S.A.
CONVENED ON 15 JANUARY 2026

This form has been prepared in accordance with the provisions of Article 402³ § 1 point 5 and § 3 of the Commercial Companies Code in order to enable the proxy to cast a vote at the Extraordinary General Meeting of Polenergia Spółka Akcyjna with its registered office in Warsaw convened for 15 January 2026.

The use of this form is not obligatory – it depends only on the shareholder's decision and is not a condition for voting by a proxy. The form contains, in particular, instructions on the exercise of voting rights by the proxy.

This form does not replace the power of attorney granted to the proxy by the shareholder.

This form allows you to:

a) **in Part I** , the identification of the shareholder casting a vote and his proxy,

b) **in Part II**, to cast a vote, to file an objection and to place instructions on the voting method in relation to each of the resolutions on which the proxy is to vote.

The shareholder issues an instruction by inserting an "X" in the appropriate field. If the "Other" box is ticked – the shareholder should specify in this box the instructions and manner of exercising the right to vote by the proxy.

In the event that a shareholder decides to vote differently from the shares held, it is recommended that the shareholder indicate in the appropriate field the number of shares from which the proxy is to vote "for", "against" or "abstain" from voting. In the absence of an indication of the number of shares, it is considered that the proxy is entitled to vote in the indicated manner from all shares held by the shareholder.

The tables included in Part II of the form make it possible to indicate instructions for the proxy and each time refer to the draft resolution located below the table.

It is noted that the draft resolutions included in this instruction may differ from the draft resolutions put to the vote directly at the Extraordinary General Meeting. In order to avoid doubts as to the manner of voting of the proxy in such a case, it is recommended to specify in the "Other" section the manner of acting of the proxy in the above situation.

PART I

IDENTIFICATION OF THE SHAREHOLDER AND PROXY

ATTORNEY:

____

(*name and surname / company of the Proxy*)

____

(*address of residence/registered office, telephone number, e-mail address*)

____

(*PESEL, ID card number*)

SHAREHOLDER:

____

(*Shareholder's name / company*)

____

(*address/registered office, telephone number, e-mail address*)

____

(*PESEL, ID card number/number in the relevant register or KRS number, NIP number*)

____

(*number and type of shares from which voting rights will be exercised*)

Polenergia

PART II

INSTRUCTION ON THE EXERCISE OF VOTING RIGHTS AT THE EXTRAORDINARY GENERAL MEETING OF POLENERGIA S.A. WITH ITS REGISTERED OFFICE IN WARSAW CONVENED FOR 15 JANUARY 2026, AT 12:00

<table>
<tr><td colspan="3">Instruction to Resolution No. 1/2026 of the Extraordinary General Meeting of Polenergia S.A. of 15 January 2026</td></tr>
<tr><td>For ☐</td><td>Cons ☐</td><td>Abstain ☐</td></tr>
<tr><td>Number of shares:
______________________</td><td>File an objection ☐
Number of shares:
______________________</td><td>Number of shares:
______________________</td></tr>
<tr><td colspan="3">At the discretion of the attorney: ☐</td></tr>
<tr><td colspan="3">Number of shares:
______________________</td></tr>
<tr><td colspan="3">Other ☐</td></tr>
<tr><td>Number of shares:
______________________</td><td colspan="2">Description:
____</td></tr>
<tr><td></td><td>______________________
(shareholder's signature)</td><td>______________________
(date, city)</td></tr>
</table>

Resolution No. 1/2026
of the Extraordinary General Meeting of
Polenergia S.A. with its registered office in Warsaw
of 15 January 2026

on the election of the Chairman of the General Meeting

§ 1

Pursuant to Article 409 § 1 sentence 1 of the Act of 15 September 2000 – Commercial Companies Code, the Extraordinary General Meeting of the Company elects you [●] as the Chairman of the Extraordinary General Meeting.

§ 2

The resolution enters into force at the moment of its adoption.

____

Justification: Resolution of an orderly nature.

Instruction to Resolution No. 2/2026 of the Extraordinary General Meeting of Polenergia S.A. of 15 January 2026		
For ☐	**Cons** ☐	**Abstain** ☐
Number of shares: ____________________	File an objection ☐ Number of shares: ____________________	Number of shares: ____________________
At the discretion of the attorney: ☐		
Number of shares: ____________________		
Other ☐		
Number of shares: ____________________	Description: ____________________________________	
	____________________ (shareholder's signature)	____________________ (date, city)

Resolution No. 2/2026
of the Extraordinary General Meeting of
Polenergia S.A. with its registered office in Warsaw
of 15 January 2026

on the adoption of the agenda

§ 1

The Extraordinary General Meeting of the Company resolves to adopt the following agenda:

1. opening of the Extraordinary General Meeting;
2. election of the Chairman of the Extraordinary General Meeting;
3. confirmation of the correctness of the convening of the Extraordinary General Meeting and its ability to adopt resolutions;
4. adoption of the agenda of the Extraordinary General Meeting;
5. adoption of a resolution on the amendment of the Remuneration Policy for Members of the Management Board and the Supervisory Board in Polenergia S.A.;
6. closing of the Extraordinary General Meeting.

§ 2

The resolution enters into force at the moment of its adoption.

Justification: Resolution of an orderly nature.

Instruction to Resolution No. 3/2026 of the Extraordinary General Meeting of Polenergia S.A. of 15 January 2026		
For ☐	**Cons** ☐	**Abstain** ☐
Number of shares: ____________________	**File an objection** ☐ **Number of shares:** ____________________	**Number of shares:** ____________________
At the discretion of the attorney: ☐		
Number of shares: ____________________		
Other ☐		
Number of shares: ____________________	**Description:** ____________________________________	
	____________________ (shareholder's signature)	____________________ (date, city)

Resolution No. 3/2026
of the Extraordinary General Meeting of
Polenergia S.A. with its registered office in Warsaw
of 15 January 2026

on the amendment of the Remuneration Policy for Members of the Management Board and the Supervisory Board in Polenergia S.A.

§ 1

The Extraordinary General Meeting of Polenergia Spółka Akcyjna with its registered office in Warsaw (the **"Company"**), acting pursuant to Article 90d(1) and Article 90e(4)(2) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (as amended), hereby:

1. amends the "*Remuneration Policy for Members of the Management Board and the Supervisory Board of Polenergia S.A."* adopted by Resolution No. 25/2024 of the Ordinary General Meeting of the Company of 19 June 2024 on the adoption of the Remuneration Policy for Members of the Management Board and the Supervisory Board of the Company (as amended). (amended and consolidated version adopted by the resolution of the Ordinary General Meeting of the Company on 23 April 2025) (the "**Remuneration Policy**"), in such a way that:

    1) in point 5. The definition of **"Polenergia Group**" is amended to be amended as follows:

„**Grupa Polenergia**" oznacza Spółkę oraz spółki zależne wobec Spółki.	"**Polenergia Group**" means the Company and its subsidiaries.

    2) in point 5. Remuneration Policy, after the definition of "**Bonus Criteria**", a new definition of

"**Multi-Annual Bonus Period**" is added as follows:

„**Okres Premii Wieloletniej**" oznacza okres wynoszący maksymalnie 4 lata, związany z przewidywanym okresem realizacji poszczególnych inwestycji Grupy Polenergia, którego dotyczą cele biznesowe i inne warunki premiowe określone przez Radę Nadzorczą w związku z przyznaniem danej transzy Premii Wieloletniej, przy czym Okres Premii Wieloletniej może rozpoczynać się przed datą przyznania danej transzy Premii Wieloletniej.	"**Long-Term Incentive Period**" means a maximum period of four years, related to the anticipated period of implementation of individual investments of the Polenergia Group, which is subject to business objectives and other incentive conditions specified by the Supervisory Board in connection with the granting of a given tranche of the Long-Term Incentive; the Long-Term Incentive Period may begin before the date on which a given tranche of the Long-Term Incentive has been granted.

3) in point 5. Remuneration Policy, after the definition of "**Remuneration Policy**", a new definition of "**Bonus**" is added as follows:

„**Premia**" oznacza Premię Roczną oraz Premię Wieloletnią;	"**Bonus**" means the Annual Bonus and the Long-Term Incentive;

4) in point 5. The definition of "**Bonus**" is amended to change the following wording:

„**Premia Roczna**" oznacza wynagrodzenie zmienne w formie pieniężnej, przysługujące Członkom Zarządu za dany rok obrotowy po spełnieniu kryteriów opisanych w Systemie Premiowym;	"**Annual Bonus**" means variable remuneration in monetary form, payable to the Members of the Management Board for a given financial year after the criteria described in the Bonus System have been met;

5) in point 5. Remuneration Policy, after the definition of "**Annual Bonus**", a new definition of "**Multi-Annual Bonus**" is added as follows:

„**Premia Wieloletnia**" oznacza wynagrodzenie zmienne w formie pieniężnej, które przyznawane jest Członkom Zarządu za okresy dłuższe niż jeden rok obrotowy, na warunkach określonych w niniejszej Polityce Wynagrodzeń oraz Systemie Premiowym;	"**Long-Term Incentive**" means variable remuneration in monetary form, payable to the Members of the Management Board for periods longer than one financial year, under the terms and conditions described in the Bonus System;

6) in point 5. The definition of the "**Bonus System**" is amended to give it a new, following wording:

„**System Premiowy**" oznacza „Regulamin systemu premiowego dla zarządu Spółki przyjęty przez Radę Nadzorczą", w oparciu, o który realizowany jest w Spółce program premiowy obejmujący Premie Roczne i Wieloletnie;	"**Bonus System**" means the "Rules of the bonus system for the Company's Management Board", adopted by the Supervisory Board, based on which the bonus system covering the Annual Bonuses and Long-Term Incentives, is implemented in the Company;

7) point 16 is amended. of the Remuneration Policy by giving it a new, following wording:

16. Członkom Zarządu przysługuje wynagrodzenie zmienne w postaci Premii, Rocznych oraz Premii Wieloletnich, których szczegółowe warunki określa Rada Nadzorcza w Systemie Premiowym.

16. Management Board Members shall be entitled to variable remuneration in the form of the Annual Bonuses and Long-Term Incentives, the detailed terms of which shall be determined by the Supervisory Board in the Bonus System.

8) point 17 is amended. of the Remuneration Policy by giving it a new, following wording:

17. Rada Nadzorcza jest uprawniona do kształtowania i uszczegółowienia Systemu Premiowego z zastrzeżeniem następujących zasad:

a) Premia Roczna będzie wypłacana jednorazowo po zakończeniu danego roku;

b) Premia Wieloletnia będzie wypłacana jednorazowo po zakończeniu Okresu Premii Wieloletniej. System Premiowy może jednak określać przypadki, w których może dojść do wcześniejszej wypłaty Premii Wieloletniej, szczególnie w razie zakończenia zatrudnienia Członka Zarządu w Spółce z powodów przez niego niezawinionych lub w razie zmiany kontroli nad Spółką;

c) przyznanie i wypłata Premii Rocznej jest uzależniona od poziomu spełnienia Celów Biznesowych oraz/lub Celów ESG, przy czym, aby dane Kryterium Premiowania wyznaczone w obszarze Celów Biznesowych oraz Celów ESG było brane pod uwagę w procesie obliczenia Premii Rocznej, musi być spełnione na poziomie co najmniej 80%;

d) przyznanie i wypłata Premii Wieloletniej jest uzależniona od poziomu spełnienia celów biznesowych Spółki lub Grupy Polenergia na minimalnym poziomie określonym przez Radę Nadzorczą. Rada Nadzorcza może określić także odmienne zasady obliczania Premii Wieloletniej w odniesieniu do celów

17. The Supervisory Board is entitled to develop and specify the details of the Bonus System subject to the following rules:

a) the Annual Bonus will be paid once after the end of a given year;

b) The Long-Term Incentive will be paid on a one-off basis upon the completion of the Long-Term Incentive Period. However, the Bonus System may specify circumstances in which an earlier payment of the Long-Term Incentive may occur, particularly if the Management Board Member's employment with the Company is terminated for reasons not attributable to that Member or in the case of change of control over the Company.

c) the grant and payment of the Annual Bonus is conditional upon the level of meeting the Business Objectives and/or ESG Objectives, provided that, for a given Bonus Criteria set within the Business Objectives and ESG Objectives to be considered in the Bonus calculation process, it must be fulfilled at a level of at least 80%;

d) the Long-Term Incentive will be granted and paid if the business objectives of the Company or the Polenergia Group are met at the minimum level set by the Supervisory Board. The Supervisory Board may also specify other terms for calculation of the Long-Term Incentive in relation to business objectives and/or in the biznesowych i/lub w przypadku zmiany kontroli nad Spółką, które będą zgodne z interesem Spółki (w szczególności poprzez pośrednie lub bezpośrednie powiązanie wysokości Premii Wieloletniej należnej w takim wypadku ze wzrostem ceny akcji Spółki w długoterminowym okresie);

case of change of control over the Company, in line with the Company's interest (in particular, by directly or indirectly linking the amount of the Long-Term Incentive due in such a case to the increase in the Company's share price in the long-term period);

e) w uzasadnionych przypadkach Rada Nadzorcza, według własnego uznania, może przyznać Członkowi Zarządu Premię pomimo niespełnienia Kryteriów Premiowania lub warunków, od których uzależnione jest prawo do Premii Wieloletniej;

e) in justified circumstances, the Supervisory Board may in its sole discretion grant the Bonus to a Member of the Management Board even if the Bonus Criteria or the conditions on which the right to the Long-Term Incentive depends have not been met;

f) szczegółowe Cele Biznesowe (w tym finansowe, jeżeli będą ustalone) oraz Cele ESG warunkujące przyznanie Premii Rocznej, sposoby weryfikacji ich spełnienia oraz wagi poszczególnych Kryteriów Premiowania będą ustalane corocznie zgodnie z Systemem Premiowym;

f) detailed Business Objectives (including financial, if any) and ESG Objectives for granting the Annual Bonus, the methods of verifying their fulfilment, and the weight of individual Bonus Criteria will be determined annually in line with the Bonus System;

g) szczegółowe cele warunkujące przyznanie Premii Wieloletniej, sposoby weryfikacji ich spełniania oraz wagi poszczególnych celów będą ustalane zgodnie z Systemem Premiowym;

g) detailed objectives on which the granting of the Long-Term Incentive depends and the methods of verifying their fulfilment and the weighting of individual objectives will be determined in accordance with the Bonus System;

h) Premia Roczna wypłacona za dany rok nie może przekroczyć: (i) 108% rocznego wynagrodzenia zasadniczego w Spółce, o którym mowa w punkcie 12 niniejszej Polityki – w odniesieniu do Prezesa Zarządu Spółki, oraz (ii) 96% rocznego wynagrodzenia zasadniczego w Spółce, o którym mowa w punkcie 12 niniejszej Polityki – w odniesieniu do pozostałych Członków Zarządu, przy czym wskazane maksymalne progi Premii Rocznej dotyczą realizacji Kryteriów Premiowania na poziomie 120% lub wyższym;

h) the Annual Bonus paid for a given year may not exceed (i) 108% of the annual base salary at the Company, as referred to in item 12 of this Remuneration Policy – in respect of the President of the Management Board, and (ii) 96% of the annual base salary at the Company, as referred to in item 12 of this Remuneration Policy – in respect of other Members of the Management Board, whereby the indicated maximum Bonus caps apply to the achievement of the Bonus Criteria at a level of 120% or higher;

i) Premia Roczna jest wypłacana po podjęciu uchwały Rady Nadzorczej określającej i zatwierdzającej poziom spełnienia kryteriów premiowania. Premia Roczna jest wypłacana w terminie do 30 dni od zatwierdzenia przez Walne Zgromadzenie sprawozdania finansowego Grupy Polenergia za poprzedni rok obrotowy;

i) the Annual Bonus shall be paid after the Supervisory Board adopts a resolution assessing and confirming the level of meeting the criteria; the Annual Bonus shall be paid within 30 days after the General Meeting approves the financial statements of Polenergia Group of the previous financial year;

j) szczegółowy tryb i terminy wypłacania Premii Wieloletniej Rada Nadzorcza określi w Systemie Premiowym;

j) the detailed procedure and dates for payment of the Long-Term Incentive will be specified in the Bonus System by the Supervisory Board;

k) System Premiowy nie przewiduje możliwości odroczenia Premii;

k) the Bonus System does not provide for the possibility of deferring the Bonus;

l) Premia może podlegać zwrotowi w przypadkach określonych w przepisach prawa oraz Systemie Premiowym.

l) the Bonus may be reimbursed in cases defined by the provisions of law and the Bonus System.

9) point 20 is amended. of the Remuneration Policy by giving it a new, following wording:

20. Proporcja pomiędzy, (i) stałymi składnikami wynagrodzenia, o których mowa w punktach 12, 15 oraz stałych elementów dodatkowych programów emerytalno-rentowych, o których mowa w punkcie 30 niniejszej Polityki Wynagrodzeń, w przypadku ich przyznania, a (ii) zmiennymi składnikami wynagrodzenia, o których mowa w punktach 16 i 18 oraz zmiennych elementów dodatkowych programów emerytalno-rentowych, o których mowa w punkcie 30 niniejszej Polityki Wynagrodzeń, które mogą zostać przyznane Członkom Zarządu lub Członkom Rady Nadzorczej za dany rok obrotowy[1], nie przekroczy proporcji 1:11. Na potrzeby ustalania tej proporcji, kwota Premii Wieloletniej będzie uwzględniana w części proporcjonalnej, przypadającej na dany rok Okresu Premii Wieloletniej (lub

20. The proportion between (i) the fixed components of remuneration referred to in items 12, 15 and the fixed elements of supplementary pension schemes referred to in item 30 of this Remuneration Policy, if granted, and (ii) the variable components of remuneration referred to in items 16 and 18 and the variable components of supplementary pension schemes referred to in item 30 of this Remuneration Policy, which may be granted to the Management Board Members of to the Supervisory Board Members for the particular financial year shall not exceed a ratio of 1:11. For the purposes of determining this proportion, the amount of the Long-Term Incentive will be taken into account in the proportionate part attributable to the given year of the Long-Term Incentive Period (or part thereof) to which it applies. This rule also applies in a situation where, on the basis of the terms

[1] In accordance with the Communication of the European Commission – Guidelines on the standard presentation of remuneration statements under Directive 2007/36/EC, as amended by Directive (EU) 2017/828, with regard to encouraging long-term commitment of shareholders ("EC guidelines"). / In accordance with the Communication from the European Commission - Guidelines on the standardised presentation of the remuneration report under Directive 2007/36/EC, as amended by Directive (EU) 2017/828, as regards the encouragement of long-term shareholder engagement ("EC Guidelines").

jego części), którego dotyczy. Zasada ta ma również zastosowanie w sytuacji, w której – na podstawie warunków Systemu Premiowego, o których mowa w pkt. 17b) doszłoby do wypłaty Premii Wieloletniej przed zakończeniem Okresu Premii Wieloletniej. Przykładowo, w razie przyznania danej transzy Premii Wieloletniej dotyczącej Okresu Premii Wieloletniej od 1 lipca 2025 r. do 30 czerwca 2029 r., następujące części, Premii Wieloletniej, będą zaliczane do poszczególnych lat kalendarzowych, na potrzeby ustalenia zgodności z powyższą proporcją wynagrodzenia stałego do wynagrodzenia zmiennego za dany rok: 1/8 kwoty Premii Wieloletniej będzie przypisana do 2025 r., ¼ kwoty do 2026 r., ¼ kwoty do 2027 r., ¼ kwoty do 2028 r. oraz 1/8 kwoty do 2029 r.

and conditions of the Bonus System referred to in point 17b), the Long-Term Incentive would be paid before the end of the Long-Term Incentive Period. For example, if a given tranche of the Long-Term Incentive is granted for the Long-Term Incentive Period from 1 July 2025 to 30 June 2029, the following parts of the Long-Term Incentive will be allocated to individual calendar years, for the purposes of determining compliance with the above ratio of fixed to variable remuneration for a given year: 1/8 of the amount of the Long-Term Incentive will be allocated to 2025, 1/4 of the amount to 2026, 1/4 of the amount to 2027, 1/4 of the amount to 2028 and 1/8 of the amount to 2029.

10) point 28 is amended. of the Remuneration Policy by giving it a new, following wording:

28. Realizacji strategii biznesowej, długoterminowych interesów oraz stabilności Spółki służyć ma w szczególności (i) przyznanie Członkom Zarządu wynagrodzenia zmiennego o charakterze motywacyjnym (w postaci Premii) (ii) ustalenia maksymalnej proporcji wynagrodzenia stałego w stosunku do wynagrodzenia na zmiennego na poziomie 1:11, (iii) uzależnienie wypłaty Premii od określonych celów biznesowych oraz Celów ESG (krótko- i długoterminowych), oraz (iv) uzależnienie wypłaty Premii Rocznej od zatwierdzenia sprawozdania finansowego; (v) możliwość żądania zwrotu Premii w uzasadnionych przypadkach. Czynniki te mają na celu ograniczanie nadmiernego ryzyka w dążeniu do osiągnięcia wyłącznie krótkoterminowych wyników.

28. For the purpose of the realisation of the Company's business strategy, long-term interests and sustainability, the Management Board Members: (i) shall be awarded variable remuneration of a motivational nature (in the form of a Bonus); (ii) the maximum ratio of the fixed remuneration to the variable remuneration shall be set at 1:11, (iii) the payment of the Bonus will be subject to the set business objectives and ESG Objectives (short and long-term), and (vi) the payment of the Annual Bonus will be conditional on the approval of financial statements, (v) the return of the Bonus may be demanded in justified cases. This is aimed to mitigate the excessive risk in effort to achieve only short-term results.

11) point 37 is amended. of the Remuneration Policy by giving it a new, following wording:

37. W stosunku do Polityki Wynagrodzeń przyjętej uchwałą nr 29 Zwyczajnego Walnego Zgromadzenia Spółki z dnia 23 kwietnia 2025 roku w sprawie przyjęcia Polityki wynagrodzeń członków zarządu i rady nadzorczej Spółki wprowadzono

37. Material changes have been made to the Remuneration Policy adopted by Resolution No. 29 of the Annual General Meeting of 23 April 2025 on the adoption of the Remuneration Policy for Members of the Management Board and Supervisory Board

istotne zmiany:	of the Company:
a) uchwałą nr ___/2026 Nadzwyczajnego Walnego Zgromadzenia Spółki z dnia [●] 2026 roku w sprawie zmiany *„Polityki Wynagrodzeń Członków Zarządu i Rady Nadzorczej w spółce Polenergia S.A.”* wprowadzono zmiany dotyczące zasad wypłaty Członkom Zarządu zmiennego wynagrodzenia w postaci Premii, polegającej m.in. na (i) wprowadzeniu możliwości przyznawania Członkom Zarządu Premii Wieloletnich; oraz (ii) zmiany proporcji pomiędzy wynagrodzeniem stałym i zmiennym Członków Zarządu oraz doprecyzowaniu zasad jej ustalania, w odniesieniu do Premii Wieloletnich.	a) by Resolution No. ___/2026 of the Extraordinary General Meeting of the Company of [●] 2026 on amending the "*Remuneration Policy for the Members of the Management Board and the Supervisory Board of Polenergia S.A.*", changes were introduced regarding the rules for paying variable remuneration in the form of Bonuses, including, among other things (i) the introduction of the possibility of granting Long-Term Incentives to Members of the Management Board, and (ii) changes to the ratio between the fixed and variable remuneration of Management Board Members and the clarification of the rules for determining it with regard to Long-Term Incentives.

2. decides that the remaining provisions of the Remuneration Policy, unchanged in paragraph 1 above, remain unchanged.

§ 2

The Extraordinary General Meeting of the Company adopts the consolidated text of the Remuneration Policy taking into account the changes to the Remuneration Policy introduced pursuant to this resolution. The consolidated text of the Remuneration Policy is attached to this resolution.

§ 3

The resolution enters into force at the moment of its adoption.

Justification: The proposed changes to the Remuneration Policy concern only issues related to enabling the granting of long-term bonuses to members of the Management Board as part of a multi-year incentive program.

In connection with the need to more closely link the variable remuneration of the Management Board with the Company's business strategy and its long-term interest, the current variable remuneration system of the Management Board, based on annual bonuses, was revised in terms of its adequacy. It was considered that in order to achieve the Company's long-term goals adopted as part of its business strategies, the Company's long-term interests and to build lasting foundations for the growth of the Company's value, and thus to maximize the value for the Company's current and future shareholders, it is necessary to introduce a long-term incentive program, which may be based on both the Company's business goals and other criteria confirming the increase in its value. It has also been assumed that the payment of a long-term bonus may be linked to an event leading to a change of control, if such an event occurs on terms that will be in line with the Company's interest, i.e. it will confirm the increase in the Company's share price in the long term.

The adoption of a multi-year bonus program with such criteria will be a great incentive for the Management Board to fully engage in the implementation of activities that will increase the value of the company in the long term. Such a program will also have a strong retention character, also in the context of specific risks for the Company in this area related to potential transactions that may lead to change of control over the Company. The adoption of a long-term incentive program should therefore ensure the stability of the Company in the period in which such a change of control would occur.

The draft of this resolution has been positively reviewed by the Supervisory Board of the Company (Supervisory Board Resolution No. 83/2025 of 19 December 2025), in accordance with rule 4.7. Best Practices for WSE Listed Companies 2021.