



**Report on the remuneration of the
Members of the Management Board and
Supervisory Board of
Wirtualna Polska Holding S.A.
for the years 2019 and 2020**

REPORT ON THE REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF WIRTUALNA POLSKA HOLDING S.A. FOR THE YEARS 2019 AND 2020

This Report on the remuneration of members of the Management Board and Supervisory Board of Wirtualna Polska Holding S.A. ("Company") for the years 2019-2020 was drawn up by the Supervisory Board of the Company pursuant to Art. 90g of the Act of July 29, 2005 on public offering, conditions for introducing financial instruments to the organized trading system, and public companies ("the Public Offering Act").

Unless otherwise stated, all amounts related to monetary values are presented in thousand PLN.

1. TOTAL REMUNERATION OF MEMBERS OF THE MANAGEMENT AND SUPERVISORY BOARD BY COMPONENTS, AND MUTUAL PROPORTIONS BETWEEN THESE REMUNERATION COMPONENTS

1.1. FULL REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OBTAINED FROM WIRTUALNA POLSKA HOLDING S.A.

The total remuneration of the Members of the Management Board of the Company in 2019-2020 consisted of the following components:

- a. fixed (basic) remuneration,
- b. variable remuneration (bonuses, rewards),
- c. non – financial remuneration (additional benefits).

Non-financial benefits are granted to members of the Management Board on the terms applicable to employees and associates of the Company.

In addition, members of the Management Board and Supervisory Board are subject to third party liability insurance (D&O Insurance) financed by the Company.

In the period from January 1, 2019 to May 31, 2019, Members of the Management Board of the Company were entitled to remuneration under employment contracts concluded with the Company. Starting from June 1, 2019, members of the Management Board of the Company are entitled to remuneration on the basis of a corporate relationship - for appointment to the Management Board. The amount of remuneration due to members of the Management Board is determined in the resolutions of the Supervisory Board of the Company.

Members of the Supervisory Board of the Company in the years 2019-2020 were entitled only to remuneration in a fixed amount for participation in the meeting of the Supervisory Board of the Company convened by the Chairman of the Supervisory Board of the Company in accordance with the Regulations of the Supervisory Board of Wirtualna Polska Holding SA. The amount referred to above has been determined in a resolution of the General Meeting of the Company.

Mr. Krzysztof Krawczyk - Vice-Chairman of the Supervisory Board for performing the function of the Chairman of the Audit Committee of the Supervisory Board was granted, by way of a resolution of the General Meeting of the Company, additional remuneration in a fixed monthly amount.

Table: The amount of the total remuneration of Members of the Management Board and Supervisory Board of the Company obtained from the Company in 2019-2020

Name and Surname Position	Year	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense	Total remuneration	Proportion of remuneration	
		Base salary	Fringe benefits	One-year variable	Multi-year variable				fixed	variable
JACEK ŚWIDERSKI	2019	189	2,5	735	0	0	0	926	21%	79%
President of the Management Board	2020	204	4,5	835	0	0	0	1043	20%	80%
MICHAŁ BRAŃSKI	2019	96	2	381	0	0	0	479	20%	80%
Member of the Management Board	2020	96	4,5	400	0	0	0	500	20%	80%
KRZYSZTOF SIEROTA	2019	96	1,6	385	0	0	0	482	20%	80%
Member of the Management Board	2020	96	1,1	402	0	0	0	499	19%	81%
ELŻBIETA BUJNIEWICZ-BELKA	2019	144	1,4	397	0	0	0	543	27%	73%
Member of the Management Board	2020	144	1,1	431	0	0	0	576	25%	75%
JAROSŁAW MIKOS	2019	40	0	0	0	0	0	40	100%	0%
Chairman of the Supervisory Board	2020	32	0	0	0	0	0	32	100%	0%
BEATA BARWIŃSKA	2019	40	0	0	0	0	0	40	100%	0%
Member of the Supervisory Board	2020	32	0	0	0	0	0	32	100%	0%
MARIUSZ JARZĘBOWSKI	2019	40	0	0	0	0	0	40	100%	0%
Member of the Supervisory Board	2020	32	0	0	0	0	0	32	100%	0%
PIOTR WALTER	2019	40	0	0	0	0	0	40	100%	0%
Member of the Supervisory Board	2020	32	0	0	0	0	0	32	100%	0%
ALEKSANDER WILEWSKI	2019	40	0	0	0	0	0	40	100%	0%
Member of the Supervisory Board	2020	32	0	0	0	0	0	32	100%	0%
WITOLD WOŹNIAK	2019 ⁽¹⁾	0	0	0	0	0	0	0	ND	ND
Member of the Supervisory Board	2020 ⁽²⁾	16	0	0	0	0	0	16	100%	0%
KRZYSZTOF KRAWCZYK	2019	212	0	0	0	0	0	212	100%	0%
Member of the Supervisory Board	2020 ⁽³⁾	109	0	0	0	0	0	109	100%	0%

⁽¹⁾ was not a Member of the Supervisory Board

⁽²⁾ from 21.08.2020

⁽³⁾ until 07.07.2020

1.2. REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OBTAINED FROM ENTITIES BELONGING TO THE SAME CAPITAL GROUP

All members of the Management Board of the Company in the years 2019-2020 performed the function of the Supervisory Boards members of subsidiaries and for this reason, based on the resolutions of the Shareholders' Meeting of subsidiaries, they were awarded a fixed monthly remuneration.

The amount of remuneration of Mr. Jacek Świdorski - President of the Management Board of the Company, obtained from entities belonging to the Wirtualna Polska Capital Group in the years 2019-2020

JACEK ŚWIDERSKI President of the Management Board	Year	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense	Total remuneration
		Function based salary	Fringe benefits	One-year variable	Multi-year variable			
Wirtualna Polska Media spółka akcyjna	2019	714	0	0	0	0	0,9	715
	2020	720	0	0	0	0	9,9	730
Wakacje.pl spółka akcyjna	2019	486	0	0	0	0	1	487
	2020	600	0	0	0	0	7,5	608
Domodi spółka z ograniczoną odpowiedzialnością	2019	486	0	0	0	0	0	486
	2020	600	0	0	0	0	0	600
Totalmoney.pl spółka z ograniczoną odpowiedzialnością	2019	189	0	0	0	0	0	189
	2020	240	0	0	0	0	0	240
Nocowanie.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36

Table: The amount of remuneration of Ms Elżbieta Bujniewicz-Belka - Member of the Management Board / Chief Financial Officer, obtained from entities belonging to the Wirtualna Polska Capital Group in 2019-2020

ELŻBIETA BUJNIEWICZ - BELKA	Year	1		2		3 Extraordinary items	4 Pension expense	5 Total remuneration
		Fixed remuneration		Variable remuneration				
		Function based salary	Fringe benefits	One-year variable	Multi-year variable			
Member of the Management Board								
Wirtualna Polska Media spółka akcyjna	2019	300	0	0	0	0	0	300
	2020	300	0	0	0	0	0	300
Wakacje.pl spółka akcyjna	2019	144	0	0	0	0	0	144
	2020	144	0	0	0	0	0	144
Domodi spółka z ograniczoną odpowiedzialnością	2019	144	0	0	0	0	0	144
	2020	144	0	0	0	0	0	144
Totalmoney.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36
Nocowanie.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36

Table: The amount of remuneration of Mr. Michał Brański - Member of the Management Board, obtained from entities belonging to the Wirtualna Polska Capital Group in 2019-2020

MICHAŁ BRAŃSKI	Year	1		2		3 Extraordinary items	4 Pension expense	5 Total remuneration
		Fixed remuneration		Variable remuneration				
		Function based salary	Fringe benefits	One-year variable	Multi-year variable			
Member of the Management Board								
Wirtualna Polska Media spółka akcyjna	2019	348	0	0	0	0	0	348
	2020	348	0	0	0	0	0	348
Wakacje.pl spółka akcyjna	2019	144	0	0	0	0	0	144
	2020	144	0	0	0	0	0	144
Domodi spółka z ograniczoną odpowiedzialnością	2019	144	0	0	0	0	0	144
	2020	144	0	0	0	0	0	144
Totalmoney.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36
Nocowanie.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36

Table: The amount of remuneration of Mr. Krzysztof Sierota - Member of the Management Board, obtained from entities belonging to the Wirtualna Polska Capital Group in 2019-2020

KRZYSZTOF SIEROTA	Year	1		2		3 Extraordinary items	4 Pension expense	5 Total remuneration
		Fixed remuneration		Variable remuneration				
		Function based salary	Fringe benefits	One-year variable	Multi-year variable			
Member of the Management Board								
Wirtualna Polska Media spółka akcyjna	2019	348	0	0	0	0	0	348
	2020	348	0	0	0	0	0	348
Wakacje.pl spółka akcyjna	2019	144	0	0	0	0	0	144
	2020	144	0	0	0	0	0	144
Domodi spółka z ograniczoną odpowiedzialnością	2019	144	0	0	0	0	0	144
	2020	144	0	0	0	0	0	144
Totalmoney.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36
Nocowanie.pl spółka z ograniczoną odpowiedzialnością	2019	36	0	0	0	0	0	36
	2020	36	0	0	0	0	0	36

Table: The amount of remuneration of Mr. Witold Woźniak - Member of the Management Board, obtained from entities belonging to the Wirtualna Polska Capital Group in 2019-2020

		1		2		3	4	5
WITOLD WOŹNIAK	Year	Fixed remuneration		Variable remuneration		Extraordinary items	Pension expense	Total remuneration
Member of the Supervisory Board		Function based salary	Fringe benefits	One-year variable	Multi-year variable			
Wirtualna Polska Media spółka akcyjna	2020	140	0	0	0	0	0	140
Wakacje.pl spółka akcyjna	2020	160	0	0	0	0	0	160
Domodi spółka z ograniczoną odpowiedzialnością	2020	10	0	0	0	0	0	10

Mr. Witold Woźniak - a Member of the Supervisory Board of the Company from August 21, 2020 - for the period of performing his function in the Supervisory Board of the Company in 2020 received remuneration from subsidiaries for the provision of services on the basis of advisory contracts. Mr. Witold Woźniak's remuneration is calculated as the result of multiplying the number of days of providing advisory services to the Company's subsidiaries in a given calendar month and the daily rate agreed in the contract.

2. EXPLANATION OF THE METHOD IN WHICH THE TOTAL REMUNERATION COMPLIES WITH THE ADOPTED REMUNERATION POLICY, HOW IT CONTRIBUTES TO THE ACHIEVEMENT OF THE COMPANY'S LONG-TERM RESULTS

The principles of awarding remuneration to Management Board Members in 2019-2020, applied both before the implementation of the Remuneration Policy and set out in its content, have been shaped in such a way as to create incentives for Management Board Members to effectively manage the Company and the Wirtualna Polska Capital Group and to take action and efforts aimed at the further development of the Group and the implementation of the interests of shareholders, taking into account the rights of stakeholders. In connection with the above, both in the Remuneration Policy and before its implementation, it was assumed that the total remuneration of Management Board members will consist of a fixed and variable part, while at the same time it was assumed that the variable remuneration would be a multiple of the annual fixed remuneration. Moreover, the manner of determining the remuneration of Management Board Members in relation to the variable part of this remuneration was directly related to the general business strategy of the Group. In the years 2019-2020, the bonus targets set for individual Management Board Members in the part relating to financial results were directly correlated with the assumptions of the Group's income and cost budget approved by the Supervisory Board for a given period. The remaining bonus targets of the Management Board members were linked to projects implementing the Group's long-term strategic goals, i.e. achieving the position of the main information and entertainment medium and the leader of the e-commerce market in Poland. An additional incentive for the members of the Company's Management Board to achieve the best financial results was the fact that the payment of variable remuneration was dependent on the achievement of the Group's EBITDA level set by the Supervisory Board in relation to the level set in the budget approved by the Supervisory Board for a given period.

The total remuneration of Supervisory Board members paid in 2019-2020, both before the implementation of the Remuneration Policy and after its entry into force, depended solely on the number of Supervisory Board meetings convened in a given year and was not related to the Company's results.

3. INFORMATION ON HOW THE COMPANY'S RESULTS CRITERIA HAS BEEN APPLIED

The settlement of the variable remuneration of Management Board members ("Bonus") is made on the basis of six-month bonus targets ("Bonus Targets") and their weightings, while in 2019 this settlement was made at the end of each six months, and in 2020 after the end of the year. Bonus goals and their weights were established by the Supervisory Board in the form of a resolution.

The Bonus Goals of the Management Board Members are as follows:

- a) Financial Goals, including, inter alia, such indicators as: the level of the adjusted EBITDA of the Group, the level of consolidated sales revenues, the level of the consolidated net profit of the Group, the level of CAPEX of the Group, the level of personnel costs of the Group,
- b) Non-financial Operational Goals covering projects in areas managed by individual Management Board Members, i.e. IT (e.g. related to the development of systems and technological infrastructure of companies in the Capital Group), Product (e.g. related to improving the effectiveness of displaying advertisements and increase in the viewership rate (DAU) of websites) and HR (including implementation of an intranet system in companies from the capital group);
- c) Strategic Non-financial Goals covering projects implementing the short and long-term strategy of the Capital Group;
- d) Non-financial CSR Goals, including environmental protection projects (e.g. implementation of the carbon footprint calculation procedure) and other areas of social responsibility related to the Company's operations.

The selection of Bonus Goals in a given accounting period (as well as their Weights) for individual Members of the Management Board takes into account the scope of their individual duties and responsibilities in the management process of the Company.

The basis for calculating the Bonus is the base amount determined by the Supervisory Board for the given calendar half-year, including the Bonus Goals ("Base Amount").

The condition for the payment of the Bonus to the Members of the Management Board of the Company was the achievement by the Wirtualna Polska Capital Group for the given half-year of the EBITDA result at the level of at least 97% in relation to the level assumed in the applicable budget for the given calendar half-year approved by the Supervisory Board of the Company.

The payment of the Bonus was dependent on the assessment of the level of achievement of the Bonus Goals.

The total level of achievement of the Bonus Goals in a given calendar half-year was calculated as the sum of the products of the level of achievement of individual Bonus Goals, set for a given calendar half-year, and the weight of a given target.

The level of achievement of the Bonus Goals was assessed by the Supervisory Board of the Company

The detailed settlement of the Bonus Goals in the years 2019-2020 is presented in the table below.

Table: Settlement of Bonus Goals for Members of the Management Board of the Company in 2019-2020

Name and Surname	Performance period	Type of goal	Weight of goal	Percentage of the base award amount based on the execution level of the goals
Position				
JACEK ŚWIDERSKI President of the Management Board	I half-year 2019	Financial Goals	100%	100,20%
	II half-year 2019	Financial Goals	100%	88,31%
	I half-year 2020	Financial Goals	100%	
	II half-year 2020	Financial Goals	100%	99,40%
		Nonfinancial CSR Goals	na	
MICHAŁ BRAŃSKI Member of the Management Board		Financial Goals	20%	
	I half-year 2019	Nonfinancial operational Goals	40%	100,20%
		Nonfinancial strategic Goals	40%	
		Financial Goals	30%	
	II half-year 2019	Nonfinancial operational Goals	10%	88,31%
		Nonfinancial strategic Goals	60%	
	I half-year 2020	Financial Goals	100%	
	II half-year 2020	Financial Goals	100%	99,40%
		Nonfinancial CSR Goals	na	
		Financial Goals	90%	99,50%
ELŻBIETA BUJNIEWICZ-BELKA Member of the Management Board		Nonfinancial operational Goals	10%	
	II half-year 2019	Financial Goals	90%	98,20%
		Nonfinancial operational Goals	10%	
	I half-year 2020	Financial Goals	89%	
		Nonfinancial operational Goals	11%	
	II half-year 2020	Financial Goals	70%	107,20%
		Nonfinancial operational Goals	20%	
		Nonfinancial CSR Goals	10%	
	I half-year 2019	Financial Goals	35%	96,50%
		Nonfinancial operational Goals	65%	
KRZYSZTOF SIEROTA Member of the Management Board	II half-year 2019	Financial Goals	40%	94,80%
		Nonfinancial operational Goals	60%	
	I half-year 2020	Financial Goals	20%	
		Nonfinancial operational Goals	80%	
	II half-year 2020	Financial Goals	15%	100,00%
		Nonfinancial operational Goals	85%	
		Nonfinancial CSR Goals	na	

4. INFORMATION ON ANNUAL CHANGE IN THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF THE COMPANY, THE COMPANY'S RESULTS AND THE AVERAGE REMUNERATION OF EMPLOYEES WHO ARE NOT MEMBERS OF THE MANAGEMENT BOARD OR SUPERVISORY BOARD

The Supervisory Board of the Company, taking into account the acquisition activity within the Capital Group in the preceding 5 years and the inability to obtain comparable data, decided to omit the information on the annual change in remuneration, company results and the average remuneration of employees for financial years which the Supervisory Board was not obliged to prepare the remuneration report.

Due to the principles adopted in the Company for determining the variable remuneration of Members of the Management Board, the specificity and structure of employment in the Company and the Wirtualna Polska Capital

Group, the table below presents data on the consolidated financial results of the Wirtualna Polska Capital Group and the average remuneration of employees and associates employed in the companies of the Wirtualna Polska Capital Group.

The average gross remuneration in the Wirtualna Polska Holding Capital Group was calculated as the sum of remuneration paid to employees and associates of the Capital Group who are not members of the Management Board and Supervisory Board of the Company for a given financial year, divided by the average number of employees (regardless of the form of cooperation) in that financial year.

Due to the appointment of Mr. Witold Woźniak to the Supervisory Board on August 2020, the table below did not contain information about the change in his remuneration in relation to other indicators.

Due to the resignation of Mr. Krzysztof Krawczyk from the position of a member of the Supervisory Board of the Company on 07/07/2020, the annualized value of remuneration was adopted for the purposes of calculating the change in his remuneration in 2020 compared to 2019.

Annual change	2020 vs 2019 %	2020 vs 2019 in thousands PLN	Year 2020	Year 2019
Total remuneration of Members of the Management Board and Supervisory Board from the Company				
JACEK ŚWIDERSKI, President of the Management Board	12,7%	117	1 043	926
ELŻBIETA BUJNIEWICZ - BELKA, Member of the Management Board	6,1%	33	576	543
MICHAŁ BRAŃSKI, Member of the Management Board	4,5%	22	500	479
KRZYSZTOF SIEROTA, Member of the Management Board	3,5%	17	499	482
JAROSŁAW MIKOS, Chairman of the Supervisory Board	-20,0%	-8	32	40
BEATA BARWIŃSKA - PIOTROWSKA, Member of the Supervisory Board	-20,0%	-8	32	40
MARIUSZ JARZĘBOWSKI, Member of the Supervisory Board	-20,0%	-8	32	40
PIOTR WALTER, Member of the Supervisory Board	-20,0%	-8	32	40
ALEKSANDER WILEWSKI, Member of the Supervisory Board	-20,0%	-8	32	40
WITOLD WOŹNIAK, Member of the Supervisory Board ⁽¹⁾	0,0%	0	16	0
KRZYSZTOF KRAWCZYK, Vice-chairman of the Supervisory Board ⁽²⁾	0,0%	0	212	212
Financial results of the Wirtualna Polska Holding Capital Group				
Corrected EBITDA of the Wirtualna Polska Holding Capital Group	-0,9%	-2 021	216 922	218 943
Revenues from sales of the Wirtualna Polska Holding Capital Group	-10,8%	-76 414	632 286	708 700
Net profit/loss of the Wirtualna Polska Holding Capital Group	14,9%	10 567	81 699	71 132
Average remuneration in the Wirtualna Polska Holding Capital Group				
Employees and co-workers	1,1%	1	103	102

⁽¹⁾ from 08.2020

⁽²⁾ from 1.01.2019 until 7.07.2020

5. INFORMATION ON THE FINANCIAL INSTRUMENTS GRANTED OR OFFERED TO THE MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD AS WELL AS THE MAIN CONDITIONS FOR THE EXERCISE OF RIGHTS UNDER THESE INSTRUMENTS

The Company runs incentive programs under which selected Members of the Management Board and Supervisory Board may be granted the right to take up the Company's shares in exchange for subscription warrants issued as part of the conditional increase in the Company's share capital.

Persons participating in the incentive program shall successively acquire the rights to shares, in accordance with the schedules set out in the agreements concluded between the Company and the entitled persons, subject to cases of loss of rights to shares specified in the relevant regulations of incentive programs and agreements referred to above. The entitled person has the right to acquire the subscription warrants to which is entitled to and submit subscriptions for his shares within 10 working days from the end of each subsequent calendar quarter of acquiring rights to shares specified in the schedule.

If, within the time limit referred to in the preceding paragraph, the entitled person fails to acquire the subscription warrants to which is entitled to and fails to subscribe for the shares to which is entitled to at that time, he will have the right to acquire subscription warrants and subscribe for shares within 10 working days from the end of each subsequent calendar quarter, but no later than by the last day of exercising the rights from subscription warrants specified in a given issue resolution.

The regulations of incentive programs and agreements concluded between the Company and the entitled persons may stipulate additional conditions for the acquisition by the authorized person of rights to shares or the exercise by the authorized person of the rights under subscription warrants.

As at the date of this Report, only Mrs. Elżbieta Bujniewicz-Belka - Member of the Management Board /Chief Financial Officer participates in the incentive programs run by the Company.

As part of the first incentive program, Mrs. Elżbieta Bujniewicz-Belka (Member of the Management Board) acquired 111,982 ordinary series C bearer shares issued on the basis of the resolution of series C shares, including in the period covered by this Report Elżbieta Bujniewicz-Belka acquired 9852 ordinary bearer series shares C (the acquisition of which resulted from the execution of rights acquired in 2017).

Mrs. Elżbieta Bujniewicz-Belka is also entitled to take up a maximum of 120,000 ordinary bearer series F shares issued under the second management options program on the basis of the resolution of the series F share issue, whereby the acquisition was to take place in tranches of 40,000 shares, provided that the conditions set out in the management options agreement concluded with the Company were met.

On May 17, 2021, an annex to the management options agreement referred to above was signed, under which the options will be acquired in quarterly tranches starting from the second quarter of 2021, with 40,000 options being granted under the annex for exercising functions by Mrs. Elżbieta Bujniewicz-Belka in 2019-2020.

The detailed conditions for the exercise of the managerial options granted to Ms Elżbieta Bujniewicz-Belka in the reporting period are presented in the table below.

Name and Surname Position	The main conditions of share option plans						Information regarding the reported financial year					
	1	2	3	4	5	6	Opening balance	8	9	10	Closing balance	12
	Name of the plan	Performance period	Award date	Vesting date	Exercise period	Execution price	Share options held at the beginning of the year	Share options awarded and not vested	Share options vested	Share options exercised	Share options subject to a performance condition	Share options awarded and not vested
ELŻBIETA BUJNIEWICZ-BELKA Member of the Management Board	ESOP I	03/02/2015 - 14/07/2017	03/02/2015	every quarter	10 days after every quarter, no later than by 14/01/2025	12,17 PLN	9 852	0	0	9 852	0	0
	ESOP II (conditional)	25/03/2019 - 31/12/2021	25/03/2019	every quarter, subject to conditions	10 days after every quarter, no later than by 05/03/2025	32,00 PLN	0	120 000	0	0	120 000	120 000

6. INFORMATION ABOUT THE USE OF REIMBURSEMENT OF VARIABLE REMUNERATION COMPONENTS

The Remuneration Policy for Members of the Management Board and Supervisory Board of the Company, as well as in the resolutions of the Supervisory Board of the Company setting out the terms of remuneration for Members of the Management Board of the Company, does not provide for the possibility for the Company to demand the return of variable remuneration components.

7. INFORMATION ON DEVIATIONS FROM THE PROCEDURE FOR THE IMPLEMENTATION OF THE REMUNERATION POLICY AND DEROGATIONS PURSUANT TO ART. 90F OF THE TRADE ACT, INCLUDING EXPLANATION OF

PREMISES AND MODE, AND INDICATION OF ELEMENTS FROM WHICH DEVIATIONS WERE APPLIED

In the years 2019 - 2020, the Company did not apply any deviations from the remuneration policy implementation procedure.

From the date of adopting the Remuneration Policy for Members of the Management Board and Supervisory Board of the Company, i.e. from July 14, 2020 to the date of this Report, the Company has not applied the procedure for withdrawing from the application of the Remuneration Policy in accordance with Art. 90F of the Act on Trading.