



Remuneration Policy ELEKTROTIM S.A. for years 2016-2018

developed in accordance with requirements of:
Chapter VI. "Remunerations"
of the "Good Practices of WSE Listed Companies 2016"

Approval:

In the scope regarding the Members of the Board:

Resolution of the Supervisory Board of ELEKTROTIM S.A. no. 12/RN/2016 of 20.04.2016 on approving the ELEKTROTIM S.A. Remuneration Policy in the scope regarding the Board of the Company

In the scope regarding the Members of the Supervisory Board:

Resolution of the General Meeting of ELEKTROTIM S.A. no. 27/WZA/2016 of 07.06.2016 on approving the ELEKTROTIM S.A. Remuneration Policy in the scope regarding the Supervisory Board of the Company

In the scope regarding the key Employees:

Rules of the Remuneration of ELEKTROTIM S.A. applicable since 01.01.2015
(Internal Order No. 12/2014 of the General Director of ELEKTROTIM S.A. of 16.12.2014 on changing the ELEKTROTIM S.A. Rules of Remuneration since 01.01.2015.



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Grounds of the study:

Chapter VI. "Remunerations" of the "Good Practices of WSE Listed Companies 2016"

I. Mission of ELEKTROTIM S.A.

"To provide values important for Customers safely"

II. Strategic Goal of ELEKTROTIM S.A.

Return on equity capitals not less than 2 x WIBOR 12M (however, not less than 6%).

III. Vision of the Policy of Remuneration in ELEKTROTIM S.A.

Policy of Remuneration specifies the system of creating remuneration in relation to the position of a person in the Company and the field of responsibility. The aim of functioning of the Policy of Remuneration is execution of strategic goals of the Company.

IV. Personnel Scope of the Remuneration Policy in ELEKTROTIM S.A.

1. Members of the Board of ELEKTROTIM S.A.,
2. Members of the Supervisory Board of ELEKTROTIM S.A.,
3. Key Employees in ELEKTROTIM S.A.

V. List of Annexes

1. Rules of remunerating the Members of the Board of ELEKTROTIM S.A.
2. Rules of remunerating the Members of the Supervisory Board of ELEKTROTIM S.A.
3. Rules of remunerating of the Key Employees of ELEKTROTIM S.A.