

DIVIDEND PAYMENT POLICY
FOR SHAREHOLDERS OF ELEKTROTIM S.A. for the years 2023 - 2025
(hereinafter: Dividend Policy)

adopted by the Management Board of ELEKTROTIM S.A. on March 20, 2023

approved by the Supervisory Board of ELEKTROTIM S.A. on March 31, 2023

The Management Board of ELEKTROTIM S.A. seeks to distribute profits by paying dividends (point 4.14 of the Best Practice for WSE Listed Companies 2021)

The Management Board of ELEKTROTIM S.A., after obtaining a positive opinion of the Supervisory Board of ELEKTROTIM S.A., will recommend to the Ordinary General Meeting of ELEKTROTIM S.A. dividend payment in the amount of 50% to 75% of the standalone net profit, which was audited in the Company's financial statements for a given financial year.

When determining the value of the dividend to be paid, which will be recommended by the Management Board, the following factors will be taken into account: the following factors: business assessment, development prospects and the related investment needs of the Company and the Group, liquidity situation, cost of debt financing, the possibility of obtaining financing for existing and future liabilities and the need to maintain debt at a safe level, as well as an analysis of the current and forecasted market situation.

Management Board of ELEKTROTIM S.A. strives for long-term optimization of the rate of return on equity for Shareholders while maintaining the security level for the Company and the ELEKTROTIM Capital Group.

Terms of dividend payment for Shareholders of ELEKTROTIM S.A.

1. After the end of each financial year, the Management Board, after obtaining a positive opinion of the Supervisory Board, will present at the General Meeting a recommendation on the distribution of profit, considering the payment of dividends to the Shareholders.

2. The Management Board of the Company reserves the right to suspend the „Dividend Policy” if any of the following reasons occur:

- a) the amount of the profit is minimal and, consequently, the dividend would be insignificant in relation to the value of the shares;
- b) the Company will justify that there are premises according to which the suspension of the „Dividend Policy” will bring measurable benefits to the Company and Shareholders;
- c) the Company did not generate cash enabling the payment of dividends;
- d) the payment of the dividend would significantly increase the risk of breaching the covenants resulting from the agreements binding the Company.

3. General Meeting of ELEKTROTIM S.A. will adopt a resolution on the payment of dividends.

Advance payment on account of dividend according to the Articles of Association of
ELEKTROTIM S.A.

1. Management Board of ELEKTROTIM S.A. is entitled to make an advance payment towards the expected dividend at the end of the financial year if the Company has sufficient funds for its payment. The advance payment requires the consent of the Supervisory Board.
2. The company may pay an advance on the anticipated dividend if its approved financial statements for the previous financial year show a profit. The advance payment may amount to no more than half of the profit achieved since the end of the previous financial year, as shown in the financial statements audited by a statutory auditor, increased by profit reserves, which may be used by the management board for the purpose of disbursement of advance payments, and decreased by uncovered losses and treasury shares.
3. The Management Board will announce the planned payment of advances at least four weeks before the commencement of the payment, specifying the date on which the financial statement was prepared, the amount to be paid, and the date on which the persons entitled to advance payments are determined. This date will be within the seven days prior to the pay-out starting date.

The validity of the "ELEKTROTIM S.A. Dividend Payment Policy"

1. The dividend policy regarding the payment of dividends will be subject to periodic verification by the Management Board, and the final decision regarding the amount of the dividend and detailed terms of payment will be made each time by the General Meeting of the Company.
2. The dividend policy will apply to profits earned in the years 2022-2025.