

	ELEKTROTIM S.A. REMUNERATION POLICY for years 2019-2021	1ST EDITION
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Remuneration Policy

ELEKTROTIM S.A.

for years 2019-2021

developed in accordance with requirements of:
Chapter 4 "Remunerations"
of the "Good Practices of WSE Listed Companies 2016"

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Grounds of the study:

Chapter 4 "Remunerations" of the "Good Practices of WSE Listed Companies 2016"

I. Mission of ELEKTROTIM S.A.

“We ensure safe operation to our Customers by providing innovative solutions based on state-of-the-art technologies”

II. Vision of ELEKTROTIM 2022

In 2022 we are going to be the leading provider of solutions in the main areas of our activities

Areas of activities on ELEKTROTIM/ELEKTROTIM Group of Companies (hereinafter referred to as: GET) are as follows:

1. electrical installations
2. power grids
3. automatics dedicated to power industry and to power engineering
4. IT for power engineering
5. maintenance of electrical installations and road infrastructure

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.

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V. Remuneration Scheme

1. Rules of remunerating the Members of the Supervisory Board of ELEKTROTIM S.A.

Legal grounds:

- a) of the Code of Commercial Companies
- b) Resolution of the General Meeting of Shareholders

Remuneration for the Members of the Supervisory Board for any reason is set with a resolution of the General Meeting of Shareholders

2. Rules of remunerating the Members of the Board of ELEKTROTIM S.A.

Legal grounds:

- a) of the Code of Commercial Companies
- b) Resolutions of the Supervisory Board of the Company

Remuneration for the Members of the Board for any reason is set with a resolution of the Supervisory Board.

3. Rules of remunerating of the Key Employees of ELEKTROTIM S.A.

Legal grounds:

- a) Labour Code
- b) Rules of remunerating in ELEKTROTIM S.A., approved by the CEO, acting on behalf of the Employer, i.e. ELEKTROTIM S.A.

Remuneration of the key Employees of ELEKTROTIM S.A. is set in the Employment Agreement.