

Dividend Policy of ELEKTROTIM S.A. for 2026–2030 (hereinafter: the Dividend Policy)

adopted by the Management Board and the Supervisory Board of ELEKTROTIM S.A.
on 26 November 2025

**The Management Board of ELEKTROTIM S.A.
strives to distribute profit through the payment of a dividend
(point 4.14 of the Best Practices for GPW-Listed Companies 2021)**

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

When determining the amount of the dividend to be recommended by the Management Board, the following factors will be taken into account, among others: business assessment, development prospects and the related investment needs of the Company and the Group, liquidity situation, cost of debt financing, the ability to obtain financing for existing and future obligations, the need to maintain debt at a safe level, as well as an analysis of the current and forecast market situation.

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

Conditions for Dividend Payment to the Shareholders of ELEKTROTIM S.A.

1. After the end of each financial year, and following a positive opinion from the Supervisory Board, the Management Board will present to the General Meeting a recommendation for profit distribution, including the payment of a dividend to the Shareholders, along with a recommendation for the timing of the dividend payment in the third quarter.
2. The Company's Management Board reserves the right to suspend the Dividend Policy if any of the following circumstances occur:
 - a) the profit is minimal, and consequently the dividend would be insignificant in relation to the value of the shares;
 - b) the Company justifies that there are grounds indicating that suspending the Dividend Policy will bring tangible benefits to the Company and the Shareholders;
 - c) the Company has not generated sufficient cash to enable the payment of a dividend;
 - d) the payment of the dividend would significantly increase the risk of breaching covenants under agreements binding on the Company.
3. The General Meeting of ELEKTROTIM S.A. will adopt a resolution regarding the payment of a dividend.

Advance dividend payment in accordance with the Articles of Association of ELEKTROTIM S.A.

1. The Management Board of ELEKTROTIM S.A. is authorized to pay an advance on the expected year-end dividend if the Company has sufficient funds for such payment. The payment of the advance requires the approval of the Supervisory Board.
2. The Company may pay an advance on the expected dividend if its approved financial statements for the previous financial year show a profit. The advance may amount to no more than half of the profit earned since the end of the previous financial year, as reported in the financial statements audited by a certified auditor, increased by reserve capital created from profit that the Management Board may use for the payment of advances, and reduced by uncovered losses and treasury shares.
3. The Management Board shall announce any planned payment of advances at least four weeks before the start of the payment, specifying the date on which the financial statements were prepared, the amount to be paid, and the record date for determining the shareholders entitled to the advances. This record date shall fall within seven days prior to the start of the payment.

Validity of the Dividend Policy of ELEKTROTIM S.A.

1. The Dividend Policy will be subject to periodic review by the Management Board, and the final decision regarding the dividend amount and the detailed terms of its payment will be made each time by the General Meeting of the Company.
2. The Dividend Policy will apply to profits generated in the years 2025-2029.