FINANCIAL SUPERVISION COMMISSION

Current report no. 32/2026

Preparation date: 2026-07-07

Issuer's abbreviated name ELEKTROTIM S.A.

Subject ELEKTROTIM S.A. Incentive Programme – Grant of Share Subscription Options for 2026, 2027 and 2028 to Programme Participants

Legal basis Article 17(1) of MAR Regulation – inside information

Report content:

ELEKTROTIM S.A. with its registered office in Wrocław (hereinafter: the Company) announces that, in implementation of Resolution No. 4/NWZA/2026 of the Extraordinary General Meeting of ELEKTROTIM S.A. dated 26 February 2026 regarding the adoption of the Incentive Programme (hereinafter: the Resolution), published in current report No. 9/2026 on 26 February 2026 (hereinafter: the Incentive Programme), on 7 July 2026 two resolutions were adopted: (i) a resolution of the Supervisory Board granting the status of participant in the Incentive Programme to the Members of the Management Board of the Company, and (ii) a resolution of the Management Board granting the status of participant in the Incentive Programme to other key employees and associates of the ELEKTROTIM Group (hereinafter: the Management Team).

The ELEKTROTIM S.A. Incentive Programme was established in order to motivate key employees and associates of the ELEKTROTIM Group to effectively implement the Company's business strategy for 2026–2030, act in the best interests of the Group, and contribute to the continuous growth in the value of the companies comprising the ELEKTROTIM Group, and consequently to the increase in the value of the Company's shares.

Pursuant to the above-mentioned resolutions, the Members of the Management Board and the Management Team were granted options to subscribe for ELEKTROTIM S.A. shares in three tranches: the first tranche for 2026, the second tranche for 2027 and the third tranche for 2028.

The allocation of 300,000 shares will take place upon fulfilment of the conditions and in accordance with the rules specified in the Resolution and in the Rules of the ELEKTROTIM S.A. Incentive Programme adopted by the Supervisory Board pursuant to the Resolution (hereinafter: the Rules), of which:

1. The Management Board of ELEKTROTIM S.A. was granted, in total under the first tranche for 2026, the second tranche for 2027 and the third tranche for 2028, options to subscribe for 150,000 ELEKTROTIM S.A. shares, including:

Maciej Posadzy – President of the Management Board – option to subscribe for 50,000 ELEKTROTIM S.A. shares;

Dariusz Kozikowski – Member of the Management Board – option to subscribe for 50,000 ELEKTROTIM S.A. shares;

Krzysztof Wójcikowski – Member of the Management Board – option to subscribe for 50,000 ELEKTROTIM S.A. shares;

2. Members of the key Management Team were granted, in total under the first tranche for 2026, the second tranche for 2027 and the third tranche for 2028, options to subscribe for 150,000 ELEKTROTIM S.A. shares.

After the expiry of 12 months from the end of a given Incentive Programme year and upon fulfilment of the conditions specified in the Resolution and the Rules, the above-mentioned persons will be offered ELEKTROTIM S.A. shares in the quantities specified above, on the terms described in the Resolution and the Rules.

The Management Board of ELEKTROTIM S.A. has decided to publish the above information due to the fact that it may affect the Company’s financial and asset position and potentially the market price of ELEKTROTIM S.A. shares.