

**DRAFT**

**RESOLUTION NO. [•]  
of the Ordinary General Meeting  
of the Company operating under the enterprise name: TAURON Polska Energia S.A.  
of ..... 2022**

concerning: the principles to be applied when establishing the compensation of Members of the Management Board of TAURON Polska Energia S.A.

Acting pursuant to art. 2, clause 2, sub-clause 1, art. 4, art. 5, art. 6, art. 7 and art. 8 of the Act of June 9, 2016, on the principles to be applied when establishing the compensation of persons managing certain companies the Ordinary General Meeting of the company TAURON Polska Energia S.A. resolves as follows:

**§ 1**

1. An agreement on the provision of management services shall be concluded with a Member of the Management Board of the Company for the time the given person performs such function (Agreement), including an obligation to provide the services in person, irrespective of the fact whether the given person is acting as part of the business operations conducted.
2. The content of the Agreement shall be defined by the Supervisory Board based on the terms specified in the Act of June 9, 2016, on the principles to be applied when establishing the compensation of persons managing certain companies (Act) and in accordance with the provisions of this resolution.

**§ 2**

1. The total compensation of a Member of the Management Board of the Company shall be made up of a fixed part, constituting a base monthly compensation (Fixed Compensation) and a variable part, constituting a complementary compensation for the Company's financial year (Variable Compensation).
2. The amount of the monthly Fixed Compensation of the Members of the Management Board shall be determined by the Supervisory Board, subject to a proviso:
  - a) Fixed Compensation of the President of the Management Board shall be set in the amount within the range between 7 and 15 times the assessment basis referred to in art. 1, clause 3, sub-clause 11 of the Act of June 9, 2016, on the principles to be applied when establishing the compensation of persons managing certain companies, subject to the applicable detailed legal regulations related to the way its amount is to be set,
  - b) Fixed Compensation of the other Members of the Management Board shall be set in the amount within the range between 7 and 15 times the assessment basis mentioned in art. 1, clause 3, sub-clause 11 of the Act of June 9, 2016, on the principles to be applied when establishing the compensation of persons managing certain companies, subject to the applicable detailed legal regulations related to the way its amount is to be set.

### § 3

1. Variable Compensation shall be dependent on the degree of achieving the Management Targets and shall not exceed 100 % of the Fixed Compensation of the Member of the Management Board in the preceding financial year.
2. Management Targets shall be established as, in particular:
  - a) achieving EBITDA at the level approved in the Material and Financial Plan for the given financial year,
  - b) achieving the Net Debt to EBITDA ratio at the level approved in the Material and Financial Plan for the given financial year,
  - c) maintaining the rating of TAURON Polska Energia SA at the investment grade level,
  - d) achieving the effects of the implemented restructuring programs or the Capital Group's operational efficiency improvement programs,
  - e) implementing the Capital Group's strategy, the investment projects in accordance with the schedule and budget that is optimal from the projects' profitability and the Capital Group's financial standing point of view,
  - f) implementing the investment projects that are key for the security of electricity supply, in particular in the electricity generation and distribution lines of business,
  - g) sales of the new products (sales of the products that include electricity and the products that are synergic to electricity and gas),
  - h) improving customer service related quality indicators (metrics) or other operational indicators (metrics),
  - i) increasing the Capital Group's innovations by carrying out research and development works, pilot projects and implementations (deployments), taking into account efficient utilization of the resources allocated for that purpose.
3. Additional Management Targets to be achieved shall be established, with the option of receiving the variable part of the compensation contingent upon their accomplishment, including:
  - a) developing and applying the principles of compensating members of the management and supervisory authorities (bodies) of subsidiary entities (subsidiaries) that are in line with the principles defined in the Act,
  - b) performing the obligations referred to in art. 17 - 20, art. 22 and art. 23, subject to art. 18a and art. 23a of the Act of December 16, 2016, on the principles of state assets management.
4. Supervisory Board shall be authorized to set the detailed Management Targets, including specifying the weights of such targets, as well as the objective and measurable criteria for the accomplishment and verification (accountability) thereof (KPI – Key Performance Indicators), taking into account the following assumptions:
  - a) Variable Compensation shall be due to the given Member of the Management Board following the approval of the Management Board's report on the company's operations and the company's financial statements for the preceding financial year as

well as the acknowledgement of the fulfilment of duties thereby (absolving of liability, granting a discharge from liabilities) by the General Meeting,

- b) payout of a portion of the Variable Compensation may be deferred for a period not longer than 36 months, depending on the fulfilment, by a specified deadline, of the conditions in accordance with the Management Targets set, then such a part of the Variable Compensation may be paid out in whole or in part at the end of the settlement period,
  - c) Variable Compensation shall be calculated pro rata; the proportionality shall be dependent on the number of days the given Members of the Management Board were providing the services in the given financial year,
  - d) fulfilment of the preconditions for the payout of the Variable Compensation to the individual Members of the Management Board for whom the Management Targets were set for the given financial year and who were performing their functions in the financial year under review, shall be determined (evaluated) by the Supervisory Board by specifying the amount due, based on the financial statements audited by the certified (statutory) auditors and other documents depending on the Targets set.
5. Expiration of the mandate of the Member of the Management Board being evaluated with respect to achieving the Management Targets shall not cause a loss of the right to receive the Variable Compensation, on the terms defined in clauses 1 - 4 above, on the condition, however, that the period the given person had been performing his/her functions in the financial year under review had been longer than 3 (three) months.

#### **§ 4**

- 1. Agreement includes an obligation by a Member of the Management Board to disclose information on an intention to perform a function in the authorities of another commercial code company (corporation), a purchase of shares therein or to obtain an approval of the Supervisory Board for the above mentioned actions and may envisage a ban on performing functions in the authorities of any other commercial code company (corporation) or introduce other restrictions related to the additional activities of the Member of the Management Board.
- 2. A Member of the Management Board shall not receive compensation for performing a function of a member of the authorities (officer) at the Company's subsidiary entities (subsidiaries) being a part of the capital group, within the meaning of art. 4, clause 14 of the Act of February 16, 2007, on competition and consumer protection.
- 3. Supervisory Board shall be authorized to define bans and restrictions referred to in clauses 1 and 2 above, the reporting obligations related to the performance thereof and the sanctions for the improper performance thereof.

#### **§ 5**

Supervisory Board will define in the Agreement the scope and the rules related to the provision, to a Member of the Management Board, of the technical devices and resources that constitute the Company's property (assets), required to perform the given function, and it may also define the limits, or the methods to be used to define them, related to the costs that the Company shall incur in connection with the provision and use of the devices and resources by the Member of the Management Board for business related purposes.

## **§ 6**

1. In case the mandate expires, in particular due to death, dismissal or submission of the resignation, the Agreement shall be terminated as of the last day the function is performed, without the need to take any additional actions.
2. Each of the Parties shall have the right to terminate the Agreement effective immediately in case of a material breach of the provisions of the Agreement by the other Party.
3. Each of the Parties shall have the right to terminate the Agreement due to other causes than the ones defined in clause 2, with a maximum 3 (three) month termination notice, subject to a proviso that in case during the notice period an event, referred to in clause 1, resulting in the termination of the agreement as a consequence of the discontinuance of the performance of the function, occurs, then the Agreement shall be terminated in accordance with the content of clause 1.
4. In case the Agreement is terminated or renounced by the Company due to other causes than the ones defined in clause 2, a Member of the Management Board may be granted a severance pay, in the amount not higher than 3 (three) times the fixed part of the compensation, on the condition the given person had performed the function for the period of at least 12 (twelve) months prior to the termination of the Agreement.
5. Severance pay, referred to in clause 4, shall not be due to a Member of the Management Board in case:
  - a) the Agreement is renounced, terminated or amended as a result of a change of the function performed by the Manager as a Member of the Management Board,
  - b) the Agreement is renounced, terminated or amended as a result of the appointment of the Manager for another term of the Management Board,
  - c) the Member of the Management Board assumes a function of a member of the management board in a company (subsidiary) that is a part of the Capital Group,
  - d) the Member of the Management Board resigns from the performance of the function.

## **§ 7**

1. Supervisory Board may conclude a non-compete agreement with a Member of the Management Board taking effect after the performance of the function has been discontinued, however it may be concluded only in case the function has been performed by the Member of the Management Board for a period of at least 6 (six) months, and the amount of the compensation for each month the non-compete agreement is in effect shall not exceed 100% of the monthly fixed compensation defined in § 2, clause 2 of this Resolution.
2. Conclusion of the non-compete agreement after the agreement on the provision of the management services has been terminated or renounced shall not be permitted.
3. Non-compete period shall not exceed 6 (six) months following the discontinuance of the performance of the function by the Member of the Management Board.
4. In case of a failure to perform the non-compete agreement or an improper performance of the non-compete agreement by a Member of the Management Board, the given Member of the Management Board shall be obligated to pay the liquidated damages to the

Company, not lower than the amount of the compensation due for the entire non-compete period.

5. Supervisory Board shall be obligated to define in the non-compete agreement at least the operations that constitute competition for the Company, the amount of the compensation due for the compliance with the non-compete agreement, the dates of payment of such compensation, the manager's information disclosure obligations and the cases when the non-compete agreement ceases to be in force, as well as it may define the Company's right to terminate the non-compete agreement or the rights of the parties to terminate the non-compete agreement.

## § 8

1. The Resolution shall enter into force as of its adoption date.
2. Resolution no. 5 of the Extraordinary General Meeting of the Company operating under the enterprise name: TAURON Polska Energia S.A., of November 21, 2019, *concerning: the principles to be applied when establishing the compensation of Members of the Management Board, and repealing the resolution no. 5 of the Extraordinary General Meeting of the Company operating under the enterprise name: TAURON Polska Energia S.A., of December 15, 2016, concerning the principles to be applied when establishing the compensation of Members of the Management Board, and repealing the resolution no. 36 of the Ordinary General Meeting of the Company operating under the enterprise name: TAURON Polska Energia S.A. of May 29, 2017, concerning amending the resolution no. 5 of the Extraordinary General Meeting of the Company of December 15, 2016, and repealing the resolution no. 26 of the Ordinary General Meeting of the Company operating under the enterprise name: TAURON Polska Energia S.A. of May 8, 2019, concerning amending the resolution no. 5 of the Extraordinary General Meeting of the Company of December 15, 2016, shall become null and void (expire).*

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*Justification for the adoption of the above resolution:*

The need to make some provisions of the resolution in force thus far more precise in the wording thereof, in connection with the applicable legal status.

**DRAFT**

**RESOLUTION NO. [•]  
of the Ordinary General Meeting  
of TAURON Polska Energia S.A.  
of ..... 2022**

concerning: amendment to the "Compensation Policy for Members of the Management Board and the Supervisory Board of TAURON Polska Energia S.A."

Acting pursuant to art. 90d, clause 1 of the Act of July 29, 2005, on a Public Offering, Conditions Governing the Introduction of Financial Instruments to the Organized Trading System and Public Companies, the Ordinary General Meeting of TAURON Polska Energia S.A. resolves as follows:

**§ 1**

1. The following amendments shall be made to the "Compensation Policy for Members of the Management Board and the Supervisory Board of TAURON Polska Energia S.A.", adopted by way of the Resolution No. 26 of the Ordinary General Meeting of TAURON Polska Energia S.A. of July 15, 2020:

**section 3.4.6 shall be given the following wording:**

*3.4.6. Supervisory Board may conclude a non-compete agreement with a Member of the Management Board taking effect after the performance of the function in the Management Board of the Company has been discontinued, however it may be concluded only in case the function has been performed by the Member of the Management Board for a period of at least 6 (six) months, and the amount of the compensation for each month the non-compete agreement is in effect shall not exceed 100% of the Fixed Compensation referred to in section 3.2.1., and the non-compete period shall not exceed 6 (six) months after the performance of the function of a Member of the Management Board was discontinued.*

2. The consolidated text of the "Compensation Policy for Members of the Management Board and the Supervisory Board of TAURON Polska Energia S.A.", taking into account the amendment referred to in section 1, constitutes an appendix to this resolution.

**§ 2**

The Resolution shall enter into force as of its adoption date.

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*Justification for the adoption of the above resolution:*

The need to adapt the wording of the provisions of the "Compensation Policy for Members of the Management Board and the Supervisory Board of TAURON Polska Energia S.A." in case the proposed resolution concerning: *the principles to be applied when establishing the compensation of Members of the Management Board of TAURON Polska Energia S.A.* is adopted by the Ordinary General Meeting of TAURON Polska Energia S.A.