

Resolution No. 15/2022
of the Supervisory Board of SECO/WARWICK S.A. with its registered office in Świebodzin
of April 21, 2022

on issuing an opinion on amendments to the Remuneration Policy and submitting a draft of the amended Remuneration Policy for members of the Management Board and Supervisory Board of SECO/WARWICK S.A. to the General Meeting for approval.

Considering that in connection with the 2022-2024 Incentive Program in force at SECO/WARWICK S.A. ("Company"), adopted on October 7, 2021 by the Extraordinary General Meeting by Resolution No. 7 on the adoption of the Incentive Program for 2022-2024, the adoption of the Incentive Program Regulations, and the allocation of the Company's own shares for the implementation of the Incentive Program, the Management Board identified the need to update the Remuneration Policy. The Supervisory Board of the Company, acting pursuant to § 3(3)(b) of the Rules of Procedure of the Supervisory Board of the Company, having reviewed the draft amendments to the Remuneration Policy for members of the Management Board and Supervisory Board of the Company ("**Remuneration Policy**"), hereby resolves as follows:

1. The Supervisory Board gives a positive opinion on the draft amendment to the Remuneration Policy. The consolidated text of the Remuneration Policy, taking into account the amendments made, constitutes an Appendix to this Resolution. The Supervisory Board recommends that the General Meeting of the Company adopt the amended Remuneration Policy.
2. The Supervisory Board of the Company resolves to authorize the Chairman of the Supervisory Board of the Company to sign this resolution.
3. The resolution shall enter into force upon its adoption.

Appendix:

- draft consolidated text of the Remuneration Policy

REMUNERATION POLICY FOR MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

SECO/WARWICK S.A.

The remuneration policy for members of the Management Board and Supervisory Board (the "Policy") was prepared and adopted by Seco/Warwick S.A. in Świebodzin (the "Company") pursuant to Articles 90d-90f of the Act on Public Offering. The purpose of the Policy is to create an organizational framework for the remuneration of members of the Management Board and Supervisory Board (hereinafter collectively referred to as the "Bodies"), thereby contributing to the implementation of the Company's business strategy, long-term interests, and stability by ensuring a consistent remuneration system.

The Company pays remuneration to members of the Bodies exclusively in accordance with the Policy.

If necessary to pursue the long-term interests and financial stability of the Company or to ensure its profitability, the Supervisory Board is authorized to temporarily waive the application of this Policy with regard to fixed and variable monetary components, other monetary and non-monetary benefits granted to Members of the Management and Supervisory Bodies. During the period of suspension of the Policy, it is possible to pay remuneration to Members of the Bodies outside the scope specified in the Policy. The conditions under which it is possible to waive the Policy are:

1. a decrease in the Company's quarterly revenues by at least 25% compared to the revenues in the previous quarter;
2. a decrease in the Company's operating profit by at least 15% compared to the operating profit in previous quarter;
3. the occurrence of unforeseen circumstances related to force majeure;
4. the occurrence of other situations, regardless of their legal classification, having a significant impact on the Company's operations or its market environment.

The Supervisory Board is authorized to suspend the application of the Policy for a specified period, but for a period not longer than until the next Ordinary General Meeting of the Company.

The General Meeting of the Company authorizes the Supervisory Board to update the information contained in the Policy in the event of personnel changes in the Bodies. The update should be limited to changes in the personal data of the members of the Bodies, indicating the same conditions as those provided for a member of the Management Board or Supervisory Board in a corresponding position. The update does not constitute an amendment to the Remuneration Policy.

1. MEMBERS OF THE MANAGEMENT BOARD

1.1. Description of fixed and variable remuneration components, as well as bonuses and other monetary and non-monetary benefits that may be granted to members of the Management Board, with an indication of the proportions of remuneration components

1.1.1. Fixed remuneration components

The fixed component of the remuneration of Management Board members consists of remuneration for performing the function of a Management Board member, as specified in the employment contract.

The sum of the fixed components of remuneration of Management Board members should remain within the limits the amounts specified in the table below:

1.	Sławomir Stanisław Woźniak	President of the Management Board	not less than PLN 32,000.00 and not more than PLN 48,000.00 for a full month of performing the function of President of the Management Board.
2.	Bartosz Marek Klinowski	Member of the Management Board	not less than PLN 24,000.00 and not more than PLN 36,000.00 for a full month for performing the function of Member of the Management Board.
3.	Earl Good	Member of the Management Board	not less than USD 15,920.00 and not more than USD 23,880.00 for a full month of serving as a Member of the Management Board. In the case of this Member of the Management Board, the remuneration may be paid by another company belonging the Company Group.
4.	Piotr Józef Walasek	Member of the Management Board	not less than PLN 24,000.00 and not more than PLN 36,000.00 for a full month of performing the function of a Member of the Management Board.

In the event of the appointment of a new person to the Management Board, the fixed components of remuneration should remain within the limits specified in the table below:

1.	-	President of the Management Board	not less than PLN 32,000.00 and not more than PLN 48,000.00 for a full month of performing the function of President of the Management Board. The remuneration may be paid by another company belonging to the Group Company.
2.	-	Member of the Management Board	not less than PLN 26,600.00 and not more than PLN 39,000.00 for a full month of performing the function of a Member of the Management Board. The remuneration may be paid by another company belonging to the Group Company.

1.1.2. Variable components of remuneration of Management Board members

The variable components of remuneration for members of the Management Board consist of:

1. **Base Award**, the amount, period and rules of payment of which are specified in the employment contract concluded with the members of the Management Board or in a resolution of the Supervisory Board, provided that the amount of the Base Award shall not exceed the amount specified in the authorization set out in the Policy. The conditions for receiving the Base Award are determined each time for members of the Management Board by the Supervisory Board, which then verifies their implementation;

2. **Annual Bonus**, the amount, period and rules of payment of which are specified in the employment contract concluded with the members of the Management Board, provided that the amount of the Annual Bonus shall not exceed the authorization resulting from this Policy.

The sum of the variable components of the remuneration of Management Board members, i.e. the Base Award and the Annual Award, should remain within the limits specified in the table below:

1.	Sławomir Stanisław Woźniak	President of the Management Board	no more than 200% of the remuneration fixed for period one financial year of the Company.
2.	Bartosz Marek Klinowski	Member of the Management Board	no more than 200% of the remuneration of the permanent for period one financial year of the Company.
3.	Earl Good	Member of the Management Board	not more than 200% of the fixed remuneration for one financial year of the Company, whereby in the case of this member of the Management Board, the remuneration may be paid by another company belonging to the Group Company.
4.	Piotr Józef Walasek	Member of the Management Board	not more than 200% of the fixed remuneration for period one year of the Company's financial year.

In addition, members of the Management Board receive separate remuneration under the Incentive Program described in section 1.12 of the Policy, on the terms specified in the Program Rules adopted by the General Meeting. Remuneration for participation in the Incentive Program is motivational in nature, and its amount depends on the Company achieving specific goals, including financial results. Thus, remuneration under the Incentive Program contributes to the implementation of the Company's business strategy, long-term interests, and stability. Remuneration under the Incentive Program is paid to the program participant in the form of Company shares, therefore it is not possible to clearly define the proportion of this part of variable remuneration to fixed remuneration, however, it is estimated that remuneration under this title in a financial year should not exceed 400% of the fixed remuneration for one financial year of the Company in the case of the President of the Management Board and 200% of the fixed remuneration for one financial year of the Company in the case of other members of the Management Board.

In the event of the appointment of a new member to the Management Board, the variable components of remuneration should remain within the limits specified in the table below:

1.	-	President of the Management Board	no more than 200% of the fixed remuneration for one financial year of the Company. The remuneration may be paid by another company belonging to the Company's Group.
2.	-	Member of the Management Board	not more than 200% of the fixed remuneration for one financial year of the Company. The remuneration may be paid by another company belonging to the Company's Group.

1.1.3. Other cash and non-cash benefits

Other monetary and non-monetary benefits of the Company's Management Board Members include:

1. subsidies for medical packages;
2. subsidies for additional accident insurance;
3. civil liability insurance for Management Board members;
4. the possibility of using a company car for private purposes for a fee;
5. jubilee benefit;
6. benefits from the social fund;
7. subsidies for training;
8. subsidies for membership fees.

The equivalent value of all other cash and non-cash benefits granted to each member of the Company's Management Board should not exceed the equivalent of **20% of the fixed remuneration for one financial year of the Company**.

The Supervisory Board is authorized to specify the elements of the Policy set out in point

1.1 of the Policy, in particular by specifying the amount of individual remuneration components within the range specified in point 1.1 of the Policy.

1.2. Explanation of how the working and remuneration conditions of the Company's employees other than members of the Management Board and the Supervisory Board were taken into account when establishing the Policy

In the process of preparing this Policy, the level of remuneration of members of the Management Board and the Supervisory Board was analyzed in relation to the remuneration of other employees of the Company, in particular in order to avoid gross disparities in the remuneration of individual categories of employees.

In the opinion of the General Meeting, the ratio of the remuneration of members of the Management Board and the Supervisory Board to the remuneration of other employees adopted by the Company in the Policy reflects the type of work performed, the qualifications required to perform it, and the amount of work required for the proper performance of duties by members of the Governing Bodies.

1.3. Indication of the period for which employment contracts, contracts of mandate, contracts for specific work or other contracts of a similar nature have been concluded with members of the Management Board, and indication of the periods and conditions for termination of these contracts, and if no contract has been concluded with a member of the Management Board - indication of the type and period for which the legal relationship between the Management Board member and the company was established, and the period and conditions for terminating this legal relationship

As at the date of adoption of the Policy, the following persons hold positions on the Management Board of the Company:

No.	First name(s) and last name	Position	Duration of the relationship between the members of the Management Board of the Company, and terms and notice period
1.	Sławomir Stanisław Woźniak	President of the Management Board	appointed to the position of President of the Management Board for a period of 3 years and an employment contract for an indefinite period. The employment contract with the President of the Management Board may be terminated on the basis of general principles resulting from the Labor Code.
2.	Bartosz Marek Klinowski	Member of the Management Board	appointed to the position of Member of the Management Board for a period of 3 years and an employment contract for an indefinite period. The employment contract with the Member of the Management Board may be terminated on the general terms and conditions resulting from the Labor Code.
3.	Earl Good	Member of the Management Board	appointed to serve as a Member of the Management Board for a period of 3 years and an employment contract for an indefinite period. The employment contract of a Member of the Management Board concluded with a company from the Company Group may be terminated at any time. In the event that a company from the Company's Group terminates the contract without the basis specified in the employment contract, the Member of the Management Board is entitled to a 6-month severance pay. The payment of severance pay depends on the conditions specified in the employment contract.
4.	Piotr Józef Walasek	Member of the Management Board	appointed to serve as a Member of the Management Board for a period of 3 years and an employment contract for an indefinite period. The employment contract with a Member of the Management Board may be terminated on the basis of general provisions of the Labor Code.

In the event of appointing a new person to the Management Board, the agreement between the Management Board member and the Company should remain under the terms specified in the table below:

1.	-	President of the Management Board	appointment to the position of President of the Management Board for a period not exceeding 3 years and a fixed-term or indefinite employment contract. The employment contract with the President of the Management Board may be terminated on general terms resulting from the Labor Code.
2.	-	Member of the Management Board	appointment to the position of Member of the Management Board for a term not exceeding 3 years and an employment contract for a definite or indefinite period. The employment contract with a Member of the Management Board may be terminated on general terms resulting from the Labor Code.

1.4. Description of the main features of additional pension and early retirement programs

The Company has employee capital plans in place within the meaning of the Act of October 4, 2018, on employee capital plans ("**Employee Capital Plans**"). The employer covers 1.5% of the Management Board member's contribution, in accordance with the provisions of the Act on Employee Capital Plans. Management Board members are entitled to join and withdraw from Employee Capital Plans on the terms specified in the Act on Employee Capital Plans.

As at the date of adoption of the Policy, the Company does not have any employee pension plans in place for Management Board members, although Mr. Earl Good is entitled to participate in a pension plan introduced by a company from the Company's Group (Retech Systems, LLC).

As at the date of adoption of the Policy, the Company does not have any early retirement programs in place for Members of the Management Board.

1.5. Description of the decision-making process carried out to establish, implement, and review the Policy

The draft of this Policy was prepared by the Management Board based on the Act on Public Offering and the Company's corporate and employee documentation. The draft was then submitted to the Supervisory Board for review. After taking into account the comments of the Supervisory Board, the draft Policy was prepared for voting by the General Meeting of the Company together with a resolution introducing the Policy.

The Policy will be implemented by adopting the required Resolutions by the Supervisory Board and the General Meeting and by verifying the remuneration paid to members of the Governing Bodies in terms of its compliance with the provisions of the Policy.

As part of the verification of the application of the Policy in the Company, the Supervisory Board shall verify the remuneration of members of the Governing Bodies paid by the Company and the regulations in force in the Company at , including in this regard (e.g. regulations, incentive programs). In the event

discrepancies are identified, the Management Board and the Supervisory Board will take steps to remove them.

The General Meeting authorizes the Supervisory Board to specify the elements of the Policy within the scope indicated in the Policy and the resolution introducing the Policy.

The Supervisory Board will prepare an annual report on the remuneration of members of the Bodies, presenting a comprehensive overview of remuneration. The Supervisory Board's report will be audited by a certified auditor to the extent provided for in the Act on Public Offering.

1.6. Description of measures taken to avoid conflicts of interest related to the Policy or to manage such conflicts of interest

The Company has taken the following measures to avoid conflicts of interest, including those related to the Policy:

1. The Rules of Procedure of the Management Board and the Rules of Procedure of the Supervisory Board contain provisions aimed at avoiding and managing conflicts of interest;
2. The Company has a procedure in place for identifying transactions with Related Entities, which is designed, among other things, to ensure that there are no conflicts of interest among members of the Management Board and the Supervisory Board;
3. The Company has a procedure in place for anonymous reporting of violations of the law by whistleblowers, which also applies in the event of a violation of the provisions of the Policy;
4. The Supervisory Board will prepare an annual remuneration report providing a comprehensive overview of remuneration. The report will be audited by a certified auditor to the extent provided for in the Act on Public Offering.

1.7. Indication of how the remuneration policy contributes to the implementation of the Company's business strategy, long-term interests, and stability

The Policy contributes to the achievement of the objectives set out in the Preamble to the Policy by:

1. introducing transparent and uniform rules for remunerating members of the Governing Bodies in connection with their functions in the Company;
2. indicating the fixed components of remuneration for members of the Management Board and the incentive components of remuneration;
3. linking the remuneration of Management Board members to the Company's financial performance
;
4. minimizing the risk of conflicts of interest among members of the Management Board and other bodies in connection with the indication of consistent principles of the remuneration system within the Policy.

1.8. Description of clear, comprehensive, and differentiated criteria for financial and non-financial results, concerning the awarding of variable remuneration components, including criteria for taking into account social interests, the company's contribution to environmental protection, and taking measures aimed at preventing and eliminating the negative social effects of the company's activities in a situation where the Company awards variable remuneration components

During the process of adopting this Policy, the Management Board and the Supervisory Board analyzed the variable components of remuneration of Management Board members in terms of ensuring the financial and non-financial interests of the Company.

The award of variable remuneration components to members of the Management Board is conditional upon the achievement of specific objectives, which are determined on a case-by-case basis by the Supervisory Board. When determining the objectives conditioning the payment of variable remuneration components, the Supervisory Board should be guided by the current interests of the Company, in particular the pursuit of specific financial and non-financial objectives by the Company, which in turn may indirectly affect the Company's ability to pursue social interests and environmental protection objectives.

1.9. Explanation of how the criteria referred to in 1.8 of the Policy contribute to the implementation of the Company's business strategy, long-term interests, and stability in a situation where the Company awards variable remuneration components

The criteria established by the Supervisory Board, which determine the payment of variable remuneration components to Members of the Management Board, should aim to motivate members of the Management Board to take actions consistent with the Company's interests and business strategy. In the medium and long term, this ensures the pursuit of the Company's interests and reduces the frequency of personnel changes in the Management Board, which has a positive impact on the stability of the Company's operations.

1.10. Description of the methods used to determine the extent to which the criteria specified in 1.8 of the Policy have been met in a situation where the Company awards variable remuneration components

The Supervisory Board is authorized to specify the conditions for the payment of variable remuneration components to members of the Management Board. The Supervisory Board is also authorized to verify and confirm that the conditions for the payment of variable remuneration components to members of the Management Board have been met in a given period.

1.11. Information on deferral periods and the possibility for the Company to demand the return of variable remuneration components in situations where the Company awards variable remuneration components

The rules for the payment of variable remuneration components to members of the Management Board do not include provisions allowing for deferral periods or for the Company to demand the return of variable remuneration components.

1.12. When the company grants remuneration to members of the Management Board in the form of financial instruments, the remuneration policy also specifies the periods in which the right to receive remuneration in this form is acquired, the rules for the sale of these financial instruments, and an explanation of how the award of remuneration in the form of financial instruments contributes to the implementation of the Company's business strategy, long-term interests, and stability.

The Company may grant remuneration to Management Board members under incentive programs, including those based on granting Management Board members remuneration in the form of

financial instruments. A description of this component of remuneration is included in section 1.1.2 of the Policy.

The periods for acquiring the right to remuneration in the form of financial instruments and the rules for their disposal are specified in the relevant incentive program regulations.

As at the date of adoption of the amendments to the Remuneration Policy, the Company has an Incentive Program for 2022-2024 in place, which entitles Members of the Management Board to receive shares in the Company. The terms and conditions of the Incentive Program for 2022-2024 are set out in the Program Rules adopted on October 7, 2021 by the Extraordinary General Meeting of Shareholders by Resolution No. 7 on the adoption of the Incentive Program for 2022-2024, the adoption of the Incentive Program Regulations, and the allocation of the Company's own shares for the implementation of the Incentive Program.

1.13. Significant changes introduced in relation to the previously applicable remuneration policy and a description of how the content of the resolution referred to in Article 90g(6) or the results of the discussion referred to in Article 90g(7) of the Act on Public Offering were taken into account therein.

Prior to the adoption of this version of the Policy, the Company had a remuneration policy within the meaning of Article 90d of the Act on Public Offering, which was adopted by Resolution No. 21 of the Ordinary General Meeting of SECO/WARWICK Spółka Akcyjna with its registered office in Świebodzin on the adoption of the Remuneration Policy for members of the Management Board and Supervisory Board of Seco/Warwick S.A. of June 5, 2020, subsequently amended by Resolution No. 20 of the Ordinary General Meeting of the Company on the adoption of the amended Remuneration Policy for members of the Management Board and Supervisory Board of Seco/Warwick S.A. of June 10, 2021. The amendments to the Policy concerning points 1.12 and 1.13 are related to the Company's adoption of the Incentive Program for 2022-2024, referred to in point 1.12, while the amendments to points 1.1.1, 1.1.2 and 1.3 are related to the termination of the function of Mr. Jarosław Kamil Talerzak, a member of the Company's Management Board.

Prior to the adoption of this Policy, the Company did not have a remuneration policy within the meaning of Article 90d of the Act on Public Offering.

Until now, the method of remuneration of members of governing bodies was regulated in:

1. Resolution on the appointment of a Member of the Management Board;
2. the employment contract with the Management Board member;
3. Agreement on the use of a company car for private purposes
4. The social fund regulations and the annual social activity plan

2. MEMBERS OF THE SUPERVISORY BOARD

2.1 Description of fixed and variable remuneration components, as well as bonuses and other monetary and non-monetary benefits that may be granted to members of the Supervisory Board, with an indication of the proportions of remuneration components

2.1.1 Fixed remuneration component

The fixed component of remuneration for members of the Company's Supervisory Board consists of remuneration resulting from a resolution of the Company's General Meeting on determining the remuneration of members of the Supervisory Board

The total fixed remuneration component of the members of the Company's Supervisory Board should remain within the limits specified in the table below:

1.	Andrzej Jan Zawistowski	Chairman of the Supervisory Board	not less than PLN 8,000.00 and not more than PLN 12,000.00 for a full month of performing function Chairman of the Supervisory Board
2.	Henryk Walter Pilarski	Vice-Chairman of the Supervisory Board	not less than PLN 3,600.00 and not more than PLN 5,400.00 for a full month of performing function Vice-Chairman of the for
3.	Jeffrey William Boswell	Member of the Supervisory Board	no less than USD 2,500.00 and no more than USD 4,200.00 for a full month of serving as a Member of the Supervisory Board. In the case of this member Supervisory Board , the remuneration may be paid by another company belonging to the Company.
4.	Marcin Michał Murawski	Member of the Supervisory Board	not less than PLN 2,800.00 and not more than PLN 4,200.00 for a full month of performing the function of Member of the Supervisory Board Supervisory Board
5.	Jacek Tomasz Tucharz	Member of the Supervisory Board	not less than PLN 2,800.00 and not more than PLN 4,200.00 for a full month of performing the function of Member of the Supervisory Board Supervisory Board

In the event of the appointment of a new member to the Supervisory Board, the fixed components of remuneration should remain within the limits specified in the table below:

1.	-	Chairman of the Supervisory Board	not less than PLN 8,000.00 and not more than PLN 12,000.00 for a full month of serving as a Member of the Supervisory Board. The remuneration may be paid by another company belonging the Company Group.
2.	-	Vice-Chairman of the Supervisory Board	not less than PLN 3,600.00 and not more PLN 5,400.00 for a full month of performing the function of a Member of the Management Board.

			The remuneration may be paid by another company belonging to the Company's Group Company.
3.	-	Member of the of the Supervisory Board	not less than PLN 2,800.00 and not more than PLN 4,200.00 for a full month of performing the function of a Member of the Management Board. The remuneration may be paid by another company belonging to the Company's Group Company.

2.1.2 Variable components of remuneration

The Company does not grant variable remuneration components to members of the Supervisory Board.

2.1.3 Other monetary and non-monetary benefits

Other monetary and non-monetary benefits for members of the Supervisory Board include:

1. Subsidies for medical insurance;
2. Possibility to use a company car;
3. Reimbursement of expenses incurred in connection with participation in Supervisory Board meetings;
4. Reimbursement of travel, accommodation, and other expenses incurred in connection with the scope of work covered by the Agreement.

The equivalent of all other cash and non-cash benefits granted to Members of the Company's Supervisory Board in a financial year should not exceed **100%** of the fixed remuneration of a given Member of the Supervisory Board in a given financial year.

The Company may conclude agreements with certain members of the Supervisory Board for the provision of additional services to the Company, in accordance with the table below:

1.	Andrzej Jan Zawistowski	Chairman of the Supervisory Board	Consulting services agreement, under which the Company may pay remuneration in the amount of up to PLN 30,000 + VAT for a quarterly period.
2.	Henryk Walter Pilarski	Vice-Chairman of the Supervisory Board	Consulting services agreement, under which the Company may pay remuneration in the amount of up to PLN 20,000 + VAT for a quarterly period.

The Supervisory Board is authorized to specify the details of the Policy elements set out in section 2.1 of the Policy, in particular by specifying the amount of individual remuneration components within the range specified in point 2.1 of the Policy.

2.2 Explanation of how the working and remuneration conditions of the Company's employees other than members of the Management Board and Supervisory Board were taken into account when establishing the Policy

This issue is discussed in section 1.2 of the Policy and also applies to members of the Supervisory Board.

2.3 Indication of the period for which employment contracts, contracts of mandate, contracts for specific work, or other similar contracts have been concluded with members of the Supervisory Board, and indication of the periods and conditions for termination of these contracts, and if no contract has been concluded with a member of the Supervisory Board - indication of the type and period for which the legal relationship between the member of the Supervisory Board and the company was established, as well as the period and conditions for terminating this legal relationship.

The company appointed members of the Supervisory Board in accordance with the provisions of the Commercial Companies Code. Members of the Supervisory Board may be dismissed from their functions on the Supervisory Board at any time on the basis of a resolution of the General Meeting of the Company.

As at the date of adoption of the Policy, the following persons hold positions on the Company's Supervisory Board:

No.	First name(s) and surname	Function	Duration of the relationship between the members of the Supervisory Board and the Company and the terms and notice period
1.	Andrzej Jan Zawistowski	Chairman of the Supervisory Board	appointed to to perform the function as a member of the Supervisory Board by resolution for a period of 3 years.
2.	Henryk Walter Pilarski	Vice-Chairman of the Supervisory Board	appointed to serve as a member of the Supervisory Board by resolution for a period of 3 years.
3.	Jeffrey William Boswell	Member of the Supervisory Board	was appointed to to perform the function of as a member of the Supervisory Board by resolution for a period of 3 years.
4.	Marcin Michał Murawski	Member of the Supervisory Board	appointed to perform the function of a member of the Supervisory Board by resolution for a period of 3 years.
5.	Jacek Tomasz Tucharz	Member of the Supervisory Board	appointed to to perform the function member of the Supervisory Board by resolution for a period of 3 years.

In the event of the appointment of a new member to the Supervisory Board, the legal basis linking the member of the Supervisory Board to the Company should remain as specified in the table below:

1.	-	Chairman of the Supervisory Board	appointed to perform the function of Chairman Supervisory Board by resolution for a period of 3 years.
2.	-	Vice-Chairman of the Supervisory Board	appointment to the position of Vice-Chairman Super visory for a period of 3 years.
3.	-	Member of the Supervisory Board	appointed to serve as a Member of the Supervisory Board by resolution for a a period of 3 years.

In addition, the Company concludes agreements with certain members of the Supervisory Board for the provision of additional services to the Company, as shown in the table below:

1.	Andrzej Jan Zawistowski	Chairman of the Supervisory Board	Contract for the provision of consulting services, concluded for an indefinite period. The contract may be terminated with a 3-month notice period.
2.	Henryk Walter Pilarski	Vice-Chairman of the Supervisory Board	Consulting services agreement, concluded for an indefinite period. The agreement may be terminated with three months' notice period.

2.4 Description of the main features of additional pension and early retirement programs

Members of the Supervisory Board are not bound to the Company by an employment contract, therefore, members of the Supervisory Board are not covered by Employee Capital Plans.

As at the date of adoption of the Policy, the Company does not have any early retirement programs in for members of the Supervisory Board.

Members of the Supervisory Board are not bound to the Company by an employment contract, therefore, as at the date of adoption of the Policy, the Company does not have any employee pension plans in place for members of the Supervisory Board.

2.5 Description of the decision-making process carried out to establish, implement, and review the Policy

This issue is discussed in section 1.5 of the Policy and also applies to members of the Supervisory Board.

2.6 Description of measures taken to avoid conflicts of interest related to the Policy or to manage such conflicts of interest

This issue is discussed in section 1.6 of the Policy and also applies to members of the Supervisory Board.

2.7 Indication of how the remuneration policy contributes to the implementation of the business strategy, long-term interests, and stability of the Company

This issue is discussed in section 1.7 of the Policy and also applies to members of the Supervisory Board.

2.8 Description of clear, comprehensive, and differentiated criteria for financial and non-financial performance relating to the award of variable remuneration components, including criteria for taking into account social interests, the company's contribution to environmental protection

the environment, and taking measures to prevent and remedy any adverse social impacts of the company's activities, where the Company awards variable remuneration components

The Company does not award variable remuneration components to Members of the Supervisory Board.

2.9 Explanation of how the criteria referred to in 2.7 of the Policy contribute to the implementation of the Company's business strategy, long-term interests, and stability, in a situation where the Company awards variable remuneration components

The Company does not grant variable remuneration components to members of the Supervisory Board.

2.10 Description of the methods used to determine the extent to which the criteria specified in section 2.7 of the Policy have been met, in a situation where the Company grants variable remuneration components

The Company does not grant variable remuneration components to members of the Supervisory Board.

2.11 Information on deferral periods and the Company's right to demand repayment of variable remuneration components in situations where the Company grants variable remuneration components

The Company does not grant variable remuneration components to members of the Supervisory Board.

2.12 When the Company grants remuneration in the form of financial instruments to members of the Supervisory Board, the remuneration policy also specifies the periods in which the right to receive remuneration in this form is acquired, the rules for disposing of these financial instruments, and an explanation of how the award of remuneration in the form of financial instruments contributes to the implementation of the Company's business strategy, long-term interests, and stability

The company does not grant remuneration to members of the Supervisory Board in the form of financial instruments .

2.13 Significant changes introduced in relation to the previously applicable remuneration policy and a description of how they were taken into account in the content of the resolution referred to in Article 90g(6) or the results of the discussion referred to in Article 90g(7) of the Act on Public Offering

Prior to the adoption of this version of the Policy, the Company had a remuneration policy within the meaning of Article 90d of the Act on Public Offering, which was adopted by Resolution No. 21 of the Ordinary General Meeting of SECO/WARWICK Spółka Akcyjna with its registered office in Świebodzin on the adoption of the Remuneration Policy for members of the Management Board and Supervisory Board of Seco/Warwick S.A. of June 5, 2020, subsequently amended by Resolution No. 20 of the Ordinary General Meeting of the Company on the adoption of the amended Remuneration Policy for members of the Management Board and Supervisory Board of Seco/Warwick S.A. of June 10, 2021.

Prior to the adoption of this Policy, the Company did not have a remuneration policy in within the meaning of Article 90d of the Act on Public Offering.

Until now, the method of remuneration of members of governing bodies was regulated in:

1. Resolution of the General Meeting of the Company on determining the remuneration of members Supervisory Board;
2. Regulations of the Supervisory Board.