



Guidelines relating to evaluation and remuneration of the work of the Board of Directors, Supervisory Board and management

On June 26, 2024, in compliance with the obligations pursuant to the Act LXVII of 2019 on the encouragement of long-term shareholder engagement and the modification of certain legal acts for harmonization of the law (the "ShRD Act"), AGM – in its advisory competence – approved the new remuneration policy concerning the directors of the Company ("**Remuneration Policy**").

The personal scope of the Remuneration Policy shall extend to the following persons:

- (i) members of the Company's Board of Directors;
- (ii) members of the Company's Supervisory Board;
- (iii) the CEO of the Company; and
- (iv) the Deputy CEO.

The Remuneration Policy is applicable for a period of 4 years from the date of its approval.

The Remuneration Policy, in line with the rules of ShRD Act contains:

- (a) the principles and objectives of the Remuneration Policy, its implementation;
- (b) the rules on the personal and temporal scope of the Remuneration Policy;
- (c) the rules on the fixed remuneration of the members of the Board of Directors and of the Supervisory Board;
- (d) the rules on the remuneration of the Company's chief executive officer, the deputy chief executive officer and of the members of the Board of Directors and the Supervisory Board having an employment or other relationship with the Company, including:
 - The fixed and (performance dependent) variable elements of the remuneration, and their relative proportions;
 - deferral period, recovery;
 - other conditions of the labor contracts.
- (e) the rules on Deviation from the Remuneration Policy; and
- (f) the rules on decision-making process regarding the Remuneration Policy.

The Board of Directors of the Company constantly evaluates the work of the members of the management not falling under the scope of the Remuneration Policy and also prepares a yearly evaluation.