# **RULES**REGULATIONS OF THE SUPERVISORY BOARD

# of the company under the business name of Trakcja PRKil S.A. Spółka Akcyjna

## In Warsaw

# I. General **Provisions**provisions

# **§1**

The Supervisory Board shall exercises exercises permanent supervision over the Company's activities Company's operations in all areas of operation. its operations.

§2

1. The Supervisory Board <u>shall operateoperates</u> in accordance with the <u>StatuteCompany's</u> <u>Articles</u> of <u>joint stock CompanyAssociation</u>, these <u>RulesRegulations</u>, resolutions of the General Meeting <u>of Shareholders</u>, provisions of the <u>Polish</u> Commercial Companies Code <del>as</del> <u>well asand</u> taking into <u>considerationaccount</u> the <u>Best Practice</u> principles <u>of Good Practices</u> adopted by the <u>authorities of the</u> Warsaw Stock Exchange, <u>to</u> <u>authorities</u>, <u>within</u> the <u>extentscope</u> adopted by the <u>Company'sCompany's governing</u> bodies.

2. The <u>RulesRegulations</u> of the Supervisory Board are <u>publicly</u> available to <u>general public</u> at<u>on</u> the <u>Company'sCompany's</u> website and <u>in the Company's seat</u>. <u>at the registered</u> <u>office of the Company</u>.

3. The Supervisory Board adopts resolutions, <u>givesissues</u> recommendations and opinions <del>as</del> well as brings requests<u>and applies</u> to the General Meeting <u>of Shareholders.</u>.

4. The Supervisory Board <u>cannot may not</u> give the Management Board <u>any</u> binding instructions <u>as to regarding</u> the <u>management conduct</u> of the <u>Company's Company's</u> affairs.

5. <u>Any disputeDisputes</u> between the Supervisory Board and the Management Board shall be resolved by the General Meeting-of <u>Shareholders.</u>.

# §3

1. <u>Supervisory Board shall establish the Remuneration Committee and the Audit Committee.</u> The Supervisory Board may <u>also</u> establish <u>other</u> committees <u>within the Supervisory Board</u>, especially Remuneration Committee and Audit Committee. <u>.</u>

2. Committees The committees perform advisory functions and may not give recommendations, however cannot give binding orders to the Supervisory Board nor<u>or</u> the Management Board any binding instructions.

3. The Supervisory Board adopts  $\frac{1}{1000}$  the regulations of the committee in the form of a resolution rules of a committee.

4. At<u>The committee consists of at</u> least one <u>member of the committee shall be an</u> independent member of the Supervisory Board, unless <u>the otherwise provided for in</u> generally applicable <u>law provides differently.regulations</u>. In <u>such this</u> case <u>the</u>, generally applicable <u>law shall provisions</u> apply.

5. The Remuneration Committee consists of [•] members, including [one of the members appointed to the Supervisory Board by the Key Investor].

<u>6.</u>

The scope of duties of the Remuneration Committee, which in particular includes opining the remuneration of members of the Management Board and providing opinions on candidates for members of the Management Board and other positions on which remuneration is opined by this Committee, is defined in the Committee's regulations.

<u>§3a</u>

<u>1. The duties of the Supervisory Board include, in particular, the appointment of members of the Management Board, subject to provisions of the Company's Articles of Association.</u>

2. The Supervisory Board appoints members of the Management Board after hearing the opinion of the Remuneration Committee about them.

<u>3. When appointing a member of the Management Board, the Supervisory Board specifies the function for which he is appointed.</u>

§4

1. The Supervisory Board <u>electsselects</u> the <u>chartered accountantauditor</u> in such a <u>manner</u> <u>soway</u> as to ensure <u>his/her</u>-independence in <u>the</u> performance of <u>the tasks</u> entrusted <u>tasks</u>. <u>to him</u>.

2. The Supervisory Board shall change the chartered statutory auditor pursuant to the extent specified in the generally applicable law provisions.

3. When 3. The Supervisory Board, taking into account prior opinion of the Remuneration Committee, when determining the remuneration for of members of the Management Board members, the Supervisory Board, takes into account the motivatingits motivational nature thereof as well as the need to ensure and ensuring effective and smooth management of the Company. The remuneration shall beremains adequate to the Company's size and economic performance results of the Company, and should be also be related to the scope of liability involved in fulfilled responsibility resulting from the

function as well asperformed and take into account the level of remuneration for the Management Board of management board members in peersimilar companies in a comparable market.

## §5

1. In order to <u>perform its duties</u> properly <u>perform its duties</u>, the Supervisory Board <u>shall</u> receivereceives from the Management Board regular and <u>exhaustivecomplete</u> information updates about on all material matters related to regarding the Company and about the risk associated with pursued risks related to the business and risk management methods. The Supervisory Board <u>canmay</u> examine all <u>Company</u> documents of the <u>Company</u>, <u>demand</u>, request reports and explanations from the Management Board and employees to give reports and clarifications as well as , and review the <u>condition of the</u> <u>Company'sCompany's</u> assets.

2. Every year, the The Supervisory shall present Board annually submits to the Ordinary General Meeting of Shareholders a concise assessment evaluation of the Company's Company's situation. This assessment evaluation shall -be made available to the shareholders at such a within the time as would allow them to study the assessment allowed to read it before the Ordinary General Meeting of Shareholders.

3. The members Members of the Supervisory Board should participate in the General Meetings of Shareholdersthe Company and [give clarifications and information] within the scopelimits of their competences and to the extent necessary for resolution of the resolve matters discussed by the General Meeting.

# II. OrganisationOrganization of the Supervisory Board

<u>§</u>6

1. The Supervisory Board shall be composed consists of seven members.

2. The Supervisory Board shall be composed consists of the Chairman, two Vice-Presidents and other members.

3. The Supervisory Board elects a Chairperson and two Vice-Chairmen and other members.

-3. Fromfrom among its members the Supervisory Board shall appoint the Chairman and two Deputy Chairmen (Vice-Chairmen). in accordance with the provisions of the Company's Statutes.

# <u>§§</u>7

1. A <u>Supervisory Board</u> member <u>of the Supervisory Board</u> should not resign from his<u>/her</u> function during <u>his/herthe</u> term of office if <u>thisit</u> would <u>make it impossible forprevent</u> the Supervisory Board to <u>function</u>, <u>particularlyfrom acting</u>, and in <u>particular</u> if it could <u>hinder theprevent</u> timely adoption of <u>an importanta significant</u> resolution.

2. A member of <u>the</u> Supervisory Board shall <u>give toprovide</u> the Supervisory Board <u>with</u> information <u>abouton the</u> functions, <u>which he/she fulfils</u>, <u>as well as and</u> other <u>relationsconnections</u> of a member of <u>the</u> Supervisory Board <u>as</u> referred to in §-17 of the Statute of the <u>Company</u>, <u>including</u> personal, actual and <del>organisational ties</del> of the <u>Supervisory Board organizational connections of a</u> member <u>of the Supervisory Board</u> with the shareholders, <u>and</u> in particular <u>the with a</u> majority shareholder, as well as <u>anyabout</u> changes in this <u>regard for the purposes of making such information area to make</u> <u>them publicly</u> available to the general public.

3. A member of the Supervisory Board shall give toprovides the Management Board with information about the sale or purchase or sale of shares in the Company or the Company's holding company or the Company's Company to the parent or subsidiary as well as about anyand transactions with such companiesCompanies, if such information is relevant to his/her they are material to their financial standingsituation or whenif the obligation to publish the information about executed transactions results from applicable laws on current and periodical information to be given by issuers of securities, sothe Market Abuse Regulation and other relevant provisions of law in such a way as to enable the Management Board the delivery of such to provide this information in ato the public and in consistent manner and in compliance with the aforesaid laws. provisions of law.

§8

1. The meetings Meetings of the Supervisory Board shall beare held inat the Company's seatregistered office of the Company or in another place within elsewhere on the territory of the Republic of Poland as set outindicated in the invitation, subject to §-9.2 of the Rules. section 2. The meetings of the Regulations.

<u>2. Meetings</u> of the Supervisory Board, <u>except for with</u> the <u>exception of</u> matters <del>related</del> directly to affecting the Management Board or its members, in particular: the granting consent

for involvement in activities to engage in competitive to activity for the Company and the determination of determining remuneration, should be open for and available and open to the members of the Management Board.

3. The Supervisory Board <u>canmay</u> invite employees of the Company or other <u>individualspersons</u> from outside the Company to <u>the Supervisory Board's</u> meetings, if their presence is beneficial <u>forto</u> the Company. The decision to invite third parties is made by the person <u>who convenes</u> convening the meeting or <u>presides over it</u>. <u>chairing the meeting</u>.

### <u>§§</u>9

1.- The Supervisory Board adopts resolutions when there is if at least half of its members are present at the meeting, including the Chairman and at least one Vice-\_Chairman\_of the Supervisory Board, and all its members have been invited to the meeting. TheAn invitation shall be deemed to have been effective if it has been made in writing, by fax to the fax number specified provided by a giventhe member of the Supervisory Board or by e-mail to the e-mail address specified provided by a giventhe member of the Supervisory Board. The invitation should contain information about the date and agenda of the meeting. If there is no-In the absence of a quorum at the meeting, to be held not which will take place no later than within 7 days of the date of the meeting which wasthat did not effectively heldtake place due to the lack of a quorum.

2. It is admissible for allowed to adopt resolutions by the Supervisory Board to adopt its resolutions by circularin writing or with use using the means of direct remote communication means in accordance with §-14 herein below. For A majority of votes and the required quorum specified in the Company's Articles of Association are required to adopt a resolution of the Supervisory Board to be adopted by circularin writing or with useusing means of direct remote communication means, required are: the majority of votes and quorum specified in the Statue. A ... The resolution is valid if when all members of the Supervisory Board werehave been notified of the textcontent of the draft resolution, as described in §-14 sec.2 and §-14-section 7 below, respectively, herein below...

3. Adopting In order to pass a resolution of the Supervisory Board on the adoption or amendment of the committee's regulations and on the approval of the Management Board's regulations, the presence of at least one member of the Supervisory Board appointed by the Key Investor is required.

<u>4. The adoption of resolutions in the mannermode</u> specified in  $\frac{9.paragraph}{9.paragraph}$  2 <u>shalldoes</u> not apply <u>into</u> the <u>case of</u> election of the Chairman and <u>Vice-Deputy</u> Chairman of the Supervisory Board, appointment of a member of the Management Board <del>or</del><u>and</u> dismissal <del>or</del><u>and</u> suspension of the same. <u>activities in these persons</u>.

#### §10

1. The agenda of the <u>Supervisory Board</u> meeting of the <u>Supervisory Board</u> shall be <u>determined</u> is set for 7 days prior to before the <u>anticipated</u> scheduled date of the meeting and <u>shall be approved</u> by the Chairman.

The invitation, containing together with the date and anticipated the planned agenda of the meeting, should be delivered to the members of the Supervisory BoardCouncil at least
days prior tobefore the date of the meeting. The invitation should be accompanied by information materials regarding the on matters on being the subject of the agenda.

3. The agenda of the meeting of the Supervisory Board meeting should not be changed or supplemented during the meeting; to which it <u>pertainsapplies</u>, unless all members of the Supervisory Board are present at the meeting and <u>they</u> agree to change or supplement the agenda, or when the specific action on the part of the Supervisory Board is if it is necessary to <u>prevent damage take certain actions by the Supervisory Board</u> to <u>protect</u> the Company, <u>against damage, and</u> also in the case of a resolution <u>concerning</u>, the <u>assessmentsubject of which is to assess</u> whether there is a conflict of interest between a member of the Supervisory Board and the Company.

#### §11

1. Resolutions of the Supervisory Board shall beare adopted with by a simple majority of votes cast. In the case event of an equal number of votes ""for" and "against", the vote of the Chairman of the Supervisory Board has the casting vote. decides.

2. The voting at the Supervisory Board Voting at meetings shall be open. Personalof the Supervisory Board is public. Voting on personal matters shall be voted by is secret ballot. Secret ballot can be voting is also ordered by the Chairman alsochairman at the request of at least one member of the Supervisory Board.

#### §12

1. The Supervisory Board is convened by the Chairman.

2. The Supervisory Board is shall be convened as needed, at least four times a year.

3. <u>A convocationConvocation</u> of the Supervisory Board <u>can bemay</u> also <u>be</u> demanded by the Management Board <u>of the Company</u> or a member of the Supervisory Board, with <u>presentation of stating</u> the <u>suggested proposed</u> agenda. The <u>Chairman chairman</u> shall convene the meeting within two weeks <u>of having received from the date of receipt of</u> the request. If the Chairman <u>fails todoes not</u> convene the meeting, the <u>requesting</u> <u>partyapplicant</u> may convene the <u>meetingit</u> himself/<u>herself</u>, stating the date, place and suggested proposed agenda. For the avoidance of doubts doubt, the Management Board shall of the Company is not be authorised entitled to demand the instigation initiation of the procedure for adoption of adopting a Supervisory Board's resolution in the manners set out in § 14 herein below.

### <del>§13</del>

The resolutions of the Supervisory Board in the modes specified in §14 below.

<u>§13</u>

and the<u>Resolutions of the Supervisory Board and</u> meetings of the Supervisory Board are recorded in the minutes by minutes keeper who is not a member of<u>reporter from</u> <u>outside</u> the Supervisory Board or by <u>an individuala person</u> appointed by the Chairman from among the members of the Supervisory Board. The minutes should <u>containinclude</u> the agenda, names and surnames of the <u>Supervisory Board current</u> members <u>present</u>,<u>of the</u> <u>Supervisory Board</u>, the number of votes cast <u>with regard to individual</u><u>for particular</u> resolutions <u>as well as *vota separata*</u>, if any<u>and dissenting opinions</u>, and the procedure <u>under</u> <u>whichfor adopting</u> the resolution <u>was adopted</u>. The minutes <u>must beare</u> signed by all <u>Supervisory Board</u><u>current</u> members <u>present</u>.<u>of the Supervisory Board</u>.

### §14

1. The Supervisory Board can<u>may</u> adopt resolutions by circular, in writing, in the form of written statements, except for situations where the provisions of law or the provisions of the Company's Statute prohibit the resolution to be adopted in such a manner. Articles of Association forbid this mode of adopting resolutions. Each member of the Supervisory Board shall, immediately uponafter his appointment, give toprovide the Chairman of the Supervisory Board with written information about his/her address. Each member must is obliged to notify the Chairman of the Supervisory Board of any changes in his/herthe address to the Chairman...

2. The Chairman of the Supervisory Board or his/her appointee shall send to a person appointed by the Chairman sends the other members of the Supervisory Board, by e-mail or courier against acknowledgementwith a confirmation of receipt, a noticenotification of instigation the Supervisory Board's initiation of the procedure for adoption of adopting a resolution or resolutions by circular by the Supervisory Board. The in writing. A draft resolution or resolutions to be voted by circular must be enclosed to this notice. The noticesubject to a vote in writing constitutes an attachment to such a notification. The above notification should specifyindicate the address; to which the members of the Supervisory Board are to send the votes cast in accordance with §-14.3 herein below; or the person to whom such votes should be given. forwarded. 3. The voting by circular takes placevotes are cast in writing by delivery of <u>a</u> written statement placed under the text of <u>the</u> resolution or <del>resolutions enclosedby any resolution</del> <u>attached</u> to the <del>noticenotification</del> referred to in §-14.2 <u>hereinaboveabove</u>. Such statement must <del>specifyindicate</del> whether the vote concerning a given resolution is <del>cast</del> "<u>a voice</u>" for" or <u>"</u>", "against" or abstained, as well as give the rationale" or abstaining, and should contain a possible justification and, subject to §-14.5 <u>herein</u> below, should be sent to the address or delivered to the person <u>as per notice</u>, in accordance with the notification made <u>under § on based on §14.2</u> <u>hereinabove. above.</u>

4. The noticenotification sent in connection with the instigation initiation of the voting procedure for voting by circularin writing should specifyindicate the time limit, withindate by which the vote should be cast, in accordance with §-14.3 hereinabove. The aforesaid time limit cannot above. The above date may not be shorter than 2 days from the date of dispatch of the aforesaid notice above notification. Casting thea vote (sending thea letter) pastafter the time limit shall meandeadline means that a given member of the Supervisory Board did not participate in the vote.

5. If the person who sendssending a notification regarding the noticeinitiation of instigation of the <u>a voting</u> procedure for voting by circular concerningin writing regarding a resolution or resolutions, in accordance with §-14.2 hereinaboveabove, is a member of the Supervisory Board, <u>he/she</u> does not send the <u>noticea</u> notification to himself/herself, but, only casts thea vote by giving themaking a statement specifying whether the vote was cast "for" confirming that "," Against "or "against" or abstained concerning the abstaining from voting in a resolution or resolutions subject to voting.

### 6. The Supervisory Board may adopt resolutions being voted.using means

6. The Supervisory Board can adopt resolutions with use of direct remote communication means. The members. Members of the Supervisory Board can may use any method methods of direct remote communications communication that is will be available to them at a given moment, and they are not obligated members of the Supervisory Board shall not be obliged to use the same means of direct remote communication when voting.as part of a given vote. Each member of the Supervisory Board shall, immediately after voting, give appointment, shall submit to the Chairman of the Supervisory Board written information concerning on the means of direct remote communication, i.e.ie: his/her e-mail address, fax number and phone telephone number. Each member must is obliged to notify the Chairman of the Supervisory Board of any changes into the aforesaid above data to. A member of the Supervisory Board may inform about the temporary center of direct remote communication which he will use in a specific vote.

7. Before the voting using the means of direct remote communication, the Chairman of the Supervisory Board. A member of the Supervisory Board can notify his/her temporary means of direct remote communication that he/she intends to use in the particular voting.

7. Before voting with use of direct remote communication means, or a person indicated by the Chairman or his/her appointee shall setspecify the date of the voting. Such voting will be possible if all members of the Supervisory Board are notified about of the voting in the aforesaidabove-mentioned manner at least 2 (two) businessworking days prior to thebefore its date; and provided further that they are delivered the will receive a draft resolution or resolutions that are to be adopted in this mannermode. In emergenciesurgent cases, the voting vote of the Supervisory Board can may take place without observance of the aforesaid time limits, provided that abovementioned deadlines, if all members of the Supervisory Board agree to the above. Such consent. Such a consent can be may also be obtained with use of aforesaid\_using the above-mentioned means of direct remote communication.

8. After the voting endsvote, the Chairman of the Supervisory Board or thea member of the Supervisory Board appointed by the Chairman draws up the minutes and signs the minutes it. The minutes report should contain a description of the voting method, textvote, the content of voted resolutions, subject to voting, the number of votes cast for in favor of resolutions, against resolutions and abstained. the number of abstentions.

### §15

1. The Supervisory Board carries outperforms its duties jointly,collectively, but it may, however, delegate its members to independently fulfil specificperform certain supervisory activities-independently. The Supervisory Board is represented by the Chairman of the Supervisory Board, and in the case of his/her absence — by the ViceChairmanVice Chairman of the Supervisory Board.

3. A member of the Supervisory Board, delegated by the Supervisory Board or a group [of shareholders] to exercise continuous supervision shallpermanently supervise, should submit to the Supervisory Board detailed, written reports on the function performed function.

<u>§16</u>

<u>1.</u>

### <del>§16</del>

1. The members Members of the Supervisory Board areshall be entitled to adequate appropriate remuneration.

<u>2</u>. The remuneration <u>shall beis</u> determined by the General Meeting <u>of Shareholders.</u> The <u>remunerationsalary</u> is payable monthly. <u>The information aboutInformation on</u> the total <u>sum of</u>-remuneration <u>forof</u> all members of the Supervisory Board, as well as <u>on</u> the amount of remuneration <u>forof</u> each member individually, is disclosed in the <u>Company'sCompany's</u> annual report.

2. The members<u>3</u>. Members of the Supervisory Board who are delegated to exercise continuous permanent individual performance of supervision and those who are members of the Supervisory Board, temporarily delegated to perform the activities duties of the Management Board shall, receive a separate remuneration, in the amount of which shall be determined by the General Meeting of Shareholders.

3. The members <u>4</u>. Members of the Supervisory Board <u>areshall be</u> entitled to reimbursement <u>for of</u> costs <u>associated with their related to</u> participation in the <u>Board's</u> work. <u>of the Board</u>.

# III. Final Provisions

§17

1. Office services to The administrative service of the Supervisory Board are provided is ensured by the Company and the Company shall be obligated, which is obliged to appoint a person in charge of: responsible for:

(i) notifying the members of the Supervisory Board members about the planned meetings as well as and obtaining the confirmation or refusal of their arrival;

(ii) preparing and <u>deliveringtransferring</u> to <u>the</u>-members of the Supervisory Board <u>allthe</u> materials needed for the meeting; <u>keeping minutes of the</u>, <u>recording</u> meetings of the Supervisory Board;

(iii) drawing up the minutes and obtaining the signatures of the members of the Supervisory Board members;

(iv) ensuring the proper organisation organization of the meeting;

(v) taking undertaking other actions activities necessary for correct operation the proper functioning of the Supervisory Board.

2. The costs of <u>servicesservicing</u> and <u>operationfunctioning</u> of the Supervisory Board shall be <u>paidborne</u> by the Company.

3. In the <u>caseevent</u> of <u>any discrepancies</u><u>a conflict</u> between the provisions of these <u>RulesRegulations</u> and the provisions of the <u>Company's StatuteArticles of Association</u>, the relevant provisions of the <u>Company's Company's</u> Statute shall apply.

4. The <u>RulesRegulations</u> enter into force on the <u>dateday</u> of <u>theirits</u> adoption by the General Meeting <u>of Shareholders</u>.