

## Statement by COMP S.A. on the application of corporate governance principles in 2024

This statement on the application of corporate governance principles has been prepared in accordance with the requirements set out in § 70(6)(5) and § 71(5) 5 of the Regulation of the Minister of Finance of 29 March 2018 on current and periodic information disclosed by issuers of securities and the conditions for recognising as equivalent information required by the laws of a non-member state (Journal of Laws of 2018, item 757).

### I. Corporate governance principles applicable to COMP S.A.

In the financial year 2024, Comp S.A. (hereinafter also referred to as the “Company”) applied the corporate governance principles set out in the “Good Practices of Companies Listed on the Warsaw Stock Exchange 2021” (“DPSN2021”). The Code of Best Practice for Companies Listed on the Warsaw Stock Exchange 2021 constitutes the latest version of the corporate governance code, following the 2016 edition. DPSN2021 was adopted by Resolution No. 13/1834/2021 of 29 March 2021 by the Supervisory Board of the Warsaw Stock Exchange S.A., and came into force on 1 July 2021.

The application of the DP 2021 principles took place in accordance with the Company’s statement submitted on 29 July 2021, in the form of current report No. 1/2021 of 29 July 2021 on the application of the DP 2021 principles updated by the Company’s statement of 24 March 2022 in the form of current report No. 1/2022. All the aforementioned Company reports have been published on the Company’s website at <http://www.comp.com.pl/relacje-inwestorskie/lad-korporacyjny>.

The content of DPSN2021 is available on the website of the Warsaw Stock Exchange S.A. <https://www.gpw.pl/dobre-praktyki>.

Information on Comp S.A.’s implementation of the 2021 Code of Corporate Governance can be found on the [Corporate Governance](#) page

- [COMP S.A. website](#) and in the Good Practice Scanner at <https://www.gpw.pl/dpsn-skaner> after searching for Comp S.A.

In accordance with the principle of maintaining efficient and reliable communication with capital market participants (Principle 1.1 of DPSN 2021), the Company operates a website at [www.comp.com.pl](http://www.comp.com.pl) containing all necessary information required by law, and also maintains accounts on social media platforms, namely: [COMP S.A. \(@COMPSPA\\_official\) / Twitter](#); [Comp S.A. | Facebook](#); [Comp S.A. | LinkedIn](#).

### II. Application of corporate governance principles

During the reporting period, i.e. from 1 January to 31 December 2024, the Company did not consistently apply the following principles: 1.4.1., 2.1., 2.2., 2.11.6..

1. *1.4.1. To ensure effective communication with stakeholders regarding its adopted business strategy, the company publishes information on its website concerning the strategy’s objectives, measurable targets (including, in particular, long-term targets), planned actions and progress in its implementation, as measured by both financial and non-financial indicators. Information on the ESG strategy should, among other things: [...]*

*explain how climate change issues are taken into account in the decision-making processes of the company and entities within its group, highlighting the resulting risks;*

**Company’s Explanations:** The Company’s documents on its website do not contain any explanations of how climate change issues are taken into account in decision-making processes.

2. 2.1. *The company should have a diversity policy for the management board and the supervisory board, adopted by the supervisory board or the general meeting, as appropriate. The diversity policy sets out diversity objectives and criteria in areas such as gender, field of study, specialist knowledge, age and professional experience, and specifies the timeframe and method for monitoring the achievement of these objectives. With regard to gender diversity, the condition for ensuring diversity within the company's governing bodies is that the proportion of women in a given body must be no less than 30%.*

**Company's Explanations:** As at the date of preparation of this Information on the Company's implementation of the principles contained in the 2021 Code of Best Practice for Companies Listed on the Warsaw Stock Exchange, the Company does not have a diversity policy. When selecting members of the Management Board and the Supervisory Board, the Company's governing bodies are guided by the Company's interests, taking into account the candidates' educational background and professional experience.

3. 2.2. *Those responsible for appointing members of a company's management board or supervisory board should ensure the diversity of these bodies by appointing individuals who promote diversity, thereby enabling, amongst other things, the achievement of the target minimum proportion of minority representatives set at no less than 30%, in accordance with the objectives set out in the adopted diversity policy referred to in Principle 2.1.*

**Company's Explanations:** As at the date of preparation of this Information on the Company's compliance with the principles contained in the 2021 Code of Best Practice for Companies Listed on the Warsaw Stock Exchange, the Company does not have a diversity policy. When selecting members of the Management Board and the Supervisory Board, the Company's governing bodies are guided by the Company's interests, taking into account the candidates' educational background and professional experience.

4. 2.11.6. *In addition to the duties arising from statutory provisions, the supervisory board shall prepare an annual report once a year and submit it to the annual general meeting for approval. The report referred to above shall contain at least: [...] information on the extent to which the diversity policy has been implemented in relation to the management board and the supervisory board, including the achievement of the objectives referred to in Principle 2.1.*

**Company's Explanations:** As at the date of preparation of this Information on the Company's compliance with the principles contained in the Code of Best Practice for Companies Listed on the Warsaw Stock Exchange 2021, the Company does not have a diversity policy. When selecting members of the Management Board and Supervisory Board, the Company's governing bodies were guided by the Company's interests, taking into account the candidates' educational background and professional experience.

#### **Principles that do not apply to the Company:**

3.7. *Principles 3.4–3.6 also apply to group entities that are of material significance to the Company's operations, provided that persons have been appointed within those entities to perform these tasks.* **The Company's comments:** No persons have been appointed within the group companies to be responsible for risk management and compliance or to head the internal audit function.

### **III. Internal control and risk management system in the process of preparing financial statements and consolidated financial statements**

The Company's internal control system, which covers the process of preparing financial statements, has been designed to enable risk control whilst maintaining appropriate oversight of the correctness of the collection, processing and presentation of data necessary for the preparation of financial statements, in accordance with applicable laws.

In accordance with the legal framework applicable as at the date of this statement, both the Company's separate annual financial statements and the consolidated annual financial statements of the Company's group are subject to an audit conducted by an audit firm, in accordance with the Act of 11 May 2017 on Statutory Auditors, audit firms and public oversight (i.e. Journal of Laws of 2024, item 1035, as amended) ("the Act"). The Supervisory Board is responsible for selecting this entity. The selection is made in accordance with the "Policy on the selection of an audit firm to conduct the audit at Comp Spółka Akcyjna" adopted by the Audit Committee of the Company's Supervisory Board and on the basis of the "Procedure for the selection of an audit firm to conduct the audit at Comp Spółka Akcyjna", also adopted by the Audit Committee of the Company's Supervisory Board.

Furthermore, with a view to ensuring the reliability of the financial data presented in other published interim reports, the Company has implemented procedures for cooperation with the auditor, ensuring that significant issues relating to the recognition of economic events in the accounts and financial statements are discussed on an ongoing basis. Among other things, to oversee the proper conduct of the financial reporting process and cooperation with the auditor, an internal auditor was appointed at the Company on 25 April 2018.

**IV. List of shareholders holding, directly or indirectly, significant blocks of shares, together with an indication of the number of shares held by such entities, their percentage share in the share capital, the number of votes arising therefrom and their percentage share in the total number of votes at the general meeting**

Information on shareholders holding, directly or indirectly, significant blocks of the Company's shares, together with an indication of the number of shares held by these entities, their percentage share in the share capital, the number of votes arising therefrom and their percentage share in the total number of votes at the general meeting, has been included in the introduction to the financial statements.

**V. Identification of holders of any securities conferring special control rights, together with a description of those rights**

Information regarding the holders of any securities conferring special control rights, together with a description of such rights, is included in the introduction to the financial statements.

**VI. Indication of any restrictions on the exercise of voting rights, such as restrictions on the exercise of voting rights by holders of a specific proportion or number of votes, time-based restrictions on the exercise of voting rights, or provisions whereby the capital rights attached to securities are separated from the holding of the securities**

Information on any restrictions on the exercise of voting rights is included in the introduction to the financial statements.

**VII. Indication of any restrictions on the transfer of ownership of the issuer's securities**

Information on any restrictions on the transfer of ownership of the Company's securities is included in the introduction to the financial statements.

**VIII. Description of the rules governing the appointment and dismissal of management personnel and their powers, in particular the right to decide on the issue or redemption of shares**

Pursuant to Articles 31 and 32 of the Company's Articles of Association, the Management Board consists of between three and eight members appointed for a joint term of office. The Management Board comprises: the President of the Management Board and between two and three Vice-Presidents of the Management Board, and, in the case of a Management Board consisting of more than three members, also members of the Management Board. The term of office of the Management Board is four years. The Management Board is appointed by the Supervisory Board, which determines the number of members of the Management Board at

each term of office and the role that the person appointed to the Company's Management Board is to perform on the Management Board. A change in the role performed on the Company's Management Board is not permitted without first removing the person in question from the Management Board. The Supervisory Board may remove a member of the Management Board or the entire Management Board before the end of their term of office.

The Management Board manages the Company and represents it externally. All matters relating to the conduct of the Company's business, not reserved by law or the Articles of Association for the competence of the General Meeting or the Supervisory Board, fall within the competence of the Management Board. The President of the Management Board acting alone, or two Vice-Presidents of the Management Board acting jointly, or a Vice-President of the Management Board acting jointly with a member of the Management Board, are authorised to make declarations of intent and sign on behalf of the Company.

The Company's Management Board is not authorised to make independent decisions regarding the issue of shares. The Company's Management Board is authorised to acquire the Company's shares only in accordance with the provisions of the Commercial Companies Code concerning the acquisition of own shares.

#### **IX. Description of the rules for amending the Company's Articles of Association**

Pursuant to the provisions of the Company's Articles of Association, the General Meeting may adopt resolutions only on matters included in the agenda, unless the entire share capital is represented at the Meeting and none of those present has objected to the adoption of the resolution.

The General Meeting may adopt resolutions regardless of the number of shareholders present or the shares represented, unless the Commercial Companies Code provides otherwise. Each share entitles the holder to one vote at the General Meeting. Resolutions of the General Meeting are adopted by an absolute majority of the votes of the shareholders present at the Meeting, unless the Articles of Association or applicable law provide otherwise.

§ 24(1)(8) of the Company's Articles of Association provides that the powers of the General Meeting include, in particular, the amendment of the Company's Articles of Association.

Pursuant to Article 415(1) of the Commercial Companies Code, a resolution concerning (...) an amendment to the Articles of Association (...) shall be adopted by a three-quarters majority of votes.

#### **X. The manner of operation of the General Meeting and its fundamental powers, as well as a description of shareholders' rights and the manner of exercising them, in particular the rules arising from the rules of procedure of the General Meeting, if such rules have been adopted, unless information in this regard is directly provided for by law**

In accordance with the provisions of the Company's Articles of Association, general meetings of shareholders may be ordinary or extraordinary. General meetings are held in Warsaw. Ordinary general meetings are held within six months of the end of each financial year.

General meetings are convened by:

- the Management Board, including at the request of shareholders representing at least 5% (five per cent) of the share capital;
- the Supervisory Board or its Chairman;
- shareholders representing at least half of the share capital or at least half of the total votes in the Company, whilst appointing its Chairman.

The General Meeting may adopt resolutions only on matters included in the agenda. Shareholders representing at least 5% (five per cent) of the share capital may request that specific matters be included in the agenda of the next General Meeting.

Resolutions of the general meeting are adopted by an absolute majority of the votes of the shareholders present at the meeting, unless the Articles of Association or applicable law provide otherwise. Resolutions of the general meeting concerning the payment of dividends require a three-quarters majority of the votes of the shareholders present at the general meeting.

The powers of the General Meeting include, in particular, the adoption of resolutions on: the distribution of profit or coverage of losses, the merger or transformation of the Company, the dissolution and liquidation of the Company, the increase or reduction of the share capital, the determination of the rules for the remuneration of members of the Supervisory Board and the approval of the Supervisory Board's rules of procedure, the creation and abolition of special-purpose funds, changes to the Company's business, amendments to the Company's Articles of Association, the issue of convertible bonds or bonds with pre-emptive rights, the appointment of liquidators, all decisions concerning claims for compensation for damage caused during the formation of the Company or the exercise of management or supervision; as well as the consideration of matters referred by the Supervisory Board, the Management Board or the shareholders.

Voting at general meetings is open. A secret ballot shall be held in elections and on motions to dismiss members of the Company's governing bodies or liquidators, or to hold them liable, as well as in matters relating to personnel.

The Company has not adopted rules of procedure for the general meeting.

**XI. Description of the operations of the issuer's management, supervisory or administrative bodies and their committees, together with an indication of the composition of these bodies and any changes that have occurred within them during the last financial year**

Information on the composition and operating principles of the Company's management and supervisory bodies and their committees is presented in the introduction to the financial statements.

During the period from 1 January to 6 December 2024, the Supervisory Board comprised:

- Grzegorz Należyty – Chairman of the Supervisory Board,
- Ryszard Trepczyński – Vice-Chairman of the Supervisory Board,
- Julian Kutrzeba – Member of the Supervisory Board,
- Piotr Nowjalis – Member of the Supervisory Board,
- Krystian Brymora – Member of the Supervisory Board,
- Szczepan Strublewski – Member of the Supervisory Board.

On 31 October 2024, Mr Piotr Nowjalis tendered his resignation from the position of member of the Supervisory Board, effective from the date of the next extraordinary general meeting of Comp S.A., but no later than 6 December 2024. In view of the above, the General Meeting on 6 December 2024, by Resolution No. 3/2024, appointed Mr Piotr Kwaśniewski to the current two-year joint term of office, which commenced following the appointment of the members of the Company's Supervisory Board on 30 June 2022 and entrusted him with the role of a member of the Supervisory Board. The Company published the CV of the newly appointed member of the Supervisory Board in Current Report No. 50/2024 dated 6 December 2024.

Consequently, from 6 December 2024 to 31 December 2024, the composition of the Supervisory Board was as follows:

- Grzegorz Należyty – Chairman of the Supervisory Board,
- Ryszard Trepczyński – Vice-Chairman of the Supervisory Board,
- Julian Kutrzeba – Member of the Supervisory Board,
- Piotr Kwaśniewski – Member of the Supervisory Board
- Krystian Brymora – Member of the Supervisory Board;
- Szczepan Strunlewski – Member of the Supervisory Board.

During the period from 1 January to 6 December 2024, the following committees operated within the Supervisory Board: the Audit Committee, the Strategy Committee and the Nomination and Remuneration Committee. During this period, the composition of the committees was as follows:

Audit Committee of the Supervisory Board of Comp S.A.:

- Piotr Nowjalis, Chairman of the Audit Committee of the Company's Supervisory Board,
- Grzegorz Należyty,
- Ryszard Trepczyński.

Strategy Committee of the Supervisory Board of Comp S.A.:

- Grzegorz Należyty, Chairman of the Strategy Committee of the Company's Supervisory Board,
- Julian Kutrzeba,
- Szczepan Strublewski.

The Nomination and Remuneration Committee of the Supervisory Board of Comp S.A.:

- Piotr Nowjalis, Chairman of the Nomination and Remuneration Committee of the Company's Supervisory Board,
- Krystian Brymora,
- Grzegorz Należyty.

Following the changes of 6 December 2024 to the composition of the Supervisory Board, on 18 December 2024 the Supervisory Board appointed:

1. Mr Szczepan Strublewski as a member of the Supervisory Board's Audit Committee;
2. appointed Mr Ryszard Trepczyński as Chairman of the Supervisory Board's Audit Committee;
3. appointed Mr Ryszard Trepczyński as a member of the Supervisory Board's Nomination and Remuneration Committee;
4. appointed Mr Grzegorz Należyty as Chairman of the Supervisory Board's Nomination and Remuneration Committee.

Consequently, from 18 December 2024 to 31 December 2024, the composition of the committees was as follows:

Audit Committee of the Supervisory Board of Comp SA:

- Mr Ryszard Trepczyński, Chairman of the Audit Committee of the Company's Supervisory Board;
- Mr Grzegorz Należyty;
- Mr Szczepan Strublewski.

Strategy Committee of the Supervisory Board of Comp SA:

- Mr Grzegorz Należyty, Chairman of the Strategy Committee of the Company's Supervisory Board;
- Mr Julian Kutrzeba;
- Mr Szczepan Strublewski.

The Nomination and Remuneration Committee of the Supervisory Board of Comp SA:

- Mr Grzegorz Należyty, Chairman of the Nomination and Remuneration Committee of the Company's Supervisory Board;
- Mr Krystian Brymora;
- Mr Ryszard Trepczyński.

Unless otherwise stated, the Company's governing bodies operate in accordance with applicable general legal regulations and the Company's Articles of Association.

The Audit Committee of the Supervisory Board operates in accordance with the Rules of Procedure adopted by the Audit Committee and approved by the Supervisory Board. In accordance with these Rules of Procedure, the Audit Committee acts collectively, unless a resolution of the Audit Committee delegates a specific task to one of its members. The Chair of the Audit Committee is responsible for the Audit Committee's cooperation with the Supervisory Board, in particular by submitting the Audit Committee's opinions, motions and reports to the Supervisory Board. The Audit Committee holds meetings at least four times a year, on dates set by

the Chair of the Audit Committee, where possible prior to the dates of Supervisory Board meetings. In exceptional circumstances, a meeting of the Audit Committee may be convened by the Chair of the Supervisory Board. Meetings of the Audit Committee may be convened by its Chairman on his own initiative, by a member of the Audit Committee or another member of the Supervisory Board, as well as at the request of the Management Board, the person responsible within the Company for the internal control system, the risk management system or the internal audit. Meetings of the Audit Committee may take place without a formal convening if all members of the Audit Committee are present and agree to hold the meeting with a specific agenda. The Audit Committee adopts resolutions if at least half of its members are present at the meeting of the Audit Committee and all its members have been duly invited in due time. The Audit Committee may adopt resolutions by written procedure (circular resolution) or using means of remote communication. Resolutions of the Audit Committee are adopted by a simple majority of votes cast. In the event of an equal number of votes 'for' and 'against', the Chair of the Audit Committee shall have the casting vote. In order to carry out its duties, the Audit Committee may: (i) request that employees or associates of the Company submit specific information or documents, in particular relating to accounting, finance, internal audit and risk management, (ii) invite employees or associates of the Company or third parties to meetings (with or without the presence of members of the Company's Management Board), (iii) seek – at the Company's expense – advice from external advisers to the extent necessary for the Audit Committee to perform its duties. The Audit Committee may request that the lead auditor discuss with the Audit Committee key issues arising from the audit of the Company's financial statements.

**XII. With regard to the audit committee or, where applicable, the supervisory board or another supervisory or control body where that body performs the duties of an audit committee, an indication of: (i) persons meeting the statutory independence criteria; (ii) persons possessing knowledge and skills in the field of accounting or the auditing of financial statements, specifying how such knowledge and skills were acquired; (iii) persons possessing knowledge and skills in the industry in which the issuer operates, specifying how such knowledge and skills were acquired; (iv) whether the audit firm auditing the issuer's financial statements has provided permitted non-audit services to the issuer, and whether, in this regard, an assessment of the audit firm's independence has been carried out and consent has been given for the provision of such services; (v) the main principles of the policy for selecting an audit firm to carry out the audit and the policy regarding the provision of permitted non-audit services by the audit firm carrying out the audit, by entities affiliated with that audit firm, and by a member of the audit firm's network; (vi) whether the recommendation regarding the selection of the audit firm to conduct the audit met the applicable conditions, and where the selection of the audit firm did not concern the renewal of the contract for the audit of the financial statements – whether that recommendation was drawn up following a selection procedure organised by the issuer that met the applicable criteria; (vii) the number of meetings held by the audit committee or by the supervisory board or other supervisory or control body devoted to the performance of the audit committee's duties**

As at 31 December 2024, the Audit Committee of the Supervisory Board comprised:

- Mr Ryszard Trepczyński, Chairman of the Audit Committee of the Company's Supervisory Board;
- Mr Grzegorz Należyty;
- Mr Szczepan Strublewski

With regard to the members of the Supervisory Board, in accordance with the Company's current reports No. 14/2022 dated 1 June 2022, No. 16/2022 dated 9 June 2022, No. 17/2022 dated 10 June 2022, No. 18/2022 dated 15 June 2022, No. 19/2022 dated 21 June 2022 and No. 20/2022 dated 23 June 2022, No. 19/ of 24 June 2023 and No. 50/2024 of 6 December 2024, as well as the declarations and CVs submitted to the Company:

- the statutory criteria for independence are met by Messrs Krystian Brymora, Julian Kutrzeba, Piotr Kwaśniewski, Grzegorz Należyty, Ryszard Trepczyński and Szczepan Strublewski;
- Mr Grzegorz Należyty, Mr Ryszard Trepczyński and Mr Szczepan Strublewski possess knowledge and skills in the field of accounting or the auditing of financial statements. Mr Ryszard Trepczyński graduated from the Warsaw School of Economics (Faculty of Management and Marketing), and acquired his knowledge and practical skills in this field through his professional career, in particular by providing professional financial consultancy services to businesses since 2016. Mr Szczepan Strublewski graduated from the Warsaw School of Economics the Faculty of Planning and the Faculty of Statistics (now the Faculty of Statistics at SGH) in Warsaw, and obtained a University Diploma from the University of Kent in Canterbury, and acquired practical knowledge and skills in the above field during his professional career, in particular by providing professional financial consultancy to business entities since 2016, specifically as an advisor on mergers and acquisitions and corporate restructuring.
- Julian Kutrzeba, Szczepan Strublewski, Pior Kwaśniewski and Grzegorz Należyty possess knowledge and skills in the sector in which the Company operates.

All the individuals listed have acquired the knowledge and skills set out above through their many years of professional experience, as detailed in their CVs. The Company published the CVs of all members of the Supervisory Board in current reports No. 24/2022 dated 30 June 2022 and No. 22/2023 dated 30 June 2023, as well as in report No. 50/2024 dated 6 December 2024.

In 2024, the audit firm auditing the Company's financial statements provided the Company with permitted non-audit services in relation to the review of the interim consolidated financial statements.

In 2017, the Audit Committee of the Company's Supervisory Board adopted a resolution:

- The Policy on the provision of permitted non-audit services at Comp Spółka Akcyjna by the audit firm conducting the audit, by entities related to that audit firm, and by a member of the audit firm's network,
- A policy on the selection of an audit firm to conduct the audit at Comp Spółka Akcyjna,
- The procedure for selecting an audit firm to carry out an audit at Comp Spółka Akcyjna.

On the basis of a recommendation from the Audit Committee of the Supervisory Board of Comp SA, the Supervisory Board of the company, by a resolution dated 27 May 2022, adopted amendments to the Policy on the selection of an audit firm to conduct the audit at the Company, bringing the Policy into line with the current legal framework.

The main provisions of the Policy on the selection of an audit firm to conduct the audit at the Company following the amendments indicated above are as follows:

- the selection of the audit firm is made by the Supervisory Board after considering the recommendation of the Audit Committee,
- the selection of the audit firm takes place in accordance with the procedure adopted by the Audit Committee of the Supervisory Board,
- the selection of the audit firm complies with the provisions of the Act, in particular taking into account the principle that a statutory auditor may not conduct a statutory audit of the Company for a period exceeding five years, and may conduct a statutory audit of the Company again only after at least three years have elapsed since the completion of the last statutory audit.

The main principles of the policy adopted by the Audit Committee of the Supervisory Board regarding the provision of permitted non-audit services at Comp Spółka Akcyjna by the audit firm conducting the audit, by entities affiliated with that audit firm, and by a member of the audit firm's network are as follows:

- neither the audit firm nor the statutory auditor conducting the audit, nor any entity affiliated with that audit firm, nor any member of the audit firm's network or the statutory auditor, do not provide, either directly or indirectly, any prohibited non-audit services to the Company or its related parties, other than the audit of financial statements or financial review activities,
- prohibited non-audit services are set out in Article 5(1) of Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014,
- the provision of prohibited services is only possible in areas unrelated to the Company's tax policy, following an assessment of the risks and safeguards to independence by the Audit Committee.

The recommendation of the audit firm presented by the Audit Committee of the Supervisory Board, in accordance with the adopted Policy on the selection of an audit firm to conduct the audit at Comp Spółka Akcyjna, met the applicable conditions and was drawn up following a procedure organised by the Company to select an audit firm meeting the applicable criteria.

In 2024, the Audit Committee held a total of 4 meetings.

**XIII. A description of the diversity policy applied to the issuer's administrative, management and supervisory bodies with regard to aspects such as age, gender, or education and professional experience; the objectives of this diversity policy; how it is implemented; and its effects during the reporting period; and, where the issuer does not apply such a policy – an explanation of that decision**

The Company has not developed a diversity policy. Decisions regarding the composition of the Management Board, the Supervisory Board and the appointment of key management positions are the responsibility of the Company's authorised bodies. When selecting members of the Management Board and the Supervisory Board, the Company's bodies are guided by the Company's interests, taking into account the candidates' educational background and professional experience.

Signatures of all members of the Management Board of Comp S.A.

Date	First name and surname	Position	Signature
15 April 2025	Robert Tomaszewski	Chairman of the Management Board	Document signed electronically
15 April 2025	Krzysztof Morawski	Vice-Chairman of the Management Board	Document signed electronically
15 April 2025	Andrzej Wawer	Vice-Chairman of the Management Board	Document signed electronically
15 April 2025	Jarosław Wilk	Vice-Chairman of the Management Board	Document signed electronically