

**RESOLUTION NO. 18
OF THE ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 2022**

**on granting an individual award to a Member of the Supervisory Board of CIECH S.A. -
Ms. Natalia Scherbakoff for the period of holding the position
within the year 2021**

Pursuant to Article 392 § 1 of the Commercial Companies Code, § 18 letter (g) of the Statute of CIECH S.A., it is adopted as follows:

§ 1

1. The Annual General Meeting of CIECH S.A., referring to § 5 section 7 of the Remuneration Policy for the Members of the Management Board and Supervisory Board of CIECH S.A. with its registered office in Warsaw, grants Ms. Natalia Scherbakoff, Member of the Supervisory Board of CIECH S.A., an individual award constituting additional remuneration in the gross amount of PLN 56 000.
2. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
3. Upon a motion of the Supervisory Board Member, the remuneration may be paid in a currency other than PLN, in an amount equivalent to the remuneration in PLN, calculated at the average exchange rate announced by the National Bank of Poland on the day the motion for payment in another currency is submitted.

§ 2

The resolution comes into force upon its adoption.

Number of shares from which valid votes have been cast:

Percentage of these shares in the share capital:

Total number of valid votes:

Number of votes "in favour":

Number of votes "against":

Number of votes "abstaining":

This resolution will be adopted in a secret ballot.

RESOLUTION NO. 19
OF THE ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 2022

on granting an individual award to a Member of the Supervisory Board of CIECH S.A. -
Mr. Martin Laudенbach for the period of holding the position
within the years 2020-2021

Pursuant to Article 392 § 1 of the Commercial Companies Code, § 18 letter (g) of the Statute of CIECH S.A., it is adopted as follows:

§ 1

1. The Annual General Meeting of CIECH S.A., referring to § 5 section 7 of the Remuneration Policy for the Members of the Management Board and Supervisory Board of CIECH S.A. with its registered office in Warsaw, grants Mr. Martin Laudенbach, Member of the Supervisory Board of CIECH S.A., an individual award constituting additional remuneration in the gross amount of PLN 528 000.
2. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
3. Upon a motion of the Supervisory Board Member, the remuneration may be paid in a currency other than PLN, in an amount equivalent to the remuneration in PLN, calculated at the average exchange rate announced by the National Bank of Poland on the day the motion for payment in another currency is submitted.

§ 2

The resolution comes into force upon its adoption.

Number of shares from which valid votes have been cast:
Percentage of these shares in the share capital:

Total number of valid votes:
Number of votes "in favour":
Number of votes "against":
Number of votes "abstaining":

This resolution will be adopted in a secret ballot.

**RESOLUTION NO. 20
OF THE ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 2022**

**on granting an individual award to a Member of the Supervisory Board of CIECH S.A. -
Mr. Łukasz Rędziniak for the period of holding the position
within the years 2020-2021**

Pursuant to Article 392 § 1 of the Commercial Companies Code, § 18 letter (g) of the Statute of CIECH S.A., it is adopted as follows:

§ 1

1. The Annual General Meeting of CIECH S.A., referring to § 5 section 7 of the Remuneration Policy for the Members of the Management Board and Supervisory Board of CIECH S.A. with its registered office in Warsaw, grants Mr. Łukasz Rędziniak, Member of the Supervisory Board of CIECH S.A., an individual award constituting additional remuneration in the gross amount of PLN 639 000.
2. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
3. Upon a motion of the Supervisory Board Member, the remuneration may be paid in a currency other than PLN, in an amount equivalent to the remuneration in PLN, calculated at the average exchange rate announced by the National Bank of Poland on the day the motion for payment in another currency is submitted.

§ 2

The resolution comes into force upon its adoption.

Number of shares from which valid votes have been cast:

Percentage of these shares in the share capital:

Total number of valid votes:

Number of votes "in favour":

Number of votes "against":

Number of votes "abstaining":

This resolution will be adopted in a secret ballot.

**RESOLUTION NO. 21
OF THE ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 2022**

**on granting an individual award to a Member of the Supervisory Board of CIECH S.A. -
Mr. Marek Kośnik for the period of holding the position
within the years 2019-2021**

Pursuant to Article 392 § 1 of the Commercial Companies Code, § 18 letter (g) of the Statute of CIECH S.A., it is adopted as follows:

§ 1

1. The Annual General Meeting of CIECH S.A., referring to § 5 section 7 of the Remuneration Policy for the Members of the Management Board and Supervisory Board of CIECH S.A. with its registered office in Warsaw, grants Mr. Marek Kośnik, Member of the Supervisory Board of CIECH S.A. acting as Deputy Chairman of the Supervisory Board of CIECH S.A., an individual award constituting additional remuneration in the gross amount of PLN 972 000.
2. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
3. Upon a motion of the Supervisory Board Member, the remuneration may be paid in a currency other than PLN, in an amount equivalent to the remuneration in PLN, calculated at the average exchange rate announced by the National Bank of Poland on the day the motion for payment in another currency is submitted.

§ 2

The resolution comes into force upon its adoption

Number of shares from which valid votes have been cast:

Percentage of these shares in the share capital:

Total number of valid votes:

Number of votes "in favour":

Number of votes "against":

Number of votes "abstaining":

This resolution will be adopted in a secret ballot.

**RESOLUTION NO. 22
OF THE ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 2022**

**on granting an individual award to a Member of the Supervisory Board of CIECH S.A. -
Mr. Artur Olech for the period of holding the position
within the years 2019-2021**

Pursuant to Article 392 § 1 of the Commercial Companies Code, § 18 letter (g) of the Statute of CIECH S.A., it is adopted as follows:

§ 1

1. The Annual General Meeting of CIECH S.A., referring to § 5 section 7 of the Remuneration Policy for the Members of the Management Board and Supervisory Board of CIECH S.A. with its registered office in Warsaw, grants Mr. Artur Olech, Member of the Supervisory Board of CIECH S.A., an individual award constituting additional remuneration in the gross amount of PLN 1 000 000.
2. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
3. Upon a motion of the Supervisory Board Member, the remuneration may be paid in a currency other than PLN, in an amount equivalent to the remuneration in PLN, calculated at the average exchange rate announced by the National Bank of Poland on the day the motion for payment in another currency is submitted.

§ 2

The resolution comes into force upon its adoption

Number of shares from which valid votes have been cast:

Percentage of these shares in the share capital:

Total number of valid votes:

Number of votes "in favour":

Number of votes "against":

Number of votes "abstaining":

This resolution will be adopted in a secret ballot.