

## Appendix 1 to the Remuneration Policy

Duration of the legal relationships of Management Board and Supervisory Board Members with the Company, relevant notice periods and termination conditions.

### Management Board:

Full name	Position	Basis and duration of the legal relationship with the Company	Notice period for termination of employment	Conditions for termination of employment	Post-termination non-compete provisions
Aleksander Górecki*	President of the Management Board	Appointed to the Management Board by resolution of the Supervisory Board dated 18 May 2020. Pursuant to Art. 13.2 of the Company's Articles of Association, Members of the Management Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	Post-termination non-compete compensation equal to 25% of the remuneration specified in the employment contract, payable for a period of six consecutive months.
		Open-ended employment contract with Auto Partner S.A.	The employment contract may be terminated in accordance with generally applicable provisions of the labour law – currently subject to a three months' notice period.	If the employment contract is terminated by the Company for reasons other than those justifying termination with immediate effect, one-off compensation will be due equal to six times the monthly remuneration	

				specified in the employment contract.	
Andrzej Manowski	Vice President of the Management Board	Appointed to the Management Board by resolution of the Supervisory Board dated 18 May 2020. Pursuant to Art. 13.2 of the Company's Articles of Association, Members of the Management Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	Post-termination non-compete compensation equal to 25% of the remuneration specified in the employment contract, payable for a period of six consecutive months.
		Open-ended employment contract with Auto Partner S.A.	The employment contract may be terminated in accordance with generally applicable provisions of the labour law – currently subject to a three months' notice period.	If the employment contract is terminated by the Company for reasons other than those justifying termination with immediate effect, one-off compensation will be due equal to six times the monthly remuneration specified in the employment contract.	
Piotr Janta	Vice President of the Management Board	Appointed to the Management Board by resolution of the Supervisory Board dated 18 May 2020. Pursuant to Art. 13.2 of the Company's Articles of Association, Members of the Management Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	Post-termination non-compete compensation equal to 25% of the remuneration specified in the employment contract, payable

		Open-ended employment contract with Auto Partner S.A.	The employment contract may be terminated in accordance with generally applicable provisions of the law – currently subject to a three months' notice period.	If the employment contract is terminated by the Company for reasons other than those justifying termination with immediate effect, one-off compensation will be due equal to six times the monthly remuneration specified in the employment contract.	for six consecutive months.
Tomasz Werbiński	Member of the Management Board	Appointed to the Management Board by resolution of the Supervisory Board dated 30 November 2022. Pursuant to Art. 13.2 of the Company's Articles of Association, Members of the Management Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	Post-termination non-compete compensation equal to 25% of the remuneration specified in the employment contract, payable for a period of six consecutive months.
		Open-ended employment contract with Auto Partner S.A.	The employment contract may be terminated in accordance with generally applicable provisions of the labour law – currently subject to a two weeks' notice period.	If the employment contract is terminated by the Company for reasons other than those justifying termination with immediate effect, one-off compensation will be due	

				equal to six times the monthly remuneration specified in the employment contract.	
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*\* Aleksander Górecki, President of the Management Board, serves as president of the management board at the following subsidiaries: Maxgear Sp. z o.o., AP Auto Partner CZ s.r.o., AP Auto Partner RO s.r.l. under general meeting resolutions on his appointment. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the law. No additional benefits are due upon termination of the appointment relationship. Remuneration for the appointment is paid only at Maxgear Sp. z o.o.*

**Supervisory Board:**

<b>Full name</b>	<b>Position</b>	<b>Basis and duration of the legal relationship with the Company</b>	<b>Notice period for termination of employment</b>	<b>Conditions for termination of employment</b>	<b>Post-termination non-compete provisions</b>
Jarosław Plisz	Member of the Supervisory Board	Appointed to the Supervisory Board by resolution of the General Meeting dated 19 June 2020. Pursuant to Art. 17.2 of the Company's Articles of Association, Members of the Supervisory Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	None.

Andrzej Urban	Member of the Supervisory Board	Appointed to the Supervisory Board by resolution of the General Meeting dated 19 June 2020. Pursuant to Art. 17.2 of the Company's Articles of Association, Members of the Supervisory Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	None.
Bogumił Kamiński	Member of the Supervisory Board	Appointed to the Supervisory Board by resolution of the General Meeting dated 19 June 2020. Pursuant to Art. 17.2 of the Company's Articles of Association, Members of the Supervisory Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	None.
Bogumił Woźny	Member of the Supervisory Board	Appointed to the Supervisory Board by resolution of the General Meeting dated 19 June 2020. Pursuant to Art. 17.2 of the Company's Articles of Association, Members of the	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	None.

		Supervisory Board are appointed for a joint term of office of five years.			
Mateusz Melic	Member of the Supervisory Board	Appointed to the Supervisory Board by resolution of the General Meeting dated 19 June 2020. Pursuant to Art. 17.2 of the Company's Articles of Association, Members of the Supervisory Board are appointed for a joint term of office of five years.	None. Legal relationship established by the appointment may be terminated in accordance with generally applicable provisions of the Commercial Companies Code.	None. No additional benefits are due upon termination of the appointment relationship.	None.