

Luxembourg, 6 April 2022

KI Chemistry S.à r.l.

11, rue Aldringen
L-1118 Luxembourg
Luxembourg

Management Board of Ciech S.A.

Wspólna 62
00-682 Warsaw
Poland

**REQUEST TO PUT ITEMS ON THE AGENDA
OF THE NEXT GENERAL MEETING**

Acting on behalf of KI Chemistry S.à r.l., Luxembourg, address: 11, rue Aldringen, L-1118 Luxembourg, registered in the RCS Luxembourg (*Registre de Commerce et des Societes*) under number B 133556 (hereinafter referred to as the "**Shareholder**") – a shareholder of CIECH S.A. with its registered office in Warsaw (hereinafter referred to as the "**Company**"), representing in total more than one-twentieth of the total number of votes and the total number of shares in the Company, in connection with the convening by the Company for 28 April 2022 of an Annual General Meeting (hereinafter referred to as the "**General Meeting**"), pursuant to Article 401 of the Commercial Companies Code, I hereby request that the following item be added to the agenda of the General Meeting:

„Adoption of resolutions on granting individual awards to the Members of the Supervisory Board of CIECH S.A. for the period of holding the position falling within the years 2019-2021”

in order to award the indicated members of the Company's Supervisory Board with an additional remuneration referred to in § 5 section 7 of the Remuneration Policy for the Management Board and Supervisory Board Members of Ciech S.A. with its registered office in Warsaw, the amount of which shall be determined adequately to the period of performing the function by a given member of the Company's Supervisory Board in the years 2019-2021, according to the table below:

Name	Surname	Date of joining	Date of settlement	Number of months	Award (gross PLN)
Artur	Olech	01.01.2019	31.12.2021	36	1 000 000
Marek	Kośnik	28.01.2019	31.12.2021	35	972 000
Łukasz	Rędziniak	23.01.2020	31.12.2021	23	639 000
Martin	Laudenbach	21.05.2020	31.12.2021	19	528 000
Natalia	Scherbakoff	26.10.2021	31.12.2021	2	56 000

The granting of additional remuneration to the indicated Members of the Company's Supervisory Board is justified by the increased workload in 2019-2021, the implementation in the Company of the 2019-2021 strategy during this period, as well as satisfactory work results.

TRANSLATION

Enclosed please find draft resolutions regarding the proposed agenda of the General Meeting.

Robert Woźniak
Director A

Frank Walenta
Director B

Schedules:

1. Draft resolutions;
2. Documents confirming the composition of the management body (representation) of KI Chemistry S.à r.l. with a sworn translation into Polish;
3. Documents confirming the ownership of the Company's shares by the Shareholder.

DRAFT RESOLUTIONS

**ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 28 April 2022**

To the following agenda item:

"Adoption of resolutions on granting individual awards to the Members of the Supervisory Board of CIECH S.A. for the period of holding the position falling within the years 2019-2021"

**RESOLUTION NO.
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.

RESOLUTION NO.
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 Laudenbach 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 Laudenbach, 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.

RESOLUTION NO.
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

4. 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.
5. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
6. 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.

RESOLUTION NO.
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

7. 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.
8. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
9. 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.

RESOLUTION NO.
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

10. 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.
11. The remuneration referred to in section 1 shall be paid within 90 days of the date of passing this resolution.
12. 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.