

Resolution No. 4/04/2023
of the Supervisory Board of UNIMOT S.A. (the "Company")
of 20 April 2023.

on: adoption of the Report of the Supervisory Board on the remuneration of the Management Board and the Supervisory Board of the Company for the year 2022

§ 1

The Supervisory Board of the Company, acting pursuant to Article 90g (1) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (hereinafter the "Act on Offering") hereby approves the Report of the Supervisory Board on the remuneration of the members of the Management Board 1 of the Supervisory Board of the Company for the year 2022, attached as Appendix 1 to this resolution. The Supervisory Board decides to submit the aforementioned Report for evaluation by the statutory auditor, PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k., pursuant to Article 90g(10) of the Act on Offering, and subsequently to the General Meeting of Shareholders of the Company.

§ 2

The resolution shall enter into force on the date of its adoption.

§3

The resolution was adopted by open vote

..... persons participated in the voting. There were "FOR",0.... "AGAINST",
...0..... "ABSTAINED" votes cast.

Andreas Golombek
Przewodniczący Rady Nadzorczej



Piotr Prusakiewicz
Członek Rady Nadzorczej

Bogusław Satława
Wiceprzewodniczący Rady
Nadzorczej



Ryszard Budzik
Członek Rady Nadzorczej



Piotr Cieślak
Członek Rady Nadzorczej

Lidia Banach - Hoheker
Członek Rady Nadzorczej

Isaac Querub
Członek Rady Nadzorczej

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Wiceprzewodniczący Rady
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Piotr Cieślak
Członek Rady Nadzorczej

Piotr Prusakiewicz Członek
Rady Nadzorczej

Ryszard Budzik
Członek Rady Nadzorczej

Podpis jest prawidłowy

Dokument podpisany przez Anna Banach-Hoheker Data:
2023.04.20 12:42:5^ST

Lidia Banach - Hoheker
Członek Rady Nadzorczej

Isaac Ouerub
Członek Rady Nadzorczej

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Podpisano przez:
Andreas Martin
Golombek
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Bogusław Satiława
Wiceprzewodniczący Rady
Nadzorczej

Piotr Cieślak
Członek Rady Nadzorczej

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Bogusław Satława
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Członek Rady Nadzorczej

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Członek Rady
Nadzorczej

Ryszard Budzik
Rady
Nadzorczej

Lidia Banach - Hoheker
Członek Rady
Nadzorczej

Członek
Isaac Querub
Członek Rady Nadzorczej



UNIMOT S.A.

**REMUNERATION
REPORT OF THE
SUPERVISORY BOARD
FOR THE YEAR 2022**

Warsaw, 20 April 2023

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1. LEGAL BASES

The Supervisory Board of UNIMOT S.A., in accordance with the provision of Article 90g(1) of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments to the organised trading system and on public companies (hereinafter: the Act), submits to the Ordinary General Meeting of UNIMOT S.A. (hereinafter: the "Company") a remuneration report (hereinafter: the Report or the Remuneration Report) providing a comprehensive overview of the remuneration, including all benefits, in whatever form, received by or due to individual members of the management 0 supervisory board in the financial year 2022, in accordance with the remuneration policy adopted in the Company.

The obligation to prepare this remuneration report arose in connection with Directive 2017/828 of the European Parliament and of the Council (EU) of 17 May 2017 amending Directive 2007/36/EC as regards the incentive for long-term shareholder engagement adopted into the Polish legal order by the Act of 16 October 2019 amending the Act. The directive also required the Supervisory Board to prepare this report. This Remuneration Report covers the year 2022. This Report is the third document of its kind prepared on the basis of the amended provisions of the Act. The Remuneration Report for 2021 (Report dated 04.04.2022) was presented to the Company's shareholders at the Ordinary General Meeting of the Company on 29 June 2022. The Ordinary General Meeting passed Resolution No. 19 of 29.06.2022, in which it expressed a favourable opinion on the Remuneration Report 2021, without commenting on or specifying guidelines for the reporting system in this topic.

2. INTRODUCTION

We submit herewith the report of the Supervisory Board of UNIMOT S.A. on remuneration, presenting a comprehensive overview of the remuneration, including all benefits, received by individual members of the Management Board and Supervisory Board in 2022.

This Report is an expression of the Company's application of the remuneration policies adopted by Resolution No. 18 of the Ordinary General Meeting of UNIMOT S.A. of 3 June 2020 and Resolution No. 24 of the Ordinary General Meeting of Unimot S.A. of 29.06.2022.

The purpose of introducing and applying the tools in question, including the purpose of preparing this report, is to increase transparency regarding the remuneration policy and the actual remuneration awarded to members of the Management Board and Supervisory Board, and to create a closer link between remuneration and the performance of these individuals by improving shareholder oversight of remuneration. This Report therefore facilitates the exercise of shareholders' rights and ensures the accountability of the Company's management and supervisory bodies. This document provides comprehensive information on the total remuneration, broken down by component, but also reports on the performance criteria applied or the remuneration received from entities belonging to the same group. It also includes, where applicable, the number of financial instruments granted or offered.

3. THE AMOUNT OF TOTAL REMUNERATION BY COMPONENT AND MUTUAL PROPORTIONS BETWEEN THE COMPONENTS OF REMUNERATION

In accordance with Article 90g(2)(1) of the Act, the Report shall include the total remuneration of each member of the Management Board and Supervisory Board, broken down by component, including any remuneration from any company belonging to the same group, as defined in Article 90g(2)(5) of the Act. At the same time, in accordance with Article 90g(5) of the Act, which provides for the need to include in this Report information on pecuniary or nonpecuniary benefits granted to persons closest to the members of the Management Board and Supervisory Board, the relevant information in the above regard is as follows: (i) there were no pecuniary or nonpecuniary benefits granted to the immediate persons of the Supervisory Board Members in 2022; (ii) as for the pecuniary or nonpecuniary benefits granted to the immediate persons of the Management Board Members, there were only nonpecuniary benefits consisting of entitlement to a family medical care package according

to the subscription standards typical for this type of service. In addition, in accordance with Article 90g (2) (1) of the Act, the report presents the respective proportions of fixed and variable remuneration. The above information is presented in the form of tables: number 1, number 1 BIS and number 2.

a. THE MANAGEMENT BOARD

All members of the Unimot S.A. Management Board, i.e. Adam Sikorski, Robert Brzozowski and Filip Kuropatwa, held office throughout 2022.

Members of the Management Board of UNIMOT S.A. receive fixed monthly remuneration for the performance of their functions, granted pursuant to the resolution of the Supervisory Board in accordance with § 20 clause 2 letter g of the Company's Articles of Association, and in the case of certain Members of the Management Board also monthly remuneration due to service contracts concluded with the Company. The aforementioned fixed monthly remuneration is paid in monthly cycles, in arrears.

In addition, the Supervisory Board established for the Members of the Management Board of UNIMOT S.A. a Bonus System (resolution of 13 November 2019, as amended). As at the date of this Report, the Bonus System covers the Members of the Management Board holding office as at the date of this Report (i.e. President of the Management Board Adam Sikorski, Vice-President of the Management Board Robert Brzozowski, Vice-President of the Management Board for Finance Filip Kuropatwa) and provides for two types of bonus: a cash bonus and a cash bonus (cash benefit), which can only be used to purchase UNIMOT S.A. shares within the timeframe and under the conditions detailed in the adopted bonus rules. Amount of cash bonus: (i) President of the Management Board Adam Sikorski - 2.5% of the consolidated adjusted net profit of the Unimot S.A. Group; (ii) Vice-President of the Management Board Robert Brzozowski - 2.5% of the consolidated adjusted net profit of the Unimot S.A. Group; (iii) Vice-President of the Management Board for Finance Filip Kuropatwa - 1.7% of the consolidated adjusted net profit of the Unimot S.A. Group. Amount of cash bonus for the purchase of shares in UNIMOT S.A.: (i) Vice President of the Management Board Robert Brzozowski - 2.5% of the consolidated adjusted net profit of the Unimot S.A. Capital Group; (ii) Vice President of the Management Board for Finance Filip Kuropatwa - 1.7% of the consolidated adjusted net profit of the Unimot S.A. Capital Group. The share purchase bonus does not include the President of the Management Board - Adam Sikorski. The aforementioned bonuses are paid after the Supervisory Board has determined, by way of a resolution of the Supervisory Board, the amounts of the bonuses due, and the payment of both components of the bonus itself takes place no later than at the end of the month of publication of the annual consolidated financial statements of the Unimot Group. The basis for calculation of both types of bonuses is the earned consolidated adjusted (by valuation of obligatory fuel stocks of UNIMOT S.A. and subsidiaries) net profit of the UNIMOT Capital Group, the Members of the Management Board of the Company are obliged to allocate the funds received from the bonus for the purchase of shares exclusively for this purpose. The purchase of shares in UNIMOT S.A. is to take place by means of stock exchange transactions within six months from the date of receipt of funds on this account. Failure to purchase shares within the aforementioned period will mean that bonuses of this kind cannot be accrued and awarded for the next two financial years. Shares purchased with bonus funds received are subject to a three-year lock-up, except as set out in the Bonus Scheme Resolution. This Remuneration Report contains information on the variable remuneration of the members of the Management Board - bonuses for 2022 - as determined by the Supervisory Board on 20.04.2023 and due www. date but not yet paid as of the date of this Report. The variable remuneration of the members of the Management Board - bonuses for 2021 - determined and due on 04.04.2022, is described in the Supervisory Board's Remuneration Report for 2021 (prepared on 04.04.2022) and was paid in 2022 in amounts consistent with the amounts due. In the year 2022 to which this Report relates, the Company's company car was used by the Chairman of the Management Board in the course of his duties.

Table 1*

Name, position	Financial year	1			2	3	4	5				
		Fixed remuneration							Variable remuneration (for 2022) ²	Pension expenditure (PLN)	Total remuneration (PLN)	Proportion of fixed salary plus pension expenses and variable salary
		Basic salary (PLN)	Charges (PLN)	Additional benefits (PLN)								
Adam Sikorski ¹ President of the Management Board	2022	420 000,00	0,00	20 604,33	10 312 000,00	0,00	10 752 604,33	95,90%				
Robert Brzozowski ² Vice-President of the Management Board for Commercial Affairs	2022	120 000,00	0,00	20 604,33	20 624 000,00	0,00	20 764 604,33	99,32%				
Filip Kuropatwa ³ Vice-President of the Management Board for Financial Affairs	2022	420 000, 00	0,00	0,00	14 024 000,00	0,00	14 444 000,00	97,09%				

* Explanations of
Tables 1, 2, 1 BIS are
included in the Appendix
to the report.

¹ President of
the Management Board
Adam Sikorski in office

throughout 2022.

² Vice-
President Robert
Brzozowski served
throughout 2022.

³ Vice-
President Filip Kuropatwa
served throughout 2022.

⁴ The column
contains the amount of
variable remuneration
(bonuses) for 2022. The
variable remuneration
(bonuses) due for 2021,
was paid in 2022 in the
amounts of: Adam
Sikorski-1,959,000.00
PLN, Robert Brzozowski -
3918,000.00 PLN, Filip
Kuropatwa -2664,000.00
PLN

b. THE SUPERVISORY BOARD

All members of the Supervisory Board of Unimot S.A., i.e. Andreas Golombek, Bogusław Satława, Piotr Cieślak, Piotr Prusakiewicz, Isaac Ouerub, Ryszard Budzik and Lidia Banach - Hoheker, held office throughout 2022.

Pursuant to resolution No. 22 of the Ordinary General Meeting of UNIMOT S.A. of 3 June 2020, the monthly remuneration of members of the Supervisory Board until 31 May 2022 amounted to:

- PLN 5,000 (in words: five thousand zloty) gross for the Chairman of the Supervisory Board and the Chairman of the Audit Committee;
- PLN 4.000 (in words: four thousand PLN) gross for the other members of the Supervisory Board.

Pursuant to Resolution No. 24 of the Ordinary General Meeting of UNIMOT S.A. of 29 June 2022, the monthly remuneration of the members of the Supervisory Board from 1 June 2022 amounts to:

- PLN 6.250 (in words: six thousand two hundred and fifty PLN) gross for the Chairman of the Supervisory Board and the Chairman of the Audit Committee;
- PLN 5,000 (in words: five thousand PLN) gross for the other members of the Supervisory Board.

The members of the Supervisory Board, Andreas Golombek, Piotr Cieślak, Piotr Prusakiewicz and Lidia Banach - Hoheker, joined the Company's Employee Capital Plan (PPK), i.e. a voluntary, private long-term savings scheme available to all employees, including members of Unimot S.A.'s bodies. The PPK is based on the Act of 4 October 2018 on Employee Capital Plans. The Act requires Unimot S.A. to launch the PPK, enrol participants in the programme and make contributions for them. The regulations also indicate the rules for investing the accumulated capital in defined date funds. Enrolment in the PPK programme by members of the Supervisory Board is voluntary. In 2022, members of the Supervisory Board did not receive any other additional benefits from the Company on the basis of a bonus or profit-sharing plan, in the form of stock options or other benefits in kind. In addition, the members of the Supervisory Board are not entitled to benefits of a deferred or contingent nature from the Company.

name and surname, position	Financial year	1 Fixed remuneration			2 Pension expenditure (PLN)	3 Total remuneration (PLN)	4 Proportion of fixed remuneration plus pension expenditure and variable remuneration
		Basic salary (PLN)	Charges (PLN)	Additional benefits (PLN)			
Andreas Golombek' Chairman of the Supervisory Board]	2022	68 750,00	0,00	0,00	1031,25	69 781,25	Not applicable - variable remuneration does not exist
Bogusław Satiawa' Vice-Chairman of the Supervisory Board	2022	55 000,00	0,00	0,00	0,00	55 000,00	Not applicable - variable remuneration does not exist
Isaac Ouerub' Member of the Supervisory Board	2022	55 000,00	0,00	0,00	0,00	55 000,00	Not applicable - variable remuneration does not exist
Ryszard Budzik' Member of the Supervisory Board	2022	55 000,00	0,00	0,00	0,00	55 000,00	Not applicable - variable remuneration does not exist
Piotr Cieślak' Chairman of the Audit Committee	2022	68 750,00	0,00	0,00	1031,25	69 781,25	Not applicable - variable remuneration does not exist
Piotr Prusakiewicz' Member of the Supervisory Board	2022	55 000,00	0,00	0,00	825,00	55 825,00	Not applicable - variable remuneration does not exist
Lidia Banach - Hoheker' Member of the Supervisory Board	2022	55 000,00	0,00	0,00	825,00	55 825,00	Not applicable - variable remuneration does not exist

* explanations to Tables 1, 2, 1 BIS are included in the Appendix to the report

† Member of the Supervisory Board in office throughout 2022

4. AN EXPLANATION OF HOW TOTAL REMUNERATION IS CONSISTENT WITH THE REMUNERATION POLICY ADOPTED, INCLUDING HOW IT CONTRIBUTES TO THE LONG-TERM PERFORMANCE OF THE COMPANY

The remuneration system of the Executive Board takes into account the tasks and performance of the individual members of the Executive Board and the Executive Board as a whole, the economic and financial situation, the Company and its performance and prospects. The total remuneration of the members of the Management Board is in line with the adopted policy-the remuneration for 2022 essentially consisted of two elements: a fixed remuneration, due and paid on a monthly basis, a variable remuneration (bonus), due and paid after the end of the financial year, after it has been awarded by the Supervisory Board under the terms of the Management Board Bonus Scheme, described above in this Report. For the members of the Supervisory Board, the remuneration paid for 2022 included only the fixed element. The members of the Supervisory Board did not receive any variable remuneration components in 2022, which is also in line with the adopted policy, which did not include a bonus system for the Supervisory Board in the aforementioned period. The Company's determination of the amount of fixed remuneration took into account: the workload required to perform the position, the scope of duties, tasks and responsibilities related to the function performed, the level of remuneration for a similar position applied by other entities operating in the market. The variable remuneration components for the members of the Management Board depended on financial performance, are paid based on transparent principles and criteria and in a manner ensuring effective implementation of the remuneration policy. The bonus system was prepared with a view to recognising the contribution and commitment of selected key position holders in the Company to its commercial success, particularly bearing in mind the Company's business plans and value growth potential. The bonus system for the members of the Management Board was primarily designed to effectively achieve the Company's business objectives, including financial results, and to enhance the Company's potential to achieve long-term goals.

5. INFORMATION ON HOW THE PERFORMANCE CRITERIA WERE APPLIED

The division of the remuneration of the members of the Management Board into fixed and variable components made it possible to pursue a flexible policy for performance-related variable remuneration components in 2022. The basis for calculating both types of bonuses for the members of the Management Board in the aforementioned period was exclusively the criterion of the earned, consolidated, adjusted (for the valuation of the mandatory fuel stocks of UNIMOT S.A. and its subsidiaries) net profit of the UNIMOT Group, which, in the opinion of the Supervisory Board, overall contributes to the long-term performance of the Company.

6. INFORMATION ON THE CHANGE, ON AN ANNUAL BASIS, IN THE REMUNERATION, PERFORMANCE AND AVERAGE REMUNERATION OF EMPLOYEES OF THAT COMPANY WHO ARE NOT MEMBERS OF THE MANAGEMENT OR SUPERVISORY BOARD, IN A WAY THAT ALLOWS FOR COMPARISON

The Supervisory Board shall provide information on the annual changes in the remuneration of each member of the Management Board and Supervisory Board, the company's results and the average remuneration per FTE of the Company's employees other than members of the Management Board and Supervisory Board. As a general rule, this obligation includes a comparison of at least the last five financial years, however, in accordance with the provision of section 90g (3) of the Act, information relating to financial years for which the Supervisory Board was not required to prepare a remuneration report may be omitted and has been omitted from this report. In view of the above, in table number 3 the Supervisory Board only presents a comparison covering the last four financial years, i.e. 2022,

2021, 2020 and 2019. The aforementioned information is presented in table number 3 in a manner that allows for comparison. The remuneration of the members of the Management Board and the Supervisory Board presented in table number 3 only includes the remuneration received at Unimot S.A. and does not include the amounts of remuneration received at the group companies shown in table number 1 of the BIS.

TABELA NR 3

Annual change	Information on total remuneration for 2022 (PLN)	Information on Total remuneration for 2021 (PLN)	Information on remuneration for 2020 <PLN>	Information on total remuneration for 2019 <PLN>	Change 2022 vs. 2021	Change 2021 vs. 2020	Change 2020 vs. 2019
Adam Sikorski President of the Management Board	10 752 604,33	2 165 404,61	1 418 235,36	1 383 000,00	Increase by 397 %	Increase by 53 %	Increase by 3%
Robert Brzozowski Vice-President of the Management Board for Commercial Affairs	20 764 604,33	4 056 662,61	2 836 235,36	2 766 000,00	Increase by 412 %	Increase by 43%	Increase by 3%
Filip Kuropatwa Vice-President of the Management Board for Financial Affairs	14 444 000,00	3 003 580,65	Not applicable - Board member appointed to the Board during 2021	Not applicable - Board member appointed to the Board during 2021	Increase by 381 %	Not applicable - Board member appointed to the Board during 2021	Not applicable - Board member appointed to the Board during 2021
Andreas Golombek Chairman of the Supervisory Board	69 781,25	60 900,00	45 192,95	24 558,76	Increase by 15 %	Increase by 35 %	Increase by 84 %
Bogusław Satlawa Vice-Chairman of the Supervisory Board	55 000,00	48 000,00	38 042,95	24 558,76	Increase by 15%	Increase by 26 %	Increase by 55 %
Isaac Querub Member of the Supervisory Board	55 000,00	48 000,00	38 908,25	26 179,80	Increase by 15%	Increase by 23 %	Increase by 49 %
Ryszard Budzik Member of the Supervisory Board	55 000,00	48 043,94	38 016,77	24 558,76	Increase by 14 %	Increase by 26 %	Increase by 55 %
Piotr Cieślak Member of the Supervisory Board	69 781,25	60 900,00	45 192,95	24 558,76	Increase by 15 %	Increase by 35 %	Increase by 84 %
Piotr Prusakiewicz Member of the Supervisory Board	55 825,00	48 720,00	38 162,95	24 558,76	Increase by 15 %	Increase by 28 %	Increase by 55 %
Lidia Banach - Hoheker Member of the Supervisory Board	55 825,00	29 848,39	Not applicable - Supervisory Board member appointed to the Supervisory Board during 2021	Not applicable - Supervisory Board member appointed to the Supervisory Board during 2021	Increase by 87 %	Not applicable - Supervisory Board member appointed to the Supervisory Board during 2021	Not applicable - Supervisory Board member appointed to the Supervisory Board during 2021

Financial performance

Performance	2022	2021	2020	2019	Change 2022 vs. 2021	Change 2021 vs. 2020	Change 2020 vs. 2019
Unimot S.A. standalone net profit.	PLN 117 288 thousand	PLN 72 046 thousand	PLN 32 279 thousand	PLN 53 825 thousand	Increase by 63 %	Increase by 123%	Decrease of 40%
Sales revenue - unit Unimot S.A.*	PLN 7 682 923 thousand	PLN 7 952 200 thousand	PLN 4 610 557 thousand	PLN 4 349 121 thousand	Decrease of 3 %	Increase by 72%	Increase by 6%
Consolidated net profit of CG Unimot S.A.	PLN 373 897 thousand	PLN 75 961 thousand	PLN 34 735 thousand	PLN 59 923 thousand	Increase by 392 %	Increase by 118%	Decrease of 42%
Sales revenue - consolidated CG Unimot S.A.*	PLN 13 384 882 thousand	PLN 8 207 216 thousand	PLN 4 769 994 thousand	PLN 4 445 420 thousand	Increase by 63 %	Increase by 72%	Increase by 7%

Indicator for calculating the variable remuneration of the Management Board

President of the Management Board Adam Sikorski	2,5% of consolidated net profit of the CG adjusted for inventory valuation	2,5% of consolidated net profit of the CG adjusted for inventory valuation	2,5% of consolidated net profit of the CG adjusted for inventory valuation	2,5% of consolidated net profit of the CG adjusted for inventory valuation	No change	No change	No change
Vice-President of the Management Board Robert Brzozowski	2,5% of consolidated net profit of the CG adjusted for inventory valuation	2,5% of consolidated net profit of the CG adjusted for inventory valuation	2,5% of consolidated net profit of the CG adjusted for inventory valuation	2,5% of consolidated net profit of the CG adjusted for inventory valuation	No change	No change	No change
Vice-President of the Management Board Filip Kuropatwa	1,7% of consolidated net profit of the CG adjusted for inventory valuation	1,7% of consolidated net profit of the CG adjusted for inventory valuation	Not applicable - Board member appointed to the Board during 2021	Not applicable - Board member appointed to the Board during 2021	No change	Not applicable - Board member appointed to the Board during 2021	Not applicable - Board member appointed to the Board during 2021

Average remuneration of the Company's employees

Average remuneration per FTE of the Company's employees	2022	2021	2020	2019			
	PLN 10 373	PLN 7 671	PLN 6 991	PLN 6 317	Increase by 35 %	Increase by 10%	Increase by 11%

** Sales revenue (standalone and consolidated) represents the sum of two items from the statements of total revenues, i.e. sales revenue and profits/losses on sales hedging financial instruments*

7. THE AMOUNT OF REMUNERATION FROM ENTITIES BELONGING TO THE SAME CAPITAL GROUP WITHIN THE MEANING OF THE ACT OF 29 SEPTEMBER 1994 ON ACCOUNTING

The remuneration policy refers to remuneration awarded solely within the Company. Pursuant to the requirements of Article 90g(2) of the Act on Public Offering, the Company also discloses remuneration received from Group companies. A member of the Company's Management Board - Mr Robert Brzozowski received remuneration in 2022 for providing advisory, consulting and business development services for the development of the UNIMOT Group's business segment in the area of electricity generation from subsidiaries - the Issuer, i.e. Tradea Sp. z o.o. and Unimot Energia i Gaz Sp. z o.o. The remuneration is based on agreements for the provision of advisory, consulting and business development services. Tradea Sp. z o.o. and Unimot Energia i Gaz Sp. z o.o. The basis for payment of remuneration on this account are service contracts concluded by a member of the Management Board of the Company for an indefinite period, which provide for a fixed monthly lump sum remuneration for services rendered. President of the Management Board Adam Sikorski received remuneration in 2022 in the period 01.04.2022. - 31.12.2022 r. - for serving as President of the Management Board of Tradea sp. z o.o., a subsidiary of Unimot S.A.. The basis for payment of remuneration on this account is a resolution of the Extraordinary Meeting of Shareholders of Tradea sp. z o.o.

The members of the Supervisory Board did not receive remuneration from UNIMOT S.A. subsidiaries in 2022.

TABLE NUMBER 1 BIS - Remuneration of members of the Management Board from entities in the same group *

Name, surname, position	Financial year	1 Fixed remuneration			2 Variable remuneration	3 Pension expenditure	4 Total remuneration (PLN)	5 Proportion of fixed and variable remuneration
		Basic salary (PLN)	Charges	Additional benefits				
Adam Sikorski President of the Management Board	2022	315 000,00 (gross) ¹	0,00	0,00	Not applicable	0,00	315 000,00 (gross)	Not applicable - variable remuneration does not exist
Robert Brzowski Vice President for Commercial Affairs	2022	300 000,00 (net) ²	0,00	0,00	Not applicable	0,00	300 000,00 (net)	Not applicable - variable remuneration does not exist
Filip Kuropatwa Vice President for Financial Affairs	2022	0,00	0,00	0,00	Not applicable	0,00	0,00	Not applicable - variable remuneration does not exist

* explanations to Tables 1, 2, 1 BIS are included in the Appendix to the report

¹ remuneration in the subsidiary Tradea sp. z o.o. for serving as Chairman of the Management Board from 1.04.2022 to 31.12.2022.

² remuneration of PLN 144,000 in the subsidiary Unimot Energija i Gaz sp. z o.o. and of PLN 156,000 in the subsidiary Tradea sp. z o.o.

8. THE NUMBER OF FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND THE MAIN CONDITIONS FOR THE EXERCISE OF THE RIGHTS ATTACHED TO THOSE INSTRUMENTS, INCLUDING THE PRICE AND EXERCISE DATE AND CHANGES THERETO

A cash bonus for the purchase of shares may be granted to members of the Management Board of the Company only upon fulfilment of specific financial conditions laid down in a resolution of the Supervisory Board. Members of the Management Board of the Company are obliged to allocate funds received on account of the bonus for the purchase of shares exclusively for this purpose. Purchase of shares in UNIMOT S.A. is to take place through stock exchange transactions within 6 (in words: six) months from the date of receipt of funds on this account. Failure to purchase shares within the aforementioned timeframe will mean the inability to accrue and grant a bonus of this kind for the next 2 financial years. Shares purchased with funds received on account of the bonus are subject to a three-year prohibition on transferability, except in the cases listed in the resolution. A member of the Company's Management Board is not obliged to allocate the cash bonus to the purchase of shares. The bonus for the purchase of shares granted in 2022 (pursuant to the resolution of the Supervisory Board of 04.04.2022, described in section 3 above), i.e. the bonus for 2021, was granted to two members of the Management Board, Vice President Robert Brzozowski and Vice President Filip Kuropatwa. Vice President Robert Brzozowski, for the share purchase bonus for 2021, purchased 27,358 shares for a total amount of PLN 1,296,016.20, and Vice President Filip Kuropatwa, for the share purchase bonus for 2021, purchased 19,722 shares for a total amount of PLN 912,600.10. As at the date of this report, Management Board Members Vice President Robert Brzozowski and Vice President Filip Kuropatwa had not yet purchased shares for the share purchase bonus granted for 2022.

9. INFORMATION ON THE USE OF THE OPTION TO CLAIM REIMBURSEMENT OF VARIABLE COMPONENTS OF REMUNERATION

Pursuant to § 4(7) of the remuneration policy, adopted by Resolution No. 18 of the Ordinary General Meeting of Unimot S.A. of 3 June 2020, the Company does not provide for the possibility to claim reimbursement of variable remuneration components.

10. INFORMATION ON DEVIATIONS FROM THE PROCEDURE FOR IMPLEMENTING THE REMUNERATION POLICY AND ON DEVIATIONS APPLIED, INCLUDING AN EXPLANATION OF THE RATIONALE AND PROCEDURE, AND AN INDICATION OF THE ELEMENTS FROM WHICH DEVIATIONS HAVE BEEN APPLIED

In 2022, the Company did not deviate from the procedure for implementing the remuneration policy.

11. SUMMARY

The Supervisory Board confirms that it had full knowledge and access to all necessary information regarding the Company's policy on remuneration for members of the governing bodies. The Supervisory Board believes that there has been no material deviation from the established remuneration policy and appreciates the consistent approach of the Management Board with regard to linking the granting of additional benefits to the achievement of the Company's objectives.

The Company's Management Board has provided a comprehensive description of how the fixed and variable elements of the remuneration policy relate to the annual goal-setting and performance evaluation cycles.

On the basis of the above, the Supervisory Board expresses a positive opinion on the mechanisms used for the implementation of the Remuneration Policy 2022 and confirms that the remuneration payments made in 2022 remain in compliance with this policy

Signatures of the Supervisory Board Members:

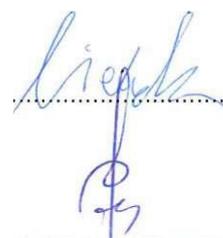
Andreas Golombek, Chairman of the Supervisory Board:

Bogusław Saława, Vice-Chairman of the Supervisory Board:



Ryszard Budzik, Member of the Supervisory Board:

Piotr Cieślak, Member of the Supervisory Board:



Piotr Prusakiewicz, Member of the Supervisory Board:

Lidia Banach - Hoheker, Member of the Supervisory Board:

Isaac Ouerub, Member of the Supervisory Board:

The Supervisory Board of the Company has provided a comprehensive description of how the fixed and variable elements of the Remuneration Policy relate to the annual goal-setting and performance evaluation cycles.

On the basis of the above, the Supervisory Board expresses a positive opinion on the mechanisms used for the implementation of the Remuneration Policy 2022 and confirms that the remuneration payments made in 2022 remain in compliance with this policy.

Signatures of the Supervisory Board Members

Andreas Golombek, Chairman of the Supervisory Board:

Signed by / Podpisano przez:
Andreas, Martin
Golombek
Date / Data: 2023- 04-20 12:41



Bogusław Saława, Vice-Chairman of the Supervisory Board:

Ryszard Budzik, Member of the Supervisory Board:

Piotr Cieślak, Member of the Supervisory Board:

Piotr Prusakiewicz, Member of the Supervisory Board:

Lidia Banach - Hoheker, Member of the Supervisory Board:

Isaac Ouerub, Member of the Supervisory Board

The Company's Management Board has provided a comprehensive description of how the fixed and variable elements of the remuneration policy relate to the annual goal-setting and performance evaluation cycles.

On the basis of the above, the Supervisory Board expresses a positive opinion on the mechanisms used for the implementation of the Remuneration Policy 2022 and confirms that the remuneration payments made in 2022 remain in compliance with this policy

Signatures of the Supervisory Board Members:

Andreas Golombek, Chairman of the Supervisory Board:

Bogusław Saława, Vice-Chairman of the Supervisory Board:

Ryszard Budzik, Member of the Supervisory Board:

Piotr Cieślak, Member of the Supervisory Board:

Piotr Prusakiewicz, Member of the Supervisory Board:

Lidia Banach - Hoheker, Member of the Supervisory Board:

Isaac Ouerub, Member of the Supervisory Board:

Dokument podpisany przez Lidia Banach-Hoheker ST
Data: 2023.04.20 12:44:11



The Company's Management Board has provided a comprehensive description of how the fixed and variable elements of the remuneration policy relate to the annual goal-setting and performance evaluation cycles.

On the basis of the above, the Supervisory Board expresses a positive opinion on the mechanisms used for the implementation of the Remuneration Policy 2022 and confirms that the remuneration payments made in 2022 remain in compliance with this policy.

Signatures of the Members of the Management Board:

Andreas Golombek, Chairman of the Supervisory Board:

Bogusław Satława, Vice-Chairman of the Supervisory Board:

Ryszard Budzik, Member of the Supervisory Board:

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke, positioned to the right of the name Ryszard Budzik.

Piotr Cieślak, Member of the Supervisory Board:

Piotr Prusakiewicz, Member of the Supervisory Board:

Lidia Banach - Hoheker, Member of the Supervisory Board:

Isaac Ouerub, Member of the Supervisory Board:

The Company's Management Board has provided a comprehensive description of how the fixed and variable elements of the remuneration policy relate to the annual goal-setting and performance evaluation cycles.

On the basis of the above, the Supervisory Board expresses a positive opinion on the mechanisms used for the implementation of the Remuneration policy 2022 and confirms that the remuneration payments made in 2022 remain in compliance with this policy.

Signatures of the Supervisory Board Members:

Andreas Golombek, Chairman of the Supervisory Board:

Bogusław Satława, Vice-Chairman of the Supervisory Board:

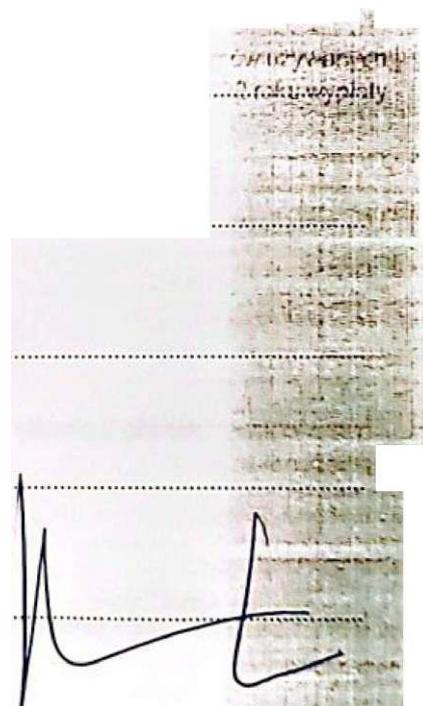
Ryszard Budzik, Member of the Supervisory Board:

Piotr Cieślak, Member of the Supervisory Board:

Piotr Prusakiewicz, Member of the Supervisory Board:

Lidia Banach - Hoheker, Member of the Supervisory Board:

Isaac Ouerub, Member of the Supervisory Board:



Appendix 1 to the Unimot S.A. Supervisory Board Remuneration Report 2022 - clarification of the scope of the columns in Tables 1, 2 and 1 bis.

1. column "Basic salary" - content: total basic remuneration paid during the reported financial year.
2. Column "Fees" - content: reimbursement of expenses related to attendance at body meetings.
3. Column "Additional benefits" - content: medical care benefits.
4. Column "Variable remuneration" - content: amount of annual bonus.
5. Column "Pension expenses" - content: additional pension benefits of members of the body, contributions to the Employee Equity Plan.
6. Column "Total remuneration" - content: sum of fixed and variable remuneration.
7. "Proportion of fixed and variable remuneration" column - content: the relative proportion of fixed and variable remuneration in the reported financial year. The relative proportion of fixed remuneration can be calculated by dividing the sum of fixed components and pension expenses by the amount of total remuneration, multiplied by 100. Correspondingly, the relative proportion of variable remuneration can be calculated by dividing the sum of variable components by the amount of total remuneration and pension expenses, multiplied by 100.