

Resolution No. ____/2026
adopted by the Extraordinary Shareholder Meeting of Jastrzębska Spółka Węglowa
S.A. with its registered office in Jastrzębie-Zdrój on 2026

on amending Resolution No. 31/2019 of the Ordinary Shareholder Meeting of Jastrzębska Spółka Węglowa S.A. with its registered office in Jastrzębie-Zdrój, dated 3 July 2019, on the rules for setting the compensation of the Supervisory Board

Acting pursuant to Article 392 § 1 of the Commercial Company Code and Article 2 Section 2 Item 1 and Article 10 of the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016 and § 21 Section 2 and § 26 Section 1 Item 10) of the Company's Articles of Association, the Extraordinary Shareholder Meeting of Jastrzębska Spółka Węglowa S.A. with its registered office in Jastrzębie-Zdrój hereby resolves as follows:

§ 1

Resolution No. 31/2019 of the Ordinary Shareholder Meeting of Jastrzębska Spółka Węglowa S.A. with its registered office in Jastrzębie-Zdrój, dated 3 July 2019, on the rules for setting the compensation of the Supervisory Board is hereby amended in such a way that the current wording of § 1 Section 1:

“1. The monthly compensation of Supervisory Board members is set as the product of the base amount referred to in Article 1 Section 3 Item 11 of the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016 and the following multiplier:

- a) for the Supervisory Board Chairperson – 1.7;
- b) for other Supervisory Board Members – 1.5”

shall read as follows:

1. The monthly compensation of Supervisory Board members is hereby set at:

- a) for the Supervisory Board Chairperson – 1.55,
- b) for other Supervisory Board Members – 1.35

times the base amount referred to in Article 1 Section 3 Item 11 of the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016, taking into account other legal acts amending or modifying the base amount, including the provisions of acts on special solutions for the implementation of the budget act for the given year.

§ 2

This resolution shall come into force on the date of its adoption.

Justification

The determination of the rules for setting the compensation of Supervisory Board members falls within the powers of the Shareholder Meeting and serves to exercise the shareholders' right to set the compensation of the Company's governing bodies.