



**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD OF
URTESTE S.A.**

01.01.2024 - 31.12.2024



Table of contents

1.	COMPOSITION OF THE SUPERVISORY BOARD AND AUDIT COMMITTEE OF URTESTE S.A.....	3
2.	SUMMARY OF ACTIVITIES OF THE SUPERVISORY BOARD AND AUDIT COMMITTEE	6
3.	EVALUATION OF THE COMPANY'S FINANCIAL STATEMENTS FOR THE PERIOD FROM JANUARY 1, 2024 TO 31, DECEMBER 2024 AND THE REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024.....	8
4.	SUPERVISORY BOARD'S EVALUATION OF THE MANAGEMENT BOARD'S PROPOSALS FOR DISTRIBUTION	9
	NET PROFIT	9
5.	EVALUATION OF THE COMPANY'S SITUATION TAKING INTO ACCOUNT THE ADEQUACY AND EFFECTIVENESS OF THE USED, INTERNAL CONTROL, RISK MANAGEMENT, COMPLIANCE SYSTEMS OPERATIONS WITH STANDARDS OR APPLICABLE PRACTICES AND AUDIT INTERNAL.....	9
6.	ASSESSMENT OF MANAGEMENT'S IMPLEMENTATION OF ITS DISCLOSURE OBLIGATIONS TO THE BOARD OF SUPERVISORY BOARD AND EVALUATION OF THE MANNER IN WHICH THE INFORMATION IS PREPARED OR PROVIDED TO THE BOARD	11
	SUPERVISORY BOARD BY INFORMATION, DOCUMENTS, REPORTS OR EXPLANATIONS	11
7.	INFORMATION ON THE TOTAL REMUNERATION PAYABLE BY THE COMPANY FOR ALL STUDIES COMMISSIONED BY THE SUPERVISORY BOARD TO THE SELECTED ADVISOR DURING THE YEAR FISCAL YEAR	11
8.	ASSESSMENT OF THE COMPANY'S APPLICATION OF CORPORATE GOVERNANCE PRINCIPLES AND THE MANNER OF	11
	FULFILLMENT OF INFORMATION OBLIGATIONS REGARDING THEIR APPLICATION	11
9.	ASSESSMENT OF THE REASONABLENESS OF EXPENSES INCURRED BY URTESTE S.A. TO SUPPORT CULTURE, SPORTS, CHARITABLE INSTITUTIONS, MEDIA, SOCIAL ORGANIZATIONS, TRADE UNIONS, ETC.....	12
10.	INFORMATION ON THE DEGREE OF IMPLEMENTATION OF THE DIVERSITY POLICY WITH REGARD TO THE MANAGEMENT BOARD AND SUPERVISORY BOARD	12

1. COMPOSITION OF THE SUPERVISORY BOARD AND AUDIT COMMITTEE OF URTESTE S.A.

Urteste S.A. (the "Company") was established as a result of the transformation of a company under the name of Urteste spółka z ograniczoną odpowiedzialnością into a joint stock company pursuant to a resolution of the Shareholders' Meeting on the company's transformation dated February 16, 2021.

As of the date of this report, the composition of the Company's Supervisory Board was as follows:

- Jarosław Bilinski - Chairman of the Supervisory Board;
- Magdalena Wysocka - Member of the Supervisory Board;
- Sławomir Kościak - Member of the Supervisory Board;
- Grzegorz Basak - Member of the Supervisory Board;
- Maciej Matusiak - Member of the Supervisory Board.

As of the date of this report, the composition of the Company's Audit Committee was as follows:

- Maciej Matusiak - Chairman of the Audit Committee;
- Sławomir Kościak - Member of the Audit Committee;
- Magdalena Wysocka - Member of the Audit Committee.

During the period covered by this report, there were no changes in the composition of the Supervisory Board and the Audit Committee of the Supervisory Board of URTESTE S.A.

Competencies of the members of the Supervisory Board

Sławomir Kościak

Sławomir Kościak holds a university degree. In 2009, he graduated with a degree in finance and banking from the Warsaw School of Economics and obtained a CEMS Master in International Management from the University of Cologne. He qualified as an investment advisor in 2010 and became a Chartered Financial Analyst (CFA) in 2015.

He gained professional experience: (i) in 2007 at the European Investment Fund in Luxembourg as an analyst, (ii) in 2008 at the real estate fund Morgan Stanley Real Investment GmbH in Frankfurt as an analyst, (iii) from 2009 to 2020, he managed a number of funds and investment strategies within the Investment Fund Company PZU S.A, including as an analyst, portfolio manager, member of the Investment Committee, and since 2014 as Medical Sector Director (iv) from February 2021 to June 2024 as a member of the Supervisory Board, Audit Committee and Nomination and Remuneration Committee at Mabion S.A., (v) from July 2022 to June 2024 as a member of the Supervisory Board and Nomination and Remuneration Committee at Medicalgorithmics S.A., (vi) from November 2022 as a

member of the Supervisory Board at Auxilius Pharma sp. z o.o., (vii) from September 2023 as a member of the Supervisory Board of MediSensonic S.A..

Since July 2023 Sławomir Kościak has also been a member of the Association of Independent Supervisory Board Members.

Magdalena Wysocka

Magdalena Wysocka holds a university degree and a doctorate in chemistry. She is a professor at the University of Gdansk in the Department of Biomedical Chemistry, Faculty of Chemistry.

Jarosław Bilinski

Jarosław Bilinski holds a university degree. He graduated from the Medical College of the Nicolaus Copernicus University. In 2013, he was licensed to practice medicine. In 2017, he received a doctorate in medical sciences from the Medical University of Warsaw.

He gained professional experience:

(i) as a doctor since 2013, (ii) as an assistant at Warsaw Medical University from 2018 until now, (iii) as Vice President of the District Medical Chamber in Warsaw from 2018 to 2020, (iv) as President and Partner of Human Biome Institute S.A. since 2020.

Grzegorz Basak

Grzegorz Basak holds a university degree. In 2003, he graduated from the Faculty of Medicine at the Medical University of Warsaw. In 2005, he received a doctorate in medical sciences, and in 2012 he received a postdoctoral degree. In 2011 he obtained a specialization in internal medicine, in 2014 in hematology, and in 2017 in clinical transplantology.

He gained professional experience:

(i) as a postdoc at Temple University in Philadelphia, (ii) in 2003-2004 as a postgraduate intern at the MSWiA Hospital in Warsaw, (iii) in 2007-2008 as a post-doc employee at the Moores Cancer Center at the University of California, San Diego, (iv) since 2005 at the Department of Hematology, Transplantation and Internal Medicine at the Medical University of Warsaw successively as an assistant, assistant professor (since 2012), deputy head of the department (2017-2018), and professor (since 2018).

Maciej Matusiak

Maciej Matusiak has a university education. In 1992 he graduated from the Technical University of Lodz. In 1994, he obtained a securities broker's license. In 2002, he obtained the title of Chartered Financial Analyst (CFA Institute, Charlottesville, USA). He completed a number of training courses in accounting and asset management.

His professional experience included: (i) in 1995-1996 at Daewoo Towarzystwo Ubezpieczeniowe SA, Investment Department - as a financial analyst and securities dealer, (ii) in 1996-1998 at PKO BP Brokerage House, Asset Management Department, (iii) in 1998- 2002 at Commercial Union Towarzystwo Ubezpieczeń na Życie SA - Investment Department and Commercial Union Investment Management (Poland) SA (later AVIVA Group) - as a senior equity analyst, (iv) in 2006-2013 at Artemis Investment sp. z o.o. as a partner and President of the Management Board, (v) 2002-2017 as Chairman of the Supervisory Board of Grupa Kęty S.A, (vi) 2004-2017 as a member of the Supervisory Board of LPP S.A., (vii) 2012-2019 as a member/vice-chairman of the Supervisory Board of Interbud Lublin S.A., (viii) from 2018-2019 as a member of the supervisory board of VRG S.A., (ix) from 2017-2020 as a member of the supervisory board of Libet S.A., (x) from 2007-2020 as a member of the supervisory board of Drop S.A., (xi) from 2014 as a member of the supervisory board of MLP Group S.A, (xii) since 2014 as a member of the supervisory board of BBI Development S.A., (xiii) since 2017 as a member of the supervisory board of ZPC Otmuchów S.A., (xiv) since 2017 as a member of the supervisory board of Atende S.A. (xv) since 2020 as a member of the supervisory board of Krakchemia S.A., (xvi) since 2020 as a member of the supervisory board of BEST S.A.

Independence of members of the Supervisory Board

Independent members of the Supervisory Board within the meaning of the Act on Statutory Auditors and Rules

2.3 of the Best Practices of Companies Listed on the WSE 2021 are Maciej Matusiak and Sławomir Kościak.

Independence of the Audit Committee

As of the date of this report, the following members of the Audit Committee meet the independence criteria referred to in Article 129(3) of the Act on Auditors: Mr. Maciej Matusiak as Chairman of the Audit Committee and Sławomir Kościak as a member of the Audit Committee.

The criterion of having knowledge and experience in accounting and auditing of financial statements

As of the date of publication of this report, Maciej Matusiak and Sławomir Kościak meet the criterion of having knowledge and experience in accounting and auditing of financial statements, as referred to in, inter alia, 129 section 1 of the Act on Auditors. Maciej Matusiak has knowledge in the field of accounting and auditing of financial statements resulting from, among other things, obtaining a securities broker's license, the obtaining of which is conditioned by passing an appropriate exam covering issues related to accounting and analysis of financial statements. In addition, Maciej Matusiak holds the CFA title granted by the CFA Institute, Charlottesville, USA. For many years he has served and continues to serve as a member or chairman of audit committees in many public companies listed on the WSE SA. Sławomir Kościak holds, among others, the CFA title awarded by the CFA Institute, Charlottesville, USA, and an investment advisor's license.

The criterion of having knowledge and experience in the industry in which the Company operates

The criterion of having knowledge and experience in the industry in which the Company operates, as referred to in, among others, paragraph 129.5 of the Act on Statutory Auditors, is met jointly by Magdalena Wysocka and Sławomir Kościak. Magdalena Wysocka is a professor at the University of Gdańsk, working in the Medical Chemistry Laboratory of the Department of Biomedical Chemistry at the Faculty of Chemistry.

She is the author of a number of scientific publications in this field, and has been with the Company since 2021. Sławomir Kościak, in turn, has expertise in the biomedical industry.

Diversity within the Company's Supervisory Board and Management Board

The Company does not have a formalized diversity policy with respect to its management and supervisory boards as specified in Rule 2.1 of the "Best Practices for Companies Listed on the WSE 2021" in view of which diversity on the Supervisory Board and Management Board in terms of gender and in such areas as field of education, specialized knowledge, age and professional experience as mentioned in Rule 2.2 is not taken into account. However, in the process of recruiting for management and supervisory positions, there are no barriers that eliminate people with certain characteristics from different groups that are diverse in terms of age, gender, education, etc.

2. SUMMARY OF THE ACTIVITIES OF THE SUPERVISORY BOARD AND AUDIT COMMITTEE

The Supervisory Board acted in accordance with the provisions of the Commercial Companies Code, the provisions of the Company's Articles of Association, the Supervisory Board Regulations, and other applicable laws. The Supervisory Board acted in accordance with the principles of corporate governance applicable to the Company. It considered issues pertaining to the Company in accordance with the scope of its competence, as defined in the Commercial Companies Code and the Company's Articles of Association, as well as dealt with other matters relevant from the perspective of the economic strategy created by the Company's Management Board. In making decisions, the Supervisory Board was guided by the legitimate interests of Urteste S.A. and the welfare of its shareholders.

The main form in which the Supervisory Board performed its functions was the adoption of resolutions and voting at meetings. The Supervisory Board was in constant contact with the Company's Management Board and the auditor.

The Supervisory Board exercised constant supervision over the Company's operations in all areas of activity. The activities outlined above included, among others: analyzing and evaluating the current financial results and annual financial statements, monitoring and evaluating the functioning of the systems of internal control, risk management, ensuring compliance with standards or applicable practices (compliance) and internal audit, as well as evaluating the Company's application of corporate governance principles and the manner in which it fulfilled its disclosure obligations, or analyzing information received from the Management Board regarding the Company's operations, and individual meetings of the Supervisory Board members and the Management Board to discuss the Company's situation in 2024.

In 2024, the Supervisory Board adopted 12 resolutions (also by circulation) and participated in 6 meetings of the Supervisory Board.

The Supervisory Board adopted resolutions on the following issues:

1. adoption of a resolution on the adoption of the statement of the Supervisory Board of Urteste S.A. regarding the functioning of the Urteste S.A. Audit Committee and the selection of the audit firm;
2. adoption of a resolution on the evaluation of the results of the audit of the Company's financial statements for the 2023 fiscal year and the report of the Company's Board of Directors on the activities of Urteste S.A. for the 2023 fiscal year, together with the adoption of the recommendation of the Urteste S.A. Audit Committee on the evaluation of the audit of the 2023 financial statements.
3. Adoption of a resolution on approval of the report on the activities of the Supervisory Board in 2023,
4. Adoption of a resolution on approval of the report on the compensation of members of the Management Board and Supervisory Board for 2023;
5. Adoption of a resolution to consider and give an opinion on matters to be the subject of resolutions at the Annual General Meeting of Urteste S.A.;
6. adoption of a resolution on appointing a member of the Supervisory Board to sign statements on behalf of the Supervisory Board of Urteste S.A.
7. adoption of a resolution on the selection of an auditing firm for the statutory audit of Urteste S.A.
8. adoption of a resolution on approval of a resolution of the Board of Directors regarding the adoption of an internal reporting procedure, which sets out the rules for reporting violations, follow-up and protection of whistleblowers (whistleblowers);
9. Adoption of resolutions on remuneration for the Board Member.

In 2024, the Audit Committee adopted 5 resolutions and participated in 5 Audit Committee meetings.

The Audit Committee in 2024 adopted resolutions on the following issues:

1. Adoption of a resolution on the issuance of the Audit Committee's assessment of the auditor's independence and impartiality for 2023;
2. Adopting a resolution on evaluating the results of the audit of the Company's financial statements for the 2023 fiscal year and the report of the Company's Management Board on the activities of Urteste S.A. for the 2023 fiscal year, together with adopting a recommendation to the Urteste S.A. Supervisory Board on the evaluation of the audit of the 2023 financial statements;
3. Adopting a resolution on approving the report on the activities of the Audit Committee in 2023, and evaluating the Audit Committee in 2023;
4. adoption of a resolution on approval of the Board of Directors' report on the evaluation of the procedure for selecting an entity authorized to conduct a statutory audit of the financial statements of Urteste S.A.

5. Adoption of a resolution on approval of the report of the Audit Committee of the Supervisory Board of Urteste S.A. on the evaluation of the bids of audit firms for the audit and review of the Company's financial statements for the period 2024 and 2025, together with the recommendation and preference for selection.

The Audit Committee did not adopt any resolutions by circulation in 2024.

In 2024, the Audit Committee did not identify any irregularities at the Company, and any recommendations made to the Company's Management Board were duly implemented. The members of the Audit Committee maintained regular contact with the Company's Management Board outside of the formal meetings of the Audit Committee and the Supervisory Board.

The Audit Committee positively evaluates its work and communication with the Management Board, Company employees and representatives of the audit firm. The Company's Management Board and employees provided comprehensive answers to questions posed by Audit Committee members. During meetings with the key auditor conducting the audit and review of the Company's financial statements, the Audit Committee received all necessary information.

3. EVALUATION OF THE COMPANY'S FINANCIAL STATEMENTS FOR THE PERIOD FROM JANUARY 1, 2024 TO DECEMBER 31, 2024 AND THE MANAGEMENT REPORT FOR 2024

The financial statements have been prepared in accordance with International Financial Reporting Standards as adopted for use in the European Union ("IFRS"). The accounting principles applied by the Company are based on standards and interpretations adopted by the European Union.

The Supervisory Board positively evaluates the Company's financial statements prepared for the period from January 1 to December 31, 2024. Having read the independent auditor's report on the audit and having carefully considered all documents, it concludes that the report presents fairly and clearly shown information relevant to the assessment of the Company's assets and financial position, as well as its financial result for the financial year from January 1, 2024 to December 31, 2024. The financial statements are consistent both with the books and documents and with the facts, and reflect clearly and fairly the Company's assets and financial condition as of December 31, 2024 in accordance with the applicable International Financial Reporting Standards approved by the European Union and the accounting principles (policies) adopted. The financial statements have been prepared on the basis of properly maintained accounting books in accordance with the provisions of Chapter 2 of the Accounting Act of September 29, 1994 ("Accounting Act" - i.e. Journal of Laws of 2023, item 120, as amended).

The Supervisory Board, after careful consideration of the Report of the Management Board on the Activities of Urteste S.A. in 2024, positively assessed the report in question in terms of its conformity with the books, documents and facts. The report in question presents a correct picture of the development and achievements, asset and financial situation and financial result of Urteste S.A.

4. SUPERVISORY BOARD'S ASSESSMENT OF THE MANAGEMENT BOARD'S PROPOSALS FOR THE DISTRIBUTION OF NET PROFIT

Due to the nature of its business during the period of project development, the Company incurred expenses with research and development work. During the research and development work, the projects did not generate sales revenue.

In 2024, the Company generated a net loss of PLN 3,631 thousand. The net loss was directly related to incurring significant operating expenses while generating no revenue from operations. The most significant item of operating expenses in 2024 was the cost of third-party services (PLN 2,300 thousand) and salaries and wages (PLN 2,186 thousand), which is characteristic of the Company's research and development activities. The share of salary costs and third-party services in total costs by type in 2024 was 38.5% and 36.6%, respectively.

As of December 31, 2024, the Company's total assets amounted to PLN 29,618 thousand, slightly higher than the total assets as of December 31, 2023, when they amounted to PLN 29,598 thousand.

The Supervisory Board, having analyzed the Management Board's proposal on how to cover the loss and taking into account the Company's current situation, positively evaluates the Management Board's proposal to cover the loss from supplementary capital.

5. ASSESSMENT OF THE COMPANY'S SITUATION, TAKING INTO ACCOUNT THE ADEQUACY AND EFFECTIVENESS OF THE INTERNAL CONTROL SYSTEMS, RISK MANAGEMENT, ENSURING COMPLIANCE OF OPERATIONS WITH STANDARDS OR APPLICABLE PRACTICES AND INTERNAL AUDIT.

Based on the assessment carried out, the results of which are presented above, the Supervisory Board concludes that Urteste S.A.'s situation is sound and stabilized. The Supervisory Board positively assesses the possibility of obtaining requested information from the Company's Management Board regarding the Company's financial situation and the projects implemented by the Company. The Supervisory Board does not raise any objections to the manner in which the Company fulfills its disclosure obligations regarding the application of corporate governance principles and in the regulations on current and periodic information provided by issuers of securities.

Assessing the Company's financial situation, the Supervisory Board sees no indications that would threaten the Company's continued operations.

As part of the audit of financial statements, one of its elements is the verification of the financial statements by an independent auditor.

The financial statements of Urteste S.A. are prepared in accordance with:

1. International Financial Reporting Standards as approved by the European Union and accepted accounting principles (policies),
2. The laws and statutes applicable to the Company,

3. The Accounting Act.

Risk management in the process of preparing financial statements is based on identifying and assessing risks, together with defining and taking measures to minimize them or eliminate them completely. Supervision of the process of preparing the financial statements of Urteste S.A. is exercised by the Board of Directors, to which an external financial and accounting entity reports.

The correctness of the preparation of financial statements is also verified by the Supervisory Board assisted in this regard by the Audit Committee. In order to confirm the compliance of the data contained in the financial statements with the actual state of affairs and the entries in the books kept by the Company, the statements are audited by an independent auditor, who issues an opinion in this regard. All actions taken by the Company are aimed at ensuring compliance with legal requirements and facts, and timely identification and elimination of potential risks so that they do not affect the reliability and accuracy of the presented financial data.

Risk management at Urteste S.A. is a process overseen by the Board of Directors and key management personnel.

The Company does not have a separate internal audit function.

Due to the size and nature of its operations, the Company has not separated an internal audit function or appointed an internal auditor to head the internal audit function. The Company's Board of Directors is responsible for the internal audit function, while the Audit Committee monitors its effectiveness through, among other things, meetings and discussions with the Company's Board of Directors outside of formal Audit Committee meetings.

Due to the size of the Company and the nature of its business, there is no separate system or persons responsible for compliance. Tasks arising from this area are performed directly by the Management Board.

Given the above, the Supervisory Board considers the application of the aforementioned systems to be correct and appropriate to the size, as well as the type and scale of the Company's business operations. The Supervisory Board believes that the functions of the aforementioned systems are performed satisfactorily, and at the same time seeks to signal on an ongoing basis the need to analyze and, if necessary, update and improve the procedures in place. The above assessment was made by the Supervisory Board on the basis of control and supervisory activities undertaken in the course of the Company's day-to-day operations, as well as through verification of current and periodic reports and financial statements prepared by the Company. In preparing the aforementioned assessment, the Supervisory Board also relied on information and documents obtained from the Company, particularly its Management Board and employees. In addition, the Supervisory Board analyzed the auditor's report and obtained information from the auditor on the details of the Company's operations in the subject area.

6. EVALUATION OF THE IMPLEMENTATION BY THE MANAGEMENT BOARD OF ITS DISCLOSURE OBLIGATIONS TO THE SUPERVISORY BOARD AND EVALUATION OF THE MANNER IN WHICH THE BOARD PREPARES OR TRANSMITS TO THE

BY THE SUPERVISORY BOARD OF INFORMATION, DOCUMENTS, REPORTS OR EXPLANATIONS

The Supervisory Board assesses that the information provided to it by the Company's Management Board, as referred to in Article 380¹ § 1 of the Companies Act, is provided in a proper, timely manner in accordance with the Board's expectations and in a comprehensive manner. In particular, the Supervisory Board has the opportunity to review resolutions adopted by the Management Board on an ongoing basis, while information on the situation of the Company and other events that may affect the implementation of the set directions of business development and the Company's asset situation is provided to the members of the Board in a timely manner.

The Supervisory Board positively assesses the possibility of exercising its supervisory powers related to the functioning of the Company, in particular those set forth in Article 382 § 4 of the Commercial Companies Code, and has not identified any obstacles affecting the control powers exercised by members of the Supervisory Board.

7. INFORMATION ON THE TOTAL REMUNERATION PAYABLE BY THE COMPANY FOR ALL STUDIES COMMISSIONED BY THE SUPERVISORY BOARD TO THE SELECTED ADVISOR DURING THE FISCAL YEAR

During fiscal year 2024, the Supervisory Board did not enter into any agreements with external advisors to examine specific matters relating to the Company's operations or assets.

8. ASSESSMENT OF THE COMPANY'S APPLICATION OF CORPORATE GOVERNANCE PRINCIPLES AND HOW FULFILLS ITS DISCLOSURE OBLIGATIONS REGARDING THEIR APPLICATION

In 2024, the Company was subject to the corporate governance principles contained in the document Good Practices of Companies Listed on the Warsaw Stock Exchange 2021 adopted pursuant to Resolution No. 13/1834/2021 of March 29, 2021. Council of the Warsaw Stock Exchange. In 2024, the Company applied all the rules of DPSN 2021 except for rules: 1.3.1., 1.3.2., 1.4., 1.4.1., 1.4.2., 2.1., 2.2., 2.11.6., 4.3., 4.4., 4.8., 4.9.1., 6.1., 6.3.

The statement on the status of the application of the Best Practices for Companies Listed on the WSE 2024 can be found on the Company's website. The current statement was published by the Company in an EBI current report on May 31, 2023.

In fulfillment of the obligations set forth in § 70 (6) (5) of the Decree of the Minister of Finance dated March 29, 2018 on current and periodic information provided by issuers of securities and the conditions for recognizing as equivalent the information required by the laws of a

of a non-member state, the Company included a statement on the application of corporate governance in 2024 in the Management Report on operations for 2024, which is a separate part of this report. The Supervisory Board has reviewed the Company's statement on the application of corporate governance, included in the Company's annual report for 2024, as well as the auditor's opinion on the statement on the application of corporate governance. In the opinion of the Supervisory Board, in the 2024 fiscal year, the Company properly and fairly performed its disclosure obligations related to the application of corporate governance principles, which are consistent with the facts. Based on the information obtained from the Company and after reviewing the published reports, the Supervisory Board of Urteste S.A. found no violations of the content or timing of publication required by the Regulation of the Minister of Finance dated March 29, 2018 on current and periodic information provided by issuers of securities and conditions for recognizing as equivalent information required by the laws of a non-member state (the "Regulation") or the Rules of the Exchange.

9. ASSESSMENT OF THE REASONABLENESS OF EXPENSES INCURRED BY URTESTE S.A. TO SUPPORT CULTURE, SPORTS, CHARITABLE INSTITUTIONS, MEDIA, SOCIAL ORGANIZATIONS, TRADE UNIONS, ETC.

In fiscal year 2024, the Company did not incur expenses to support the above initiatives.

10. INFORMATION ON THE DEGREE OF IMPLEMENTATION OF THE DIVERSITY POLICY WITH RESPECT TO THE MANAGEMENT AND SUPERVISORY BOARDS

The Company does not have a formalized diversity policy with respect to its management and supervisory boards as specified in Rule 2.1 of the "Best Practices for WSE Listed Companies 2021" in view of which the diversity of the Supervisory Board and Management Board in terms of gender and in such areas as field of education, specialized knowledge, age and professional experience as mentioned in Rule 2.2 is not taken into account. However, in the process of recruiting for management and supervisory positions, there are no barriers that eliminate people with certain characteristics from different groups that are diverse in terms of age, gender, education, religion, etc.