



The report of the Supervisory Board of Apator SA on remuneration of the members of the Executive Board and the Supervisory Board-for years 2019-2020

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Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
Level of rounding:	Whole numbers, no decimal places		

1. Introduction

The report on remuneration of the members of the Executive Board and the Supervisory Board of Apator SA has been prepared according to the requirements of the Act of 29th July 2005 on public offer and conditions of introduction of financial instruments to organized trading system and public companies. (tj. Journal of Laws of 2019, item 623, as amended, hereinafter referred to as the Public Offering Act) and includes a description of the remuneration paid to Members of the Executive Board and Supervisory Board in accordance with applicable internal regulations including the "Policy Remuneration of the members of Executive Board and Supervisory Board of Apator SA" adopted by Ordinary General Shareholders Meeting of Apator SA on 2nd July 2020. The Company did not apply deviations from the Remuneration Policy, deviations from its temporal application, or deviations from the procedure for implementing the Policy.

2. Remuneration of Supervisory Board Members

Members of the Supervisory Board receive remuneration in the form of a fixed monthly amount determined by resolution of the General Meeting, irrespective of their participation in meetings of the Supervisory Board, and may benefit from additional non-monetary benefits provided for employees of the Company, in accordance with the internal documents in force in the Company.

At 31st December 2019 in Apator SA were in force the principles of remuneration of the Supervisory Board adopted by the resolution of General Shareholders Meeting No 20/VI/2015 dated 22nd June 2015, which determined the level of remuneration in amount of 7.000 PLN gross per month for each member of the Supervisory Board.

At 31st December 2020 in Apator SA the rules of remuneration of the Supervisory Board were in force resulting from "Remuneration Policy for the Members of the Executive Board and Supervisory Board of Apator SA" adopted by the resolution of General Shareholders Meeting No 29/VII/2020 dated 2nd July 2020. The amount of remuneration of the members of Supervisory Board was established by the resolution of General Shareholders Meeting No. 30/VII/2020 dated 2nd July 2020.

Accordingly, until 2 July 2020, the level of remuneration of the Members of the Supervisory Board amounted to PLN 7,000 gross per month each, in accordance with Resolution of the AGM No. 20/VI/2015. At the time of the election of the Supervisory Board for a new term of office, the Annual General Meeting on 2 July 2020 resolved on a new remuneration level, set by resolution 30/VII/2020, which amounts to:

- for the Chairman of the Supervisory Board - PLN 8500 gross per month,
- for other Members of the Supervisory Board - PLN 7 000 gross per month,
- allowance for holding positions in committees of the Supervisory Board - PLN 1 500 gross per month.

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Fixed part	A member of the Supervisory Board receives remuneration in the form of a fixed monthly amount established by a resolution of the General Meeting, regardless of participation in meetings of the Supervisory Board. The remuneration of the Members of the Supervisory Board is paid on the date of payment of remuneration to the Company's employees.
Variable part	Members of the Supervisory Board do not receive additional remuneration in the form of a bonus.
Additional non-monetary benefits	<p>Each Member of the Supervisory Board may receive other non-monetary benefits from the Company, on terms applicable to the Company's employees, such as:</p> <ul style="list-style-type: none"> • co-financing of benefits available for the Company's employees (multisport card and medical package, additional life and car insurance), • ECP, <p>The Company does not offer additional retirement plans and does not grant remuneration to the Supervisory Board Members in the form of financial instruments.</p>

Pursuant to Art. 392 §3 of the Commercial Companies Code, members of the Supervisory Board are entitled to claim reimbursement of expenses (e.g. business travel) related to the performance of their duties.

2.1. Supervisory Board in 2019

Composition of the Supervisory Board of the Apator SA in 2019:

Name and surname	Function	Period of office during the reporting year
Janusz Niedźwiecki	Chairman of the Supervisory Board, independent according to DPSN 2016	full year 2019
Mariusz Lewicki	Deputy Chairman of the Supervisory Board	full year 2019
Danuta Guzowska	Supervisory Board Member	full year 2019
Janusz Marzygliński	Supervisory Board Member	full year 2019
Marcin Murawski	Member of the Supervisory Board, independent according to DPSN 2016	full year 2019
Kazimierz Piotrowski	Supervisory Board Member	full year 2019

Entity name:	Apator SA		
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During 2019 The members of the Supervisory Board of Apator SA performed also the functions in the supervisory bodies of the companies of Apator Group:



- ✦ Mariusz Lewicki - Chairman of the Supervisory Board Apator Metrix SA,
Chairman of the Supervisory Board of Apator Mining sp. z o. o.,
Deputy Chairman of Supervisory Board of Apator Elkomtech SA, ✦
- Janusz Marzygliński - Chairman of the Supervisory Board of Apator Rector Sp. z o. o.,
Chairman of the Supervisory Board Apator Powogaz SA,
- ✦ Kazimierz Piotrowski - Deputy Chairman of the Supervisory Board of Apator Metrix SA,
Member of Supervisory Board of Apator Mining Sp. z o. o.

Total remuneration of the Supervisory Board Members for the year 2019 (PLN gross):

Name and surname	Permanent remuneration from Apator SA	Additional benefits of APATOR SA*	Total remuneration from Apator SA	Remuneration from other entities belonging to Apator Group**	Total remuneration from the Apator Group
Janusz Niedźwiecki Chairman of the Supervisory Board	84 000	300	84 300		84 300
Mariusz Lewicki Deputy Chairman of the Supervisory Board	84 000		84 000	63 607	147 607
Danuta Guzowska - Member of the Supervisory Board	84 000		84 000		84 000
Janusz Marzygliński Member of the Supervisory Board	84 000		84 000	72 000	156 000
Marcin Murawski Member of the Supervisory Board	84 000	1 509	85 509		85 509
Kazimierz Piotrowski Member of the Supervisory Board	84 000		84 000	39 603	123 603
Summary	504 000	1 809	505 809	175 210	681 019

* Additional benefits may include: medical benefits, sports packages, PPK contributions, reimbursement of business travel expenses

** Entities in Apator Group that have paid the remuneration to the members of Supervisory Board of Apator SA are: Apator Rector Sp. z o.o., Apator Powogaz SA, Apator Elkomtech SA, Apator Metrix SA, Apator Mining Sp. z o.o., Apator Telemetria Sp. z o.o., FAP Pafal SA.

2.2. Supervisory Board in 2020

Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
Level of rounding:	Whole numbers, no decimal places		

Composition of the Supervisory Board of the Apator SA in 2020:


Name and surname	Function	Period of office during the reporting year
Janusz Niedźwiecki	Chairman of the Supervisory Board, independent according to DPSN 2016	full year 2020
Mariusz Lewicki	Deputy Chairman of the Supervisory Board	full year 2020
Danuta Guzowska	Supervisory Board Member	full year 2020
Janusz Marzygliński	Supervisory Board Member	full year 2020
Marcin Murawski	Member of the Supervisory Board, independent according to DPSN 2016	full year 2020
Kazimierz Piotrowski	Supervisory Board Member	full year 2020
Tadeusz Sosgórnik	Supervisory Board Member	since 2 July 2020

During 2020 members of the Supervisory Board of Apator SA performed also the functions in the bodies of the companies in Apator Group and it is connected with the remuneration paid by these companies:

- ✦ Janusz Niedźwiecki - Member of the Supervisory Board Apator Telemetry Sp. z o.o., ✦
 Mariusz Lewicki - Chairman of Supervisory Board of Apator Metrix SA,
 Chairman of the Supervisory Board of Apator Mining sp. z o. o.,
 Deputy Chairman of the Supervisory Board of Apator Elkomtech SA,
 Member of the Supervisory Board of Apator Powogaz SA.
- ✦ Janusz Marzygliński - Chairman of the Supervisory Board of Apator Rector Sp. z o. o.,
 Member of the Supervisory Board of Apator Powogaz SA.
- ✦ Kazimierz Piotrowski - Deputy Chairman of Supervisory Board of Apator Metrix SA, Member
 of Supervisory Board of Apator Mining Sp. z o.o.
- ✦ Tadeusz Sosgórnik - Chairman of the Supervisory Board Apator Powogaz SA, Chairman of
 the Supervisory Board of FAP Pafal SA,
 Member of the Supervisory Board of Apator Elkomtech SA,
 President of Executive Board of Apator Mining Sp. z o.o. (till
 30.06.2020), since 01.07.2020 Commercial Director.

Total remuneration of the Supervisory Board Members for the year 2020 (PLN gross):

Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
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Name and surname	Permanent remuneration from Apator SA	Additional benefits of APATOR SA*	Total remuneration from Apator SA	Remuneration from other entities belonging to Apator Group**	Total remuneration from the Apator Group
Janusz Niedźwiecki Chairman of the Supervisory Board	93 000	360	93 360	12 000	105 360
Mariusz Lewicki Deputy Chairman of the Supervisory Board	93 000	-	93 000	90 906	183 906
Danuta Guzowska - Member of the Supervisory Board	84 000	-	84 000	-	84 000
Janusz Marzygliński Member of the Supervisory Board	84 000	-	84 000	65 000	149 000
Marcin Murawski Member of the Supervisory Board	93 000	1 649	94 649	-	94 649
Kazimierz Piotrowski Member of the Supervisory Board	93 000	-	93 000	44 745	137 745
Tadeusz Sosgórnik Member of the Supervisory Board	41 696	-	41 696	319 456	361 152
Summary	581 696	2 009	583 705	532 107	1 115 812

* Additional benefits may include: medical benefits, sports packages, PPK contributions, reimbursement of business travel expenses

**Tadeusz Sosgórnik received for the whole year 2020 from Apator Mining Sp. z o.o. basic remuneration, bonus and additional benefits in relation to the performance of the function of the President of the Executive Board of this company and then Commercial Director and remuneration for the performance of the function of the Member of the Supervisory Board in the other companies of the Capital Group: Apator Powogaz SA, Apator Elkomtech SA. Other persons received remuneration for the function of the member of Supervisory Board in the following companies

Apator Group: Apator Rector Sp. z o.o., Apator Powogaz SA, Apator Elkomtech SA, Apator Metrix SA, Apator Mining Sp. z o.o., Apator Telemetria Sp. z o.o., FAP Pafal SA.

The next of kin of the Supervisory Board Members did not receive any monetary or non-monetary benefits in 2019-2020.

3. Remuneration of the Executive Board Members

At 31st December 2019 in Apator SA there were in force the rules of remuneration of the members of the Executive Board included in the Regulations of the Executive Board adopted by the resolution of the Supervisory Board No. 20/2018 dated 27th April 2018 and individual conditions of remuneration included in the contracts of employment.

At 31st December 2020 in Apator SA were in force the principles of remuneration of the members of the Executive Board resulting from "Remuneration Policy for the Members of the Executive Board and Supervisory Board of Apator SA." adopted by the resolution of General Shareholders Meeting No 29/VII/2020 dated 2nd July 2020, "Bonus Regulations Members of the Executive Board of Apator SA" adopted by the resolution of the Supervisory Board no 47/2020 dated 3rd November 2020 and individual conditions of remuneration included in contracts of employment.

Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
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The basis for establishing a legal relationship with a Member of the Executive Board and paying their remuneration is: a) an employment contract of definite or indefinite duration, or



- b) a contract of mandate (management contract) concluded for the duration of holding the position of a Member of the Executive Board, or
- c) appointment to the position of a Member of the Executive Board for the term of office of a Member of the Executive Board.

The basis for establishing a legal relationship with a Member of the Executive Board and determining the amount of his or her remuneration shall be selected through negotiations between the parties. These negotiations are conducted on behalf of the Company by the Supervisory Board or its proxy appointed by it from among the Members of the Supervisory Board.

The final decision concerning the establishment of a legal relationship with a Member of the Executive Board, its basis, rights and obligations of the parties in the scope of, inter alia, termination of the legal relationship, as well as the principles of remuneration shall be determined by the Supervisory Board of the Company in the form of a resolution to which a draft agreement concluded with a Member of the Executive Board is attached.

The Supervisory Board may establish different bases for the legal relationship for individual members of the Executive Board and may also establish different rates of remuneration for individual members of the Executive Board for the management of the Company and direct management of the Organisational Division, but regardless of this, the principles for dividing the remuneration of a given member of the Executive Board into a fixed part and a variable part must remain the same, regardless of the basis for the legal relationship applied.

Regardless of the basis for establishing a legal relationship with a Member of the Executive Board, a Member of the Executive Board may receive from the Company cash remuneration for managing the Company consisting of two parts, i.e. a fixed part and a variable part.

When appointing a Member of the Executive Board, the Supervisory Board shall determine - in a resolution appointing a Member of the Executive Board or in a separate resolution - the basic elements of the financial remuneration of the Member of the Executive Board, including the amount of fixed and variable remuneration.

A member of the Executive Board may also be granted additional benefits under the rules applicable to employees of the Company.

Entity name:	Apator SA		
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Fixed part	The fixed part of the remuneration is paid monthly in the amount specified in the resolution of the Board, on the date of payment of remuneration to the Company's employees. The amount of fixed remuneration is determined by the Supervisory Board, taking into account the expectations of the Member of the Executive Board, the level of the company's profits achieved and the remuneration benchmarks.
Variable part	<p>The variable part of the remuneration represents up to 80% of the fixed remuneration and is paid as an annual bonus on the date after the approval of the Company's financial statements by the General Meeting.</p> <p>The payment of the annual bonus depends on the implementation of specific long-term management objectives by individual Members of the Executive Board and the results achieved by the Company. Management objectives are primarily financial and non-financial indicators. The degree of performance of tasks is the basis for granting the annual bonus for the Executive Board of Apator SA.</p>
Additional non-monetary benefits	<p>Each Member of the Supervisory Board may receive other non-monetary benefits from the Company, on terms applicable to the Company's employees, such as:</p> <ul style="list-style-type: none"> • co-financing of the costs of apartment rental, • subsidised benefits available to Company employees (multisport card and medical package, additional life and motor insurance), - PPK, • a company car for private use. <p>The Company does not offer additional pension plans or has not granted compensation in the form of financial instruments.</p>

Upon termination of the employment relationship, the members of the Executive Board are entitled to a severance pay of 3 months' gross base salary and to receive non-compete compensation (if so decided by the Supervisory Board).

3.1. The Executive Board Apator SA in 2019

Composition of the Executive Board of Apator SA in 2019:

Name and surname	Function	Period of office during the reporting year
Mirosław Klepacki	President of the Executive Board - General Director	full year 2019
Arkadiusz Chmielewski	Member of the Executive Board - Director for Business Development Apator Group	full year 2019

During 2019 the members of the Executive Board received remuneration from other companies in Apator Group, due to their functions in the bodies of the following companies:

Entity name:	Apator SA		
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✦ Mirosław Klepacki -
SA,
Apator Rector Sp. z o.o,

Chairman of the Supervisory Board Apator Elkomtech
Member of Supervisory Board of



Member of the Supervisory Board of Apator Powogaz SA.

✦ Arkadiusz Chmielewski - President of the Executive Board Apator Metrix SA,
Member of the Supervisory Board Apator Telemetry Sp. z o.o. (since 27.06.2019)

Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
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Total remuneration of the Members of the Executive Board for 2019 (PLN gross):

Name and surname	Basic remuneration of Apator SA	Variable remuneration of Apator SA*	Additional benefits from Apator SA**	Total remuneration from Apator SA	Share of variable remuneration in total remuneration	Remuneration from other entities belonging to Apator Group***	Total remuneration from the Apator Group
Mirosław Klepacki – President of the Executive Board	750 509	445 000	12 429	1 207 938	37%	84 000	1 291 938
Arkadiusz Chmielewski Executive Board Member	240 000	144 000	-	384 000	38%	822 120	1 206 120
Summary	990 509	589 000	12 429	1 591 938	37%	906 120	2 498 058

*Premium paid in 2020 due for 2019

** Additional benefits may include: medical benefits, life insurance, sports packages, company cars

*** Mirosław Klepacki received remuneration for acting as a Member of the Supervisory Board in the following companies: Apator Rector Sp. z o. o., Apator Powogaz SA, Apator Elkomtech SA; Arkadiusz Chmielewski received remuneration (basic remuneration, bonus and additional benefits) for the performance of the function of the President of Executive Board of Apator Metrix SA and the Member of Supervisory Board of Apator Telemetria Sp. z o.o.

3.2. The Executive Board Apator SA in 2020

Composition of the Executive Board of the Apator SA in 2020:

Name and surname	Function	Period of office during the reporting year
Mirosław Klepacki	President of the Executive Board - General Director	full year 2020
Arkadiusz Chmielewski	Member of the Executive Board - Director for Business Development of Apator Group	full year 2020
Tomasz Łątka	Member of the Executive Board - Network Operations Automation Director	since 01 September 2020

Entity name:	Apator SA		
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During 2020. The members of the Executive Board received remuneration from other entities belonging to Apator Group, due to their functions in the bodies of the following companies:

- ✦ **Mirosław Klepacki** - Chairman of the Supervisory Board Apator Elkomtech SA,
Member of Supervisory Board of Apator Rector sp. z o.o.
The member of Supervisory Board of Apator Powogaz SA, delegated to act as the President of Executive Board in the period from 31.01.2020 till 30.03.2020
- ✦ **Arkadiusz Chmielewski** - President of the Executive Board Apator Metrix SA,
Member of the Executive Board of Apator Powogaz SA (from 31.12.2020 to 31.12.2020),
Chairman of Supervisory Board of Apator Telemetry Sp. z o.o,
- ✦ **Tomasz Łątka** - President of the Executive Board of Apator Elkomtech SA,
Member of Supervisory Board of Apator Rector sp. z o.o.

Total remuneration of the Members of the Executive Board for 2020 (gross):

Name and surname	Basic remuneration of Apator SA	Variable remuneration of Apator SA*	Additional benefits from Apator SA**	Total remuneration from Apator SA	Remuneration share variable in the total	Remuneration from other entities belonging to Apator Group***	Total remuneration from the Apator Group
Mirosław Klepacki – President of the Executive Board	741 000	557 232	12 512	1 310 744	43%	88 065	1 398 809
Arkadiusz Chmielewski Executive Board Member	240 000	176 736	-	416 736	42%	870 146	1 286 882

Tomasz Łątka Executive Board Member	60 000	44 160	7 203	111 363	40%	603 478	714 841
Summary	1 041 000	778 128	19 715	1 838 843	42%	1 561 689	3 400 532

* The amount of the 2020 bonus is based on the RN's clearance of the financial and non-financial targets set for the Board Members. The bonus will be paid after the approval of the financial statements by the AGM.

** Additional benefits may include: medical benefits, life insurance, sports packages, company cars

***Miroslaw Klepacki received remuneration for performing the function of Member of the Supervisory Board in the companies: Apator Rector Sp. z o.o., Apator Powogaz SA, Apator Elkomtech SA and essential remuneration for the performance of the function of the President of Executive Board in Apator Powogaz SA; Arkadiusz Chmielewski received remuneration (basic remuneration, bonus and additional benefits) for the performance of the function of the President of the Executive Board in Apator Metrix SA, basic remuneration for the performance of the function of the Member of the Executive Board in Apator Powogaz SA and remuneration for the performance of the function of the Member of the Supervisory Board in Apator Telemetry Sp. z o.o.; Tomasz Łątka received remuneration (base salary, bonus and additional benefits) for the performance of the function of the President of Apator Elkomtech SA and remuneration for the performance of the function of the Member of Supervisory Board in Apator Rector Sp. z o.o.

The Directors' next of kin did not receive any monetary or non-monetary benefits during 2019-2020.

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4. Explanation of how total remuneration is consistent with the adopted Remuneration Policy and how it contributes to the Company's long-term performance

Under the Remuneration Policy in place, the total remuneration structure is in line with market practices, while remuneration levels are in line with those offered in the sector of industrial companies listed on the WSE, taking into account the scale of operations. The amount of remuneration shall be reviewed once a year.

The criteria affecting the nature and amount of fixed and variable remuneration awarded to the members of the Board of Directors have been defined in such a way as to support the achievement of the Company's business strategy, long-term interests and stability, in particular by:

- setting bonus targets for the members of the Executive Board annually in accordance with financial and strategic plans of the Company and Apator Group and then assessment of the level of their performance
- concluding non-competition and confidentiality agreements with Board Members in order to safeguard the Company's interests

The objective of the Remuneration Policy is to ensure the development of the Company and the entire Apator Group, securing the stakeholders, particularly customers, owners and employees, among other things, by adequate, market-based remuneration of the employees for the work performed and motivating them to achieve the best results based on specified quantitative and qualitative criteria.

Each Member of the Executive Board may receive variable remuneration. The variable part of the salary represents up to 80% of the fixed salary and is paid in the form of an annual bonus. From 2020, the bonus is conditional on meeting the financial and non-financial targets set by the Council, on the understanding that the triggering threshold for clearing financial targets is 90% achievement of those targets.

Board members receive both financial and non-financial targets in the proportion of 80/20 respectively. In particular, the management objectives on which variable remuneration is conditional may constitute a management objective: - financial objectives:

- revenue level
- EBITDA level
- net and gross profit level
- value and trend of revenues
- other financial ratios - non-financial objectives:
- implementation of the business strategy of the company and the Group
- increase in business efficiency
- actively seeking business development opportunities
- active cooperation within the Group
- customer satisfaction level
- deliver of the HR strategy
- delivery of the CSR strategy
- environmental indicators.

The awarding of bonuses to members of the Executive Board is based on an assessment of the achievement of the objectives set.

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In accordance with section 4.6 of the adopted "Remuneration Policy", the Company has not deferred the payment of the variable remuneration or requested its reimbursement.

4.1. Bonus targets for 2019

There was no Remuneration Policy in place in 2019, however for 2019 the Board set quantitative targets (KPIs) for all Executive Board Members which included:

- sales revenues Apator Group
- EBITDA profit of the Apator Group
- net profit of the Apator Group
- reduction of the level of net working capital in the Apator Group in relation to 31.12.2018.

The Supervisory Board, after evaluating the achievement of the objectives set out above, decided to award the following bonuses for 2019, which were paid in 2020:

Name and surname	Bonus percentage awarded (% of basic salary paid in 2019)	Bonus amount paid (PLN gross)
Mirosław Klepacki President of the Executive Board	60%	445 000
Arkadiusz Chmielewski Executive Board Member	60%	144 000

4.2. Bonus targets for 2020

In accordance with the adopted Remuneration Policy for the members of the Executive Board and Supervisory Board concluded by resolution of the Ordinary General Meeting of Shareholders No. 29/VII/2020 and the Bonus Regulations, the Supervisory Board set quantitative targets and non-financial targets for the members of the Executive Board for 2020 in the proportion of 80/20 respectively and assigned bonus thresholds and weights to them:

- a) quantitative targets for 2020 for all Board Members included:
 - sales revenues Apator Group
 - zysk EBITDA Apator Group
 - net profit Apator Group
- b) individual quantitative targets related to the performance of selected companies/business lines;
- c) individual non-financial objectives were related to the strategy and included updating strategic initiatives and developing a business model for RES markets.

The Supervisory Board, having assessed the achievement of the objectives set out above, decided to award the following bonuses for 2020:

Name and surname	Bonus percentage awarded (% of basic salary paid in 2020)	Bonus amount due* (PLN gross)
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Mirosław Klepacki President of the Executive Board	75.20%	557 232
Arkadiusz Chmielewski Executive Board Member	73.64%	176 736
Tomasz Łątka Executive Board Member	73.60%	44 160

* Bonuses will be paid after approval of financial statements for 2020 by Ordinary General Shareholders Meeting of Apator SA to be held on 29th June 2021.

5. Changes in remuneration and basic results of Apator Group in 2015 - 2020

The table below presents changes in total remuneration and basic results of Apator Group in the period 2015-2020.

Annual change	2016 vs 2015	2017 vs 2016	2018 vs 2017	2019 vs 2018	2020 vs 2019
Total remuneration of the Executive Board and Supervisory Board Members in PLN					
Mirosław Klepacki - President of the Executive Board since 16.11.2017	-	-	706.2%**	11.0%	8.5%
Arkadiusz Chmielewski Board Member od 12.06.2017 to 30.11.217 and from 01.01.2019	-	-	-	-	8.5%
Tomasz Łątka Executive Board Member since 01.09.2020	-	-	-	-	-
Andrzej Szostak President of the Executive Board since 25.06.2013 till 15.11.2017	13.4%	- 4.9%***	-	-	-
Piotr Dobrowolski Member of the Executive Board since 22.02.2016 till 31.05.2017	-	- 55.1% ****	-	-	-
Agnieszka Nosal Member of the Executive Board since 01.01.2017 till 30.11.2017	-	-	-	-	-

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Piotr Nowak Executive Board Member since 01.07.2014 till 03.01.2018	17.1%	6.9%	- 93.1%*****	-	-
Janusz Niedźwiecki Chairman of the Supervisory Board Board from 24.06.2013	7.3%	0.0%	0.0%	0.4%	10.7%
Danuta Guzowska Member of the Board Board from 01.01.2000	11.3%	0.0%	0.0%	0.0%	0.0%
Mariusz Lewicki Deputy Chairman of the Board Board from 14.01.2000	11.3%	0.0%	0.0%	0.0%	10.7%
Janusz Marzygliński Board member Board from 14.01.2000	11.3%	0.0%	0.0%	0.0%	0.0%
Marcin Murawski Member of the Board Board 24.06.2013	11.3%	0.0%	0.0%	0.3%	12.1%
Kazimierz Piotrowski Board member Board 23.06.2015	90.5%*****	0.0%	0.0%	0.0%	10.7%
Tadeusz Sosgórnik - Member of the Supervisory Board Board from 02.07.2020	-	-	-	-	-
Annual change	2016 vs 2015	2017 vs 2016	2018 vs 2017	2019 vs 2018	2020 vs 2019
Results of the Apator Group					
Sales revenues of the Apator Group	13.1%	1.7%	-6.3%	6.0%	6.5%
Profit (loss) before taxes of the Apator Group	-12.7%	-14.8%	57.6%	-19.5%	10.9%
Net profit profit of the Apator Group	-1.7%	-28.9%	60.3%	-21.5%	12.6%
Average remuneration*****					
Employees Apator SA	5.8%	9.9%	-2.1%*****	7.4%	3.7%

*Total remuneration received from Apator SA.

**Miroslaw Klepacki appointed to the Board as of 16.11.2017

***Andrzej Szostak served as President of the Executive Board until 15.11.2017

Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
Level of rounding:	Whole numbers, no decimal places		

****Piotr Dobrowolski held the position of Member of the Executive Board from 22.02.2016 to 31.05.2017

****Piotr Nowak held the position of Board Member until 03.01.2018

*****Kazimierz Piotrowski appointed to the Supervisory Board from

23.06.2015

***** Average basic salary at the end of the indicated year, excluding members of the Executive Board and Supervisory Board, converted to full-time equivalents.

*****Increase of the share of employees in blue-collar jobs (with minimum basic salary) in the total number of employees

Chairman of the Supervisory Board
Janusz Niedźwiecki

Entity name:	Apator SA		
Period covered by the statements:	01.01.2019 – 31.12.2020	Reporting currency:	Polish zloty (PLN)
Level of rounding:	Whole numbers, no decimal places		