



REPORT OF AN INDEPENDENT STATUTORY
AUDITOR ON THE PERFORMANCE OF A
REASONABLE ASSURANCE SERVICE
REGARDING THE ASSESSMENT OF THE
REPORT ON REMUNERATION

Prochem S.A.
with its registered office in Warsaw

Misters Audytor Adviser Spółka z o. o.
Warsaw, May 16, 2024

**REPORT OF AN INDEPENDENT STATUTORY AUDITOR ON THE PERFORMANCE
OF A REASONABLE ASSURANCE SERVICE REGARDING THE ASSESSMENT OF
THE REPORT ON REMUNERATION**

For the General Meeting and Supervisory Board of Prochem S.A.

We have been engaged to assess the attached Report on remuneration of Prochem S.A., hereinafter referred to as the "company", for 2023 in terms of the completeness of the information contained therein required under Art. 90g sections 1 - 5 and 8 of the Act of 29 July 2005 on public offering and conditions for introducing financial instruments to an organised trading system and on public companies (Journal of Laws of 2024, item 620) (hereinafter referred to as the "Act on Public Offering").

Identification of criteria and description of the subject of the service

The Report on remuneration was prepared by the Supervisory Board in order to meet the requirements of Article 90g section 1 of the Act on Public Offering. The applicable requirements for the Report on remuneration are contained in the Act on Public Offering.

The requirements described in the preceding sentence are the basis for preparing the Report on remuneration and, in our opinion, constitute appropriate criteria enabling drawing conclusion for formulation of a reasonable assurance.

In line with the requirements of Art. 90 g section 10 of the Act on Public Offering, the Report on remuneration is assessed by a statutory auditor in terms of including the information required under Art. 90g section 1 - 5 and 8 of the Act on Public Offering. Hereby report meets this requirement.

By the statutory auditor's assessment referred to in the preceding sentence and being the basis for our conclusion that provides reasonable assurance, we mean an assessment of whether, in all material respects, the scope of information presented in the Report on remuneration is complete, and the information has been disclosed with the level of detail required by the Act on Public Offering.

Responsibility of Members of the Supervisory Board

Pursuant to the Act on Public Offering, Members of the Supervisory Board of the company are responsible for the preparation of the Report on remuneration in accordance with applicable law, and in particular for the completeness of this report and the information contained therein. The responsibility of the Supervisory Board also includes the design, implementation and maintenance

of the internal control system ensuring the preparation of a complete Report on remuneration free from material misstatement, whether due to fraud or error.

Responsibility of the statutory auditor

Our aim was to assess the completeness of the information included in the attached Report on remuneration in relation to the criterion set out in the section Identification of criteria and description of the subject of the service and expressing, based on the evidence obtained, an independent conclusion from the performed reasonable assurance service.

We have performed the service in accordance with the regulations of the National Standard on Assurance Services Other than Audit and Review 3000 (Z) in the wording of the International Standard on Assurance Services 3000 (as amended) - "Assurance services other than audits or reviews of the historical financial information", adopted by Resolution No. 3436 / 52e / 2019 National Council of Statutory Auditors of April 8, 2019, as amended (hereinafter: "KSUA 3000 (Z)").

This standard impose obligation on the statutory auditor to plan and perform procedures in such a way as to obtain reasonable assurance that the remuneration report has been prepared completely in accordance with the specified criteria.

Reasonable assurance is a high level of assurance, but it does not guarantee that the service performed in accordance with KSUA 3000 (Z) will always detect the existing material misstatement. The selection of procedures depend on the auditor's judgment, including of assessment by the auditor of the risks of occurrence of material misstatement, whether due to fraud or error. In assessing this risk, the statutory auditor takes into account internal control related to the preparation of a complete report in order to design appropriate procedures with an aim to provide the auditor with sufficient evidence appropriate to the circumstances. The evaluation of the functioning of the internal control system was not carried out for the purpose of expressing a conclusion on its effectiveness.

Summary of work performed and limitations of our procedures

The procedures planned and carried out by us included in particular:

- becoming familiar with the content of the Report on remuneration and comparing the information contained therein with the applicable requirements;
- becoming familiar with the resolutions of the General Meeting of the company regarding the remuneration policy of the Management Board and Supervisory Board members and the resolutions of the Supervisory Board specifying them in detail;
- determining, by comparing with corporate documents, a list of persons for whom there is a requirement to include information in the remuneration report and determining, through

inquiries of persons responsible for the preparation of the report, whether all information provided for by the criteria for the drawing up the Report on remuneration has been disclosed.

- where we consider it appropriate to assess the compliance of the Report on remuneration with applicable regulations, reconciliation of the financial data on remuneration presented in the Report on remuneration with the accounting books and other relevant source documents.

Our procedures were solely aimed at obtaining evidence that the information included by the Supervisory Board in the remuneration report in terms of its completeness complies with the applicable requirements. The purpose of our work was not to assess the sufficiency of the information included in the remuneration report in terms of the purpose of preparing the remuneration report, or to assess the correctness and reliability of the information contained therein, in particular as to the disclosed amounts, including made for previous years estimates, numbers, dates, and recognition in the division, allocation methods, compliance with the remuneration policy adopted by the Management Board.

The Report on remuneration was not audited within the meaning of the National Auditing Standards. During the attestation procedures performed, we did not audit or review the information used to prepare the Report on remuneration and therefore we do not accept responsibility for issuing or updating any reports or opinions on the company's historical financial information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion as below.

Ethical requirements, including independence

When providing the service the statutory auditor and the audit firm complied with the independence and other ethical requirements set out in the International Ethics Code for Professional Accountants (including the International Standards of Independence) of the International Ethics Standards Board for Accountants, adopted by the resolution of the National Council of Statutory Auditors No. 3431 / 52a / 2019 of March 25, 2019 on the principles of professional ethics of statutory auditors (hereinafter the IESBA Code). The IESBA Code is based on the fundamental principles of integrity, objectivity, professional competence and due diligence, confidentiality and professional conduct. We have also complied with other independence and ethical requirements that apply to hereby assurance service in Poland.

Quality control requirements

The audit firm applies national quality control standards adopted by Resolution No. 38/I/2022 of the Council of the Polish Audit Supervision Agency of November 15, 2022 on national quality control standards and the National Auditing Standard 220 (As amended). In accordance with the requirements of national quality control standards, the audit firm has designed, implemented, applied and maintained a comprehensive quality management system, including policies or procedures for compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Conclusion

The auditor's conclusion is based on the issues described above, therefore the conclusion should be read with considerations of this issues. In our opinion, the attached Report on remuneration, in all material respects, contains all the elements listed in Art. 90g of section 1 - 5 and 8 of the Act on Public Offering.

Application limitations

Hereby report was prepared by Misters Audytor Adviser Sp. z o. o. for the General Meeting of Shareholders and the Supervisory Board and is intended only for the purpose described in the section *Identification of criteria and description of the subject of the service* and should not be used for any other purposes.

Misters Audytor Adviser Sp. z o. o. does not accept any liability in relation to this report, arising from contractual and non-contractual relations (including negligence) in relation to third parties in the context of hereby report. The above does not relieve us of liability in situations where such release is excluded by law.

Bożena Grzegorzcyk, nr 12119
performing the service on behalf of Misters Audytor Adviser Sp. z o. o. entered on the list of auditing firms under number 3704

Warsaw, May 16, 2024