

Announcement of Competition for the position of President of the Board of Directors of AIR-POL Sp. z o.o. in Legionowo

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Pursuant to the resolution of the EGM No. 1/28/05/2022 of 28 May 2022 of the General Meeting of Shareholders of AIR-POL Limited Liability Company with its seat in Legionowo, 52 Olszankowa Street, 05-120 Legionowo ("**Company**") and pursuant to "Competition Rules determining procedure and principles of selecting candidate for the President of the Board of AIR-POL Limited Liability Company with its seat in Legionowo" ("**Rules**")

hereby announces a **competition for the position of President of the Board of Directors of the Company ("CEO")**

Anticipated form of collaboration:
management services agreement for the duration of the CEO's term of office.

I. Formal requirements

A candidate for the position of the CEO may be a person who **jointly** meets the following formal requirements:

1. Has full legal capacity and exercises full public rights;
2. Has Polish citizenship or citizenship of a Member State of: NATO, the European Union, the Swiss Confederation or a member state of the European Free Trade Association (EFTA) - a party to the agreement on the European Economic Area, or another country, if he/she has obtained a permanent residence permit in the territory of the Republic of Poland or a long-term EU residence permit, or a permit on the basis of reciprocity, unless international agreements to which the Republic of Poland is a party provide otherwise;
3. Is not subject to any restriction or prohibition on being a member of a management body in commercial companies or any statutory or contractual prohibition of competition;
4. Does not exhibit mental disorders referred to in the Act of 19 August 1994 on mental health protection (Journal of Laws of 2020, item 685), as well as significant disorders of psychological functioning that would constitute an obstacle to the performance or management of economic activity in the field of manufacturing and trading in explosives, weapons, ammunition and products and technology for military or police use (Journal of Laws of 2020, item 1545),
5. Has not been convicted of an intentional crime or an intentional fiscal offence,
6. No proceedings are being conducted against him/her in cases of intentional crime or intentional fiscal offence;
7. Has a university degree or a university degree obtained abroad recognized in the Republic of Poland; a technical education with a profile of Aviation and Aerospace is preferred
8. Can prove at least 15 years of employment under a contract of employment, official appointment, election, or provision of services under any other contract, or is self-employed,
9. Has at least 15 years of experience in a managerial or independent position or as a result of being self-employed.

II. Other requirements for Candidates

A candidate for the position of the CEO may be a person who, in addition to meeting the formal requirements specified in item I of this announcement, also meets the following requirements jointly:

1. Has experience in directing and supervising: design processes, ground and airborne tests, production, service, operation, user training and sales of military and civilian high altitude and rescue equipment;
2. He is familiar with the principles of operation and management of a commercial law company, especially in the field of licensed activities of trade in weapons, military equipment and dual-use, and the principles of corporate governance,
3. he/she is a certified parachute instructor,
4. has adequate predispositions, knowledge and qualifications to the extent necessary to perform the specific function of member of the company's management board, in particular:
 - a) knowledge of issues related to managing and leading teams of employees;
 - b) at least C1 level English language proficiency,
 - c) command of French, German or Russian will be an added advantage,
5. has knowledge of economic, legal and administrative issues and experience as a member of management or supervisory board;
6. has a valid category B driver's license.

III. Contents of the application

In order to participate in the competition proceedings, it is necessary to submit a written application together with a set of documents in accordance with the conditions specified in the Competition Rules. The submitted application must be accompanied by:

- a) resume;
- b) personal questionnaire (Attachment 1);
- c) motivation letter containing a strategy for the Company's development for a maximum of max. 5 A4 pages;
- d) certified (photo)copies of documents proving the level of education, period of employment and professional experience;
- e) other documents at the Candidate's discretion confirming his/her qualifications or skills;
- f) statements about:
 - meeting the criteria referred to in §5 and §6 of the Rules;
 - familiarization with the Competition Rules;
 - maintaining confidentiality of the information concerning the Company;
 - declaration of absence of conflict of interest in relation to the Company's activity with regard to social or professional activity of the candidate (specimen declaration constitutes Attachment No. 2);
 - consent to the processing of personal data, in accordance with the Act of 10 May 2018 on the protection of personal data (Journal of Laws of 2018, item 1000 as amended) and in accordance with the Regulation of the European Parliament and of the Council (EU) 2016/679 of 27 April 2016 on the protection of natural persons with regard to the

processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (GDPR) for the purposes of conducting the competition for the position of the CEO.

In the case of Candidates who were members of the management board or the supervisory board of commercial law companies within the last three years before the date of submitting the application, it is required to submit a statement confirming the discharge of their duties for that period. A sample statement is attached as Attachment 3.

Each statement must be signed by the Candidate. Copies of documents referred to in §7 point 2 of the Rules may also be certified by the Candidate. In such a case during the interview the Candidate is obliged to submit to the Selection Committee originals or official copies of the above mentioned documents, as well as a current certificate of no criminal record from the National Criminal Register (up to six months prior to the date of application) - under pain of exclusion from further proceedings.

IV. Course of proceedings

The competition procedure consists of two stages. The first stage is the verification of the completeness of the submitted applications and their formal evaluation.

Candidates who passed stage one of the proceedings will be invited to stage two - individual interviews which will be conducted in person or online. Candidates who meet the formal requirements of the competition notice will be informed of their suitability by telephone or e-mail.

During individual interviews, the Selection Committee will evaluate:

1. The Candidate's knowledge of the Company's corporate governance, accounting, auditing and financial controls;
2. The Candidate's knowledge of the sector in which the Company operates,
3. The Candidate's stated values, the mission concerning the Company's affairs and growth strategy for the Company's business;
4. The Candidate's knowledge of issues related to user training and operation of high altitude rescue equipment;
5. candidate's professional experience, in particular experience in executive and supervisory positions.

V. Deadline for submission

Applications can be submitted by mail or in person at the Company's seat at the address: ul. Olszankowa 52, 05-120 Legionowo, in a closed envelope with the return address, with a note "**Competition for the position of President of the Board of AIR-POL Sp. z o.o. in Legionowo - not to be opened before September 6, 2022, 3.00 pm.**" Applications must be submitted by **September 6, 2022 at 2:50 p.m.** Application shall be deemed duly accepted by its date of submission to the Company's office.

Documents delivered or sent after the deadline indicated above will not be considered.

The cost of obtaining documents and attending the competition shall be borne by the candidate.

VI. Additional information

The Selection Committee may at any time and at any stage, without giving any reason, terminate the competition without selecting a Candidate.

The result of the Competition cannot constitute the basis for the Candidate's claim to be appointed as the CEO and to conclude a management services contract with the Candidate.

In particular, completion of all required formalities related to the appointment and conclusion of the management services agreement will be required prior to the appointment and conclusion of the management services agreement.

Attachments:

- Attachment 1 to the announcement of the competition for the President of the Board: Personal questionnaire of a CANDIDATE for the position of the PRESIDENT OF THE MANAGEMENT BOARD of the AIR-POL Company
- Attachment 2 to the Notice of Competition for CEO: - STATEMENT
- Attachment 3 to the Notice of Competition for the CEO: - STATEMENT

Exhibits to Resolution of the Extraordinary General Meeting (EGM) No. 1/28/05/2022 dated 28 May 2022:

- Attachment 1. Competition Rules:
 - Attachment 2. Verification of Compliance of Applications with the Requirements of the Rules and the Announcement,
 - Attachment 3. List of Candidates Admitted to Interview,
 - Attachment 4 Post-Interview Candidate Evaluation.
 - Attachment 5. Candidates for the CEO of the AIR-POL Company
 - Attachment 6. Minutes of the Competition Proceedings for the Selection of a Candidate for President of the Board.