

**Information on the person appointed to the Management Board
of ZE PAK SA
on March 16, 2026**

Bartłomiej Drywa

Since 2010 Bartłomiej Drywa has been associated with the Polsat Plus Group. From the outset of his career within the Group, he has been responsible for broadly defined corporate communications and investor relations. Since March 2025, he has served as Managing Director, overseeing Investor Relations, ESG, and Compliance at ZE PAK and Cyfrowy Polsat. Since December 2025, he has been a Member of the Management Board of Cyfrowy Polsat.

He has over twenty years of experience in the capital markets. His professional career has been developed within leading Polish media and technology groups. From 2002 to 2010, he was employed by Asseco Poland (formerly Prokom Software), where he was responsible for investor communications. From 2010 to 2018, he headed the investor relations function at the Cyfrowy Polsat Group and, in the years 2015–2016, he performed the same function at Polkomtel, a company within the same capital group.

He participated in all key strategic transactions carried out over the past fifteen years, including the acquisitions of Telewizja Polsat and the telecommunications operators Polkomtel and Netia. During this period, the investor relations team under his leadership received numerous awards and recognitions in prestigious domestic and international rankings.

From 2018 to 2025, he served as President of the Management Board of Jet Story and Blue Jet Charters. Since August 2025, he has served as President of the Management Board of Inwestycje Polskie and as a Member of the Management Board of Jet Story and Blue Jet Charters. He also serves as Chairman of the Supervisory Board of several entities within the PAK-PCE capital group, which is responsible for the green energy segment within the Polsat Plus Group.

He is a graduate of WSB University in Poznań.