

*(This is a translation of the document issued originally in Polish language
The Polish original should be referred to in matters of interpretation)*

**Form of instructions on exercising Voting rights by a Proxy
at the Extraordinary General Meeting of ZE PAK Spółka Akcyjna
convened on February 11, 2026**

Shareholder (principal) data:

Name and surname / Name of the Company: _____

Residence address / Registered office address: _____

PESEL number / REGON number: _____

Relevant register number: _____

Data of the Proxy:

Name and surname / Name of the Company: _____

Residence address / Registered office address: _____

PESEL number / REGON number: _____

Relevant register number: _____

Resolutions to be voted:

1. Resolution on: election of the Chairman of the Extraordinary General Meeting.
2. Resolution on: determining the number of members of the Supervisory Board of ZE PAK SA.
3. Resolution(s) on: changes in the composition of the Supervisory Board of ZE PAK SA.
4. Resolution on: change of the content of Articles of Association of ZE PAK SA.
5. Resolution on: the costs of convening and holding the Extraordinary General Meeting

1. Adoption of a resolution on: election of the Chairman of the Extraordinary General Meeting – attachment no. 1.

FOR	AGAINST	ABSTENTION	AT THE DISCRETION OF THE PROXY
Number of shares: _____	Number of shares: _____	Number of shares: _____	Number of shares: _____

The content of the objection:

In the case of voting against the above-mentioned Resolution, a Shareholder may object with a request for entering the following content into the minutes of the Extraordinary General Meeting:

The content of the voting instructions:

With regard to the above-mentioned Resolution the Proxy is obliged to vote on behalf of the Shareholder in accordance with the voting instructions.

Date and signature of the Shareholder:

2. Adoption of a resolution on: determining the number of members of the Supervisory Board of ZE PAK SA – attachment no. 2.

FOR	AGAINST	ABSTENTION	AT THE DISCRETION OF THE PROXY
Number of shares: _____	Number of shares: _____	Number of shares: _____	Number of shares: _____

The content of the objection:

In the case of voting against the above-mentioned Resolution, a Shareholder may object with a request for entering the following content into the minutes of the Extraordinary General Meeting:

The content of the voting instructions:

With regard to the above-mentioned Resolution the Proxy is obliged to vote on behalf of the Shareholder in accordance with the voting instructions.

Date and signature of the Shareholder:

3. Adoption of a resolution on: changes in the composition of the Supervisory Board of ZE PAK SA – attachment no. 3

FOR	AGAINST	ABSTENTION	AT THE DISCRETION OF THE PROXY
Number of shares: _____	Number of shares: _____	Number of shares: _____	Number of shares: _____

The content of the objection:

In the case of voting against the above-mentioned Resolution, a Shareholder may object with a request

for entering the following content into the minutes of the Extraordinary General Meeting:

The content of the voting instructions:

With regard to the above-mentioned Resolution the Proxy is obliged to vote on behalf of the Shareholder in accordance with the voting instructions.

Date and signature of the Shareholder:

4. Adoption of a resolution on: change of the content of Articles of Association of ZE PAK SA – attachment no. 4

FOR	AGAINST	ABSTENTION	AT THE DISCRETION OF THE PROXY
Number of shares: _____	Number of shares: _____	Number of shares: _____	Number of shares: _____

The content of the objection:

In the case of voting against the above-mentioned Resolution, a Shareholder may object with a request for entering the following content into the minutes of the Extraordinary General Meeting:

The content of the voting instructions:

With regard to the above-mentioned Resolution the Proxy is obliged to vote on behalf of the Shareholder in accordance with the voting instructions.

Date and signature of the Shareholder:

5. Adoption of a resolution on: the costs of convening and holding the Extraordinary General Meeting – attachment no. 5

FOR	AGAINST	ABSTENTION	AT THE DISCRETION OF THE PROXY
Number of shares: _____	Number of shares: _____	Number of shares: _____	Number of shares: _____

The content of the objection:

In the case of voting against the above-mentioned Resolution, a Shareholder may object with a request for entering the following content into the minutes of the Extraordinary General Meeting:

The content of the voting instructions:

With regard to the above-mentioned Resolution the Proxy is obliged to vote on behalf of the Shareholder in accordance with the voting instructions.

Date and signature of the Shareholder: _____

Attachment no. 1

**Resolution No. ...
of the Extraordinary General Meeting
of ZE PAK Spółka Akcyjna
based in Konin
of ... 2026**

on: election of the Chairman of the Extraordinary General Meeting

The Extraordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”, “**ZE PAK SA**”), acting on the basis of art. 409 § 1 of the Code of Commercial Companies and § 13 of the Articles of Association of the Company, adopts as follows:

§ 1

To the position of the Chairman of the Extraordinary General Meeting the following is elected _____.

§ 2

1. The resolution was adopted by secret ballot.
2. This resolution comes into force upon adoption.

Attachment no. 2

**Resolution No. ...
of the Extraordinary General Meeting
of ZE PAK Spółka Akcyjna
based in Konin
of ... 2026**

on: determining the number of members of the Supervisory Board of ZE PAK SA

The Extraordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”, “**ZE PAK SA**”), acting on the basis of art. 385 § 1 of the Code of Commercial Companies and § 16 sec. 4 of the Articles of Association of the Company, adopts as follows:

§ 1

The Extraordinary General Meeting of ZE PAK S.A. determines the number of members of the Supervisory Board of the Company for the current term of office at _____.

§ 2

1. Resolution No. 24 of the Annual General Meeting of the Company of 12 June 2025 shall cease to apply.
2. This resolution comes into force upon adoption.

Attachment no. 3

**Resolution No. ...
of the Extraordinary General Meeting
of ZE PAK Spółka Akcyjna
based in Konin
of ... 2026**

on: changes in the composition of the Supervisory Board of ZE PAK SA

The Extraordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”, “**ZE PAK SA**”), acting on the basis of art. 385 § 1 of the Code of Commercial Companies and § 16 sec. 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Extraordinary General Meeting of ZE PAK SA appoints Mrs./Mr. _____ to the composition of the Supervisory Board of the Company.

§ 2

1. The resolution was adopted by secret ballot.
2. This resolution comes into force upon adoption.

Attachment no. 4

**Resolution No. ...
of the Extraordinary General Meeting
of ZE PAK Spółka Akcyjna
based in Konin
of ... 2026**

on: change of the content of Articles of Association of ZE PAK SA

The Extraordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”, “**ZE PAK SA**”), acting on the basis of art. 430 § 1 of the Code of Commercial Companies and § 14 sec. 3 item 4) of the Articles of Association of the Company, adopts as follows:

§ 1

The Extraordinary General Meeting of ZE PAK SA hereby amends the Articles of Association of ZE PAK SA by repealing the current wording of § 22, Section 1 of the Company's Articles of Association and giving it the following new wording:

"The Company's Management Board consists of three or more members appointed for a joint term of office. The Management Board consists of: the President of the Management Board, the Vice President of the Management Board, and other members of the Management Board. The number of Management Board members and their functions are determined by the Supervisory Board."

§ 2

The Extraordinary General Meeting of ZE PAK SA, acting under Article 430 § 5 of the Commercial Companies Code, authorizes the Supervisory Board of the Company to establish the consolidated text of the amended Company's Articles of Association, taking into account the change made under this Resolution.

§ 3

This Resolution shall come into force upon its adoption, provided that the legal effect of the amendment to the Company's Articles of Association shall occur upon entry of the amendment in the register of entrepreneurs of the National Court Register.

Attachment no. 5

**Resolution No. ...
of the Extraordinary General Meeting
of ZE PAK Spółka Akcyjna
based in Konin
of ... 2026**

on: the costs of convening and holding the Extraordinary General Meeting

The Extraordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”, “**ZE PAK SA**”), acting on the basis of art. 400 § 4 of the Code of Commercial Companies, adopts as follows:

§ 1

The Extraordinary General Meeting of ZE PAK SA hereby decides that the costs related to convening and conducting the Extraordinary General Meeting shall be borne by the Company.

§ 2

This resolution comes into force upon adoption.