



*(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 POWER OF ATTORNEY GRANTED BY A NATURAL PERSON

I, the undersigned, hereinafter referred to as the „Shareholder”

Shareholder Data (natural person) Legal name

.....
PESEL/(Personal identity number)

.....
Address

.....
entitled to participate in the Extraordinary General Meeting of ZE PAK Spółka Akcyjna convened on February 11, 2026, having the right to exercise voting rights from (number) of ordinary bearer shares of ZE PAK Spółka Akcyjna based in Konin, Kazimierska 45, 62-511 Konin, entered into the Register of Entrepreneurs of the National Court Register kept by the District Court Poznań- Nowe Miasto and Wilda in Poznań, IX Commercial Division of the National Court Register, under the number KRS 0000021374,

I hereby grant the power of attorney and authorize the following Proxy:

Proxy's Personal Data

.....
Legal name

.....
Pesel/(Personal identity number)/(National Court Register number or other appropriate register)

.....
Address

.....
to represent the Shareholder at the Extraordinary General Meeting of ZE PAK Spółka Akcyjna convened on February 11, 2026 (hereinafter: **EGM**), in particular to participate in the EGM, submit applications for the EGM, sign the attendance list, exercise voting rights on behalf of the Shareholder of the owned (number) of ordinary bearer shares of ZE PAK Spółka Akcyjna and to any other activities related to the EGM.

The Proxy is obliged to act in accordance with the voting instruction attached to this power of attorney / at the Proxy's discretion*.

The power of attorney is valid until the end of the EGM.

The Proxy cannot grant further powers of attorney.

(readable signature)

Locality:.....

Date:.....

*Delete as appropriate:

Additional information

The Company may take appropriate actions to identify the Shareholder, persons representing the Shareholder, including the Shareholder's Proxy and persons representing the Proxy, in order to verify the correctness of granting the power of attorney and the Shareholder's rights, including powers exercised with the use of electronic means of communication.

In order to identify the Shareholder granting the power of attorney and the Proxy, the Management Board of the Company reserves the right to request the Shareholder and the Proxy to present an identity card, passport or other official identity document when drawing up the attendance list at the Extraordinary General Meeting.

If the Representative is a legal person or organizational unit referred to in art. 33¹ of the Civil Code, a copy is additionally submitted along with the power of attorney from the relevant register in which the Proxy is registered, indicating the persons authorized to represent the Proxy.

The submitted documents should be in Polish (documents drawn up in a language other than Polish should be translated into Polish by a sworn translator).

Please note that in the event of any discrepancy between the Shareholder's data indicated in the power of attorney and the data on the list of shareholders drawn up on the basis of the list received from the entity running the securities depository (Krajowy Depozyt Papierów Wartościowych SA) and provided to the company in accordance with art. 406³ of the Commercial Companies Code, the Shareholder and the Proxy may not be allowed to participate in the Extraordinary General Meeting.

The Company does not impose an obligation to grant a power of attorney on the above form.



FORM OF POWER OF ATTORNEY GRANTED BY A LEGAL PERSON

Shareholder Data (legal person or another organizational unit)

Name/Company

.....

Name and registry number

.....

Regon number

.....

Address

.....

entitled to participate in the Extraordinary General Meeting of ZE PAK Spółka Akcyjna convened on February 11, 2026, having the rights to exercise voting rights from (number) of ordinary bearer shares of ZE PAK Spółka Akcyjna based in Konin ul. Kazimierska 45, 62-510 Konin, entered into the Register of Entrepreneurs of the National Court Register kept by the District Court Poznań - Nowe Miasto and Wilda in Poznań, IX Commercial Division of the National Court Register, under the number KRS 0000021374,

hereby grants the power of attorney and authorizes the following Proxy:

Proxy's data:

Legal name (name/company of the Proxy)

.....

PESEL number (National Court Register number or other appropriate register)

.....

Address

.....

to represent the Shareholder at the Extraordinary General Meeting of ZE PAK Spółka Akcyjna convened on February 11, 2026 (hereinafter: **EGM**), in particular to participate in the EGM, submit applications for the EGM, sign the attendance list, exercise voting rights on behalf of the Shareholder of

the owned (number) of ordinary bearer shares of ZE PAK SA and to any other activities related to the EGM.

The Proxy is obliged to act in accordance with the instruction on exercising the voting right attached to this power of attorney / at the Proxy's discretion*.

The power of attorney is valid until the end of the EGM.

The Proxy cannot grant further powers of attorney.

(signature)

Locality:.....

Date:.....

*Delete as appropriate:

Additional information

The Company may take appropriate actions to identify the Shareholder, persons representing the Shareholder, including the Shareholder's Proxy and persons representing the Proxy, in order to verify the correctness of granting the power of attorney and the Shareholder's rights, including powers exercised with the use of electronic means of communication.

In order to identify the Shareholder granting the power of attorney and the Proxy, the Management Board of the Company reserves the right to request the Shareholder and the Proxy to present an identity card, passport or other official identity document when drawing up the attendance list at the Extraordinary General Meeting.

If the Representative is a legal person or organizational unit referred to in art. 33¹ of the Civil Code, a copy is additionally submitted along with the power of attorney from the relevant register in which the Proxy is registered, indicating the persons authorized to represent the Proxy.

The submitted documents should be in Polish (documents drawn up in a language other than Polish should be translated into Polish by a sworn translator).

In order to identify natural persons authorized to represent the Shareholder granting the power of attorney and natural persons authorized to represent the Plenipotentiary, the Management Board of the Company reserves the right to request the presentation of an identity card, passport or other official identity document when drawing up the attendance list at the Extraordinary General Meeting.

Please note that in the event of discrepancies between the Shareholder's data indicated in the power of attorney and the data on the list of shareholders drawn up on the basis of the list received from the entity running the securities depository (Krajowy Depozyt Papierów Wartościowych S.A.) and provided to the company in accordance with Art. 4063 of the Commercial Companies Code, the Shareholder and the Proxy may not be allowed to participate in the Extraordinary General Meeting.

The Company does not impose an obligation to grant a power of attorney on the above form.