

*(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 Ordinary General Meeting of ZE PAK Spółka Akcyjna
convened on June 24, 2024**

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 Ordinary General Meeting.
2. Resolution on: adoption of the agenda.
3. Resolution on: approval of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023.
4. Resolution on: approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2023.
5. Resolution on: distribution of the net profit 2023.
6. Resolution on: approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2023.
7. Resolution on: approval of the annual Statement of Operations of the Supervisory Board in 2023.
8. Resolution on: granting a vote of approval to the members of the Management Board of the Company for performing their duties in 2023.
9. Resolution on: granting a vote of approval to the members of the Supervisory Board of the Company for performing their duties in 2023.
10. Resolution on: the opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2023.
11. Resolution on: adopting the "Remuneration policy for members of the Management Board

and Supervisory Board of ZE PAK SA.

12. Resolution on: Changes in the Supervisory Board of ZE PAK SA.

1. Adoption of a resolution on: election of the Chairman of the Ordinary 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 Ordinary 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 resolution on: adoption of the agenda – 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 Ordinary 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 resolution on: approval of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023 – 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 Ordinary 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 resolution on: approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2023 – 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 Ordinary 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 resolution on: distribution of the net profit for 2023 – 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 Ordinary 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: _____

6. Adoption of resolution on: approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2023 – attachment no. 6.

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 Ordinary 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: _____

7. Adoption of resolution on: approval of the annual Statement of Operations of the Supervisory Board in 2023 – attachment no. 7.

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 Ordinary 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: _____

8. Adoption of resolution on: granting Mr. Piotr Woźny the vote of approval for fulfilment of his obligations in 2023 – attachment no. 8

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 Ordinary 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: _____

9. Adoption of resolution on: granting Mr. Zygmunt Artwik the vote of approval for fulfilment of his obligations in 2023 – attachment no. 9

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 Ordinary 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: _____

10. Adoption of resolution on: granting Mr. Andrzej Janiszowski the vote of approval for fulfilment of his obligations in 2023 – attachment no. 10

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 Ordinary 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: _____

11. Adoption of resolution on: granting Mr. Maciej Nietopiel the vote of approval for fulfilment of his obligations in 2023 – attachment no. 11

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 Ordinary 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: _____

12. Adoption of resolution on: granting Mrs. Katarzyna Sobierajska the vote of approval for fulfilment of her obligations in 2023 – attachment no. 12

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 Ordinary 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: _____

13. Adoption of resolution on: granting Mr. Zygmunt Solorz the vote of approval for fulfilment of his obligations in 2023 – attachment no. 13

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 Ordinary 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: _____

14. Adoption of resolution on: granting Mr. Tobias Solorz the vote of approval for fulfilment of his obligations in 2023 – attachment no. 14

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 Ordinary 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: _____

15. Adoption of resolution on: granting Mr. Piotr Żak the voting of approval for fulfilment of his obligations in 2023 – attachment no. 15

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 Ordinary 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: _____

16. Adoption of resolution on: granting Mr. Wiesław Walendziak the vote of approval for fulfilment of his obligations in 2023 – attachment no. 16

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 Ordinary 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: _____

17. Adoption of resolution on: granting Mr. Tomasz Szelag the vote of approval for fulfilment of his obligations in 2023 – attachment no. 17

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 Ordinary 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: _____

18. Adoption of resolution on: granting Mr. Maciej Stec the vote of approval for fulfilment of his obligations in 2023 – attachment no. 18

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 Ordinary 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: _____

19. Adoption of resolution on: granting Mr. Sławomir Zakrzewski the vote of approval for fulfilment of his obligations in 2023 – attachment no. 19

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 Ordinary 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: _____

20. Adoption of resolution on: granting Mr. Alojzy Z. Nowak the vote of approval for fulfilment of his obligations in 2023 – attachment no. 20

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 Ordinary 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: _____

21. Adoption of resolution on: granting Mr. Henryk Sobierajski the vote of approval for fulfilment of his obligations in 2023 – attachment no. 21

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 Ordinary 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: _____

22. Adoption of resolution on: granting Mr. Jarosław Grzesiak the vote of approval for fulfilment of his obligations in 2023 – attachment no. 22

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 Ordinary 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: _____

23. Adoption of resolution on: opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2023 – attachment no. 23

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 Ordinary 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: _____

24. Adoption of resolution on: adopting the “Remuneration policy for members of the Management Board and Supervisory Board of ZE PAK SA” – attachment no. 24

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 Ordinary 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: _____

25. Adoption of resolution on: determining the number of members of the Supervisory Board of ZE PAK SA – attachment no. 25

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 Ordinary 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: _____

26. Adoption of resolution on: changes in the Supervisory Board of ZE PAK SA – attachment no. 26

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 Ordinary 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: _____

27. Adoption of resolution on: changes in the Supervisory Board of ZE PAK SA – attachment no. 27

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 Ordinary 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 Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: election of the Chairman of the Ordinary General Meeting

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”), acting on the basis of Article 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 Chairman of the Ordinary 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 Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: adoption of the agenda

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK SA**”) adopts as follows:

§ 1

The agenda of this Ordinary General Meeting is adopted in the following wording:

1. Opening of the Ordinary General Meeting.
2. Election of the Chairman of the Ordinary General Meeting.
3. Confirmation of the correctness of convening the Ordinary General Meeting and its capacity to adopt resolutions.
4. Adoption of the agenda.
5. Examination of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023.
6. Examination of the Standalone Financial Statements of ZE PAK SA for the financial year 2023.
7. Examination of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2023.

8. Consideration of the report on the activities of the Supervisory Board of ZE PAK SA in 2023, including report on the results of the assessment of the Company's financial statements for the financial year 2023, the Management Board's report on the Company's operations in 2023 and the proposal of the Management Board regarding the distribution of net profit for 2023.
9. Adoption of resolutions on:
 - a) approval of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023,
 - b) approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2023,
 - c) distribution of the net profit for 2023,
 - d) approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2023,
 - e) approval of the annual Statement of Operations of the Supervisory Board of ZE PAK SA in 2023,
 - f) granting a vote of acceptance to the members of the Management Board of the Company for performing their duties in 2023,
 - g) granting a vote of acceptance to the members of the Supervisory Board of the Company for performing their duties in 2023,
10. Adoption of a resolution regarding the opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2023.
11. Adoption of a resolution on adopting the "Remuneration policy for members of the Management Board and Supervisory Board of ZE PAK SA.
12. Changes in the Supervisory Board of ZE PAK SA.
13. Closing the sessions.

§ 2

This resolution comes into force upon adoption.

Attachment no. 3

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: approval of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 item 1 of the Code of Commercial Companies and § 14 section 3 item 1 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting, having examined the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023, taking account of the evaluation of this report made by

the Supervisory Board of the Company, decides to approve the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2023.

§ 2

This resolution comes into force upon adoption.

Attachment no. 4

Resolution No. ... of the Ordinary General Meeting of ZE PAK Spółka Akcyjna seated in Konin of ... 2024

on: approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 item 1 of the Code of Commercial Companies and § 14 section 3 item 1 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting, after considering the financial statements of ZE PAK Spółka Akcyjna for the year ended December 31, 2023, including:

- 1) introduction to the financial statement and additional information and explanations;
- 2) the balance sheet prepared as at December 31, 2023, which on the assets and liabilities side shows the amount of PLN 2 842 621 006.12 (in words: two billion eight hundred and forty two million six hundred and twenty one thousand and six zlotys, 12/100);
- 3) profit and loss account for the period from January 1, 2023 to December 31, 2023 showing a net profit in the amount of PLN 584 412 158.94 (in words: five hundred and eighty four million four hundred and twelve thousand one hundred and fifty eight zlotys, 94/100);
- 4) a statement of changes in equity for the period from January 1, 2023 to December 31, 2023 showing an increase in equity by the amount of PLN 584 412 158.94 PLN (in words: five hundred and eighty four million four hundred and twelve thousand one hundred and fifty eight zlotys, 94/100);
- 5) cash flow statement for the period from January 1, 2023 to December 31, 2023, showing a decrease in cash within the financial year by the net amount of PLN 1 002 698 906,54 PLN (in words: one billion two million six hundred and ninety eight thousand nine hundred and six zlotys, 54/100);

and having read the report and the opinion of an independent certified auditor acting on behalf of the audit firm PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k. from the examination of this report, decides to approve the financial statements of ZE PAK Spółka Akcyjna for the year ended December 31, 2023.

§ 2

This resolution comes into force upon adoption.

Attachment no. 5

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: distribution of the net profit for 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of article 395 § 2 item 2 of the Code of Commercial Companies and § 14 section 3 item 2 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting decides to distribute the net profit for 2023 in the amount of PLN 584 412 158.94 PLN (in words: five hundred and eighty four million four hundred and twelve thousand one hundred and fifty eight zlotys, 94/100), to be used to allocate as follows:

- a) PLN 472 160 011.19 (in words: four hundred and seventy two million one hundred and sixty thousand and eleven zlotys, 19/100) - cover of losses from previous years;
- b) PLN 112 252 147.75 (in words: one hundred and twelve million two hundred and fifty two thousand one hundred and forty seven zlotys, 75/100) – supplementary capital

§ 2

This resolution comes into force upon adoption.

Attachment no. 6

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of article 55 and 63c section 4 of the Act of 29 September 1994 on Accounting (JoL of 2024 pos. 120) adopts as follows:

§ 1

The Ordinary General Meeting after consideration of the consolidated financial statements of the Capital Group of ZE PAK Spółka Akcyjna for the year ended December 31, 2023, including:

- 1) consolidated statement of financial situation as at December 31, 2023, which on the assets and liabilities side shows the amount of PLN 3 589 708 000 (in words: three billion five hundred and eighty nine million seven hundred and eight thousand zlotys),
- 2) consolidated profit and loss account for the year ended December 31, 2023 showing a profit in the amount of PLN 722 659 000 (in words: seven hundred and twenty two million six hundred and fifty nine thousand zlotys),
- 3) consolidated statement of comprehensive income for the year ended December 31, 2023 showing a total profit in the amount of PLN 719 465 000 (in words: seven hundred and nineteen million four hundred and sixty five thousand zlotys),
- 4) consolidated statement of changes in equity for the year ended December 31, 2023 showing an increase in equity by PLN 697 014 000 PLN (in words: six hundred and ninety seven million fourteen thousand zlotys),
- 5) consolidated cash flow statement for the year ended December 31, 2023 showing a decrease in net cash balance by PLN 928 739 000 (in words: nine hundred and twenty eight million seven hundred and thirty nine thousand zlotys),
- 6) additional information;

and having read the report and the opinion of an independent certified auditor acting on behalf of the auditing company PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k. from the audit of this report, decides to approve the consolidated financial statements of the Capital Group of ZE PAK SA for the year ended December 31, 2023.

§ 2

This resolution comes into force upon adoption.

Attachment no. 7

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: approval of the annual Statement of Operations of the Supervisory Board in 2023

§ 1

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) after considering the report on the activities of the Supervisory Board of ZE PAK Spółka Akcyjna in 2023 containing, among others the assessment of the Company's financial statements for the financial year 2023, the Management Board's report on the Company's operations in 2023 and the Management Board's motion on the distribution of the Company's net profit for 2023, decides to approve this report.

§ 2

This resolution comes into force upon adoption.

Attachment no. 8

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Piotr Woźny the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Piotr Woźny the vote of approval of the obligations of the President of the Management Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 9

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Zygmunt Artwik the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Zygmunt Artwik the vote of approval for fulfilment of the obligations of the Vice President of the Management Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 10

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Andrzej Janiszowski the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Andrzej Janiszowski the vote of approval for fulfilment of the obligations of the Vice President of the management Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 11

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Maciej Nietopiel the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Maciej Nietopiel the vote of approval for fulfilment of the obligations of the Vice President of the Management Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 12

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mrs. Katarzyna Sobierajska the vote of approval for fulfilment of her obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mrs. Katarzyna Sobierajska the vote of approval for fulfilment of the obligation of the Vice President of the Management Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 13

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Zygmunt Solorz the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Zygmunt Solorz the vote of approval for fulfilment of the obligations of the Chairman of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

1. The resolution was adopted by secret ballot.

2. This resolution comes into force upon adoption.

Attachment no. 14

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Tobias Solorz the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary general Meeting grants Mr. Tobias Solorz the vote of approval for fulfilment of the obligations of the Vice Chairman of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 15

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Piotr Żak the voting of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Piotr Żak the vote of approval for fulfilment of the obligations of the Vice Chairman of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 16

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Wiesław Walendziak the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Wiesław Walendziak the vote of approval for fulfilment of the obligations of the Secretary of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 17

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Tomasz Szeląg the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Tomasz Szeląg the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 18

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Maciej Stec the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Maciej Stec the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 1.01.2023 to 13.04.2023.

§ 2

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

Attachment no. 19

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Sławomir Zakrzewski the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Sławomir Zakrzewski the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 20

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Alojzy Z. Nowak the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Alojzy Z. Nowak the vote of approval for fulfilment of the obligations of the Member of The Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 21

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Henryk Sobierajski the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Henryk Sobierajski the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 22

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: granting Mr. Jarosław Grzesiak the vote of approval for fulfilment of his obligations in 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting on the basis of Article 395 § 2 section 3 of the Code of Commercial Companies and § 14 section 3 item 3 of the Articles of Association of the Company, adopts as follows:

§ 1

The Ordinary General Meeting grants Mr. Jarosław Grzesiak the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 1.01.2023 to 31.12.2023.

§ 2

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

Attachment no. 23

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2023

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting pursuant to art. 90g of the Act on Public Offering and the conditions for introducing financial instruments to an organised trading system and on public companies (JoL of 2024 item 620) adopts as follows:

§ 1

The Ordinary General Meeting gives a positive opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2023, adopted by a Resolution of the Supervisory Board of ZE PAK SA No.1616/2024/VIII dated 27.05.2024.

§ 2

This resolution comes into force upon adoption.

Attachment no. 24

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: adopting the "Remuneration policy for members of the Management Board and Supervisory Board of ZE PAK SA

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK SA**”), acting pursuant to art. 90d item 1 of the of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (JoL of 2024 position 620), adopts as follows:

§ 1

Ordinary General Meeting of ZE PAK SA decides to adopt the "Remuneration Policy for members of the Management Board and Supervisory Board of ZE PAK SA", in its current wording approved by the Ordinary General Meeting of the Company by Resolution No. 29 of June 19, 2020. Content of the "Remuneration Policy for members of the Management Board and Supervisory Board of ZE PAK SA" constitutes an annex to this Resolution.

§ 2

This resolution comes into force upon adoption.

Attachment no. 25

**Resolution No ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

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

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK SA**”) acting pursuant to art. 385 § 1 of the Code of Commercial Companies and § 16 sec. 1 of the Company's Articles of Association, adopts as follows:

§ 1

The Ordinary General Meeting hereby resolves that the Supervisory Board of the Company of the 8th term of office will consist of _____ members.

§ 2

1. The Resolution of the Extraordinary General Meeting of the Company no. 5 of April 22, 2022 expires.
2. This Resolution comes into force upon adoption.

Attachment no. 26

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: changes in the Supervisory Board of ZE PAK SA

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK SA**”) acting pursuant to art. 385 § 1 of the Code of Commercial Companies and § 16 item 3 of the Company’s Articles of Association, adopts as follows:

§ 1

The Ordinary General Meeting dismisses Mr. _____ from 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. 27

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2024**

on: changes in the Supervisory Board of ZE PAK SA

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK SA**”) acting pursuant to art. 385 § 1 of the Code of Commercial Companies and § 16 item 3 of the Company’s Articles of Association, adopts as follows:

§ 1

The Ordinary General Meeting appoints Mrs. / Mr. _____ to the Supervisory Board of the Company.

§ 2

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