

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

**Content of draft resolutions of the Ordinary General Meeting of
ZE PAK Spółka Akcyjna
convened on June 12, 2025**

To item 2 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

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

This resolution comes into force upon adoption.

To item 4 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

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 2024.
6. Examination of the Standalone Financial Statements of the Company for the financial year 2024.
7. Examination of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2024.
8. Consideration of the report on the activities of the Supervisory Board of ZE PAK SA in 2024, 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 2024 and the proposal of the Management Board regarding the distribution of net profit for 2024.
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 2024,
 - b) approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2024,
 - c) distribution of the net profit for 2024,
 - d) approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2024,
 - e) approval of the annual Statement of Operations of the Supervisory Board of ZE PAK SA in 2024,
 - f) granting a vote of acceptance to the members of the Management Board of the Company for performing their duties in 2024,
 - g) granting a vote of acceptance to the members of the Supervisory Board of the Company for performing their duties in 2024.
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 2024.
11. Adoption of a resolution on the approval of the selection of an audit firm to certify sustainable development reporting in 2024-2025.
12. Adoption of a resolution on establishing the number of members of the Supervisory Board of ZE PAK S.A. for the new, 9th term of office.
13. Adoption of resolutions on the appointment of Members of the Supervisory Board of ZE PAK S.A. for the new, 9th term of office.
14. Adoption of a resolution on determining the remuneration for Members of the Supervisory Board of ZE PAK S.A. of the new, 9th term of office.
15. Closing the sessions.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection a) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: approval of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2024

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 2024, 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 2024.

§ 2

This resolution comes into force upon adoption.

To item b) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2024

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, 2024, including:

- 1) introduction to the financial statement and additional information and explanations;
- 2) the balance sheet prepared as at December 31, 2024, which on the assets and liabilities side shows the amount of PLN 3 033 269 415.58 PLN (in words: three billion thirty-three million two hundred and sixty-nine thousand four hundred and fifteen zlotys, 58/100);
- 3) profit and loss account for the period from January 1, 2024 to December 31, 2024 showing a net profit in the amount of PLN 65 191 973.36 PLN (in words: sixty-five million one hundred and ninety-one thousand nine hundred and seventy-three zlotys, 36/100);

- 4) a statement of changes in equity for the period from January 1, 2024 to December 31, 2024 showing an increase in equity by the amount of PLN 65 191 973.36 PLN (in words: sixty-five million one hundred and ninety-one thousand nine hundred and seventy-three zlotys, 36/100);
 - 5) cash flow statement for the period from January 1, 2024 to December 31, 2024, showing an increase in cash within the financial year by the net amount of PLN 19 809 394.96 PLN (in words: nineteen million eight hundred and nine thousand three hundred and ninety-four zlotys, 96/100).
- 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, 2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection c) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: distribution of the net profit for 2024

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 allocate the net profit for 2024 in the amount of PLN 65 191 973.36 (in words: sixty-five million one hundred and ninety-one thousand nine hundred and seventy-three zlotys, ³⁶/100) for the supplementary capital.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection d) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2024

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, 2024, including:

- 1) consolidated statement of financial situation as at December 31, 2024, which on the assets and liabilities side shows the amount of PLN 3 849 821 000 (in words: three billion eight hundred and forty-nine million eight hundred and twenty-one thousand zlotys),
- 2) consolidated profit and loss account for the year ended December 31, 2024 showing a profit in the amount of PLN 262 915 000 (in words: two hundred and sixty-two million nine hundred and fifteen thousand zlotys),
- 3) consolidated statement of comprehensive income for the year ended December 31, 2024 showing a total profit in the amount of PLN 261 782 000 (in words: two hundred and sixty-one million seven hundred and eighty-two thousand zlotys),
- 4) consolidated statement of changes in equity for the year ended December 31, 2024 showing an increase in equity by PLN 263 962 000 (in words: two hundred and sixty-three million nine hundred and sixty-two thousand zlotys),
- 5) consolidated cash flow statement for the year ended December 31, 2024 showing a decrease in net cash balance by PLN 28 050 000 (in words: twenty-eight million fifty 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, 2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection e) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: approval of the annual Statement of Operations of the Supervisory Board in 2024

§ 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 2024 containing, among others the assessment of the Company's financial statements for the financial year 2024, the Management Board's report on the Company's and the Capital Group's operations in 2024 and the Management Board's motion on the distribution of the Company's net profit for 2024, decides to approve this report.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection f) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Piotr Woźny the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection f) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Zygmunt Artwik the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection f) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Andrzej Janiszowski the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection f) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Maciej Nietopiel the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection f) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mrs. Katarzyna Sobierajska the vote of approval for fulfilment of her obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection f) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Maciej Koński the vote of approval for fulfilment of his obligations in 2024

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 Koński the vote of approval for fulfilment of his obligation of the Vice President of the Management Board during the period from 23.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Zygmunt Solorz the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Tobias Solorz the vote of approval for fulfilment of his obligations in 2024

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 01.01.2024 to 07.10.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Piotr Żak the voting of approval for fulfilment of his obligations in 2024

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 01.01.2024 to 07.10.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Wiesław Walendziak the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Tomasz Szeląg the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Sławomir Zakrzewski the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Alojzy Z. Nowak the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Henryk Sobierajski the vote of approval for fulfilment of his obligations in 2024

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 1.01.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Mr. Jarosław Grzesiak the vote of approval for fulfilment of his obligations in 2024

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 01.01.2024 to 07.10.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Ms. Justyna Kulka the vote of approval for fulfilment of her obligations in 2024

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 Ms. Justyna Kulka the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 24.06.2024 to 24.11.2024 and the Vice Chairman of the Supervisory Board during the period from 25.11.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 9 subsection g) of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: granting Ms. Beata Jakacka-Sitek the vote of approval for fulfilment of her obligations in 2024

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 Ms. Beata Jakacka-Sitek the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 24.06.2024 to 31.12.2024.

§ 2

This resolution comes into force upon adoption.

To item 10 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2024

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 2025 item 592) 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 2024, adopted by a Resolution of the Supervisory Board of ZE PAK SA No. 1748/2025/VIII dated 12.05.2025.

§ 2

This resolution comes into force upon adoption.

To item 11 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: adoption of a resolution on the approval of the selection of an audit firm to certify sustainable development reporting in 2024-2025

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK S.A.**”), acting pursuant to art. 66 sec. 4 of the Act of Accounting of 29 September 1994 (JoL of 2023 item 120), adopts as follows:

§ 1

The Ordinary General meeting of ZE PAK SA approves the selection of the audit firm Grant Thornton Polska Prosta spółka akcyjna seated in Poznań, to certify sustainable development reporting in 2024-2025.

§ 3

This resolution comes into force upon adoption.

To item 12 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: establishing the number of members of the Supervisory Board of ZE PAK S.A. for the new, 9th term of office

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 new 9th term of office will consist of ____ members.

§ 2

This resolution comes into force upon adoption.

To item 13 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: the appointment of Members of the Supervisory Board of ZE PAK S.A. for the new, 9th term of office

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 for the new 9th term of office.

§ 2

This resolution comes into force upon adoption.

To item 14 of the agenda

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2025**

on: determining the remuneration for Members of the Supervisory Board of ZE PAK S.A. of the new, 9th term of office

The Ordinary General Meeting of ZE PAK Spółka Akcyjna (the "Company" or "ZE PAK S.A."), acting under § 14 section 3 item 7) of the Company's Articles of Association, resolves as follows:

§ 1

The Ordinary General Meeting of ZE PAK SA hereby establishes the monthly remuneration for Members of the Supervisory Board of the Company, of the new 9th term of office, in the amount of:

1. Chairman of the Supervisory Board - 15 000 (in words: fifteen thousand zlotys);
2. Vice Chairman of the Supervisory Board - 12 000 (in words: twelve thousand zlotys);
3. Member of the Supervisory Board - 10 000 (in words: ten thousand zlotys).

§ 2

The remuneration referred to in § 1 is paid in arrears by the 10th day of each month.

§ 3

This resolution comes into force upon adoption.