

*(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 17, 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 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 2025.
4. Resolution on: approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2025.
5. Resolution on: coverage of the net loss for 2025.
6. Resolution on: approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2025.
7. Resolution on: approval of the annual Statement of Operations of the Supervisory Board in 2025.
8. Resolutions on: granting a vote of approval to the members of the Management Board of the Company for performing their duties in 2025.
9. Resolutions on: granting a vote of approval to the members of the Supervisory Board of the Company for performing their duties in 2025.
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 2025.
11. Resolution on: granting consent to the acquisition of ownership rights to real estate or the

right of perpetual usufruct to real estate from entities belonging to the ZE PAK S.A. Capital Group.

12. Resolutions on: amendments to the Articles of Association of ZE PAK S.A.

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 2025 – 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 2025 – 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: coverage of the net loss for 2025 – 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 2025 – 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 2025 – 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 Źak the vote of approval for fulfilment of his obligations in 2025 – 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 2025 – 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 2025 – 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 2025 – 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 2025 – 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 Maciej Koński the vote of approval for fulfilment of his obligations in 2025 – 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 Piotr Woźny the vote of approval for fulfilment of his obligations in 2025 – 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. Tomasz Szelaĝ the voting of approval for fulfilment of his obligations in 2025 – 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 Mrs. Aleksandra Źak the vote of approval for fulfilment of her obligations in 2025 – attachment no. 13– 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. Tobias Solorz the vote of approval for fulfilment of his obligations in 2025 – 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. Daniel Ozon the vote of approval for fulfilment of his obligations in 2025 – 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. Alojzy Z. Nowak the vote of approval for fulfilment of his obligations in 2025 – 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. Aleksander Grad the vote of approval for fulfilment of his obligations in 2025 – 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. Jorosl w Grzesiak the vote of approval for fulfilment of his obligations in 2025 – 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. Zygmunt Solorz the vote of approval for fulfilment of his obligations in 2025 – 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: granting Mrs. Justyna Kulka the vote of approval for fulfilment of her obligations in 2025 – 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: granting Mr. Wiesław Walendziak the vote of approval for fulfilment of his obligations in 2025 – 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: granting Mr. Sławomir Zakrzewski the vote of approval for fulfilment of his obligations in 2025 – 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: granting Mr. Henryk Sobierajski the vote of approval for fulfilment of his obligations in 2025 – 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: opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2025 – 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: _____

28. Adoption of resolution on: granting consent to the acquisition of ownership rights to real estate or the right of perpetual usufruct to real estate from entities belonging to the ZE PAK S.A. Capital Group. – attachment no. 28

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: _____

29. Adoption of resolution on: amendments to the Articles of Association of ZE PAK S.A. – attachment no. 29

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: _____