

*(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 Żak 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 Ms. 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 Ms. Beata Jakacka-Sitek the vote of approval for fulfilment of her 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. Aleksander Grad 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. Jorosl w Grzesiak 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 Mr. Zygmunt Solorz the vote of approval for fulfilment of his 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 Ms. Justyna Kulka the vote of approval for fulfilment of her 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. Wiesław Walendziak 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. Sławomir Zakrzewski 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: granting Mr. Henryk Sobierajski the vote of approval for fulfilment of his obligations in 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: opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2025 – 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: 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. 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: _____

30. Adoption of resolution on: amendments to the Articles of Association of ZE PAK S.A. – attachment no. 30

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 ... 2026**

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.

Attachment No. 2

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2026**

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 2025.
6. Examination of the Standalone Financial Statements of the Company for the financial year 2025.
7. Examination of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2025.
8. Consideration of the report on the activities of the Supervisory Board of ZE PAK SA in 2025, including report on the results of the assessment of the Company’s financial statements for the financial year

2025, the Management Board's report on the Company's operations in 2024 and the proposal of the Management Board regarding the coverage of net loss for 2025.

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 2025,
 - b) approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2025,
 - c) coverage of the net loss for 2025,
 - d) approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2025,
 - e) approval of the annual Statement of Operations of the Supervisory Board of ZE PAK SA in 2025,
 - f) granting a vote of acceptance to the members of the Management Board of the Company for performing their duties in 2025,
 - g) granting a vote of acceptance to the members of the Supervisory Board of the Company for performing their duties in 2025.
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 2025.
11. Adoption of a 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. Adoption of a resolution amending the Articles of Association of ZE PAK S.A.
13. Closing the session of Ordinary general Meeting.

§ 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 ... 2026**

on: approval of the Management Board's Report from ZE PAK SA and ZE PAK SA Capital Group's Operations in 2025

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 2025, 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 2025.

§ 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 ... 2026

on: approval of the Standalone Financial Statements of ZE PAK SA for the financial year 2025

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, 2025, including:

- 1) introduction to the financial statement and additional information and explanations;
- 2) balance sheet prepared as at 31 December 2025, which shows the total assets and liabilities of PLN 2,834,234,935.78 (in words: two billion eight hundred thirty-four million two hundred thirty-four thousand nine hundred thirty-five zlotys 78/100 PLN);
- 3) profit and loss account for the period from 1 January 2025 to 31 December 2025, showing a net loss of PLN 126,048,978.97 (in words: one hundred twenty-six million forty-eight thousand nine hundred seventy-eight zlotys and 97/100 PLN);
- 4) statement of changes in equity for the period from 1 January 2025 to 31 December 2025, showing a decrease in equity by PLN 126,048,978.97 (in words: one hundred twenty-six million forty-eight thousand nine hundred seventy-eight zlotys and 97/100 PLN);
- 5) cash flow statement for the period from 1 January 2025 to 31 December 2025, showing an increase in cash during the financial year by the net amount of PLN 93,735,433.37 (in words: ninety-three million seven hundred thirty-five thousand four hundred thirty-three zlotys 37/100 PLN).

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, 2025.

§ 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 ... 2026**

on: coverage of the net loss for 2025

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 Annual General Meeting decides to cover the net loss for 2025 in the amount of PLN 126,048,978.97 (in words: one hundred twenty-six million forty-eight thousand nine hundred seventy-eight zlotys 97/100 PLN) from the profits of future settlement periods.

§ 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 ... 2026**

on: approval of the Consolidated Financial Statements of ZE PAK SA Capital Group for the financial year 2025

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 (i.e. JoL of 2026 pos. 522) 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, 2025, including:

- 1) consolidated statement of financial position as at 31 December 2025, which shows the total assets and liabilities of PLN 4,115,960,000 (in words: four billion one hundred fifteen million nine hundred sixty thousand PLN),
- 2) consolidated profit and loss account for the year ended 31 December 2025, showing a loss of PLN 164,429,000 (in words: one hundred sixty-four million four hundred twenty-nine thousand PLN),

- 3) consolidated statement of comprehensive income for the year ended 31 December 2025, showing a total loss of PLN 163,841,000 (in words: one hundred sixty-three million eight hundred forty-one thousand PLN),
- 4) consolidated statement of changes in equity for the year ended 31 December 2025, showing a decrease in equity by PLN 163,841,000 (in words: one hundred sixty-three million eight hundred forty-one thousand PLN),
- 5) consolidated statement of cash flows for the year ended 31 December 2025, showing a net increase in cash of PLN 16,171,000 (in words: sixteen million one hundred seventy-one thousand PLN),
- 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, 2025.

§ 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 ... 2026**

on: approval of the annual Statement of Operations of the Supervisory Board in 2025

§ 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 2025 containing, among others the assessment of the Company's financial statements for the financial year 2025, the Management Board's report on the Company's and the Capital Group's operations in 2025 and the Management Board's motion on the distribution of the Company's net profit for 2025, 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 ... 2026**

on: granting Mr. Piotr Żak the vote of approval for fulfilment of his obligations in 2025

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 of the obligations of the President of the Management Board during the period from 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Zygmunt Artwik the vote of approval for fulfilment of his obligations in 2025

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 of the obligations of the Vice President of the Management Board during the period from 01.01.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Andrzej Janiszowski the vote of approval for fulfilment of his obligations in 2025

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 of the obligations of the Vice President of the Management Board during the period from 1.01.2025 to 12.05.2025, President of the Management Board from 13.05.2025 to 29.12.2025 and Vice President from 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Maciej Nietopiel the vote of approval for fulfilment of his obligations in 2025

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 of the obligations of the Vice President of the Management Board during the period from 01.01.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in 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 ... 2026**

on: granting Ms. Katarzyna Sobierajska the vote of approval for fulfilment of his obligations in 2025

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. Katarzyna Sobierajska the vote of approval of the obligations of the Vice President of the Management Board during the period from 01.01.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Maciej Koński the vote of approval for fulfilment of his obligations in 2025

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 of the obligations of the Vice President of the Management Board during the period from 01.01.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Piotr Woźny the vote of approval for fulfilment of his obligations in 2025

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 1.01.2025 to 12.05.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Tomasz Szeląg the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 15.10.2025 and the Chairman of the Supervisory Board from 16.10.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a secret ballot.
2. This 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 ... 2026**

on: granting Ms. Aleksandra Żak the vote of approval for fulfilment of his obligations in 2025

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. Aleksandra Żak the vote of approval for fulfilment of the obligations of the Vice Chairman of the Supervisory Board during the period from 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Tobias Solorz the vote of approval for fulfilment of his obligations in 2025

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 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Daniel Ozon the vote of approval for fulfilment of his obligations in 2025

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. Daniel Ozon the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Alojzy Z. Nowak the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Ms. Beata Jakacka-Sitek the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a secret ballot.
2. This 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 ... 2026**

on: granting Mr. Aleksander Grad the vote of approval for fulfilment of his obligations in 2025

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. Aleksander Grad the vote of approval for fulfilment of the obligations of the Member of the Supervisory Board during the period from 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a secret ballot.
2. This 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 ... 2026**

on: granting Mr. Jarosław Grzesiak the vote of approval for fulfilment of his obligations in 2025

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 Secretary of the Supervisory Board during the period from 29.12.2025 to 31.12.2025.

§ 2

1. The resolution was adopted in a secret ballot.
2. This 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 ... 2026**

on: granting Mr. Zygmunt Solorz the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 12.06.2025, Member of the Supervisory Board from 12.06.2025 to 22.06.2025, Chairman of the Supervisory Board from 23.06.2025 to 15.10.2025.

§ 2

1. The resolution was adopted in a secret ballot.
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 ... 2026**

on: granting Ms. Justyna Kulka the vote of approval for fulfilment of his obligations in 2025

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 Vice Chairman of the Supervisory Board during the period from 01.01.2025 to 12.06.2025, Member of the Supervisory Board from 12.06.2025 to 22.06.2025, Vice Chairman from 23.06.2025 to 15.10.2025.

§ 2

1. The resolution was adopted in a secret ballot.
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 ... 2026**

on: granting Mr. Wiesław Walendziak the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 12.06.2025, Member of the Supervisory Board from 12.06.2025 to 22.06.2025, Secretary of the Supervisory Board from 23.06.2025 to 29.12.2025.

§ 2

1. The resolution was adopted in a secret ballot.
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 ... 2026**

on: granting Mr. Sławomir Zakrzewski the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 29.12.2025.

§ 2

1. The resolution was adopted in a 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 ... 2026**

on: granting Mr. Henryk Sobierajski the vote of approval for fulfilment of his obligations in 2025

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 01.01.2025 to 29.12.2025.

§ 2

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

Attachment No. 28

Resolution No. ... of the Ordinary General Meeting of ZE PAK Spółka Akcyjna seated in Konin of ... 2026

on: opinion on the Report on the remuneration of Members of the Management Board and Supervisory Board of ZE PAK SA for 2025

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 2025, adopted by a Resolution of the Supervisory Board of ZE PAK SA No. 49/2026/IX dated 11.05.2026.

§ 2

This resolution comes into force upon adoption.

Attachment No. 29

Resolution No. ... of the Ordinary General Meeting of ZE PAK Spółka Akcyjna seated in Konin of ... 2026

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 SA Capital Group

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**”) acting pursuant to § 14 sec. 3 point 15 of the Company's Articles of Association, adopts as follows:

§ 1

The Ordinary General Meeting of ZE PAK SA hereby consents to the acquisition by ZE PAK SA, until June 30, 2027, from entities within the ZE PAK SA Capital Group of:

1. ownership rights to real estate;
2. shares in real estate;
3. perpetual usufruct rights to real estate;
4. shares in perpetual usufruct rights to real estate.

§ 2

The total value of transactions covered by the consent referred to in § 1 may not exceed PLN 70,000,000.00 net (in words: seventy million zlotys net).

§ 3

The Ordinary General Meeting of ZE PAK SA authorizes the Management Board of ZE PAK SA to:

1. conduct negotiations and determine the detailed terms of individual transactions;
2. conclude agreements and submit all declarations required to complete the transactions covered by this resolution;
3. take all factual and legal actions necessary to implement this resolution.

§ 4

The transactions covered by this resolution should be carried out on market terms and taking the interests of ZE PAK SA into account.

§ 5

This resolution comes into force upon adoption.

Attachment No. 30

**Resolution No. ...
of the Ordinary General Meeting
of ZE PAK Spółka Akcyjna
seated in Konin
of ... 2026**

on: amending the Articles of Association of ZE PAK SA

The Ordinary General Meeting of ZE PAK Spółka Akcyjna („**Company**” or „**ZE PAK SA**”) acting pursuant to art. 430 § 1 of the Code of Commercial Companies and § 14 sec. 3 point 4) of the Company’s Articles of Association, adopts as follows:

§ 1

The Ordinary General Meeting of ZE PAK S.A., taking into account the provisions of the Regulation of the Council of Ministers of 18 December 2024 on the Polish Classification of Activities (PKD) (Journal of Laws of 2024, item 1936), hereby amends the Articles of Association of ZE PAK S.A. by amending § 4 section 1 of the Articles of Association of ZE PAK S.A., consisting in updating the Polish Classification of Activities (PKD). § 4 section 1 of the Articles of Association of ZE PAK S.A. shall have the following new wording:

„§ 4.

1. *The object of the Company’s activity is: -----*
- 1) *growing of other non-perennial crops (PKD 01.1), -----*
 - 2) *growing of other perennial crops (PKD 01.2), -----*
 - 3) *logging (PKD 02.20.Z), -----*
 - 4) *gathering of wild growing forestry products, excluding wood (PKD 02.30.Z),*
 - 5) *mining of lignite (PKD 05.20.Z), -----*
 - 6) *operation of gravel and sand pits; mining of clays and kaolin (PKD 08.12.Z), -----*
 - 7) *extraction of peat (PKD 08.92.Z), -----*
 - 8) *support activities for other mining and quarrying (PKD 09.90.Z),*
 - 9) *manufacture and processing of refined petroleum products and products from fossil fuels (PKD 19.20.Z), -----*
 - 10) *manufacture of lime and gypsum (PKD 23.52.Z), -----*
 - 11) *repair and maintenance of machinery (PKD 33.12.Z), -----*
 - 12) *production of electricity (PKD 35.11.Z), -----*
 - 13) *wind power generation (PKD 35.12.A), -----*
 - 14) *solar power generation (PKD 35.12.B), -----*
 - 15) *geothermal power generation (PKD 35.12.C), -----*
 - 16) *biogas power generation (PKD 35.12.D), -----*
 - 17) *hydropower generation (PKD 35.12.E), -----*
 - 18) *other renewable energy power generation (35.12.F), -----*
 - 19) *transmission of electricity (PKD 35.13.Z), -----*
 - 20) *distribution of electricity (PKD 35.14.Z), -----*
 - 21) *trade of electricity (PKD 35.15.Z), -----*
 - 22) *electricity storage (PKD 35.16.Z), -----*
 - 23) *manufacture of gaseous fuels (PKD 35.21.Z), -----*
 - 24) *distribution of gaseous fuels through mains (PKD 35.22.Z), -----*

- 25) trade of gaseous fuels through mains (PKD 35.23.Z), -----
- 26) storage of gaseous fuels as part of network supply services (PKD 35.24.Z),
- 27) generation and supply of steam, hot water and air for air conditioning systems (PKD 35.30.Z), -----
- 28) water collection, treatment and supply (PKD 36.00.Z), -----
- 29) sewage disposal and treatment (PKD 37.00.Z), -----
- 30) collection of non-hazardous waste (PKD 38.11.Z), -----
- 31) collection of hazardous waste (PKD 38.12.Z), -----
- 32) recovery of raw material (PKD 38.21.Z), -----
- 33) other waste recovery activities (PKD 38.23.Z), -----
- 34) waste disposal (PKD 38.32.Z), -----
- 35) remediation activities and other waste management services (PKD 39.00.Z), -----
- 36) building works related to erection of non-residential buildings (PKD 41.00.B), -----
- 37) works related to construction of roads and motorways (PKD 42.11.Z), -----
- 38) works related to construction of railways and underground railways (PKD 42.12.Z), -----
- 39) works related to construction of transmission pipelines and distribution (PKD 42.21.Z), -----
- 40) works related to construction of telecommunications and electricity lines (PKD 42.22.Z), -----
- 41) works related to construction of water projects (PKD 42.91.Z), -----
- 42) works related to construction of other civil engineering projects not elsewhere classified (PKD 42.99.Z), -----
- 43) demolition (PKD 43.11.Z), -----
- 44) site preparation (PKD 43.12.Z), -----
- 45) test drilling and boring (PKD 43.13.Z), -----
- 46) electrical installation (PKD 43.21.Z), -----
- 47) plumbing, heat and air-conditioning installation (PKD 43.22.Z), -----
- 48) other construction installation (PKD 43.24.Z), -----
- 49) other specialised construction activities not elsewhere classified (PKD 43.99.Z), -----
- 50) wholesale of solid, liquid, gaseous fuels and related products (PKD 46.81.Z), -----
- 51) wholesale of waste and scrap (PKD 46.87.Z), -----
- 52) retail sale of fuel for motor vehicles (PKD 47.30.Z), -----
- 53) other retail sale of new goods (PKD 47.78.Z), -----
- 54) freight rail transport (PKD 49.20.Z), -----
- 55) transport via pipeline of other commodities (PKD 49.50.B), -----
- 56) warehousing and storage of other goods (PKD 52.10.B), -----
- 57) other service activities incidental to land transportation (PKD 52.21.B), -----
- 58) activities of holding companies (PKD 64.21.Z), -----
- 59) activities of companies obtaining financing for other entities (PKD 64.22.Z), -----
- 60) financial leasing (PKD 64.91.Z), -----
- 61) other financial service activities, except insurance and pension funding not elsewhere classified (PKD 64.99.Z), -----
- 62) activities auxiliary to financial services, except insurance and pension funding (PKD 66.1), -----
- 63) security and commodity contracts brokerage (PKD 66.12.Z), -----
- 64) buying and selling of own real estate (PKD 68.11.Z), -----
- 65) rental and operating of own or leased real estate (PKD 68.20.Z),
- 66) accounting, bookkeeping and auditing activities; tax consultancy (PKD 69.20.A), -----

- 67) *operating of the head offices (PKD 70.10.A), -----*
- 68) *business and other management consultancy activities (PKD 70.20.Z), -----*
- 69) *engineering activities and related technical consultancy (PKD 71.12.B),-----*
- 70) *other technical testing and analysis (PKD 71.20.C), -----*
- 71) *any other professional, scientific and technical activities not elsewhere classified (PKD 74.99.Z). -- ”*

§ 2

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

§ 3

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