ANNUAL GENERAL MEETING
of Grupa KĘTY S.A.

28 May 2025

AGENDA

1. Opening of the General Meeting.
2. Appointment of the Chairman of the General Meeting.
3. Determination of the correct holding of the General Meeting and its capacity to pass resolutions.
4. Adoption of the agenda.
5. Presentation of the Report of the Supervisory Board for the year 2024.
6. Examination and approval of the financial statements of the Company for the reporting year 2024.
7. Examination and approval of the consolidated financial statements of the Capital Group for the reporting year 2024.
8. Examination and approval of the Management Board Report on the Operations of the Company and the Capital Group in the reporting year 2024.
9. Distribution of 2024 profit and determination of the amount allocated to dividend payment to the shareholders.
10. Granting of the vote of approval to the Members of the Management Board.
11. Granting of the vote of approval to the Members of the Supervisory Board.
12. Opinion on the Report on Remuneration of the Management Board and Supervisory Board Members for the year 2024.
13. Amendment to the Company Articles of Association.
14. Miscellaneous.
15. Closure of the General Meeting.

DRAFT RESOLUTIONS

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RESOLUTION No. 1/25

OF THE ANNUAL GENERAL MEETING
OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to § 9.3 of the By-law of the General Meeting of Grupa KĘTY S.A., the General Meeting appoints …… Chairman of the Meeting.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 2/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. The General Meeting adopts the following agenda:

    1. Opening of the General Meeting.
    2. Appointment of the Chairman of the General Meeting.
    3. Determination of the correct holding of the General Meeting and its capacity to pass resolutions.
    4. Adoption of the agenda.
    5. Presentation of the Report of the Supervisory Board for the year 2024.
    6. Examination and approval of the financial statements of the Company for the reporting year 2024.
    7. Examination and approval of the consolidated financial statements of the Capital Group for the reporting year 2024.
    8. Examination and approval of the Management Board Report on the Operations of the Company and the Capital Group in the reporting year 2024.
    9. Distribution of 2024 profit and determination of the amount allocated to dividend payment to the shareholders.
    10. Granting of the vote of approval to the Members of the Management Board.
    11. Granting of the vote of approval to the Members of the Supervisory Board.
    12. Opinion on the Report on Remuneration of the Management Board and Supervisory Board Members for the year 2024.
    13. Amendment to the Company Articles of Association.
    14. Miscellaneous.
    15. Closure of the General Meeting.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 3/25
OF THE ANNUAL GENERAL MEETING
OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.1 of the Code of Commercial Companies, the Act of 29 September 1994 on Accounting, and § 19.1.1 of the Company Articles of Association, after examination, the Annual General Meeting of Grupa KĘTY S.A. approves the financial statements for 2024, consisting of:
   - the balance sheet of the Company as at 31 December 2024, reflecting the total of assets and the total equity/liabilities of **PLN 2,128 million**, respectively;
   - the statement of profit or loss for the period from 1 January to 31 December 2024, reflecting the net profit of **PLN 614 million**;
   - the statement of comprehensive income for the period from 1 January to 31 December 2024, reflecting the comprehensive income of **PLN 610 million**;
   - the statement of changes in equity for the period from 1 January to 31 December 2024, reflecting an increase in equity by **PLN 105 million**;
   - the cash flow statement for the period from 1 January to 31 December 2024, reflecting an increase in net cash by **PLN 2 million**;
   - supplementary information and explanatory notes to the financial statements.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 4/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.5 of the Code of Commercial Companies, the Act of 29 September 1994 on Accounting, and § 19.1.1 of the Company Articles of Association, after examination, the Annual General Meeting of Grupa KĘTY S.A. approves the consolidated financial statements of the Capital Group for 2024, consisting of:
   - the consolidated balance sheet as at 31 December 2024, reflecting the balance-sheet total of assets and equity/liabilities of **PLN 4,221 million**;
   - the consolidated statement of profit or loss for the period from 1 January to 31 December 2024, reflecting net profit attributable to owners of the parent of **PLN 560 million**;
   - the consolidated statement of comprehensive income for the period from 1 January to 31 December 2024, reflecting the comprehensive income of **PLN 552 million**;
   - the statement of changes in consolidated equity for the period from 1 January to 31 December 2024, reflecting an increase in equity by **PLN 47 million**;
   - the consolidated cash flow statement for the period from 1 January to 31 December 2024, reflecting a decrease in net cash by **PLN 6 million**.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 5/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.1 of the Code of Commercial Companies, the Act of 29 September 1994 on Accounting, and § 19.1.1 of the Company Articles of Association, after examination, the Annual General Meeting of Grupa KĘTY S.A. approves the Report of the Management Board on the Operations of the Company and the Capital Group in the year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 6/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Articles 348 and 395.2.2 of the Code of Commercial Companies, and § 19.1.2 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. decides to:

   a) distribute the net profit generated by the Company in 2024, amounting to PLN **614,083,478.86** (say: six hundred and fourteen million eighty three thousand four hundred and seventy eight zlotys 86/100) in the following manner:
      - the amount of PLN **227,039.00** (say: two hundred and twenty seven thousand thirty nine zlotys 00/100) to be allocated to covering the actuarial loss in relation to remeasurement of post-employment employee benefits;
      - the amount of PLN **476,426,601.54** (say: four hundred and seventy six million four hundred and twenty six thousand six hundred and one zlotys 54/100) to be allocated to the payment of dividend to the shareholders;
      - the amount of PLN **137,429,838.32** (say: one hundred and thirty seven million four hundred and twenty nine thousand eight hundred and thirty eight zlotys 32/100) to be allocated to increasing the reserve capital;

   b) The dividend record day is set for 20 August 2025, whereas the dividend payment date is set for:
      - 3 September 2025 – the amount of PLN **163,887,625.54** (say: one hundred and sixty three million eight hundred and eighty seven thousand six hundred and twenty five zlotys 54/100),
      - 5 November 2025 – the amount of PLN **312,538,976.00** (say: three hundred and twelve million five hundred and thirty eight thousand nine hundred and seventy six zlotys 00/100).

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 7/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Dariusz Mańko, President of the Management Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 8/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Roman Przybylski, Vice President of the Management Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 9/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Rafał Warpechowski, Member of the Management Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 10/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Piotr Wysocki, Member of the Management Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 11/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Tomasz Grela, Member of the Management Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 12/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Przemysław Rasz, Chairman of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 13/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Piotr Stępniak, Deputy Chairman of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 14/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Piotr Kaczmarek, Member of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 15/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Wojciech Golak, Member of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 16/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Marek Mikuć, Member of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 17/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Grzegorz Piwowar, Member of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 18/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Paweł Niedziółka, former Member of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 19/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Anna Włoszek, former Member of the Supervisory Board, for the performance of her duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 20/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 395.2.3 of the Code of Commercial Companies, and § 19.1.3 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. grants the vote of approval to Przemysław Gardocki, former Member of the Supervisory Board, for the performance of his duties in the reporting year 2024.

2. The resolution comes into force on the date of its passing.

>>Draft<<

RESOLUTION No. 21/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 90g.6 of the Act of 29 July 2005 on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading, and on Public Companies, and § 19.1.17 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. decides to issue a positive opinion on the Report on Remuneration of the Management Board and Supervisory Board Members for the year 2024.

2. The resolution comes into force on the date of its passing.

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RESOLUTION No. 22/25

OF THE ANNUAL GENERAL MEETING OF GRUPA KĘTY S.A. of 28 May 2025

1. Acting pursuant to Article 430.1 of the Code of Commercial Companies, and § 19.1.5 of the Company Articles of Association, the Annual General Meeting of Grupa KĘTY S.A. resolves to amend the Company Articles of Association in the following manner:

   a) § 6 shall read as follows:

§ 6

1. The Company's basic object of activities includes:
   1) Manufacture of corrugated paper, paperboard and containers of paper and paperboard – PKD 17.21.Z
   2) Manufacture of plastics in primary forms – PKD 20.16.Z
   3) Manufacture of plastic packing goods – PKD 22.22.Z
   4) Manufacture of products from aluminium and aluminium alloys – PKD 24.42.B
   5) Casting of light metals – PKD 24.53.Z
   6) Casting of other non-ferrous metals, not elsewhere classified – PKD 24.54.B
   7) Forging and shaping metal and powder metallurgy – PKD 25.40.Z
   8) Coating of metals – PKD 25.51.Z
   9) Heat treatment of metals – PKD 25.52.Z
   10) Machining of metals – PKD 25.53.Z
   11) Manufacture of light metal packaging – PKD 25.92.Z
   12) Manufacture of other fabricated metal products, not elsewhere classified – PKD 25.99.Z
   13) Materials recovery – PKD 38.21.Z
   14) Wholesale of metals and metal ores – PKD 46.82.Z
   15) Wholesale of waste and scrap – PKD 46.87.Z
2. Moreover, the Company's object of activities includes:
   1) Production of electricity from solar sources – PKD 35.12.B

2) Distribution of electricity – PKD 35.14.Z
3) Trade of electricity – PKD 35.15.Z
4) Distribution of gaseous fuels through mains – PKD 35.22.Z
5) Trade of gas through mains – PKD 35.23.Z
6) Sewerage – PKD 37.00.Z
7) Other accommodation – PKD 55.90.Z
8) Other wired, wireless, and satellite telecommunication activities – PKD 61.10.B
9) Telecommunication reselling activities and intermediation service activities for telecommunication – PKD 61.20.Z
10) Other computer programming activities – PKD 62.10.B
11) Cybersecurity activities – PKD 62.20.A
12) Other computer consultancy and computer facilities management activities – PKD 62.20.B
13) Other information technology and computer service activities – PKD 62.90.Z
14) Activities of financing conduits – PKD 64.22.Z
15) Other credit granting – PKD 64.92.B
16) Other financial service activities, except insurance and pension funding, not elsewhere classified – PKD 64.99.Z
17) Rental and operating of own or leased real estate – PKD 68.20.Z
18) Research and experimental development on natural sciences and engineering – PKD 72.10.Z
19) Activities of advertising agencies – PKD 73.11.Z
20) Market research and public opinion polling – PKD 73.20.Z
21) Rental and leasing of cars and light motor vehicles – PKD 77.11.Z
22) Rental and leasing of trucks – PKD 77.12.Z
23) Rental and leasing of construction and civil engineering machinery and equipment – PKD 77.32.Z
24) Rental and leasing of other machinery, equipment and tangible goods, not elsewhere classified – PKD 77.39.Z

b) § 7 clauses 1 and 2 shall read as follows:

1. The share capital of the Company amounts to PLN 24,417,107.50 (say: twenty four million four hundred and seventeen thousand one hundred and seven zlotys 50/100).

2. The share capital is divided into 9,766,843 (say: nine million seven hundred and sixty six thousand eight hundred and forty three) shares paid up in cash, of the nominal value of PLN 2.50 (say: two zlotys fifty groshes) each.

c) In § 7 clause 4, points 9 and 10 are added as follows:

9) 85,500 (say: eighty five thousand five hundred) K series shares;

10) 31,191 (say: thirty one thousand one hundred and ninety one) L series shares.

d) § 14 clause 2 point 9 shall read as follows:

9) selection of an audit firm to carry out the audit of financial statements of the Company and the Capital Group, as well as selection of an audit firm to attest sustainability reporting;

2. The resolution comes into force on the date of its passing, effective on the date of registration of the Company Articles of Association amendment in the National Court Register.

Justifications for the resolutions

Ref. Item 9 of the Agenda

Recommending to the Annual General Meeting the dividend payment in two tranches at the aforesaid dates, the Management Board of the Company considered the current and the expected financial standing of the Company.

Ref. Item 13 of the Agenda

1. Amendment to § 6 of the Articles of Association is to adjust the determination of the object of the Company's activities to the Regulation of the Council of Ministers of 18 December 2024 on the Polish Classification of Activities (PKD).
2. Amendment to § 7 of the Articles of Association is of editorial nature. It is necessary with regard to a change in the value of the Company share capital and the number of shares of the particular series, in relation to taking up shares by eligible persons within conditional share capital increase. When an increase in the Company share capital as a result of taking up shares by eligible persons is registered by the Court, it does not automatically update the value of the capital or the number of shares determined in the Company Articles of Association. The proposed amendment is to make the provisions of the Company Articles of Association compliant with the data entered in the National Court Register (KRS) with regard to the value of the share capital and the number of the issued shares.
3. Amendment to § 14.2.9 results from the necessity of assigning the Supervisory Board the competence to select an audit firm which will not only carry out the audit of the financial statements but also attest sustainability reporting, in compliance with Article 66.4 of the Act on Accounting.

Passing the other resolutions by the Annual General Meeting results from the duties set out in the binding laws and the internal regulations of the Company.