

Resolution No. 38/2026 of the Management Board of Grupa Kęty S.A. of 20 April 2026

Pursuant to § 19.4 of the Company Articles of Association and § 4.3.b) of the Company Management Board By-law, it is resolved as follows:

1. To recommend to the General Meeting:
 - a) the distribution of net profit generated by the Company in 2025, amounting to PLN 553,040,078.94 (say: five hundred and fifty three million forty thousand and seventy eight zlotys 94/100) in the following manner:
 - the amount of PLN 482,770,357.65 (say: four hundred and eighty two million seven hundred and seventy thousand three hundred and fifty seven zlotys 65/100) to be allocated to dividend payment to shareholders;
 - the amount of PLN 70,269,721.29 (say: seventy million two hundred and sixty nine thousand seven hundred and twenty one zlotys 29/100) to be allocated to reserve capital increase;
 - b) the payment of dividend to the shareholders in the amount of PLN 482,770,357.65 (say: four hundred and eighty two million seven hundred and seventy thousand three hundred and fifty seven zlotys 65/100), i.e. PLN 49.05 per share, in reference to the number of shares of the Company as at the date of passing the resolution (9,842,413);
 - c) the allocation of the actuarial gains related to revaluation of employee benefits, amounting to PLN 6,729.00 (say: six thousand seven hundred and twenty nine zlotys 00/100) to reserve capital increase.
2. To recommend to the General Meeting the day of 19 August 2026 as the date on which the list of shareholders entitled to dividend shall be determined (dividend record day), and the dividend payment date as:
 - 3 September 2026 – the amount of PLN 160,923,452.55 (say: one hundred and sixty million nine hundred and twenty three thousand four hundred and fifty two zlotys 55/100);
 - 4 November 2026 – the amount of PLN 321,846,905.10 (say: three hundred and twenty one million eight hundred and forty six thousand nine hundred and five zlotys 10/100).
3. Recommending the amounts and dates of dividend payment to the Annual General Meeting, the Management Board of Grupa Kęty S.A. took into account the current and foreseeable financial standing of the Company.
4. To present this proposal to the Company Supervisory Board for assessment.
5. To present this proposal to the Annual General Meeting along with its assessment made by the Supervisory Board.
6. The resolution comes into force on 20 April 2026.

There were 3 votes cast, including 3 votes “for” the resolution, no votes “abstained”, and no votes “against”.

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| - President of the Management Board | – Roman Przybylski |
| - Member of the Management Board | – Rafał Warpechowski |
| - Member of the Management Board | – Tomasz Grela |