

RESOLUTION NO. 1
OF THE EXTRAORDINARY GENERAL MEETING OF LPP SA
of 23 January 2023
on the election of the Chair of the Meeting

Pursuant to Article 409 § 1 of the Commercial Companies Code, the Extraordinary General Meeting of LPP SA elects the Chair of today's General Meeting Mr Adam Gosz.

Following a secret ballot, the Chair of the Supervisory Board stated that:

- the number of shares from which valid votes were cast is: 1,317,179,
- the number of shares from which valid votes were cast is 70.97% in the share capital,
- the total number of valid votes cast is 2,717,179,
- 2,707,303 votes were cast in favour of the resolution,
- 0 votes were cast against the adoption of the resolution,
- the number of abstentions is 9,876.

RESOLUTION NO. 2
OF THE EXTRAORDINARY GENERAL MEETING OF LPP SA
of 23 January 2023
on the adoption of the agenda

The Extraordinary General Meeting of LPP SA adopts the following agenda for today's General Meeting:

1. Opening of the meeting and election of the Chairman of the Meeting.
2. Confirmation of the correctness of convening the General Meeting and its ability to adopt resolutions, preparation of the attendance list.
3. Adoption of the agenda.
4. Presentation of the resolution of the Supervisory Board on its opinion regarding issues to be considered by the Extraordinary General Meeting.
5. Adoption of the Incentive Programme.
6. Establishment of reserve capital.
7. Adoption of amendments to the Remuneration Policy for supervisory and management bodies of LPP SA.
8. Determination of the remuneration for members of the Supervisory Board.
9. Closing of the General Meeting.

Following a secret ballot, the Chair of the Supervisory Board stated that:

- the number of shares from which valid votes were cast is: 1,317,179,
- the number of shares from which valid votes were cast is 70.97% in the share capital,
- the total number of valid votes cast is 2,717,179,
- 2,678,479 votes were cast in favour of the resolution,
- 0 votes were cast against the adoption of the resolution,
- the number of abstentions is 38,700.

RESOLUTION NO. 3
OF THE EXTRAORDINARY GENERAL MEETING OF LPP SA
of 23 January 2023

on the adoption of an incentive scheme for members of the Management Board, employees and associates of LPP SA Group, the establishment of rules for its implementation, and the authorisation of the Company's Management Board to take steps aimed at creating a reserve capital for the acquisitions of shares under the incentive scheme

Pursuant to Article 396 § 4 and 5 and Article 345 § 4 of the Commercial Companies Code and § 10 of the Company's Articles of Association, the Extraordinary General Meeting of LPP S.A. hereby resolves as follows:

§ 1.

Adoption of the Incentive Scheme

1. The Extraordinary General Meeting of Shareholders resolves to adopt an incentive programme for members of the management board, employees and associates of the Company and companies from its capital group within the meaning of the Accounting Act, i.e. companies in relation to which the Company is the Parent Company within the meaning of Article 3(1)(37) of the Accounting Act (respectively, the "**Group**" and the "**Incentive Scheme**"), constituting a remuneration system for participants in the Incentive Scheme, i.e. members of the Company's management board ("**Management Board**") and selected employees and associates of the Company and companies from the Group, as well as members of the management boards of companies from the Group (total, the "**Participants**"). Under the terms and conditions set out in this resolution, in particular with regard to the financing of the Incentive Programme from cash provided for this purpose by the Company, under the Incentive Programme, Participants will be able to purchase fully paid-up ordinary bearer shares of the Company ("**Shares**") admitted to trading on the regulated market (main market) operated by the Warsaw Stock Exchange S.A. ("**WSE**").
2. The purpose of the Incentive Programme is to motivate members of the Management Board, employees of and associates of the Company and the Group by aligning their interests with the Company's targets and strategy in order to increase the Company's value in the long term and maintain the engagement of members of the Management Board, employees and associates in the business of the Company and the Group.
3. Participants in the Incentive Programme are persons employed under an employment contract or other civil law contract concluded with the Company or a company from the Group and receiving from the Company or a company from the Group benefits or other receivables from income tax specified in Articles 12 and 13 of the Act of 26 July 1991 on income tax, as well as persons cooperating with the Company or a company from the Group.

§ 2.

Rules and organisation of the Incentive Programme

1. The Incentive Programme will be implemented on the following terms:

(a) During the term of the Incentive Programme, the Company shall grant Participants conditional rights to periodically acquire Company Shares through an investment firm designated by the Company; (b) The acquisitions of Shares shall be financed by the Company from funds originating from the Company's reserve capital created specifically for this purpose in accordance with Article 345 § 4 of the Commercial Companies Code.

§ 3.

Duration of the Incentive Programme

The Incentive Programme will be implemented in one or more consecutive periods specified by the Supervisory Board, each of which will last no less than three years and which may partially overlap (rolling incentive programme).

§ 4.

Participants in the Incentive Programme

1. Only persons who meet the conditions specified in § 1(1) and (3) and have obtained the status of Participant as a result of identification carried out by the Management Board (with regard to Participants other than members of the Management Board) and the Supervisory Board (with regard to Participants who are members of the Management Board), in accordance with the regulations adopted by the Supervisory Board, which will specify the detailed procedure and conditions for the implementation of the Incentive Programme, taking into account the assumptions specified in this Resolution ("Regulations").

2. Supervisory Board Members of the Company are not eligible to participate in the Incentive Programme.

§ 5.

Conditions for granting the right to acquire Shares

1. Detailed conditions for granting Participants the right to acquire Shares shall be specified by the Supervisory Board in the Regulations, which shall specify in particular:

(a) group or individual targets (Key Performance Indicators - KPI), of a financial or non-financial nature, which should contribute to the implementation of the business strategy, long-term interests and stability of the Company and the Group; these targets may be set in particular on the basis of the following criteria: (i) EBIT, (ii) cash flows from operating activities (Activity Cash Flow) and (iii) ESG;

(b) events resulting in the loss of the right to acquire Shares (so-called "**Good Leaver**" and "**Bad Leaver**").

2. The Supervisory Board (with regard to KPIs for members of the Management Board) and the Management Board (with regard to KPIs for other employees and associates) are authorised to specify each target and determine the method of verification for each target.

§ 6.

Maximum number of Shares

The total maximum number of Shares to which acquisitions of rights by Participants may be made under the Incentive Programme is 16,000 (sixteen thousandths) Shares, representing 0.86% of the Company's share capital as at the date of adoption of this resolution.

2. The total maximum number of shares to which acquisitions of rights by Participants may be made during a given incentive period shall be determined by the Supervisory Board prior to the commencement of the incentive period.

3. The Shares shall be acquired by the Participants through an investment firm selected for this target. At no stage of the Incentive Scheme shall the Shares be owned or held by the Company and shall be recorded in the Participants' securities accounts (investment accounts).

§ 7.

Financing the acquisitions of Shares – reserve capital

In order to implement the Incentive Programme in accordance with the provisions of Article 396 § 4 and 5 and Article 345 § 4 of the Commercial Companies Code, the Extraordinary General Meeting shall decide to establish a reserve capital for the purpose of financing the acquisitions of Shares by Participants, together with the costs of their acquisitions, from the base created from gains from previous years, accumulated as part of the

supplementary capital, the amount of which will correspond to the base needed to finance the acquisitions of the Shares, referred to in § 6(1) above ("Reserve Capital"). To this end, the Extraordinary General Meeting authorises the Management Board to take all actions necessary to establish the Reserve Capital.

§ 8.

Executive authorisations

In connection with the implementation of the Incentive Programme, the Management Board and the Supervisory Board are authorised to take all factual and legal actions necessary to achieve the target of implementing this resolution and to perform all legal and factual actions necessary to implement and carry out the Incentive Programme, including, in particular, the adoption of the Regulations in accordance with the rules set out in § 4(1) above and the performance of all actions presented in the Regulations.

2. In connection with the implementation of the Incentive Programme, the Management Board is authorised to conclude an agreement with a selected investment company for the administration of the Incentive Programme.

§ 9.

Final provisions

1. The resolution shall enter into force upon its adoption.

2. The implementation of the Incentive Programme is subject to the adoption of the Regulations for the given duration of the Incentive Programme.

Following a secret vote, the Chair of the Supervisory Board stated that:

- the number of shares from which valid votes were cast is: 1,317,179,
- the number of shares from which valid votes were cast is 70.97% in the share capital,
- the total number of valid votes cast is 2,717,179,
- 2,090,830 votes were cast in favour of the resolution,
- 429,041 votes were cast against the adoption of the resolution,
- the number of abstentions is 197,308.

RESOLUTION NO. 4
OF THE EXTRAORDINARY GENERAL MEETING OF LPP SA
of 23 January 2023
on the establishment of a reserve capital

§ 1

The Extraordinary General Meeting of LPP SA, pursuant to the provisions of 396 § 4 and 5 and Article 345 § 4 of the Commercial Companies Code, having regard to the content of Resolution No. 3 on the adoption of the Incentive Programme adopted during today's Meeting, resolves to create a reserve capital in the amount of PLN 270,000,000 for the purpose of financing the purchase of shares by the Programme Participants in a total maximum number of 16,000 (sixteen thousandths), representing 0.86% of the Company's share capital as at the date of adoption of this resolution, together with the costs of their acquisitions. The reserve capital will be created from the base of profit from previous years allocated to the supplementary capital.

Following a secret vote, the Chair of the Supervisory Board stated that:

- the number of shares from which valid votes were cast is: 1,317,179,
- the number of shares from which valid votes were cast is 70.97% in the share capital,
- the total number of valid votes cast is 2,717,179,
- 2,091,386 votes were cast in favour of the resolution,
- 428,485 votes were cast against the adoption of the resolution,
- the number of abstentions is 197,308.

RESOLUTION NO. 5
OF THE EXTRAORDINARY GENERAL MEETING OF LPP SA
of 23 January 2023
on amending the Remuneration Policy for the supervisory and management bodies of LPP SA

§ 1

The Extraordinary General Meeting of LPP SA, pursuant to the provisions of Article 90d(1) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (i.e. Journal of Laws of 2025, item 592), hereby resolves as follows:

1. to introduce the following amendments to the Remuneration Policy for members of the supervisory and management bodies of LPP SA, constituting an appendix to Resolution No. 20 of the Annual General Meeting of LPP SA of 30 June 2023 on the adoption of the Remuneration Policy for supervisory and management bodies:

• **point 4.1. of the Remuneration Policy for members of the supervisory and management bodies of LPP SA, in the section entitled "Incentive programmes for members of the Management Board based on the issue of shares", shall be replaced by the following:**

Considering that the work of key employees and associates of the Company has and will continue to have a significant impact on the Company's operations, its value and the value of the shares in the equity held by shareholders, acting in the interest of the Company and its shareholders in terms of maximising gains on investments in securities issued by the Company, in order to create incentives and mechanisms that will motivate these persons to effectively manage the Company and entities from the Company's Group, ensuring long-term growth in the value of the Company, and also taking into account the need to stabilise key management personnel of the Company.

In view of the above, the following Incentive Programme have been in force in the Company to date:

- 1) Incentive Programme for the Company's Management Board for the financial years 2021/2022, 2022/2023, 2023/2024, adopted by a resolution of the General Meeting on 29 June 2021.*
- 2) Incentive Programme for the Management Board of LPP SA covering the financial years 2024/2025, 2025/2026, 2026/2027, adopted by resolution of the General Meeting on 30 June 2023.*

As at the date of adoption of the Remuneration Policy, LPP has an Incentive Programme for the Management Board of LPP SA covering the financial years 2024/2025, 2025/2026 and 2026/2027.

Under the Incentive Programme, the Company offers Members of the Management Board the opportunity to purchase LPP SA shares from the Company, up to a total maximum number specified in a resolution of the Supervisory Board for each financial year. The Incentive Programme is independent in each financial year, which means that the bonus ratios (KPIs) for individual financial years, their level and the number of shares available for acquisition under the Incentive Programme are determined by the Supervisory Board

independently for each financial year in the Incentive Programme participation agreements, concluded separately for each of the financial years to which the Incentive Programme applies. The condition for the allocation of shares is that the Programme participant achieves, in a given financial year, the ratios specified by the Supervisory Board in the agreement on participation in the Programme for a given financial year and remaining a Member of the Management Board at least from the date of conclusion of the agreement on participation in the Programme until the date of conclusion of the agreement to acquire shares offered under the Programme for a given financial year. When determining the ratios, the Supervisory Board may also take into account the achievement of sustainable development targets by the members of the Management Board.

The settlement date of the Programme for a given financial year should fall within 3 months of the date of publication by the Company of the consolidated annual report for that financial year. Within 14 days of the date of adoption by the Supervisory Board of a resolution confirming the level of achievement of the ratios for a given financial year covered by the Programme and specifying the number of shares to which a Programme participant is entitled, the Company shall submit an offer to the eligible Programme participant to acquire shares. The shares shall be acquired by way of a private subscription, through the conclusion of a share subscription agreement. A Programme participant who has concluded a share subscription agreement is obliged to make a cash contribution in an amount corresponding to the number of shares and the issue price, by bank transfer to the Company's bank account. A programme participant who has acquired shares under the Programme is obliged not to dispose of them within 24 months from the date of conclusion of the share subscription agreement.

On 23 January 2026, the Extraordinary General Meeting of Shareholders of the Company adopted a new Incentive Programme for the following years, starting from 2026/2027. The first period of the Programme will cover the years 2026/2027, 2027/2028 and 2028/2029. The Programme is addressed to members of the Management Board, employees and associates of the Company and companies from the Group. The rules for participation in the Programme will be specified in the regulations adopted by the LPP Supervisory Board authorised to do so by a resolution of the General Meeting, which specifies the detailed procedure and conditions for the implementation of the Programme.

The Programme will be implemented in one or more consecutive periods specified by the LPP Supervisory Board, each of which will last no less than three years and which may partially overlap (rolling incentive programme). Acquisitions of shares may be made once every six months.

The Programme will consist of several stages. During the Programme, LPP will grant Participants conditional rights to periodically make acquisitions of LPP ordinary shares through an investment company designated by LPP. The acquisitions of LPP shares under the Programme will be possible subject to certain conditions being met. LPP shares will be subject to a two-year lock-up period, after which Participants will be entitled to sell them.

The regulations adopted by the LPP Supervisory Board will specify the conditions for granting Participants the right to purchase shares, in particular, they will specify group or individual targets (Key Performance Indicators – KPI), of a financial or non-financial nature, which should contribute to the implementation of the business strategy, long-term interests and stability of LPP and the Group. These targets may be set in particular on the basis of the following criteria: (i) EBIT, (ii) cash flow from operating activities (Activity Cash Flow) and (iii) ESG. The Supervisory Board or the Management Board of LPP shall be entitled to specify each target and determine the method of verification of each target. The achievement of a specified KPI level will determine the update of the entitlement to acquire a specified number of shares by the Participants of the Incentive Programme.

LPP will conclude an agreement with an investment firm under which the investment firm will undertake to make acquisitions on the regulated market, on behalf of and for the account of the participants of the Incentive Programme, the appropriate number of LPP shares necessary to implement the objectives of the Incentive Programme, in accordance with the share acquisition order submitted by the participants. The funds for the purchase of shares will be transferred to the investment firm by LPP and partly by the participant (if the conditions specified in the programme rules are met). In order to implement the Incentive Programme, a reserve capital will be established to finance the acquisitions of shares by participants, together with the costs of their acquisitions.

Shares acquisitions by participants through an investment company selected for these targets will not be owned or held by LPP at any stage of the Programme and will be recorded in the participants' securities account (investment account). The right to acquire shares under the Programme will be granted exclusively to its participants. Participants who have acquired shares under the Programme will be entitled to dividends in the base and on the dates applicable to the dividend paid by LPP.

The new Incentive Programme is intended to partially replace (to the extent that the periods overlap) the current Programme, in such a way that participants eligible under both Incentive Programmes will be able to choose the form of payroll, i.e. on the terms specified in the Incentive Programme for the Management Board of LPP SA covering the financial years 2024/2025, 2025/2026, 2026/2027, adopted by a resolution of the General Meeting of 30 June 2023, or in the new Incentive Programme covering the financial years 2026/2027, 2027/2028, 2028/2029 adopted by resolution of the Extraordinary General Meeting of 23 January 2026 (YoY)

2. adopt the consolidated text of the Remuneration Policy for the supervisory and management bodies of LPP SA, taking into account the changes resulting from the preceding paragraph, as set out in the appendix to this resolution.

Following a secret vote, the Chair of the Supervisory Board stated that:

- the number of shares from which valid votes were cast is: 1,317,179,
- the number of shares from which valid votes were cast is 70.97% in the share capital,
- the total number of valid votes cast is 2,717,179,
- 1,989,914 votes were cast in favour of the resolution,

- 529,957 votes were cast against the adoption of the resolution,
- the number of abstentions is 197,308.

RESOLUTION NO. 6
OF THE EXTRAORDINARY GENERAL MEETING OF LPP SA
of 23 January 2023
on determining the remuneration of Supervisory Board Members

§ 1.

The Extraordinary General Meeting of LPP SA, pursuant to Article 392 § 1 of the Commercial Companies Code, grants the Supervisory Board Members remuneration for performing their functions in the following amounts:

- Chair of the Supervisory Board – PLN 14,500 (fourteen thousand five hundred zlotys) per month,
- Chair of the Audit Committee - PLN 12,000 (twelve thousand zlotys) per month,
- Other Supervisory Board Members - a base of PLN 8,500 (eight thousand five hundred zlotys) per month.

Following a secret vote, the Chair of the Supervisory Board stated that:

- the number of shares from which valid votes were cast is: 1,317,179,
- the number of shares from which valid votes were cast is 70.97% in the share capital,
- the total number of valid votes cast is 2,717,179,
- 2,707,533 votes were cast in favour of the resolution,
- 9,646 votes were cast against the adoption of the resolution,
- the number of abstentions is 0.