

Current Report No.: 55/2025

Release date: 10/06/2025

Subject: Submitting a candidacy for a member of the Supervisory Board of ACTION S.A.

Legal basis: Article 56(1)(2) of the Public Offering Act – current and periodic information.

Text of the report:

The Management Board of ACTION S.A. (hereinafter also: the "Issuer", the "Company") hereby announces that yesterday, on June 11, 2025, the Company received a nomination for a member of the Supervisory Board of ACTION S.A. in connection with the Annual General Meeting of Shareholders of ACTION S.A. convened for June 17, 2025, and the anticipated resolution regarding the election of the Supervisory Board of ACTION S.A. for the next term.

Ms. Aleksandra Matyka, a Shareholder holding no more than 20% of the share capital of ACTION S.A., has nominated Mr. Marek Gabryjelski for the position of Independent Member of the Supervisory Board.

The candidate nominated by Ms. Aleksandra Matyka consented to running for the position and submitted a declaration regarding compliance with the independence requirements for audit committee members specified in the Act of May 11, 2017, on Statutory Auditors, Audit Firms, and Public Oversight (as well as additional requirements specified in the Code of Best Practice for WSE Listed Companies). Furthermore, the aforementioned candidate declared that he has no conflict of interest in serving as a Member of the Company's Supervisory Board, is not entered in the Register of Insolvent Debtors, does not hold any functions or positions specified in Articles 1-2 of the Act of August 21, 1997, on Restrictions on the Conduct of Business Activities by Persons Performing Public Functions, and meets the requirements of Article 18 of the Commercial Companies Code.

Below, the Management Board of ACTION S.A. provides information about the nominated candidate:

Candidate for Independent Member of the Supervisory Board:

Mr. Marek Gabryjelski

A graduate of the Warsaw School of Economics, where he completed his Master's degree in Finance and Banking in 1998. At the same time, he obtained his Securities Broker license and, in 2001, the Association of Chartered Certified Accountants (ACCA) qualification. He has participated in numerous domestic and international training courses in finance, accounting, and business valuations organized by Arthur Andersen and the New York Institute of Finance. He is a graduate of the Executive MBA program at the Leon Kozminski Academy.

He began his professional career in 1996 as a Securities Broker at the Brokerage House of Bank Ochrony Środowiska S.A. From 1998 to 2002, he worked for Arthur Andersen Sp. z o.o., where he held positions as a Consultant in the Audit and Business Consulting Department and as an Associate in the Corporate Finance Department. From 2002 to 2005, he served as President of the Management Board of Nectar Polska Sp. z o.o., a company operating in the FMCG sector. Since 2005, he has run his own business, specializing in strategic,

financial, and operational consulting. From 2008 to 2014, he was Vice President of the Management Board of Alvernia Studios Sp. z o.o., a company operating in the media and entertainment sector. Since 2015, he has served as Director of the Finance and Risk Management Department at PGNiG Supply & Trading GmbH, and since 2024, Member of the Management Board of Orlen LNG Trading Ltd. and Orlen LNG Shipping Ltd.

He has extensive experience in corporate governance, gained while serving on the supervisory boards of numerous public companies. Since 2017, he has been a Member of the Supervisory Board and Audit Committee of Archicom S.A. In the past, he served on the supervisory boards of companies such as Ceramika Nowa Gala S.A., Kredyt Inkaso S.A., Polenergia S.A., Gant Holding S.A., and Mostostal Zabrze Holding S.A.

Mr. Marek Gabryjelski is fluent in English and German.