

Current Report No.: 58/2025

Release date: 17/06/2025

Subject: Election of the Supervisory Board for the next term of office.

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

Text of the report:

The Management Board of ACTION S.A. (the *Company, Issuer*) hereby announces that due to the term of office of the current Supervisory Board expiring on December 31, 2025, the General Meeting of Shareholders of ACTION S.A. adopted Resolution No. 11, by which it elected the Company's Supervisory Board for the next term of office, covering the period from January 1, 2026 to December 31, 2028. The following persons were appointed to the Supervisory Board:

1. Mr. Adam Świtalski – as an Independent Member of the Supervisory Board
2. Mr. Krzysztof Kaczmarczyk – as an Independent Member of the Supervisory Board
3. Mrs. Iwona Bocianowska
4. Mr. Marek Jakubowski
5. Mr. Piotr Chajderowski

At the same time, the Annual General Meeting of Shareholders of ACTION S.A., by Resolution No. 12 of June 17, 2025, appointed Mrs. Iwona Bocianowska as Chairwoman of the Supervisory Board for the next term of office, covering the period from January 1, 2026 to December 31, 2028.

Each of the appointed Supervisory Board members submitted a declaration regarding their compliance with the requirements for audit committee members set forth in the Act of May 11, 2017, on Statutory Auditors, Audit Firms, and Public Oversight, as well as regarding the existence of actual and significant connections between the candidate and a Shareholder holding at least 5% of the total number of votes in the Company.

The appointed independent Supervisory Board members and Mr. Piotr Chajderowski meet all of the aforementioned independence criteria. Furthermore, the Supervisory Board members declared that they do not conduct any activities competitive to the Company, are not entered in the Register of Insolvent Debtors, and are not aware of any circumstances that would cause their election as Supervisory Board members to violate the law, in particular Article 18 of the Commercial Companies Code (consolidated text: Journal of Laws of 2024, item 18, item 96).

Mr. Krzysztof Kaczmarczyk

A graduate of the Warsaw School of Economics with a major in Finance and Accounting and a former student of the University of Warsaw, majoring in International Relations.

From 1999 to 2008, he worked at Deutsche Bank in Poland, where he held positions including Deputy Director of the Equity Market Analysis Department and Equity Market Analyst – Central and Eastern Europe. From 2008 to 2010, he held various management positions at the TP S.A. Group, including Director of the Strategy and Development Division. From 2010 to 2011, he worked at the Swiss investment bank Credit Suisse in Poland. From 2012 to 2015, he served as Vice President of the Management Board for Strategy and Development at Emitel – a leading terrestrial radio and television network operator in Poland. From 2016 to 2019, he served as Advisor to the

Management Board of KGHM Polska Miedź S.A. Since 2021, he has served as CEO of the WSE-listed biotechnology company Mabion S.A.

He has gained nearly 15 years of supervisory experience serving on the supervisory boards of over 30 companies listed on the Warsaw Stock Exchange, including: Alta, Arteria, Braster, Best, BSC Drukarnia, Celon Pharma, Elektrotim, Enter Air, Duon, the Warsaw Stock Exchange, Graal, Huuuge Games, Integer, InPost, KGHM, LC Corp, Magellan, Mabion, Polimex-Mostostal, Polish Energy Partners, Robyg, SARE, TIM, Wirtualna Polska, Work Service, VIGO, and 4fun Media.

According to his declaration, Mr. Krzysztof Kaczmarczyk:

- does not conduct any business competitive to ACTION,
- is not a partner in a company competitive to ACTION,
- is not a member of a governing body of a company or any other competitive legal entity,
- has not been entered in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Mr. Adam Świtalski

Mr. Adam Świtalski is a graduate of the Faculty of Management and Technology (International Faculty of Engineering) of the Lodz University of Technology (Centre for International Education of the Lodz University of Technology). He is a manager with international experience gained in Europe (Germany, Ukraine) and Poland. He served as Strategy Director of the OT Logistics Group. He has worked for Polish and international investment funds. As an auditor and strategic advisor, he has been associated with Ernst & Young, MDDP, and ITSG. He has overseen numerous advisory, financial, legal, and IT projects for energy companies, banks, and state-owned companies. He coordinated a successful bond issue project on the Warsaw Stock Exchange. He contributed to his client's double victory in the privatization process of Polish ports. He is a partner in two law and commercial firms. Within his law firm, he primarily focused on financial advisory services. He is active in the residential and commercial real estate market.

According to his declaration, Mr. Adam Świtalski:

- does not conduct any business competitive to ACTION,
- is not a partner in a company competitive to ACTION,
- is not a member of a governing body of a company or any other competitive legal entity,
- is not entered in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Candidates for Supervisory Board Members:

Mrs. Iwona Bocianowska

A graduate of the University of Ecology and Management in Warsaw (Faculty of Management, majoring in Management and Marketing in Business Management, Environmental Protection Management). She holds a Real Estate Manager License. Since 2008, she has been running her own business under the name Inwest-Bud. From 2011 to 2024, she served as Chairwoman of the Supervisory Board of SBM Wardom, and from 2010 to 2024, she served on the Management Board and Supervisory Board of the "Klub Dwustu" Construction and Housing Cooperative. From 1993 to 1994, she served as Investment Director at HCR Sp. z o.o. Previously (1987-1993), she worked at Stołeczne Przedsiębiorstwo Budowlane as Construction Manager. He currently serves as the Vice-President of the Management Board for Technical Affairs at the Warsaw Housing Cooperative, as well as a Member of the Supervisory Board of ACTION S.A. and Chair of the Supervisory Board of ACTION S.A.

According to her declaration, Ms. Iwona Bocianowska:

- does not conduct any business competitive to ACTION,
- is not a partner in a company competitive to ACTION,

- is not a member of a governing body of a corporation or any other competitive legal entity,
- is not entered in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Mr. Marek Jakubowski

Graduated from the 3rd General Secondary School for Working People in Warsaw. He gained his knowledge and experience working: from 1970 to 1995 at the CWKS Legia Sports Training Center in Warsaw as an athletics coach, and from 1997 at the Polish Athletics Association in Warsaw as a national running coach. According to his declaration, Mr. Marek Jakubowski:

- does not conduct any business competitive to ACTION,
- is not a partner in a company competitive to ACTION,
- is not a member of a governing body of a company or any other competitive legal entity,
- has not been entered in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Piotr Chajderowski

Graduate of the University of Łódź, Faculty of Economics and Sociology (major: Finance and Banking, specialization: Corporate Finance). From 2009 to 2014, he served as Vice President and then President of the Management Board of OT Logistics S.A. and President of the Management Board of its subsidiary, Deutsche Binnenreederei AG. During this period, he was also responsible for the implementation of a number of strategic projects, such as the bond issue program on the Catalyst market and, subsequently, the company's debut on the main market of the Warsaw Stock Exchange. He collaborated with Nowy Przewoźnik Sp. z o.o. (Centralwings airline operator), where he served as Procurator and then as President of the Management Board (2008-2009). Prior to 2005, he held management positions at Zakłady Metalurgiczne "Skawina" S.A. From 1995 to 1999, he worked as an investment accountant/investment manager at PTP Kleinwort Benson Sp. z o.o. (Dresdner Bank Group). He has served on numerous supervisory boards, including Grupa Lotos S.A. and Port Handlowy Świnoujście Sp. z o.o.

Currently, he serves as Chairman of the Supervisory Board of Władysław Reymont Airport Łódź Sp. z o.o., Vice-Chairman of the Supervisory Board and Chairman of the Audit Committee at NEWAG S.A., a member of the Supervisory Board and Audit Committee at MLP Group S.A., and a member of the Supervisory Board of SprintAir S.A.

He has received numerous business awards, including the 2012 Vector Award from the Employers' Chapter of the Republic of Poland for "creative implementation of a dynamic company expansion plan." He specializes in restructuring and building strategies based on mergers and acquisitions.

According to his declaration, Mr. Piotr Chajderowski:

- does not conduct any business competitive to ACTION,
- is not a partner in a company competitive to ACTION,
- is not a member of a governing body of a company or any other competitive legal entity,
- has not been entered in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.