

**Current report No.:** 3/2026

**Release date:** 14/01/2026

**Subject:** Nomination of a candidate for a member of the Supervisory Board of ACTION S.A.

**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. (hereinafter also referred to as the “Issuer”, the “Company”) hereby informs that today, i.e. on 14 January 2026, the Company received a nomination of a candidate for a member of the Supervisory Board of ACTION S.A., in connection with the Extraordinary General Meeting of Shareholders of ACTION S.A. convened for 15 January 2026 and the request of the shareholder Starlight Family Foundation to amend the agenda of the General Meeting, as announced by the Company in current report No. 105/2025 dated 29 December 2025.

The STARLIGHT Family Foundation, a shareholder holding not more than 20% of the share capital of ACTION S.A., has nominated Mr Marek Gabryjelski as a candidate for a member of the Supervisory Board.

The candidate nominated by the STARLIGHT Family Foundation has consented to stand for the indicated position and has submitted a statement confirming that he meets the independence requirements for members of the audit committee as set out in the Act of 11 May 2017 on statutory auditors, audit firms and public oversight (as well as the additional requirements specified in the Best Practice for GPW Listed Companies). Moreover, the above-mentioned candidate declared that there is no conflict of interest in connection with performing the function of a member of the Company’s Supervisory Board, that he has not been entered in the Register of Insolvent Debtors, that he does not perform functions or hold positions specified in Articles 1–2 of the Act of 21 August 1997 on the restriction of conducting business activity by persons performing public functions, and that the requirements set out in Article 18 of the Commercial Companies Code are met.

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

**Candidate for the Supervisory Board:**

**Mr Marek Gabryjelski**

A graduate of the Warsaw School of Economics, where he completed his Master’s degree at the Faculty of Finance and Banking in 1998. During the same period, he obtained a Securities Broker license, and in 2001 he qualified as a member of the Association of Chartered Certified Accountants (ACCA). He has participated in numerous domestic and international training courses in finance, accounting and business valuation organized by Arthur Andersen and the New York Institute of Finance. He is also a graduate of the Executive MBA program at Kozminski University.

He began his professional career in 1996 as a Securities Broker at Dom Maklerski Banku Ochrony Środowiska S.A. Subsequently, between 1998 and 2002, he was associated with Arthur Andersen Sp. z o.o., where he held the positions of Consultant in the Audit and Business Advisory Department and Associate in the Corporate Finance Department. Between 2002 and 2005, he served as President of the Management Board of Nectar Polska Sp. z o.o., operating in the FMCG sector. Since 2005, he has run his own business, specializing in strategic, financial and operational advisory services. Between 2008 and 2014, he served as Vice President of the Management Board of Alvernia Studios Sp. z o.o., operating in the media and entertainment industry. Since 2015, he has held the position of Director of the Financial and Risk Management Department at PGNiG Supply & Trading GmbH, and since 2024 he has been a member of the Management Board of Orlen LNG Trading Ltd. and Orlen LNG Shipping Ltd.

He has extensive experience in corporate governance, gained through serving on supervisory boards of numerous public companies. Since 2017, he has been a member of the Supervisory Board and the 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.