

**Resolution No.1  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** the election of the Chairperson of the Ordinary General Meeting

Acting pursuant to Article 409 § 1 of the Code of Commercial Companies and § 5 Section 3 of the Regulations of the General Meeting of ENERGA Spółka Akcyjna with the registered office in Gdańsk, it is hereby decided as follows:

§ 1

The Ordinary General Meeting elects Ms Justyna Bojarska as the Chairwoman of the Ordinary General Meeting of the Company.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 1 was adopted in a secret ballot by 521,907,560 votes FOR, with 0 votes AGAINST and 706,060 votes ABSTAINED, for the total number of 522,613,620 valid votes cast from 377,685,620 shares constituting 91.21% in the Company's share capital.

**Resolution No. 2  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** the adoption of the agenda of the Ordinary General Meeting of ENERGA S.A.

Acting pursuant to § 6.1 of the Rules of the General Meeting of ENERGA Spółka Akcyjna with its registered office in Gdańsk, it is hereby decided as follows:

§ 1

The General Meeting of the Company resolves to adopt the following agenda of the Ordinary General Meeting of ENERGA S.A.:

- 1) Opening of the Ordinary General Meeting.
- 2) Electing the Chairperson of the Ordinary General Meeting.
- 3) Confirmation that the Ordinary General Meeting has been properly convened and is capable of passing resolutions.
- 4) Approving the agenda of the Ordinary General Meeting.
- 5) Review and approval of the ENERGA SA's Management Board Report on the activities of the ENERGA Capital Group and ENERGA S.A. in 2023.
- 6) Review and approval of the standalone financial statements of ENERGA S.A. for the financial year ended on 31 December 2023.
- 7) Passing of a resolution on distribution of the net profit for the financial year of 2023.
- 8) Review and approval of the consolidated financial statements of the ENERGA Group for the financial year ended on 31 December 2023.
- 9) Review of the Report by the Supervisory Board of ENERGA S.A. for the financial year of 2023.
- 10) Passing of resolutions to grant a discharge to Members of the Management Board of ENERGA S.A. in respect of the performance of their duties in 2023.
- 11) Passing of resolutions to grant a discharge to Members of the Supervisory Board of ENERGA S.A. in respect of the performance of their duties in 2023.
- 12) Passing of a resolution on issuing an opinion concerning the report of the Supervisory Board of ENERGA S.A. on remuneration of members of the Management Board and the Supervisory Board of ENERGA S.A. for 2023.
- 13) Passing of a resolution on adoption of the amended Remuneration Policy for Members of the Management Board and Supervisory Board of ENERGA S.A. and authorising the Supervisory Board of the Company to specify elements of the remuneration policy in greater detail.
- 14) Closing the debates of the Ordinary General Meeting.

§ 2

The Resolution comes into effect upon its adoption.

*Appendix to the current report  
No. 32/2024 regarding resolutions  
adopted and rejected by the OGM  
of Energa SA of 20 June 2024*

Resolution No. 2 was adopted in an explicit ballot by 521,942,620 votes FOR, with 0 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,513,620 valid votes cast from 377,685,620 shares constituting 91.21% in the Company's share capital.

**Resolution No. 3  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** approval of the ENERGA SA's Management Board Report on the activities of the ENERGA Capital Group and ENERGA S.A. in 2023

Acting pursuant to Article 393 (1), Article 395 § 2 (1) and § 5 of the Code of Commercial Companies in connection with Article 55 (2a) of the Accounting Act of 29 September 1994, having read the review by the Supervisory Board of the Company, the Ordinary General Meeting has resolved as follows:

§ 1

To approve the ENERGA SA's Management Board Report on the activities of the ENERGA Capital Group and ENERGA S.A. in 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 3 was adopted in an explicit ballot by 521,526,889 votes FOR, with 135,106 votes AGAINST and 896,637 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 4  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** approval of the standalone financial statements of ENERGA S.A. for the financial year ended on 31 December 2023

Acting pursuant to Article 393 (1), Article 395 § 2 (1) of the Code of Commercial Companies and Article 53 (1) of the Accounting Act of 29 September 1994, having read the review by the Supervisory Board of the Company, the Ordinary General Meeting of has resolved as follows:

§ 1

To approve the standalone financial statements of ENERGA S.A. prepared in accordance with the International Financial Reporting Standards as endorsed by the European Union, for the financial year ended on 31 December 2023, consisting of:

- 1) Standalone statement of profit or loss showing a net profit of PLN 37 million (say zlotys: thirty seven million),
- 2) Standalone statement of comprehensive income showing a comprehensive income of PLN 28 million (say zlotys: twenty eight million),
- 3) Standalone statement of financial position showing balance-sheet total of PLN 12,600 million (say zlotys: twelve billion six hundred million),
- 4) Standalone statement of changes in equity, showing a decrease in equity by PLN 28 million (say zlotys: twenty eight million),
- 5) Standalone statement of cash flows showing a decrease in net cash and cash equivalents by PLN 672 million (say zlotys: six hundred seventy two million),
- 6) Accounting principles (policy) and other notes.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 4 was adopted in an explicit ballot by 521,526,889 votes FOR, with 227,106 votes AGAINST and 804,637 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 5  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** distribution of the net profit for the financial year of 2023

Acting pursuant to Article 395 § 2 (2) of the Code of Commercial Companies, having read the review by the Supervisory Board of the Company on the motion of the Management Board of the Company on distribution of the net profit for the financial year of 2023, the Ordinary General Meeting has resolved as follows:

§ 1

To transfer the Company's net profit for 2023 financial year covering the period from 1 January 2023 to 31 December 2023 in the amount of PLN 37,571,895.67 (say zlotys: thirty seven million five hundred seventy one thousand eight hundred nine five 67/100) to the supplementary capital.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 5 was adopted in an explicit ballot by 521,526,889 votes FOR, with 988,106 votes AGAINST and 43,637 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 6  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** approval of the consolidated financial statements of the ENERGA Capital Group for the financial year ended on 31 December 2023

Acting pursuant to Article 395 § 5 of the Code of Commercial Companies and Article 63c (4) of the Accounting Act of 29 September 1994, having read the review by the Supervisory Board of the Company, the Ordinary General Meeting has resolved as follows:

§ 1

To approve the consolidated financial statements of the ENERGA Capital Group prepared in accordance with the International Financial Reporting Standards as endorsed by the European Union, for the financial year ended on 31 December 2023, consisting of:

- 1) Consolidated statement of profit or loss showing a net profit of PLN 606 million (say zlotys: six hundred six million),
- 2) Consolidated statement of comprehensive income showing comprehensive income of PLN 521 million (say zlotys: five hundred twenty one million),
- 3) Consolidated statement of financial position showing balance-sheet total of PLN 31,679 million (say zlotys: thirty one billion six hundred seventy nine million),
- 4) Consolidated statement of changes in equity, showing an increase in equity by PLN 902 million (say zlotys: nine hundred two million),
- 5) Consolidated statement of cash flows showing a decrease in net cash and cash equivalents by PLN 543 million (say zlotys: five hundred forty three million),
- 6) Accounting principles (policy) and other notes.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 6 was adopted in an explicit ballot by 521,526,889 votes FOR, with 255,106 votes AGAINST and 776,637 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 7  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Zofia Paryła to confirm the discharge of her duties as the President of the Management Board in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Zofia Paryła to confirm the discharge of her duties as the President of the Management Board from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 7 was rejected in a secret ballot by 110,249 votes FOR, with 521,727,383 votes AGAINST and 721,000 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 8  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Michał Perlik to confirm the discharge of his duties as the Vice-President of the Management Board for Finance and the Vice-President of the Management Board for Finance and Climate in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Michał Perlik to confirm the discharge of his duties as the Vice-President of the Management Board for Finance and the Vice-President of the Management Board for Finance and Climate in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 8 was adopted in a secret ballot by 521,526,889 votes FOR, with 360,743 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 9  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Adrianna Sikorska to confirm the discharge of her duties as the Vice-President of the Management Board for Communication in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Adrianna Sikorska to confirm the discharge of her duties as the Vice-President of the Management Board for Communication in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 9 was rejected in a secret ballot by 110,249 votes FOR, with 521,761,383 votes AGAINST and 687,000 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 10  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Janusz Szurski to confirm the discharge of his duties as the Vice-President of the Management Board for Corporate Matters in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Janusz Szurski to confirm the discharge of his duties as the Vice-President of the Management Board for Corporate Matters in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 10 was rejected in a secret ballot by 110,249 votes FOR, with 521,777,383 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 11  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Dominik Wadecki to confirm the discharge of his duties as the Vice-President of the Management Board for Operations and Climate in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Dominik Wadecki to confirm the discharge of his duties as the Vice-President of the Management Board for Operations and Climate in the period from 1 January 2023 to 16 February 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 11 was rejected in a secret ballot by 110,249 votes FOR, with 521,777,383 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 12  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Paula Ziemiecka-Księżak to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Paula Ziemiecka-Księżak to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 12 was adopted in a secret ballot by 521,526,889 votes FOR, with 350,743 votes AGAINST and 681,000 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 13  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Jarosław Dybowski to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Jarosław Dybowski to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 13 was rejected in a secret ballot by 120,249 votes FOR, with 350,743 votes AGAINST and 522,087,640 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 14  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Barbara Hajdas to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Barbara Hajdas to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 14 was rejected in a secret ballot by 110,249 votes FOR, with 350,743 votes AGAINST and 522,097,640 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 15  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Sylwia Kobyłkiewicz to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Sylwia Kobyłkiewicz to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 15 was rejected in a secret ballot by 110,249 votes FOR, with 560,743 votes AGAINST and 521,887,640 votes ABSTAINED, for the total number of 522,558,632 valid votes cast from 377,630,632 shares constituting 91.20% in the Company's share capital.

**Resolution No. 16  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Paweł Kosztyła to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Paweł Kosztyła to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 15 June 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 16 was rejected in a secret ballot by 110,249 votes FOR, with 334,743 votes AGAINST and 522,087,640 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 17  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Artur Michalski to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Artur Michalski to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 May 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 17 was adopted in a secret ballot by 521,526,889 votes FOR, with 334,743 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 18  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Agata Piotrowska to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Agata Piotrowska to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 15 June 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 18 was adopted in a secret ballot by 521,526,889 votes FOR, with 334,743 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 19  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Mr Michał Róg to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Mr Michał Róg to confirm the discharge of his duties as the Member of the Supervisory Board of ENERGA SA in the period from 1 January 2023 to 22 February 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 19 was rejected in a secret ballot by 110,249 votes FOR, with 521,751,383 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 20  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Agnieszka Terlikowska-Kulesza to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Agnieszka Terlikowska-Kulesza to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 20 was adopted in a secret ballot by 521,526,889 votes FOR, with 334,743 votes AGAINST and 671,000 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 21  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Anna Ziobroń to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Anna Ziobroń to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 16 June 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 21 was rejected in a secret ballot by 110,249 votes FOR, with 334,743 votes AGAINST and 522,087,640 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 22  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** granting the vote of acceptance to Ms Agnieszka Żyro to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in 2023

Acting pursuant to Article 393 (1) and Article 395 § 2 (3) of the Code of Commercial Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To grant the vote of acceptance to Ms Agnieszka Żyro to confirm the discharge of her duties as the Member of the Supervisory Board of ENERGA S.A. in the period from 1 January 2023 to 31 December 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 22 was rejected in a secret ballot by 110,249 votes FOR, with 334,743 votes AGAINST and 522,087,640 votes ABSTAINED, for the total number of 522,532,632 valid votes cast from 377,604,632 shares constituting 91.19% in the Company's share capital.

**Resolution No. 23  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** issuing an opinion concerning the report of the Supervisory Board of ENERGA S.A. on remuneration of members of the Management Board and the Supervisory Board of ENERGA S.A. for 2023

Acting pursuant to Article 395 § 2<sup>1</sup> of the Code of Commercial Companies and Article 90g (6) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and on Public Companies, the Ordinary General Meeting has resolved as follows:

§ 1

To give a positive opinion on the report of the Supervisory Board of ENERGA S.A. on remuneration of members of the Management Board and the Supervisory Board of ENERGA S.A. for 2023.

§ 2

The Resolution comes into effect upon its adoption.

Resolution No. 23 was adopted in an explicit ballot by 521,416,640 votes FOR, with 604,992 votes AGAINST and 471,000 votes ABSTAINED, for the total number of 522,492,632 valid votes cast from 377,564,632 shares constituting 91.18% in the Company's share capital.

**Resolution No. 24  
of the Ordinary General Meeting  
of ENERGA Spółka Akcyjna with its registered office in Gdańsk  
of 20 June 2024**

**on:** on adoption of the amended Remuneration Policy for Members of the Management Board and Supervisory Board of ENERGA S.A. and authorising the Supervisory Board of the Company to specify elements of the remuneration policy in greater detail.

Acting pursuant Article 90d (1) and (7) and Article 90e (4) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and on Public Companies, the Ordinary General Meeting has resolved as follows:

§ 1

1. Adopt the amended Remuneration Policy for Members of the Management Board and Supervisory Board of ENERGA S.A. (hereinafter referred to as "Policy"), as set out in the attachment to this resolution.
2. The attachment containing the Policy constitutes an integral part of this resolution.

§ 2

Repeal Resolution No. 32 of the Ordinary General Meeting of the Company ENERGA Spółka Akcyjna its registered office in Gdańsk of 29 June 2020 on adoption of the Remuneration Policy for Members of the Management Board and Supervisory Board of ENERGA S.A. and authorising the Supervisory Board of the Company to specify elements of the remuneration policy in greater detail.

§ 3

The Resolution comes into effect upon its adoption.

The draft of the amended Policy was prepared by the Company's Management Board and contributed for its adoption by the General Meeting of ENERGA S.A.

By Resolution No. 96/VII/2024 of 24 May 2024, the Supervisory Board of ENERGA S.A. assessed it positively and decided to submit the draft Policy to the General Meeting.

Resolution No. 24 was adopted in an explicit ballot by 521,442,640 votes FOR, with 255,355 votes AGAINST and 794,637 votes ABSTAINED, for the total number of 522,492,632 valid votes cast from 377,564,632 shares constituting 91.18% in the Company's share capital.