

RESOLUTION NO. 25
OF THE ANNUAL GENERAL MEETING OF CIECH S.A.
with its registered office in Warsaw
of 22 June, 2023

on the distribution of net profit of CIECH S.A. for the financial year 2022

Pursuant to Article 395 § 2 item 2) of the Commercial Companies Code as well as § 18 letter (b) of the Articles of Association of CIECH S.A., it is resolved as follows:

§1.

The Annual General Meeting of Shareholders of CIECH S.A., having considered the motion of the Management Board of CIECH S.A. regarding the distribution of net profit of CIECH S.A. for the financial year 2022, as well as the assessment thereof by the Supervisory Board of CIECH S.A., herewith resolves to:

1. allocate the net profit of CIECH S.A. for the financial year 2022, amounting to **PLN 612,255,371.67** (in words: six hundred and twelve million two hundred and fifty-five thousand three hundred and seventy-one 67/100 zloty), as follows:
 - a. for the payment of dividend to shareholders the amount of **PLN 382,074,340.25** (in words: three hundred eighty-two million seventy-four thousand three hundred forty 25/100 zloty), which means that the value of the dividend per share will amount to PLN 7.25 (in words: seven 25/100 zloty), which - taking into account the interim dividend for the financial year beginning on 1 January 2022 and ending on 31 December 2022 in the amount of **PLN 79,049,863.50** (in words: seventy-nine million forty-nine thousand eight hundred and sixty-three 50/100 zloty), i.e. PLN 1.50 (in words: one zloty 50/100) per share paid by the Company pursuant to Resolution of the Management Board No. 194/2022 of 15 November 2022 - results in an outstanding dividend for the financial year 2022 for shareholders of **PLN 303,024,476.75** (in words: three hundred three million twenty-four thousand four hundred seventy-six 75/100 zloty), i.e. PLN 5.75 (in words: five 75/100 zloty) per share; and
 - b. the remaining amount, i.e **PLN 230,181,031.42** (in words: two hundred thirty million one hundred eighty-one thousand thirty-one 42/100 zloty) to allocate in full to the reserve capital established by Resolution No. 23 of the Annual General Meeting of CIECH S.A. of 25 May 2023, allocated to the payment of dividends or interim dividends in the future;

2. pay dividend to shareholders in the total amount of **PLN 303,024,476.75** (in words: three hundred three million twenty-four thousand four hundred seventy-six 75/100 zloty), i.e. PLN 5.75 (in words: five 75/100 zloty) per share.

§2.

The Annual General Meeting CIECH S.A. resolves:

1. to set 27 June 2023 as the dividend day, according to which the list of shareholders entitled to the remaining dividend in the amount of PLN 5.75 (in words: five 75/100 zloty) per share shall be determined;
2. to set 17 July 2023 as the date for dividend payment.

§3.

The resolution enters into force upon its adoption.

Number of shares from which valid votes have been cast: 45 878 284

Percentage of these shares in the share capital: 87,06 %

Total number of valid votes: 45 878 284

Number of votes "in favour": 43 849 383

Number of votes "against": 0

Number of votes "abstaining": 2 028 901

This resolution was adopted in an open ballot.