



Resolutions concluded by the Ordinary Shareholders Meeting of Arctic Paper S.A. on 29th of May 2024 – attachment no 1 to current report 12/2024 dated 29th of May 2024

**RESOLUTION No. 1/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: appointment of the Chairman of the Ordinary Shareholders Meeting

Acting pursuant to art. 409 § 1 of the Commercial Companies Code and pursuant to article 3 section 1 of the Rules of the Shareholders Meeting of Arctic Paper S.A., the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą („**Company**”) hereby adopted the following resolution (hereinafter the “**Resolution**”):

§ 1

Jacek Wojtaszak is appointed as the Chairman of the Ordinary Shareholders Meeting.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,532,599**,

- votes „against”: **0**,

- votes „abstaining”: **0**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 2/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: adoption of the agenda of the Shareholders Meeting

§ 1

Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą („**Company**”) hereby adopted the following agenda of the Shareholders Meeting of the Company, made public in accordance with art. 402² of the Commercial Companies Code,:

1. Opening the meeting and electing the Chairman of the Ordinary Shareholders Meeting;
2. Confirming that the Shareholders Meeting was convened correctly and is able to adopt resolutions;
3. Adopting the agenda;
4. Adopting a resolution on non-appointment of a Returning Committee of the Shareholders Meeting;
5. Adopting a resolution on the consideration and approval of the Management Board's report on the operations of the Company for the financial year 2023;
6. Adopting a resolution on the consideration and approval of the Company's financial statement for the financial year 2023;
7. Adoption of resolutions on consideration and approval of:
 - a) the Management Board's report on the operations of the Arctic Paper S.A. Capital Group for the financial year 2023;
 - b) consolidated financial statement of the Arctic Paper S.A. Capital Group along with non-financial information of the Arctic Paper S.A. Capital Group for the financial year 2023.
8. Introduction of the Supervisory Board's assessment of the Company's financial statement and the consolidated financial statement of the Arctic Paper S.A. Capital Group and the Management Board's report on the Company's operations and the Management Board's report on the operations of the Arctic Paper S.A. Capital Group. for the financial year 2023;
9. Consideration and approval of the report on the activities of the Supervisory Board of the Company for the financial year 2023;
10. Adopting a resolution on the distribution of the Company's net profit for the financial year 2023;



11. Adoption of resolutions on the acknowledgment of performance of duties by the Management Board Members in the financial year 2023;
12. Adoption of resolutions on the acknowledgment of performance of duties by the Supervisory Board Members in the financial year 2023;
13. Introduction to the content of the Remuneration Report of Members of the Management Board and Supervisory Board of Arctic Paper S.A. for the year 2022 together with the Independent Auditor's Report on the performance of the remuneration report evaluation service;
14. Adoption of a resolution on issuing an opinion on the Remuneration Report of Members of the Management Board and Supervisory Board of Arctic Paper S.A. for the year 2023;
15. Adoption of a resolution on appointment of Company's Supervisory Board for next term of office;
16. Adoption of a resolution on the remuneration of members of the Supervisory Board;
17. Closing the meeting.

§ 2

The Resolution shall become effective upon adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,532,599**,

- votes „against”: **0**,

- votes „abstaining”: **0**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39** %.



**RESOLUTION No. 3/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: waiving the appointment of the Scrutiny Committee of the Shareholders Meeting

The Shareholders Meeting of of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą (“**Company**”) hereby adopted the following resolution (hereinafter the “**Resolution**”):

§ 1

It is resolved to waive the appointment of the Scrutiny Committee while entrusting the Chairman of the Meeting with the Committee's duties in respect of the vote count.

§ 2

The Resolution shall become effective upon adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,532,599**,

- votes „against”: **0**,

- votes „abstaining”: **0**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 4/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: consideration and approval of the Management Board's report on the operations of the Company for the financial year 2023

Acting pursuant to art. 393 item 1 and art. 395 § 2 item 1 of the Commercial Companies Code and pursuant to art. 18 section 1 item a) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting, after consideration of the Management Board's report on the Company's operations in the financial year 2023, decided to approve the same.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 5/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: consideration and approval of the Company's financial statement for the financial year 2023

Acting pursuant to art. 393 item 1 and art. 395 § 2 item 1 of the Commercial Companies Code and pursuant to art. 18 section 1 item a) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting, after consideration of the financial statements of the Company comprising introduction, statement of financial position, statement of profit and loss, statement of total comprehensive income, statement of changes in equity, statement of cash flow and additional explanatory notes for the financial year 2023, decided to approve the same.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 6/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: consideration and approval of the Management Board's report on the operations of the Arctic Paper S.A. Capital Group for the financial year 2023

Acting pursuant to art. 393 item 1 and art. 395 § 2 item 1 and art. 395 § 5 of the Commercial Companies Code, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution (hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting, after consideration of the of the Management Board's report on the operations of the Arctic Paper S.A. Capital Group for the financial year 2023, decided to approve the same.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 7/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: consideration and approval of consolidated financial statement of the Arctic Paper S.A. Capital Group along with non-financial information of the Arctic Paper S.A. Capital Group for the financial year 2023

Acting pursuant to art. 393 item 1 and art. 395 § 2 item 1 and art. 395 § 5 of the Commercial Companies Code, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą (“**Company**”) hereby adopted the following resolution(hereinafter the “**Resolution**”):

§ 1

The Shareholders Meeting, after consideration of consolidated financial statement of the Arctic Paper S.A. Capital Group along with non-financial information of the Arctic Paper S.A. Capital Group for the financial year 2023, decided to approve the same.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 8/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: Consideration and approval of the report on the activities of the Supervisory Board of the Company for the financial year 2023

Acting pursuant to art. 382 §3 of the Commercial Companies Code and art. 15 section 2 of the of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting, after consideration of the report on the activities of the Supervisory Board of the Company for the financial year 2023, decided to approve the same.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 9/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: the distribution of the Company's net profit for the financial year 2023

Acting pursuant to art. 395 § 2 item 2 of the Commercial Companies Code and pursuant to art. 18 section 1 item c) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting, having reviewed the motion of the Management Board regarding the payment of dividend, decides to allocate part of the Company's net profit of the financial year 2023, in the amount of PLN 69,287,783.00 (in words: sixty nine million two hundred eighty seven thousand and seven hundred eighty three zlotys 00/100) for payment of dividend among the Company's shareholders.

The dividend per share will amount to PLN 1.00 gross (say: one zloty).

The remaining part of the Company's net profit, in the amount of PLN 181,928,491.87 (in words: one hundred eighty one million nine hundred twenty eight thousand and four hundred ninety one zloty 87/100) will be allocated to the Company's supplementary capital.

§ 2

The dividend day is 12th of June 2024 and dividend payment date is 18th of June 2024.

§ 3

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: **42,532,599**,

- votes „against”: **0**,

- votes „abstaining”: **0**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 10/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Management Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mr. Michał Jarczyński, in connection with the performance of the function of the President of the Management Board of the Company in the period from 1st of January 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 11/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Management Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mr. Göran Eklund, in connection with the performance of the function of the Member of the Management Board of the Company in the period from 1st of January 2023 until 29th of May 2023.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 12/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Management Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mrs. Katarzyna Wojtkowiak, in connection with the performance of the function of the Member of the Management Board of the Company in the period from 29th of May 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 13/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Management Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mr. Tom Fabian Langenskiöld, in connection with the performance of the function of the Member of the Management Board of the Company in the period from 14th of August 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 14/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Supervisory Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mr. Per Lundeen, in connection with the performance of the function of the Chairman of the Supervisory Board of the Company in the period from 1st of January 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 15/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Supervisory Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution (hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mr. Thomas Onstad, in connection with the performance of the function of the Member of the Supervisory Board of the Company in the period from 1st of January 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 16/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Supervisory Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution (hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mr. Roger Mattsson, in connection with the performance of the function of the Member of the Supervisory Board of the Company in the period from 1st of January 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 17/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Supervisory Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution (hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mrs. Zofia Dzik, in connection with the performance of the function of the Member of the Supervisory Board of the Company in the period from 1st of January 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 18/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: acknowledgment of performance of duties by a Supervisory Board Member

Acting pursuant to art. 393 item 1 i art. 395 § 2 item 3 of the Commercial Companies Code and pursuant to art. 18 section 1 item b) of the Articles of Association, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution(hereinafter the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company grants a vote of approval for the performance of duties in the financial year 2023 to Mrs. Anna Jakubowski, in connection with the performance of the function of the Member of the Supervisory Board of the Company in the period from 1st of January 2023 until 31st of December 2023.

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,511,852**,

- votes „against”: **0**,

- votes „abstaining”: **20,747**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 19/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: adoption of a resolution on issuing an opinion on the “Remuneration report of Members of the Management Board and Supervisory Board of Arctic Paper S.A. for the year 2023”

Acting pursuant to art. 90g section 1 and section 6 of the Act of July 29, 2005 on public offering and the conditions for introducing financial instruments to an organized trading system and on public companies (Journal of Laws of 2024, item 620), the Shareholders Meeting of Arctic Paper S.A. based in Kostrzyn nad Odrą ("**Company**") hereby adopts the following resolution (hereinafter: the "**Resolution**"):

§ 1

The Shareholders Meeting of the Company gives a positive opinion on the "Remuneration report of Members of the Management Board and Supervisory Board of Arctic Paper S.A. for the year 2023".

§ 2

The resolution shall become effective in the date of adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:

- votes „for”: : **42,008,167**,

- votes „against”: **514,432**,

- votes „abstaining”: **10,000**,

and there were no objections,

- the number of shares from which effective votes were cast was: **42,532,599**,

- the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 20/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: appointment of the Supervisory Board for next joint term of office

Acting pursuant to Art. 385 § 1 of the Commercial Company Code, the Shareholders Meeting of Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") hereby adopted the following resolution (hereinafter the "**Resolution**"):

§ 1

The Company's Supervisory Board is hereby appointed for a next joint term of office, with the following composition:

- Per Lundeen,
- Thomas Onstad,
- Zofia Dzik,
- Anna Jakubowski,
- Roger Mattsson.

§ 2

The Resolution shall become effective from 21 December 2024.

The Shareholders Meeting adopted the aforementioned resolution in **secret** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:
 - votes „for”: : **42,514,012**,
 - votes „against”: **8,587**,
 - votes „abstaining”: **10,000**,
- and there were no objections,
- the number of shares from which effective votes were cast was: **42,532,599**,
 - the percentage share of these shares in the share capital amounted to: **61.39 %**.



**RESOLUTION No. 21/2024
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
29th of May 2024**

regarding: remuneration of members of the Supervisory Board

Acting pursuant to point 6 item 3 of Bylaws of Supervisory Board of Arctic Paper S.A. and art. 392 of the Commercial Companies Code, the Shareholders Meeting of Arctic Paper S.A. based in Kostrzyn nad Odrą ("**Company**") hereby adopts the following resolution (hereinafter: the "**Resolution**"):

§ 1

The following monthly remuneration of the members of the Supervisory Board of Arctic Paper S.A. shall be fixed:

- 1) Chairman of the Supervisory Board – 25,500.00 zł (in words: twenty five thousand and five hundred złotych) gross,
- 2) Member of the Supervisory Board – 12,800.00 zł (in words: twelve thousand and eight hundred złotych) gross,
- 3) Member of the Supervisory Board (including the Chairman of the Supervisory Board) for sitting on each of the committees of the Supervisory Board – 3,200.00 zł (in words: three thousand and two hundred złotych) gross.

§ 2

- 1) The remuneration shall be paid in arrears by the 10th day of the month directly following the month to which the remuneration applies.
- 2) The remuneration is calculated pro rata to the number of days in office in the case when the appointment or the recall occurred during the calendar month.
- 3) The remuneration of the Supervisory Board member (including the Chairman of the Supervisory Board) is charged to the operating expenses of the Company. The Company also incurs other costs related to the performance of duties by the Supervisory Board members (including the Chairman of the Supervisory Board).

§ 3

The Resolution shall become effective upon adoption hereof.

The Shareholders Meeting adopted the aforementioned resolution in **open** ballot, and for its adoption there were votes cast:

- effective votes: **42,532,599**, including:
- votes „for”: : **41,020,719**,
- votes „against”: **1,492,787**,



- votes „abstaining”: **19,093**,
and there were no objections,
- the number of shares from which effective votes were cast was: **42,532,599**,
- the percentage share of these shares in the share capital amounted to: **61.39 %**.