



Minister Aktywów Państwowych

DPE.II.5010.5.2026
IK: 1269501
Warsaw, 28 May 2026

Mr Dariusz Lubera
President of the Management Board
of PGE Polska Grupa Energetyczna S.A.

Dear Sir,

acting pursuant to the power of attorney dated 25 November 2025 (DNII.VI.014.16.2025), granted by Mr Wojciech Balczun, appointed to the office of Minister of State Assets, pursuant to the decision of the President of the Republic of Poland dated 24 July 2025, No. 1131.28.2025, on changes to the composition of the Council of Ministers (M.P. [The Official Gazette] of 2025, item 690), as the entity exercising the rights attached to the shares of PGE Polska Grupa Energetyczna S.A. and pursuant to Article 401 § 1 of the Commercial Companies Code, I hereby request that the agenda of the Ordinary General Meeting of PGE Polska Grupa Energetyczna S.A., convened for 18 June 2026, be expanded to include the following items:

- Adoption of a resolution on the principles governing the remuneration of Management Board members,
- Adoption of a resolution on the “Remuneration Policy for the Members of the Management Board and the Supervisory Board of PGE Polska Grupa Energetyczna S.A.”

Justification

Taking into account the shareholders’ right to determine the rules governing the remuneration of management board members, as provided for in Article 378(2) of the Commercial Companies Code, and the obligation of the State Treasury, as a shareholder of PGE Polska Grupa Energetyczna S.A., referred to in Article 2(2)(1) of the Act of 9 June 2016 on the rules for determining the remuneration of persons managing certain companies, namely to bring draft resolutions on the rules for determining the remuneration of members of the governing body to a vote by the Company’s General Meeting in accordance with the Act, it is justified to present to the shareholders of PGE Polska Grupa Energetyczna S.A. a proposal for an agenda item concerning the adoption of a resolution on amending the rules for determining the remuneration of members of management board, including updating management objectives by defining them in relation to the dynamically changing environment of PGE Polska Grupa Energetyczna S.A. and adding a catalogue of additional benefits for members of the Management Board.

Should a resolution be passed on the above matters, it will be necessary to amend the current “Remuneration Policy for Members of the Management Board and Supervisory Board of PGE Polska Grupa Energetyczna S.A.” accordingly, in order to ensure consistency across the Company’s corporate documents.

With kind regards
With the authorisation of the Minister of State Assets
Eliza Zeidler
Secretary of State
electronically signed document
1269501.4770841.3772800