

**Zabka Group**

*Société anonyme*

Registered office: 2, rue Jean Monnet, L - 2180 Luxembourg

R.C.S. Luxembourg: B263068

(the "**Company**")

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**VOTING RESULTS**

**THE ANNUAL GENERAL MEETING AND THE EXTRAORDINARY GENERAL MEETING HELD ON 9 JUNE 2026**

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<b>As of Record Date: 26 May 2026</b>	
Total number of shares holding voting rights (i.e. excluding the shares held in treasury by the Company on the Record Date)	998,852,421 (nine hundred ninety-eight million eight hundred fifty-two thousand four hundred twenty-one) ordinary shares without nominal value
Total number of voting rights attached to the shares holding voting rights (i.e. excluding the suspended voting rights in respect of the shares held in treasury by the Company on the Record Date)	998,852,421 (nine hundred ninety-eight million eight hundred fifty-two thousand four hundred twenty-one) voting rights

### Annual General Meeting

Annual General Meeting: 9 June 2026	Number	%
Total number of shares holding voting rights present or represented at the Annual General Meeting	795,477,262	79.64%
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Resolution #	Resolution	Adopted/Rejected	Votes cast FOR		Votes cast AGAINST		ABSTENTIONS (number of shares and %)
			Number	%	Number	%	
1	Approval of the Annual Accounts	<b>Adopted</b>	795,028,234	99.94%	131,499	0.02%	317,529 (0.04%)
2	Approval of the Consolidated Financial Statements	<b>Adopted</b>	795,028,234	99.94%	131,499	0.02%	317,529 (0.04%)
3	Allocation of the results of the Company for the financial year which ended on 31 December 2025	<b>Adopted</b>	795,449,313	100.00%	0	0.00%	27,949 (0.00%)
4	Resolutions concerning the Remuneration Report	<b>Adopted</b>	680,076,842	85.49%	115,372,471	14.50%	27,949 (0.00%)
5	Discharge (quibus) to the members of the Board of Directors of the Company for the execution of their mandates during the financial year which ended on 31 December 2025	<b>Adopted</b>	794,367,247	99.86%	792,486	0.10%	317,529 (0.04%)
6	Renewal of the mandate of Mr. Tomasz Zenon SUCHAŃSKI, as executive director of the Company until 31 December 2026 and as non-executive director of the Company with effect from 1 January 2027 and until the annual general meeting of	<b>Adopted</b>	732,142,519	92.04%	63,306,794	7.96%	27,949 (0.00%)

Resolution #	Resolution	Adopted/Rejected	Votes cast FOR		Votes cast AGAINST		ABSTENTIONS (number of shares and %)
			Number	%	Number	%	
	the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2028						
7	Renewal of the mandate of Mr. István Tadeusz SZÖKE, as non-executive director of the Company until the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026	<b>Adopted</b>	729,011,161	91.64%	66,438,152	8.35%	27,949 (0.00%)
8	Renewal of the mandate of Mr. Stephan SCHÄLI, as non-executive director of the Company until the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026	<b>Adopted</b>	725,016,836	91.14%	70,432,477	8.85%	27,949 (0.00%)
9	Renewal of the mandate of Ms. Olga Barbara GRYGIER-SIDDONS, as independent non-executive director of the Company until the annual general meeting of the shareholders of the Company approving the	<b>Adopted</b>	762,729,201	95.88%	32,720,112	4.11%	27,949 (0.00%)

Resolution #	Resolution	Adopted/Rejected	Votes cast FOR		Votes cast AGAINST		ABSTENTIONS (number of shares and %)
			Number	%	Number	%	
	annual accounts for the financial year ending on 31 December 2026						
10	Renewal of the mandate of Ms. Anna Maria PAWLAK-KULIGA, as independent non-executive director of the Company until the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026.	<b>Adopted</b>	791,030,006	99.44%	4,419,307	0.56%	27,949 (0.00%)
11	Appointment of Mr. Tomasz BLICHARSKI as new executive director of the Company with effect as from 1 January 2027 and for a period ending at the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026	<b>Adopted</b>	790,544,342	99.38%	4,904,971	0.62%	27,949 (0.00%)
12	Appointment of Mr. Krzysztof ANIOLA as non-executive director of the Company with immediate effect and for a period ending at the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026	<b>Adopted</b>	708,950,662	89.12%	57,633,667	7.25%	28,892,933 (3.63%)

Resolution #	Resolution	Adopted/Rejected	Votes cast FOR		Votes cast AGAINST		ABSTENTIONS (number of shares and %)
			Number	%	Number	%	
13	Approval of the aggregate remuneration payable to the Board of Directors of the Company	<b>Adopted</b>	752,989,251	94.66%	42,460,062	5.34%	27,949 (0.00%)
14	Renewal of the mandate of EY as statutory auditor of the Company (réviseur d'entreprises agréé) to audit the accounts of the Company and the consolidated financial statements of the Company and its subsidiary undertakings, until the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026	<b>Adopted</b>	795,317,814	99.98%	131,499	0.02%	27,949 (0.00%)
15	Appointment of EY as statutory auditor of the Company (réviseur d'entreprises agréé) to provide an assurance opinion on the sustainability reporting for the financial year ending on 31 December 2026, for a term to expire at the annual general meeting of the shareholders of the Company approving the annual accounts for the financial year ending on 31 December 2026	<b>Adopted</b>	795,449,313	100.00%	0	0.00%	27,949 (0.00%)

Resolution #	Resolution	Adopted/Rejected	Votes cast FOR		Votes cast AGAINST		ABSTENTIONS (number of shares and %)
			Number	%	Number	%	
16	Approval of the amended remuneration policy of the Group (as defined in the articles of association of the Company)	<b>Adopted</b>	604,361,962	75.97%	159,508,000	20.05%	31,607,300 (3.98%)

### Extraordinary General Meeting

Extraordinary General Meeting: 9 June 2026	Number	%
Total number of shares holding voting rights present or represented at the Extraordinary General Meeting	793,962,443	79.49%
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Resolution #	Resolution	Adopted/Rejected	Votes cast FOR		Votes cast AGAINST		ABSTENTIONS (number of shares and %)
			Number	%	Number	%	
1	Approval of the conversion of the currency in which the share capital of the Company is expressed from Euro (EUR) to Polish złoty (PLN) and the consequential replacement of the amounts of the issued share capital and the authorised share capital of the Company respectively set forth in paragraphs 1 and 2 of Article 5 (Share Capital) of the articles of association of the Company with a corresponding amount expressed in Polish złoty (PLN) (the " <b>Currency Conversion</b> "). If approved, the Currency Conversion will become effective as of 1 January 2027 and the EUR/PLN spot exchange rate which will be used to make the Currency Conversion shall be the rate of the last working day in the month of December 2026, as published on the website of the European Central Bank.	<b>Adopted</b>	793,934,494	100%	0	0.00%	27,949 (0.00%)

