

POWER OF ATTORNEY
TO PARTICIPATE IN THE ORDINARY SHAREHOLDERS MEETING OF ARCTIC PAPER
SPÓŁKA AKCYJNA.
HELD ON 11TH OF JUNE 2025

I, the undersigned*, _____[name and surname], holding identity card no. _____, domiciled at _____, represent that I am a shareholder of Arctic Paper S.A. ("**Shareholder**") holding the rights attached to _____ (*number*) of common bearer's shares in Arctic Paper S.A. with its registered office in Kostrzyn nad Odrą ("**Company**") and hereby authorize:

Mr./Ms. _____, holding passport/identity card/another official identity document _____,

or

_____ (*entity's business name*), with its registered office in _____

to represent me at the Ordinary General Meeting of the Company held on **11th of June 2025, at 1.00 p.m. in the head office of the Company in Kostrzyn nad Odra, Fabryczna 1 street, 66-470 Kostrzyn nad Odra** ("**General Meeting**"), in particular to participate and speak at the General Meeting, to sign attendance list and to vote on my behalf with _____ (*number*) shares / all shares, in accordance with the voting instruction / at the attorney's discretion

[name and surname, date]

* Delete where inapplicable

Arctic Paper SA
Ul. Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944

INFORMATION FOR THE SHAREHOLDER

1. If the Shareholder's details provided in the attached power of attorney differ from the details included on the Shareholders list, prepared on the basis of the list received from Krajowy Depozyt Papierów Wartościowych S.A. [National Depository of Securities Joint Stock Company] pursuant to art. 406 (3) of the Commercial Companies Code, the attorney may not be allowed to participate in the General Meeting.
2. The instruction attached with the power of attorney, regarding the manner of voting on the specific resolutions during the Shareholders Meeting, is a confidential document between the Shareholder and its attorney and cannot be disclosed to third parties, in particular to the Company, both prior and after completion of the General Meeting.
3. The attorney's voting contrary to the instruction provided by the Shareholder shall not affect the validity of voting.
4. The use of this form is conditional solely upon the Shareholder's discretion. The Shareholder has the right to grant a power of attorney in another form provided that the contents of such power of attorney make it possible to:
 - (a) identify the voting Shareholder and its attorney;
 - (b) cast a vote in the meaning of art. 4 § 1 item 9 of the Commercial Companies Code;
 - (c) object to the resolution by the Shareholders; and
 - (d) place the instruction regarding the manner of voting in respect of each resolution which the Shareholder's attorney will vote on.
5. A notification of the grant or revoking of the power of attorney in an electronic form must be effected by 12:00 noon at the latest on the day preceding the General Meeting.
6. The Company shall not be liable for:
 - (i) results of the lack of possibility to use means of electronic communication with the Company,
 - (ii) the Company's not receiving the electronic correspondence sent by the person authorized to participate,
 - (iii) any other results caused by the shareholder's use of the means of electronic communication in contacts with the Company,if the foregoing circumstances occurred for reasons not attributable to the Company.
7. Along with the power of attorney in an electronic form, the Shareholder shall also send the following documents to the Company:

Arctic Paper SA
Ul. Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
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Sąd Rejonowy Zielona Góra KRS 0000306944

- (i) scan of an identity card, passport or another official document confirming the shareholder's identity,
 - (ii) in the case of attorneys being natural persons – scan of an identity card, passport or another official identity document confirming the attorney's identity;
 - (iii) in the case of other attorneys – scan of an excerpt from the register in which it is registered or scan of another document confirming authorization of the persons acting on behalf of such entity.
8. In order to verify the validity of the power of attorney granted in an electronic form and in order to verify the Shareholder and attorney, after receipt of a notification on granting of the power of attorney in an electronic form, the Company shall verify whether the scans of the documents referred to in item 7 above have been attached.
9. The Company has the right to directly contact a Shareholder or an attorney in order to verify the fact of granting a power of attorney in an electronic form by a specific Shareholder.
10. In the case of any doubts regarding the veracity of the copies of the documents referred to in item 7 above, the Company reserves the right to request that the attorney submit, upon drafting the attendance list, the originals or copies certified by an entity authorized to certify compliance of the copies of documents referred to in item 7(i)- 7(iii) with the originals.
11. Any documents sent by a Shareholder to the Company by electronic mail must be scanned in PDF format.



ARCTIC PAPER

**INSTRUCTION REGARDING EXERCISING OF VOTING RIGHTS BY AN ATTORNEY
DURING THE ORDINARY SHAREHOLDERS MEETING
OF ARCTIC PAPER S.A.
HELD ON 11TH OF JUNE 2025
CONSTITUTING AN INTEGRAL ATTACHMENT TO THE POWER OF ATTORNEY GRANTED**

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 1/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

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

[•] is appointed as the Chairman of the Ordinary Shareholders Meeting.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 2/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

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 2024;
6. Adopting a resolution on the consideration and approval of the Company's financial statement for the financial year 2024;
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 2024 including sustainability statement;
 - b) consolidated financial statement of the Arctic Paper S.A. Capital Group.
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 2024;
9. Consideration and approval of the report on the activities of the Supervisory Board of the Company for the financial year 2024;

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
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ARCTIC PAPER

10. Adopting a resolution on the distribution of the Company's net profit for the financial year 2024;
11. Adoption of resolutions on the acknowledgment of performance of duties by the Management Board Members in the financial year 2024;
12. Adoption of resolutions on the acknowledgment of performance of duties by the Supervisory Board Members in the financial year 2024;
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 2024 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 2024;
15. Adoption of a resolution on the Remuneration Policy for Members of the Management Board and Supervisory Board of Arctic Paper S.A.;
16. Closing the meeting.

§ 2

The Resolution shall become effective upon adoption hereof.

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection:			

Arctic Paper SA
Ul. Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
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Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 3/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

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.

Shareholder's Instruction for the Attorney			
Voting: ___ FOR Number of shares: _____	Voting: ___ AGAINST ___ OBJECTION Number of shares: _____	Voting: ___ ABSTAINING Number of shares: _____	Voting: ___ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 4/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

**regarding: consideration and approval of the Management Board's report on the operations
of the Company for the financial year 2024**

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 2024, decided to approve the same.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 5/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

**regarding: consideration and approval of the Company's financial statement for the
financial year 2024**

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 2024, decided to approve the same.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 6/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

**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 2024**

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 2024 including sustainability statement, decided to approve the same.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: ___ FOR Number of shares: _____	Voting: ___ AGAINST ___ OBJECTION Number of shares: _____	Voting: ___ ABSTAINING Number of shares: _____	Voting: ___ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 7/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

**regarding: consideration and approval of consolidated financial statement of the Arctic
Paper S.A. Capital Group for the financial year 2024**

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 for the financial year 2024, decided to approve the same.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: ___ FOR Number of shares: _____	Voting: ___ AGAINST ___ OBJECTION Number of shares: _____	Voting: ___ ABSTAINING Number of shares: _____	Voting: ___ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 8/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

**regarding: Consideration and approval of the report on the activities of the Supervisory
Board of the Company for the financial year 2024**

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 2024, decided to approve the same.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 9/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

regarding: the distribution of the Company's net profit for the financial year 2024

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 of the Company, after reviewing the Management Board's motion regarding the distribution of profit, decides to allocate the entire net profit of the Company of the financial year 2024, in the amount of PLN 197,291,617.02 (in words: one hundred ninety-seven million two hundred ninety-one thousand six hundred seventeen zlotys and two groszy) to the Company's reserve capital.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

RESOLUTION No. 10/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025

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 2024 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 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

RESOLUTION No. 11/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025

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 2024 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 1st of January 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

RESOLUTION No. 12/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025

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 2024 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 1st of January 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

RESOLUTION No. 13/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025

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 2024 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 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

RESOLUTION No. 14/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025

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 2024 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 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odra

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 15/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

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 2024 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 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 16/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

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 2024 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 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: ___ FOR Number of shares: _____	Voting: ___ AGAINST ___ OBJECTION Number of shares: _____	Voting: ___ ABSTAINING Number of shares: _____	Voting: ___ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 17/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

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 2024 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 2024 until 31st of December 2024.

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: __ FOR Number of shares: _____	Voting: __ AGAINST __ OBJECTION Number of shares: _____	Voting: __ ABSTAINING Number of shares: _____	Voting: __ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

RESOLUTION No. 18/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025

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 2024”

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 2025, item 592), 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 2024".

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: ___ FOR Number of shares: _____	Voting: ___ AGAINST ___ OBJECTION Number of shares: _____	Voting: ___ ABSTAINING Number of shares: _____	Voting: ___ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944



ARCTIC PAPER

**RESOLUTION No. 19/2025
of the Ordinary Shareholders Meeting of
Arctic Paper S.A.
11th of June 2025**

regarding: "Remuneration report of Members of the Management Board and Supervisory Board of Arctic Paper S.A. for the year 2024"

Acting pursuant to art. 90e section 4 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 2025, item 592), 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 maintains the current wording of the "Remuneration Policy for Members of the Management Board and Supervisory Board of Arctic Paper S.A."

§ 2

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

Shareholder's Instruction for the Attorney			
Voting: ___ FOR Number of shares: _____	Voting: ___ AGAINST ___ OBJECTION Number of shares: _____	Voting: ___ ABSTAINING Number of shares: _____	Voting: ___ AT THE ATTORNEY'S DISCRETION Number of shares: _____
Objection: 			

Arctic Paper SA
Ul.Fabryczna 1
66-470 Kostrzyn nad Odrą

Zarząd: Michał Jarczyński, Katarzyna Wojtkowiak, Tom Fabian Langenskiöld
Kapitał akcyjny 69 287 783,00 PLN
Sąd Rejonowy Zielona Góra KRS 0000306944