Uniform text of the Statutes of the Public Limited Company ERBUD SA effective as of 30.06.2025 on the basis of Resolution 21/2025 of the Annual General Meeting of Shareholders dated 27.05.2025

"STATUTES/ARTICLES
OF ASSOCIATION OF A JOINT STOCK COMPANY"

Article 1

1. The Company shall operate under the business name of ERBUD Spółka Akcyjna (ERBUD Joint- Stock Company).
2. The Company may also use an abbreviated name ERBUD SA.

Article 2

1. The registered office of the Company is in the Capital City of Warsaw.
2. The Company shall operate in and outside the territory of the Republic of Poland.
3. The Company may establish and manage its divisions, departments, branches, representative offices and other business units, as well as participate in other companies or projects within the area of the Republic of Poland and abroad.

Article 3

1. The field of business of the Company is:
   1) Demolition and breaking up of buildings,
   2) Land preparation for construction works,
   3) Excavations and geological-engineering drillings,
   4) Construction of residential and non-residential buildings,
   5) Construction of railroads and underground railways
   6) Construction of bridges and tunnels,
   7) Construction of transmission pipelines and distribution networks
   8) Construction of telecommunication and power lines,
   9) Construction of other civil engineering and water structures not elsewhere classified,
   10) Roof construction and roof cladding,
   11) Other specialized construction works not elsewhere classified,
   12) Construction of roads and highways,
   13) Construction of water engineering structures,
   14) Electrical systems,
   15) Plumbing, heating and gas installation, ventilation works,
   16) Security services in support of security systems,
   17) Other building installations,
   18) Plastering,
   19) Installation of building woodwork,

20) Flooring, wall covering and facing,
21) Painting and glazing,
22) Other building finishing,
23) Other specialized building works not elsewhere classified,
24) Gravel and sand quarrying; clays and kaolin mining,
25) Support activities for other mining and quarrying,
26) Production of bricks, roofing-tiles and baked clay construction products,
27) Repair and maintenance of other equipment, fittings and facilities,
28) Installation of industrial plant and equipment
29) Production of concrete construction products,
30) Repair and maintenance of plant,
31) Activities of agents involved in the sale of timber and building materials,
32) Wholesale of wood, building materials and sanitary equipment,
33) Other passenger land transport not elsewhere classified,
34) Freight transport by road,
35) Completion of building construction projects,
36) Real estate buying and selling for its own account,
37) Rental and property management of own or leased real estate,
38) Real Estate Management at the request,
39) Ancillary services related to cleaning buildings,
40) Renting and leasing of cars and vans,
41) Renting and leasing of other motor vehicles, excluding motorcycles,
42) Renting and leasing of other machinery, equipment and tangible good not elsewhere classified,
43) Renting and leasing of construction machinery and equipment,
44) Research and development in biotechnology,
45) Research and development in other natural and technical sciences,
46) Activity in the field of architecture,
47) Engineering activity and related technical consultancy,
48) Other professional, scientific and technical activity not elsewhere classified,
49) Technology,
50) Vocational schools,
51) Extra-school forms of sport education and sport and recreational activities,
52) Extra-school forms of art education,
53) Other non-school forms of education not elsewhere classified,
54) Historical places and buildings and similar visitor attractions,
55) Repair and maintenance of ships and boats,
56) Production of ships and floating structures,
57) Accounting and tax consultancy services,
58) Other consulting related to the managing and conducting business.
59) Security services, excluding operation of security systems.
60) Security services dealing with the management of security systems.

2. If undertaking or conducting a business within the scope of the above mentioned Company's activity shall require the appropriate permit or concession, the initiation or running of such business may take place after receiving such a permit or concession.
3. Resolutions on the significant changes in the subject of the Company' s activity shall not require the redemption of own shares under Article 417 section 4 of the Code of Commercial Companies, wherever they are passed a by two-thirds of the votes in the presence of persons

representing at least half of the share capital.

Article 4

The duration of the Company is unlimited.

Article 5

1. The Company's share capital amounts to PLN 1,192,983.60 (one million one hundred ninety two thousand nine hundred eighty three point six zero Zloty) and is divided into 11,929,836 (eleven million nine hundred twenty nine thousand eight hundred thirty six) A series ordinary bearer shares with a nominal value of PLN 0.10 (10/100) each, designated with ISIN PLERBUD00012.
2. The capital of the Company was fully paid in before registering the Company.
3. The shares may be redeemed in a voluntary redemption.
4. The Company may issue convertible bonds, bonds with the primacy right and subscription warrants.

Article 6

The Company was founded as a result of the conversion of the ERBUD Limited Liability Company and is its legal successor. The founders of the Company were partners of the transformed Limited Liability Company, who joined the Company and acquired shares, namely:

1) Mr. Dariusz Grzeszczak,
2) Mr. Józef Adam Zubelewicz, and
3) Wolff & Muller GmbH & Co. KG, a company of German law.

Article 7

The authorities of the Company shall be:

1) Management Board,
2) Supervisory Board,
3) General Meeting.

Article 8

1. The Management Board shall be composed of 2 (two) to 5 (five) members.
2. Members of the Management Board shall be appointed and dismissed by the Supervisory Board of the Company.
3. The common term of office of members of the Board shall last three years.

Article 9

1. The Management Board shall be responsible for managing of the Company and shall represent it outside.
2. Any issues related to the management of the Companies non-reserved to the competence of the General Meeting or the Supervisory Board by provisions of the Code of Commercial Companies or Articles of Association shall be the responsibilities of the Management Board.
3. Regulations of the Management Board shall specify rules of the activity of the Management Board. The Regulations of the Management Board shall be passed by the Management Board, subject to the provisions provided for by these Articles of Association.

Article 10

Two members of the Management Board acting jointly or one member of the Management Board acting together with a holder of a general commercial power of attorney shall be authorized to make statements of will on behalf of the Company.

Article 11

1. The Supervisory Board shall be composed of 5 to 8 members, including the Chairman and Deputy Chairman of the Supervisory Board.
2. Members of the Supervisory Board shall be appointed by the General Meeting for a 3- year period of common term of office. The General Meeting shall appoint the Chairman and Deputy Chairman of the Supervisory Board.
3. Competencies of the Supervisory Board shall include:
    1) Approval of strategic longstanding plans for the Company;
    2) Approval of annual material and financial plans of the Company and its capital group;
    3) Approval of investment plans of the Company and its capital group;
    4) Granting consent for acquisition and disposal of or encumbrance on real property, perpetual usufruct or interests in real estate or in the right to perpetual usufruct;
    5) Granting consent for establishing and dissolving plants and branches;
    6) granting consent to the Company granting guarantees, sureties of property, issuing bills of exchange and assuming other off-balance sheet liabilities with a unit value exceeding € 2,000,000.00 (in words: two million euro), with the exception of: (i) guarantees issued at the Company's request by financial institutions in the ordinary course of business, (ii) guarantees, property sureties, issuing bills of exchange and incurring other off-balance- sheet liabilities with a unit value exceeding € 2,000,000.00 (in words: two million euro) for the benefit of capital group entities (subject to item 11) below);
    7) Granting consent for capital investments over the equivalent to the amount of € 100,000.00 (say: one hundred thousand euros), excluding capital investments, treasury bills and bonds issued in Poland or countries where the Company operates;
    8) Granting consent for acquisition, disposal or encumbrance of shares in

other entities;

9) Setting the vote procedure of Company representatives in the bodies of the subsidiaries and associated companies related to dissolution or liquidation of these companies, changes of business purposes, division or merger of subsidiaries and associated companies;
10) Granting consent to perform any actions not related to the Company's scope of business and extraordinary acts of value exceeding the equivalent to the amount of € 200,000.00 (two hundred thousand euros).
11) Granting consent to entering into material transactions with related parties, in accordance with the provisions of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005;
12) Granting consent for investments exceeding the equivalent of € 200,000.00 (say: two hundred thousand euros), unless these investments are included in the investment plan approved by the Supervisory Board;
13) Granting consent to submit tenders and conclude construction contracts with a net value exceeding the equivalent to the amount of € 30,000,000.00 (say: thirty million euros), while for joint bids deciding is the net bid sum and not the share of the Company in the offer;
14) Granting consent to be entitled to or to incur an obligation by the Company under one or more related legal transactions with the same entity with a total value exceeding € 5,000,000.00 (in words: five million euros) during the financial year;
15) Granting consent to employ of an employee with an annualized salary exceeding the equivalent of € 150,000.00 (say: one hundred fifty thousand euros);
16) Granting consent for the Company's Management Board members to serve on the management or supervisory boards of companies outside the Group, and also in the cases referred to in Art. 380(1) of the Code of Commercial Companies;
17) Other issues falling within the competence of the Supervisory Board by law, provisions of the Articles of Association, passed at the request of the Management Board or delegated pursuant to a resolution of the General Meeting.

The "**Equivalent**" means equivalent of Euro quoted in other currency, calculated in accordance with the average exchange rates, announced by the National Bank of Poland on the day directly preceding the day on which the Management Board submitted to the Supervisory Board a request for consent to the transaction, and in the absence of such a request - the date of the transaction.

Article 11a

1. As long as the Company's shares will be admitted to trading on a regulated market, at least two members of the Supervisory Board should meet the criteria of independence from the company and entities maintaining significant connections with the Company, under the rules of corporate governance, passed by the Warsaw Stock Exchange Council, governing the regulated market within the Polish territory on which the shares of the Company are traded.
2. Failure to meet the criteria of independence referred to in item 1 above, by any member of the

Supervisory Board, or the loss of the status of an Independent Member of the Supervisory Board during the term of office shall not result in termination of his/her mandate and has no effect on the capability of the Board to exercise the powers provided for in the Code of Commercial Companies and in these Articles of Association.

Article 11b

1. As long as the Company's shares will be admitted to trading on a regulated market, the Supervisory Board shall appoint an auditing committee, which consists of at least 3 (three) of its members, who shall meet the criteria of independence set out in the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Supervision.
2. The tasks of the audit committee shall include in particular:
   1) monitoring the financial reporting and the sustainability reporting;
   2) monitoring the effectiveness of internal control and risk management systems and of internal audit, including in respect of the financial reporting and the sustainability reporting;
   3) monitoring the performance of financial reviews, in particular of auditing of the financial statements or the sustainability reporting attestation by the audit firm;
   4) controlling and monitoring the independence of the statutory auditor and the audit firm, in particular where the audit firm provides to the Company services other than auditing or attestation of the sustainability reporting;
   5) providing to the Company's Supervisory Board information on results of the audit of the financial statements and attestation of the sustainability reporting and explaining how this audit or this attestation contributed to the accuracy of financial reporting or sustainability reporting in the Company and on the role of the Audit Committee in the audit or attestation process;
   6) assessing the independence of the statutory auditor and giving consent for their rendering for the Company of authorized services other than auditing;
   7) developing a policy for selecting an audit firm to conduct the audit of the financial statements and a policy for selecting an audit firm to conduct the attestation of the sustainability reporting;
   8) developing a policy for the performance of non-audit or non-attestation authorized services by the audit firm conducting the audit of the financial statements or the attestation of the sustainability reporting, by entities related to that audit firm and by a member firm of its network;
   9) determining the procedure for selecting an audit firm by the Company;
   10) submitting to the Supervisory Board a recommendation on appointment the audit firm in accordance with the policy developed by the Audit Committee resulting from the selection procedure pursuant to the provisions of the Act dated 11 May 2017 on Statutory Auditors, Auditor Firms and Public Supervision;
   11) submitting recommendations to ensure the accuracy of the process of the financial reporting or the sustainability reporting in the Company.
   12) The Supervisory Board may also appoint other committees, in particular a nomination and remuneration committee. The detailed tasks and rules for the appointment and functioning of individual committees, including the audit committee, shall be determined by the Supervisory Board.

3. The Supervisory Board may also appoint other committees, in particular the nomination and remuneration committee. Detailed tasks and principles for the appointment and operation of various committees, including the audit committee, will be established by the Supervisory Board.

Article 12

1. Resolutions of the Supervisory Board shall be passed by an absolute majority of votes cast in the presence of at least half of the members of the Board, unless the Code of Commercial Companies or these Statues provides otherwise. In the case of an equal number of votes, the Chairman has a deciding vote.
2. Meetings of the Supervisory Board shall be convened by the Chairman of the Supervisory Board on his/her own initiative and at the request of a member of the Board or a member of the Supervisory Board within two weeks after submitting a proposal or, in situations requiring urgent decision, within three days after submitting a proposal. The proposal should provide the suggested details of agenda.
3. Meeting of the Supervisory Board can be conducted by using means of direct communication at a distance.
4. The Supervisory Board meetings should be convened on as needed basis, but at least once per quarter of the financial year.
5. Members of the Supervisory Board may take part in passing resolutions of the Supervisory Board, giving their vote in writing through another member of the Supervisory Board. Vote in writing cannot relate to the issues introduced to the agenda during the meeting of the Supervisory Board.
6. Resolutions of the Supervisory Board may be made in writing or by using means of direct communication at a distance. The resolution shall be valid, if all Supervisory Board members have been informed about the contents of the draft resolution and at least a half of the Supervisory Board members has participated in adoption of the resolution.
7. The Supervisory Board may pass resolutions in writing or by using means of direct communication at a distance also in matters for which the Statutes or the By-Laws of the Supervisory Board provide for a secret voting.
8. Members of the Supervisory Board are entitled to remuneration to be determined by a resolution of the General Meeting of Shareholders.

Article 13

1. General Meetings shall be ordinary or extraordinary ones.
2. An Ordinary Annual General Meeting convened by the Management Board should be held within six months after the end of each financial year.
3. An extraordinary General Meeting shall be convened by the Management Board of the Company on its own initiative or at written request of the Supervisory Board or at request of a shareholder or shareholders representing at least one-twentieth of the share capital.
4. Convening an extraordinary General Meeting at request of a shareholder or shareholders representing at least one-twentieth of the share capital should take place within two weeks from the date of submitting such request to the Management Board of the Company.
5. Shareholders representing at least half of the Company's share capital or at least half of the

total number of votes in the Company may convene an extraordinary General Meeting by notifying the Management Board within a period of not less than 30 days prior to the scheduled date of convening the extraordinary General Meeting. The Management Board shall be obliged to announce the convening of the extraordinary General Meeting by a shareholder referred to above in the manner prescribed by the Commercial Companies Code and in accordance with the provisions of these Articles of Association.

6. Participation in the General Meeting may also take place by means of electronic communication if the convener of the meeting so decides. Detailed rules of participation in the General Meeting by means of electronic communication are set out in the Commercial Companies' Code and in the by-laws adopted by the Supervisory Board, pursuant to Article 4065 of the Code of Commercial Companies and Partnerships.

Article 14

1. The General Meeting can adopt resolutions regardless of the number of present shareholders and represented shares, if provisions of the Code of Commercial Companies or these Articles of Association do not provide otherwise.
2. Resolutions of the General Meeting shall pass by an ordinary majority, unless provisions of the Code of Commercial Companies or Articles of Association provide otherwise.

Article 15

1. Competences of the General Meeting shall include:
   1) Examination and approval of the Management Board's report on the activities of the Company and the financial report for the previous financial year;
   2) Adopting a resolution on distribution of profits or covering losses;
   3) giving discharge to members of the Management Board for execution of their duties;
   4) Adoption of the Rules of the Supervisory Board and stipulation of principles of remuneration of the Supervisory Board members;
   5) Increasing or reduction of share capital;
   6) Revision of the Articles of Association of the Company;
   7) The Company's merger with another commercial company;
   8) Dissolution and liquidation of the Company;
   9) Issue of convertible bonds, bonds with pre-emptive right or subscription warrants;
   10) Disposition or leasing the whole Company or its organized parts and establishment of limited material rights on it;
   11) Considering matters submitted by the Supervisory Board, the Management Board or shareholders of the company;
   12) Deciding on other matters that, in accordance with provisions of the Code of Commercial Companies or these Articles of Association, fall within the competences of the General Meeting.
2. A resolution of the General Meeting shall not be required to acquire or disposal of real property, perpetual usufruct or interests in real estate or in the right to perpetual usufruct.

Article 16

The calendar year shall be the Company's financial year.

Article 17

1. As part of the equity capital the Company shall create:
   1) share capital,
   2) supplementary capital
   3) reserve capitals,
   4) other capitals provided by law.
2. Supplementary capitals can be established to cover various expenses or losses, pursuant to a resolution of the General Meeting or the provisions of law stipulating such a creation.

Article 18

1. Company's profit can be used, in particular, for:
   1) write-offs for reserve capital,
   2) dividends for shareholders,
   3) write-offs to supply the reserves created in the Company,
   4) other targets set out by a resolution of the General Meeting.
2. The General Meeting shall determine a dividend day and the closing date for the dividend payment, unless the provisions of the Commercial Companies' Code provide otherwise.
3. The Supervisory Board shall elect or change an audit firm entitled to: (i) audit and review financial statements or (ii) attest sustainability reporting.
4. Under the terms specified in Article 349 of the Commercial Companies Code, the Management Board is authorized to pay to shareholders, with the consent of the Supervisory Board, an interim dividend for the financial year ending, provided that the Company has sufficient funds.

Article 19

Relevant law regulations, in particular provisions of the Code of Commercial Companies shall apply to matters not governed by the Articles of Association."