

EXCERPT

from Minutes no 4 of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie S.A. meeting held on December 5, 2023

„Resolution

§1

Acting on the basis of § 3 section 1.15 of the Regulations of the Nomination and Remuneration Committee and in connection with section 5.7 of the Policy for the Assessment of Supervisory Board Members at Bank Handlowy w Warszawie S.A. (the Policy), the Nomination and Remuneration Committee (the Committee), after having verified received documents and information on Member of the Supervisory Board – Mr. Marek Kapuściński about functions performed in other entities including time commitment, considers that Mr. Marek Kapuściński still maintains required qualifications to act as a member of the Supervisory Board, i.e.:

- 1) continues to maintain the necessary knowledge, skills and experience suitable to the function performed by him as well as to the scope of duties assigned to him;
- 2) additionally, the Committee has determined that the current events are not affecting the guarantee of proper performance of duties of Member of the Supervisory Board by Mr. Marek Kapuściński, i.e. in particular her reputation, honesty and integrity and her ability to handle the Bank's affairs in a prudent and steady manner;
- 3) the Committee has not obtained any information questioning the qualifications possessed by Mr. Marek Kapuściński which are required to further perform her function.

The Committee also considers that the knowledge, skills and experience as well as the guarantee of the proper performance of duties by Mr. Marek Kapuściński still contribute to ensuring that the overall composition of the Supervisory Board has an adequately wide range of competencies required to supervise all relevant business areas of the Bank.

In view of the above the Committee recommends that the General Meeting of the Bank (the General Meeting) positive secondary assessment of Mr. Marek Kapuściński.

§2

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairperson of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of Mr. Marek Kapuściński performed by the Committee and its recommendation on the positive assessment of the member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.”

The Resolution was adopted unanimously.”

The following five (5) members of the Nomination and Remuneration Committee of the Supervisory Board took part in the voting on the resolution: Ms. Anna Rulkiewicz, Ms. Helen Hale, Mr. Marek Kapuściński, Mr. Sławomir S. Sikora and Ms. Barbara Smalska.

All members of the Nomination and Remuneration Committee were duly notified of the Committee meeting.

Tomasz Ośko
Secretary to the Nomination and
Remuneration Committee of the
Supervisory Board of
Bank Handlowy w Warszawie S.A.
Signed with electronic signature