

EXCERPT

from Minutes of the Nomination and Remuneration Committee of the Supervisory Board of
Bank Handlowy w Warszawie S.A. meeting held
on December 3, 2025

Ad. 6

Resolution No. 7/2/7/2025:

on the preliminary assessment of a member of the Bank's Supervisory Board

§1

Acting pursuant to § 3 section 1 point 15 of the Rules of Procedure of the Nomination and Remuneration Committee in connection with the content of point 5.7 of the Policy for the assessment of Supervisory Board Members at Bank Handlowy w Warszawie S.A. (the "Policy"), the Committee on Nomination and Remuneration of the Supervisory Board of the Bank (the "Committee"), after verifying the documents and information received concerning the member of the Supervisory Board – Ms. Barbara Smalska, in particular regarding the functions performed in other entities and the time devoted to their implementation, assesses that Ms. Barbara Smalska still has the appropriate qualifications for the function performed, i.e. she has the knowledge, skills and experience appropriate to perform the function of a member of the Supervisory Board, in addition, the Committee:

- 1) determined that the events that occurred had no impact on the guarantee of proper performance of the duties of a member of the Supervisory Board of the Bank by Ms. Barbara Smalska, i.e. in particular in terms of her reputation, honesty and reliability, as well as her ability to conduct the Bank's affairs in a prudent and stable manner,
- 2) did not take into account any information that cast doubt on the possession by Ms. Barbara Smalska, as a member of the Supervisory Board of the Bank, of the qualifications necessary to continue performing the function of a member of the Supervisory Board of the Bank, including in particular with regard to the ability to devote sufficient time to the function performed, and did not identify potential conflicts of interest.

§2

The Committee also assesses that the knowledge, skills and experience as well as the guarantee of proper performance of duties by Ms. Barbara Smalska continue to contribute to ensuring that the overall composition of the Bank's Supervisory Board has a sufficiently wide range of competences necessary to supervise all relevant areas of the Bank's operations. Taking into account the above, the Committee recommends to the General Meeting of the Bank (the "Meeting") to make a positive secondary assessment of Ms. Barbara Smalska.

§3

Acting pursuant to item 4.2 of the Policy, the Committee hereby authorizes the Chairperson of the Nomination and Remuneration Committee to submit to the Meeting the preliminary assessment of Ms. Barbara Smalska made by the Committee and the recommendation to make a positive assessment of the member of the Bank's Supervisory Board, in accordance with the provisions of §1 of this Resolution.

The Resolution was adopted unanimously.

The following five members of the Nomination and Remuneration Committee of the Supervisory Board took part in the vote on the resolution: Ms. Anna Rulkiewicz, Ms. Natalia Bożek, Mr. Sławomir S. Sikora, Mr. Marek Kapuściński and Ms. Barbara Smalska.

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

Tomasz Ośko
Secretary to the Nomination and Remuneration Committee
Signed with electronic signature