

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. 7/1//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 Nomination and Remuneration Committee of the Supervisory Board of the Bank (the "Committee"), after verifying the documents and information received concerning the Member of the Supervisory Board – Mr. Andras Reiniger, in particular regarding the functions performed in other entities and the time devoted to their implementation, assesses that Mr. Andras Reiniger still has the appropriate qualifications for the function of a member of the Supervisory Board of the Bank, i.e. he has 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 have no impact on the guarantee of proper performance of the duties of a member of the Supervisory Board of the Bank by Mr. Andras Reiniger, i.e. in particular with regard to his reputation, honesty and reliability and ability to conduct the Bank's affairs in a prudent and stable manner,
- 2) did not take into account any information calling into question the qualifications necessary for Mr. Andras Reiniger, as a member of the Bank's Supervisory Board, to continue to perform the function of a member of the Bank's Supervisory Board, including in particular with regard to the ability to devote sufficient time to his functions, and did not identify any potential conflicts of interest.

§2

The Committee also believes that Mr. Andras Reiniger's knowledge, skills and experience, as well as the assurance of proper performance of his duties, continue to contribute to ensuring that the overall composition of the Bank's Supervisory Board has a sufficiently broad 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 Mr. Andras Reiniger.

§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 Mr. Andras Reiniger made by the Committee and the recommendation to make a positive assessment of the member of the Supervisory Board of the Bank, 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