

**REPORT OF THE MANAGEMENT BOARD
OF BANK HANDLOWY W WARSZAWIE S.A.
CONCERNING
GENDER PARTICIPATION IN THE BANK'S BODIES AND THE MEASURES TAKEN TO ENSURE
GENDER BALANCE IN THESE BODIES
IN 2025**

The Management Board of Bank Handlowy w Warszawie S.A. (the "Bank"), in compliance with the requirement resulting from Article 4 of the Act of 3 August 2026 amending the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies and the Act on the Implementation of Certain Provisions of the European Union in the Field of Equal Treatment, hereby presents the Report on the participation of representatives of different genders in the Bank's bodies and the measures taken to ensure gender balance in these bodies in 2025 (the "Report").

The report has been prepared in accordance with Article 90gi section 2 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (the "Public Offering Act") and contains the information required by this provision.

1) Number of persons holding positions in the Bank's bodies in the reporting period, i.e. in 2025, indicating their gender and type of position held

The Bank's Supervisory Board in 2025 consisted of 8 people and acted in the following composition throughout the reporting period:

1. Mr. Sławomir S. Sikora Chairman
2. Mr. Ignacio Gutierrez-Orrantia Vice-President
3. Mrs. Natalia Bożek Member of the Board
4. Mr. Marek Kapuściński Member of the Board
5. Mr. Fabio Lisanti Member of the Board
6. Mr. Andras Reiniger Member of the Board
7. Mrs. Anna Rulkiewicz Member of the Board
8. Mrs. Barbara Smalska Member of the Board

The Bank's Management Board in 2025 consisted of 7 people and was composed of the following members:

1. Mrs. Elżbieta Światopełk-Czetwertyńska President of the Management Board - entire reporting period
2. Mrs. Barbara Sobala Vice-President of the Management Board responsible for risk - the entire reporting period
3. Mrs. Katarzyna Majewska Vice President of the Management Board responsible for operations and technology - until 31 May 2025
4. Mr. Tomasz Dziurzyński Member of the Management Board responsible for operations and technology - from 1 June 2025
5. Mr. Maciej Kropidłowski Vice-President of the Management Board responsible for financial markets and corporate banking - entire reporting period
6. Mr. Andrzej Wilk Vice-President of the Management Board responsible for retail banking - entire reporting period
7. Mr. Patrycjusz Wojcik Vice-President of the Management Board responsible for finance – entire reporting period
8. Mr. Ivan Vrhel Member of the Management Board responsible for transaction banking - until 30 November 2025
9. Mr. Sebastian Perczak Member of the Management Board responsible for transaction and custody banking - from 1 December 2025

COMPOSITION OF THE BANK'S BODIES BY GENDER IN 2025

	MANAGEMENT BOARD	SUPERVISORY BOARD	Total number of positions in the bodies	% share gender in the bodies
Number of members in bodies	7	8	15	
WOMEN	FROM 1/01/2025 TO 31/05/2025: 3	3	6	40%
	FROM 1/06/2025 TO 31/12/2025: 2		5	33%

MEN	FROM 1/01/2025 TO 31/05/2025: 4	5	9	60%
	FROM 1/06/2025 TO 31/12/2025: 5		10	67%

2) Measures taken to ensure that persons belonging to the under-represented sex hold positions in the company's bodies in the number referred to in the Public Offering Act

In accordance with Article 90gb(4) of the Public Offering Act, the gender underrepresented in the company's bodies should be understood as the gender whose representatives occupy less than 49% of the total number of positions in these bodies.

As shown in the table in point 1 above, in 2025 women held less than 49% of the total number of positions in the Bank's Management Board and Supervisory Board (40% and 33%, respectively), and therefore, in accordance with the Public Offering Act, they constituted the underrepresented gender in these bodies.

The Bank is obliged to ensure gender balance in the bodies, which, in accordance with Article 90gc(2) of the Public Offering Act, is considered to be fulfilled if:

- the total number of positions in bodies held by persons belonging to the under-represented sex shall not be less than the number closest to 33% of the total number of positions in the company's bodies

And

- Persons belonging to the under-represented sex hold positions in each of the company's bodies.

In 2025, both of the above conditions were met by the Bank as follows:

- women of the under-represented sex held a total of 6 positions in the Bank's Management Board and Supervisory Board: 6 positions - in the period from January to May 2025, which accounted for 40% of the total number of positions in both bodies, and 5 positions - in the period from June to December 2025, which accounted for 33% of the total number of positions in both bodies

and

- women held positions in both the Management Board and the Supervisory Board of the Bank.

Thus, in 2025, the Bank fulfilled its obligation to ensure gender balance in the bodies.

The Bank has procedures in place for the selection of members of the Management Board and the Supervisory Board, which specify in detail the competences, knowledge, experience and other qualities that candidates to these bodies should meet. These regulations comply with the requirements resulting in particular from the Banking Law, the Guidelines of the European Banking Authority and the European Securities and Markets Authority of 2 July 2021 (EBA/GL/2021/06) on the assessment of the suitability of members of the management body and persons performing the most important functions, and the Recommendation of the Polish Financial Supervision Authority.

In the selection/recruitment processes, the Bank applies objective substantive criteria in order to ensure the selection of candidates with high competences adequate to perform functions in the Management Board and the Supervisory Board of the Bank, respectively.

In each case, the Bank is guided by the principle of diversity in the processes of selection of Management Board Members, in accordance with, m.in "Diversity Policy for Members of the Management Board of Bank Handlowy w Warszawie S.A." adopted pursuant to Article 9 ce of the Banking Law. The purpose of this Policy is to define the Bank's diversity management strategy, which consists in promoting diversity in order to ensure the selection of persons diverse in terms of gender, age, education and professional experience as Members of the Management Board, to acquire different points of view and experience, and to enable independent opinions and reasonable decisions to be made within the framework of their functions, as well as to support the achievement of the Bank's strategic objectives by ensuring high quality performance of the function performed by the Management Board. The Bank strives to ensure sufficient representation of both genders in the composition of the Management Board.

With regard to the Supervisory Board, in accordance with the applicable Rules of Procedure of the General Meeting of Shareholders of Bank Handlowy w Warszawie S.A., when submitting candidates for members of the Supervisory Board, shareholders should be guided by the guidelines contained in the "Policy for Assessing the Qualifications of Supervisory Board Members in Bank Handlowy w Warszawie S.A.", which contains the principles of diversity of Supervisory Board members. In accordance with the Policy, it is postulated that the General Meeting, during the elections to the Supervisory Board, take into account the principles of diversity, i.e. ensuring equal opportunities for women and men in these processes, regardless of the declared gender or age, with diverse individual knowledge, skills and experience, which are at the same time adequate to the function entrusted to the Supervisory Board member and which complement each other in such a way as to enable the provision of an appropriate level of collective supervision over the Bank's management.

3) In the event of failure to achieve the objective referred to in Article 90gc(2) of the Public Offering Act, an indication of the reasons for its failure to be achieved and a comprehensive description of the measures taken and intends to take to achieve this objective.

In 2025, the Bank fulfilled the obligation to ensure gender balance in the company's bodies and achieved the objective referred to in Article 90gc(2) of the Public Offering Act. The benefits of diversity, including gender diversity, are taken into account in the selection and recruitment processes on an ongoing basis.