# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on his appointment

**§**1

Acting on the basis of § 3 section 1.14 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank **Ms. Kristine Braden**, considers that she has the required qualifications to act as a member of the Supervisory Board, i.e.:

## 1) has the knowledge:

Ms. Kristine Braden holds a Bachelor of Arts degree with a Major in Political Science from University of California, Berkley. She also completed Accounting and Corporate Finance school in masters-level program in Johns Hopkins University, School of Advanced International Studies, Washington. Therefore, it should be considered that Ms. Kristina Braden has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

### 2) has the skills and experience:

The many years of practical experience acquired by Ms. Kristine Braden in managerial positions at Citi, where she is currently the Cluster Head for Europe and CEO of Citigroup Global Markets Europe AG., and she earlier was Chief of Staff to CEO Citi Mike Corbat and chaired the North America Business Council and the State Leadership Councils, she was the Citi Country Officer and Corporate & Investment Banking Head for Switzerland, Monaco and Liechtenstein, and Head of the Global Subsidiaries Group for Europe, she also has 14 years of experience in Asia in banking, capital markets and transaction services - indicate that Ms. Kristine Braden has the adequate skills and experience to act as a member of the Supervisory Board of the Bank;

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation:

The documents collected in the course of the assessment of the candidature of Ms. Kristine Braden, including the documents regarding her education, professional career, including the positions held by her indicate that, with his attitude, Ms. Kristine Braden guarantees the proper performance of the duties assigned to a member of the Supervisory Board referring in particular to her reputation, honesty and integrity and the ability to carry out the Bank's affairs prudently and stably. Additionally, there is no evidence that could undermine Ms. Kristine Braden's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Ms. Kristine Braden gives a guarantee of the proper performance of the duties assigned to a member of the Supervisory Board.

Additionally, Ms. Kristine Braden serves as and CEO of Citigroup Global Markets Europe AG and does not sit on any other management boards or supervisory boards of other entities, which satisfies the requirements set in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience as well as the guarantee of the proper performance of duties by Ms. Kristine Braden 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, which means that the entire Supervisory Board, treated as a collective body is qualified to perform its duties adequately.

In view of the above the Committee considers that Ms. Kristine Braden meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Ms. Kristine Braden as a member of the Supervisory Board of the Bank.

§2

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Ms. Kristine Braden performed by the Committee and its recommendation on the appointment of Ms. Kristine Braden as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on his appointment

**§**1

Acting on the basis of § 3 section 1.7 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Mr. Frank Mannion**, considers that he has the required qualifications to act as a member of the Supervisory Board, i.e.:

### 1) has the knowledge:

Mr. Frank Mannion has a Commerce Degree and Higher Diploma in Education from the National University of Ireland - Galway and is a Chartered Accountant, it should be considered that Mr. Frank Mannion has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

## 2) has the skills and experience

Mr. Frank Mannion has many years of practical experience gained in managerial positions in the Capital Group of Citi in EMEA Region, his professional experience also covers cooperation with PricewaterhouseCoopers, which indicates that Mr. Frank Mannion has the adequate skills and experience to act as a member of the Supervisory Board of the Bank;

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation.

The documents collected in the course of the assessment of the candidature of Mr. Frank Mannion, including the documents regarding his education, professional career and reputation, indicate that, with his attitude, Mr. Frank Mannion guarantees the proper performance of duties assigned to a member of the Supervisory Board. Additionally, there is no evidence that could undermine Mr. Frank Mannion's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Mr. Frank Mannion enjoys an unblemished reputation.

Additionally, the number of functions held by Mr. Frank Mannion on management boards and supervisory boards of other entities does not exceed the limit specified in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience of Mr. Frank Mannion 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 considers that Mr. Frank Mannion meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Mr. Frank Mannion as a member of the Supervisory Board of the Bank.

**§**2

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Mr. Frank Mannion performed by the Committee and its recommendation on the appointment of Mr. Frank Mannion as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on her appointment

**§**1

Acting on the basis of § 3 section 1.7 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Ms. Jenny Grey**, considers that she has the required qualifications to act as a member of the Supervisory Board, i.e.:

### 1) has the knowledge:

Ms. Jenny Grey graduated from London School of Economics in Social Psychology, which is useful in supervisory tasks in the areas such as Human Resources and social communication and therefore it should be considered that she has an education appropriate to act as a member of the Supervisory Board of the Bank;

### 2) has the skills and experience

Ms. Jenny Grey has many years of practical experience gathered in leadership positions in Citi Group, British Government Administration and in British Healthcare which indicate that Ms. Jenny Grey has the skills and experience sufficient to act as a member of the Supervisory Board of the Bank and perform duties related to this role:

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation.

The documents collected in the course of the assessment of the candidature of Ms. Jenny Grey, including the documents regarding his education, professional career and reputation, indicate that, with her attitude, Ms. Jenny Grey guarantees the proper performance of duties assigned to a member of the Supervisory Board. Additionally, there is no evidence that could undermine Ms. Jenny Grey's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Ms. Jenny Grey enjoys an unblemished reputation.

Additionally, the number of functions held by Ms. Jenny Grey on management boards and supervisory boards of other entities does not exceed the limit specified in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience of Ms. Jenny Grey 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 considers that Ms. Jenny Grey meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Ms. Jenny Grey as a member of the Supervisory Board of the Bank.

§2

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Ms. Jenny Grey performed by the Committee and its recommendation on the appointment of Ms. Jenny Grey as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on his appointment

**§**1

Acting on the basis of § 3 section 1.14 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Mr. Gonzalo Luchetti**, considers that he has the required qualifications to act as a member of the Supervisory Board, i.e.:

## 1) has the knowledge:

Mr. Gonzalo Luechtti holds a Master's degree in Business Administration from Stanford University's Graduate School of Business, and a Bachelor's degree in Computer Sciences from the Technological Institute of Buenos Aires. He holds Finra US Securities Registration Series 7, 63, 24, and 65 licenses. Therefore, it should be considered that Mr. Gonzalo Luchetti has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

### 2) has the skills and experience

The many years of practical experience acquired by Mr. Gonzalo Luchetti in managerial positions at Citigroup, where he is currently serving as the Head for the US Consumer Bank, prior to that he was Head for the Consumer Bank operations across Asia and EMEA; he was also Asia Retail Bank Head; Global Head of Wealth Management based in New York; he was responsible for the US-based International Personal Banking business and, among others, he was Chief Financial Officer for the Citi Private Bank business in Latin America - indicate that Mr. Gonzalo Luchetti has the adequate skills and experience to act as a member of the Supervisory Board of the Bank;

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation:

The documents collected in the course of the assessment of the candidature of Mr. Gonzalo Luchetti, including the documents regarding his education, professional career, including the positions held by him indicate that, with his attitude, Mr. Gonzalo Luchetti guarantees the proper performance of the duties assigned to a member of the Supervisory Board referring in particular to his reputation, honesty and integrity and the ability to carry out the Bank's affairs prudently and stably. Additionally, there is no evidence that could undermine Mr. Gonzalo Luchetti's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Mr. Gonzalo Luchetti gives a guarantee of the proper performance of the duties assigned to a member of the Supervisory Board.

Additionally, Mr. Gonzalo Luchetti does not sit on management boards or supervisory boards of other entities, which satisfies the requirements set in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience as well as the guarantee of the proper performance of duties by Mr. Gonzalo Luchetti 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 considers that Mr. Gonzalo Luchetti meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Mr. Gonzalo Luchetti as a member of the Supervisory Board of the Bank.

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Mr. Gonzalo Luchetti performed by the Committee and its recommendation on the appointment of Mr. Gonzalo Luchetti as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on his appointment

**§**1

Acting on the basis of § 3 section 1.14 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Mr. Slawomir S. Sikora**, considers that he has the required qualifications to act as a member of the Supervisory Board, i.e.:

## 1) has the knowledge:

Mr. Sławomir S. Sikora is a graduate of Warsaw School of Economics (SGH). Therefore, it should be considered that Mr. Sławomir S. Sikora has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

### 2) has the skills and experience

The many years of practical experience acquired by Mr. Sławomir S. Sikora in managerial positions in banking industry: he is serving as President of the Management Board of Bank Handlowy w Warszawie S.A since 2003, he was also President of the Management Board of American Bank in Poland S.A., Vice President of the Management Board of the PBK S.A. (bank) he also held senior positions at the Ministry of Finance in Poland - indicate that Mr. Sławomir S. Sikora has the adequate skills and experience to act as a member of the Supervisory Board of the Bank;

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation:

The documents collected in the course of the assessment of the candidature of Mr. Sławomir S. Sikora, including the documents regarding his education, professional career, including the positions held by him indicate that, with his attitude, Mr. Sławomir S. Sikora guarantees the proper performance of the duties assigned to a member of the Supervisory Board referring in particular to his reputation, honesty and integrity and the ability to carry out the Bank's affairs prudently and stably. Additionally, there is no evidence that could undermine Mr. Sławomir S. Sikora's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Mr. Sławomir S. Sikora gives a guarantee of the proper performance of the duties assigned to a member of the Supervisory Board.

Because of the fact that Mr. Sławomir S. Sikora is serving as President of the Management Board of Bank Handlowy w Warszawie S.A. and that he informed that he will not stand for elections for the consecutive term of office, his appointment as Supervisory Board member can be executed on June 18, 2021 at the earliest.

The Committee also considers that the knowledge, skills and experience as well as the guarantee of the proper performance of duties by Mr. Sławomir S. Sikora 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 considers that Mr. Sławomir S. Sikora, from June 18, 2021 will meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Mr. Sławomir S. Sikora as a member of the Supervisory Board of the Bank.

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Mr. Sławomir S. Sikora performed by the Committee and its recommendation on the appointment of Mr. Sławomir S. Sikora as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on her appointment

**§**1

Acting on the basis of § 3 section 1.14 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Ms. Anna Rulkiewicz**, considers that she has the required qualifications to act as a member of the Supervisory Board, i.e.:

## 1) has the knowledge:

Ms. Anna Rulkiewicz graduated from the Nicholas Copernicus University in Toruń (parallel studies at the University of Hamburg), she completed post-graduate programme at the Polish-French Insurance Institute and a series of training courses in the field of management, sales, communication, marketing (including 3-year managerial studies), organized under the certified insurance programme LIMRA "Marketing Strategies for Executive Advancement" (LIMRA Executive Development Group) and Stanford Executive Program at Stanford University Graduate School of Business. She also completed a number of training courses in the field of management, sales, finance, marketing and banking. Therefore, it should be considered that Ms. Anna Rulkiewicz has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

## 2) has the skills and experience

The many years of Ms. Anna Rulkiewicz's practical experience acquired in managerial positions in the Lux Med Group, where she initially was Member of the Management Board and Head of Sales and Marketing, and in 2007 she was appointed President of the Management Board of Lux Med Group, as well as in the functions of Managing Director of LMG Försäkrings AB, which operates in Poland under the brand LUX MED Ubezpieczenia, and the President of the Employers of Private Medicine Association indicate that Ms. Anna Rulkiewicz has the adequate skills and experience to act as a member of the Supervisory Board of the Bank;

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation:

The documents collected in the course of the assessment of the candidature of Ms. Anna Rulkiewicz, including the documents regarding her education, professional career, including the positions held by her indicate that, with her attitude, Ms. Anna Rulkiewicz guarantees the proper performance of duties assigned to a member of the Supervisory Board referring in particular to her reputation, honesty and integrity and the ability to carry out the Bank's affairs prudently and stably. Additionally, there is no evidence that could undermine Ms. Anna Rulkiewicz's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Ms. Anna Rulkiewicz gives a guarantee of the proper performance of duties assigned to a member of the Supervisory Board.

Additionally, the number of functions held by Ms. Anna Rulkiewicz on management boards and supervisory boards of other entities does not exceed the limit specified in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience as well as the guarantee of the proper performance of duties by Ms. Anna Rulkiewicz 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 considers that Ms. Anna Rulkiewicz meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Ms. Anna Rulkiewicz as a member of the Supervisory Board of the Bank.

§2

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Ms. Anna Rulkiewicz performed by the Committee and its recommendation on the appointment of Ms. Anna Rulkiewicz as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on his appointment

**§**1

Acting on the basis of § 3 section 1.7 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Mr. Marek Kapuściński**, considers that he has the required qualifications to act as a member of the Supervisory Board, i.e.:

## 1) has the knowledge:

Mr. Marek Kapuściński graduated with a Master's Degree in International Trade from the Warsaw Main School of Planning and Statistics (today SGH - Main School of Commerce) and a post-graduate degree from SEHNAP in conj. with Stern School of Business at New York University. Taking into account the above it should be considered that Mr. Shirish Apte has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

### 2) has the skills and experience

Mr. Marek Kapuściński has many years of practical experience gained in high profile managerial positions during 25 years career in the Capital Group of Procter & Gamble, which indicates that Mr. Marek Kapuściński has the adequate skills and experience to act as a member of the Supervisory Board of the Bank:

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation.

The documents collected in the course of the assessment of the candidature of Mr. Marek Kapuściński, including the documents regarding his education, professional career and reputation, indicate that, with his attitude, Mr. Marek Kapuściński guarantees the proper performance of duties assigned to a member of the Supervisory Board. Additionally, there is no evidence that could undermine Mr. Marek Kapuściński's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Mr. Marek Kapuściński enjoys an unblemished reputation.

Additionally, the number of functions held by Mr. Marek Kapuściński on management boards and supervisory boards of other entities does not exceed the limit specified in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience of Mr. Marek Kapuściński 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 considers that Mr. Marek Kapuściński meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Mr. Marek Kapuściński as a member of the Supervisory Board of the Bank.

**§**2

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Mr. Marek Kapuściński performed by the Committee and its recommendation on the

appointment of Mr. Marek Kapuściński as member of the Supervisory Board of the provisions of paragraph 1 hereof.	the Bank, in accordance with

# of the Nomination and Remuneration Committee of the Supervisory Board of Bank Handlowy w Warszawie Spółka Akcyjna (the Bank) of May 26, 2021

on the preliminary assessment of the qualifications of a candidate for a member of the Supervisory Board of the Bank and the adoption of the recommendation on her appointment

**§**1

Acting on the basis of § 3 section 1.14 of the Regulations of the Nomination and Remuneration Committee and in connection with section 4.2 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 the documents and information about the candidate for a member of the Supervisory Board of the Bank, **Ms. Barbara Smalska**, considers that she has the required qualifications to act as a member of the Supervisory Board, i.e.:

## 1) has the knowledge:

Ms. Barbara Smalska holds Ph.D. degree with distinction in experimental high-energy physics from the Faculty of Physics, Warsaw University. She also completed The Boston Consulting Group Mini-MBA Program (Boston, USA). Therefore, it should be considered that Ms. Barbara Smalska has the proper education and knowledge to act as a member of the Supervisory Board of the Bank;

## 2) has the skills and experience

The many years of Ms. Barbara Smalska's practical experience acquired in managerial positions in the PZU Group including: Vice-President of the Management Board of Alior Bank S.A., chairman and earlier independent member of the Supervisory Board of Link4 TU S.A., member of the Supervisory Board of PTE PZU SA, member of the Management Board of PZU S.A. and PZU Życie S.A., and during her work for The Boston Consulting Group (Warsaw office), where she held various functions, including principal (manager) position - indicate that Ms. Barbara Smalska has the adequate skills and experience to act as a member of the Supervisory Board of the Bank;

3) gives a guarantee of the proper performance of the duties assigned to the function and enjoys a good reputation:

The documents collected in the course of the assessment of the candidature of Ms. Barbara Smalska, including the documents regarding her education, professional career, including the positions held by her indicate that, with her attitude, Ms. Barbara Smalska guarantees the proper performance of duties assigned to a member of the Supervisory Board referring in particular to her reputation, honesty and integrity and the ability to carry out the Bank's affairs prudently and stably. Additionally, there is no evidence that could undermine Ms. Barbara Smalska's good reputation and there are no reasons giving rise to justified doubts about it. Therefore, it should be considered that Ms. Barbara Smalska gives a guarantee of the proper performance of duties assigned to a member of the Supervisory Board.

Additionally, the number of functions held by Ms. Barbara Smalska on management boards and supervisory boards of other entities does not exceed the limit specified in Art. 22aa section 3 of the Banking Law Act.

The Committee also considers that the knowledge, skills and experience as well as the guarantee of the proper performance of duties by Ms. Barbara Smalska 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 considers that Ms. Barbara Smalska meets the requirements referred to in Article 22aa of the Banking Law Act and recommends that the General Meeting of the Bank (the **General Meeting**) appoint Ms. Barbara Smalska as a member of the Supervisory Board of the Bank.

Acting on the basis of Section 4.2 of the Policy, the Committee authorizes the Chairman of the Nomination and Remuneration Committee to submit to the General Meeting the preliminary assessment of the qualifications of Ms. Barbara Smalska performed by the Committee and its recommendation on the appointment of Ms. Barbara Smalska as member of the Supervisory Board of the Bank, in accordance with the provisions of paragraph 1 hereof.