

**RESOLUTION No. /2025
of the Annual General Meeting
of Powszechna Kasa Oszczędności
Bank Polski Spółka Akcyjna
of 13 June 2025**

on amending Resolution No. 2/2017 of the Extraordinary General Meeting of Powszechna Kasa Oszczędności Bank Polski S.A. of March 13, 2017 on the principles for shaping the remuneration of members of the Management Board, as amended by Resolution No. 4/2019 of the Extraordinary General Meeting of Powszechna Kasa Oszczędności Bank Polski S.A. of September 17, 2019;

Acting pursuant to Art. 378 § 2 of the Code of Commercial Companies and Art. 2.2.1 and Art. 4.3. of the Act on the Rules of Remunerating Persons Who Direct Certain Companies of 9 June 2016 (Journal of Laws of 2020, item 1907), the Company's Annual General Meeting resolves as follows:

§ 1.

Resolution No. 2/2017 of the Extraordinary General Meeting of Powszechna Kasa Oszczędności Bank Polski S.A. of March 13, 2017 on the principles of shaping the remuneration of members of the Management Board, as amended by Resolution No. 4/2019 of the Extraordinary General Meeting of Powszechna Kasa Oszczędności Bank Polski S.A. of September 17, 2019, is amended as follows:

1. § 2(2) which reads:

“2. The amount of Fixed Remuneration shall be determined by the Supervisory Board for each member of the Management Board, respectively, in an amount range between 7 (seven) and 15 (fifteen) times the assessment base referred to in Article 1, paragraph 3, item 11 of the Act.”

receives the following new wording:

“2. The amount of the monthly Fixed Remuneration shall be determined by the Supervisory Board, respectively, for each member of the Management Board in the amount range from 7 (seven) to 15 (fifteen) times the base of assessment, understood as the arithmetic average of the amount of average monthly salaries in the enterprise sector without payments of rewards from profit, announced by the President of the Central Statistical Office, from 12 quarters of the last 3 full consecutive years, preceding the year for which the base of assessment is determined.”

2. § 3.2a(a) which reads:

“(a) the formation and application of rules for the remuneration of members of the management and supervisory bodies of the Bank's subsidiaries, within the meaning of Article 4(3) of the Act of February 16, 2007 on competition and consumer protection, corresponding to the rules set forth in the Act.”

receives the following new wording:

“(a) the formation and application of rules for the remuneration of members of the management and supervisory bodies of the Bank's subsidiaries within the meaning of Article 4(3) of the Law of February 16, 2007 on Competition and Consumer Protection that correspond to the rules set forth in the Law, taking into account other legal acts that change or modify the basis of measurement, including the provisions of the Law on Special Solutions for Implementation of the Budget Act for the year;”.

§ 2.

The Supervisory Board is obliged to determine the amount of Fixed Remuneration of the members of the Management Board and to amend the contracts for management services concluded with the members of the Management Board in accordance with the content of Resolution No. 2/2017 of the Extraordinary General Meeting of Powszechna Kasa Oszczędności Bank Polski S.A. of March 13, 2017 on the principles of shaping the remuneration of the members of the Management Board, as amended by Resolution No. 4/2019 of the Extraordinary General Meeting of Powszechna Kasa Oszczędności Bank Polski S.A. of September 17, 2019, as amended by this resolution within 3 months from the effective date of this resolution.

§ 3.

The resolution comes into force on the date of adoption.