Justification to draft resolutions of the Extraordinary General Shareholders Meeting of Bank Handlowy w Warszawie S.A.to be held on December 18, 2026

Justification to draft resolutions of the Extraordinary General Meeting of the Bank Handlowy w Warszawie Spółka Akcyjna of 18 December 2026 on the appointment of members of the Bank's Supervisory Board (point 5, subpoint 1 of the agenda of the Extraordinary General Shareholders Meeting):

Point 5, subpoint 1 of the agenda concerns the adoption by the General Meeting of resolutions regarding the appointment of members of the Supervisory Board for the joint, current term of office of Bank's Supervisory Board.

Justification to draft resolution of the Extraordinary General Meeting of the Bank Handlowy w Warszawie Spółka Akcyjna of 18 December 2026 on adoption of „The Gender Balance Policy for the governing bodies of Bank Handlowy w Warszawie S.A." (point 5, subpoint 2 of the agenda of the Extraordinary General Shareholders Meeting):

Point 5, subpoint 2 of the agenda concerns the adoption by the General Meeting of the Gender Balance Policy in the Bank's governing bodies. The Act of 3 July 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 on Equal Treatment entered into force on 18 August 2026 and implements Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (the so-called "Women on Boards Directive").
Under this Act, a new chapter on gender balance in company bodies was added to the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies. The provisions of this chapter apply to companies listed on a regulated market. In accordance with the Act, the gender balance policy in company bodies is to be adopted by way of a resolution by the first General Meeting held after the effective date of the aforementioned amendments. The policy is to be published on the company's website.