

Report of the Strategy and Management Committee
of Bank Handlowy w Warszawie S.A.
for the year 2024

The Strategy and Management Committee is a committee of the Supervisory Board of Bank Handlowy w Warszawie S.A. established under § 19 of the Regulations of the Supervisory Board of Bank Handlowy w Warszawie S.A. Members of the Committee perform their duties in compliance with the powers as set out in the Regulations under Article 390 of the Commercial Companies Code.

The Committee shall submit annual reports on its activities to the Supervisory Board. The report for each calendar year shall be submitted by the end of the first quarter of the next year. The reports are made available to shareholders through publication on the Bank's website.

The Regulations of the Strategy and Management Committee are available on the Bank's websites: www.citihandlowy.pl.

In the reporting period the Strategy and Management Committee was composed of: Mr. Sławomir S. Sikora as Chairman, Mr. Marek Kapuściński as Vice Chairman and Committee Members: Ms. Natalia Bożek (since 20 June 2024), Ms. Silvia Carpitella (until 19 June 2024), Ms. Helen Hale (until 19 June 2024), Mr. Fabio Lisanti (since 20 June 2024), Mr. Andras Reiniger, Ms. Anna Rulkiewicz and Ms. Barbara Smalska.

The current composition of the Strategy and Management Committee is as follows:

- 1) Mr. Sławomir S. Sikora – Chairman,
- 2) Mr. Marek Kapuściński – Vice Chairman,
- 3) Ms. Natalia Bożek – Member of the Committee,
- 4) Mr. Fabio Lisanti – Member of the Committee,
- 5) Mr. Andras Reiniger – Member of the Committee,
- 6) Ms. Anna Rulkiewicz – Member of the Committee,
- 7) Ms. Barbara Smalska – Member of the Committee.

The Strategy and Management Committee met on the following dates during the discussed reporting period coinciding with the calendar year:

No.	Date of the meeting	Attendance
1.	18 September 2024	100%
2.	04 December 2024	100%

The powers of the Committee include the following matters:

- 1) carrying out an ongoing analysis of issues related to the activities of governing bodies of the Bank and the improvement of their functioning,
- 2) submitting to the Supervisory Board recommendations in the area of the business strategy of the Bank, including with respect to the analysis of events and circumstances that are vital to assessment of the situation of the Bank and the management of the Bank,
- 3) monitoring, on a regular basis, the implementation of the business strategy of the Bank (at least annually) and the most important related issues,
- 4) monitoring if the business strategy of the Bank is implemented in a consistent manner and the strategic goals are implemented in accordance with the long-term financial interests of

the Bank, including the need to meet the prudential requirements related to own funds and liquidity,

- 5) selecting the areas of activities of the Bank that will be considered top priority by the Committee within the framework of monitoring,
- 6) carrying out supervision over the adopted business strategy of the Bank and recommending to the Management Board of the Bank directions of activities aimed at the implementation of the strategy in the event that any departure from the adopted business strategy of the Bank has been identified,
- 7) recommending that the Supervisory Board either approve or refuse to approve the business strategy of the Bank or suggest changes to the applicable strategy,
- 8) analysis of assumptions for the financial plan and getting acquainted with periodic information on the implementation of the financial plan.

In order to perform the above mentioned duties, the Committee, at its meeting on 18 September 2024, discussed the status of the project concerning the exit from retail banking in connection with the implementation of Citi's global strategy to exit retail banking in a number of markets, including Poland. In the next part of the meeting, the Committee reviewed a presentation on the macroeconomic situation and the Bank's operating environment. The Committee then discussed the status of the implementation of the Bank's strategy for 2022-2024. As the last part of the meeting, the Committee reviewed the key strategic directions for 2025-2027.

At the next meeting, held on 5 December 2024, the Committee discussed the proposal of the new Strategy of Bank Handlowy w Warszawie S.A. for 2025-2027, also in the context of a potential exit from Retail Banking.

The Strategy and Management Committee states that it performed its mandate correctly in the year ended 31 December 2024.

Pursuant to § 2(2) of the Committee Regulations, the Strategy and Management Committee hereby submits this report to the Supervisory Board. This report will soon after be released to the shareholders on the Bank's websites.

Sławomir S. Sikora
Chairman of the Strategy and Management Committee