

Warsaw, November 3, 2025

Current Report No. 38/2025

Subject: Information about the appointment of Member of the Management Board of Bank Handlowy w Warszawie S.A.

Legal basis: § 5 point 6) of the Ordinance of the Minister of Finance dated June 6, 2025 on current and periodic information published by issuers of securities and the conditions for regarding as equivalent the information required by the law of a non-member state (Official Journal of 2025, item 755).

Bank Handlowy w Warszawie S.A. (hereinafter referred to as: „the Bank”) announces that on November 3, 2025 the Supervisory Board of the Bank decided to appoint Mr. Sebastian Perczak to the Bank’s Management Board with the position of the Member of Bank’s Management Board as of December 1, 2025 for four years term of office. As part of the internal division of powers in the Management Board, Mr. Sebastian Perczak will be a Member of the Bank’s Management Board responsible for Services.

Mr. Sebastian Perczak is a senior banking executive with over 25 years of experience across Poland, Europe, and the United States.

Since 2019 he serves as the Head of Commercial (CCB), where he is responsible for the Commercial Banking business for institutional and public sector clients. Mr. Sebastian Perczak leads a team of more than 100 professionals delivering strategic growth for the Bank.

In the years 2005-2018, as CCB Regional Corporate Center Head and Senior Banker/Director in the Corporate Bank at Citi Handlowy, Mr. Sebastian Perczak managed relationships with key corporate clients, originated and executed complex financing and investment banking transactions, and co-led portfolio and risk management initiatives.

He began his banking career in 1998 at Citigroup in New York as a Syndicate Desk Analyst, later joining Citi in Poland as a Relationship Manager serving our international clients. In the meantime, he also worked at Bank Zachodni WBK S.A. as a Transactor and at Capital One Bank in New York as an Assistant Vice President in the Specialized Loans Department, responsible for structured lending and credit risk analysis.

Mr. Sebastian Perczak brings extensive expertise in corporate banking, structured finance, credit portfolio management, and business development. He is a Citi Senior Credit Officer (SCO). He is combining a strong international background with in-depth knowledge of Central and Eastern European markets.

Mr. Sebastian Perczak graduated with honors with a bachelor's degree in Business Administration from the City University of New York, Baruch College, majoring in Business Administration, specializing in finance and investments.

Mr. Sebastian Perczak does not perform any competitive business activity to the Bank outside the Bank and he does not participate in a competitive company as a partner in a civil company, partnership, or joint stock company. He does not participate in a competitive legal entity as a member of its governing body.

Mr. Sebastian Perczak is not listed in the Register of Insolvent Debtors kept on the basis of the Act of August 20, 1997 in the National Court Register.