

Resolution No.
of the Ordinary General Meeting of Bank Polska Kasa Opieki Spółka Akcyjna regarding
the adoption of the Policy on gender equality and diversity in respect of bank
employees, including members of the Supervisory Board, members of the
Management Board and key executives at Bank Polska Kasa Opieki Spółka Akcyjna
insofar as it concerns members of the Supervisory Board of Bank Polska Kasa Opieki
Spółka Akcyjna

§ 1.

Acting pursuant to Article 395 § 5 of the Code of Commercial Companies in connection with principle 2.1 of the Best Practice for GPW Listed Companies 2021, the Ordinary General Meeting adopts the Policy on gender equality and diversity in respect of bank employees, including members of the Supervisory Board, members of the Management Board and key executives at Bank Polska Kasa Opieki Spółka Akcyjna insofar as it concerns members of the Supervisory Board of Bank Polska Kasa Opieki Spółka Akcyjna, worded as presented in an annex to this Resolution, excluding § 8 of the Policy.

§ 2.

In order to ensure appropriate gender diversity in the Supervisory Board, the Bank will aim to achieve a ratio of 30% as the target minimum share of representatives of both genders in the Supervisory Board. The Bank will aim to achieve that ratio on a case-by-case basis as soon as possible, but not earlier than upon expiry of the term of office of the Supervisory Board.

§ 3.

The Resolution becomes effective as of the date of its adoption.