

Report of the Strategy and Management Committee  
of Bank Handlowy w Warszawie S.A.  
for the year 2022

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](http://www.citihandlowy.pl).

In the reporting period the Strategy and Management Committee was composed of: Ms. Kristine Braden as Chairwoman, Mr. Marek Kapuściński as Vice Chairman and Committee Members: Ms. Silvia Carpitella (since July 8, 2022), Ms. Jenny Grey (until June 23, 2022), Ms. Helen Hale (since July 8, 2022), Mr. Frank Mannion (until March 31, 2022), Mr. Gonzalo Luchetti (until June 23, 2022), Mr. Sławomir S. Sikora, Mr. Andras Reiniger (since July 8, 2022), Ms. Anna Rulkiewicz and Ms. Barbara Smalska.

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

- 1) Ms. Kristine Braden – Chairwoman,
- 2) Mr. Marek Kapuściński – Vice Chairman,
- 3) Ms. Silvia Carpitella – Member of the Committee,
- 4) Ms. Helen Hale – Member of the Committee,
- 5) Mr. Sławomir S. Sikora – Member of the Committee,
- 6) Mr. Andras Reiniger – Member of the Committee,
- 7) Ms. Anna Rulkiewicz – Member of the Committee,
- 8) 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.	May 10, 2022	100%
2.	September 28, 2022	100%
3.	December 1, 2022	100%

The powers of the Committee shall 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 performance of the above duties, the Committee discussed the directions of the Bank's development, the market position of the Bank and the crisis management activities associated with the war in Ukraine at its meeting on May 10, 2022. As part of the activities to monitor the implementation of the Bank's strategy, the Committee reviewed information on the performance of the Bank's individual business segments. The Committee also discussed issues connected with the establishment of the intermediate parent undertaking (IPU) for the Bank within the Citi Group.

At the next meeting, on September 28, 2022, the Strategy and Management Committee was informed of the status of implementation of the Bank's strategy. A discussion that followed was focused on the strategic summary for the Commercial Banking and Consumer Banking segments.

At the meeting on December 1, 2022, the Committee was informed of the status of implementation of the Bank's strategy. A discussion that followed was focused on the strategic summary of results of the Institutional Banking segments. Next, the Committee discussed the Preliminary Financial Plan for 2023 and strategic aspects in the area of Operations & Technology.

The Strategy and Management Committee states that it performed its mandate correctly in the year ended December 31, 2022.

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.

Kristine Braden  
Chairwoman of the Strategy and Management Committee