

An information on the Bank's compliance with the corporate governance recommendations and principles included in "The Best Practice for GPW Listed Companies 2016" in the year 2020.

Based on information from responsible organizational units the analysis of Bank's compliance with "The Best Practice for GPW Listed Companies 2016" ("The Best Practice 2016") in the year 2020 was performed.

According to the current status of compliance with the Best Practice 2016, Recommendation IV.R.2. and principle V.Z.5. are applied by the Bank partially. Additionally principles I.Z.1.10., III.Z.6. and recommendation - IV.R.3. are not applicable.

Detailed principles I.Z.1.16., I.Z.1.20., IV.Z.2. were applied in 2020.

Disclosure Policy, Investor Communications

[I.Z.1. A company should operate a corporate website and publish on it, in a legible form and in a separate section, in addition to information required under the legislation: (...)]

I.Z.1.10. financial projections, if the company has decided to publish them, published at least in the last 5 years, including information about the degree of their implementation;

The principle is not applicable.

Comments of the Company: the Bank does not publish financial projections.

I.Z.1.16. information about the planned transmission of a general meeting, not later than 7 days before the date of the general meeting;

The Bank started to apply this principle in June 2020.

Comments of the Company: Information on the planned broadcast of the General Meeting is included in the Announcement on convening the General Meeting (published 26 days before the General Meeting).

I.Z.1.20. an audio or video recording of a general meeting;

The Bank started to apply this principle in June 2020.

Comments of the Company: From June 2020, the Bank broadcasts the General Meeting in real time via the Internet. Recordings of the proceedings are posted on the Bank's website - Investor Relations / General Meetings.

Internal Systems and Functions

III.Z.6. Where the company has no separate internal audit function in its organisation, the audit committee (or the supervisory board if it performs the functions of the audit committee) should review on an annual basis whether such function needs to be separated.

The principle is not applicable.

Comments of the Company: There is a department of internal audit and an audit committee for supervisory board established in the organizational structure of the Bank.

General Meeting, Shareholder Relations

IV.R.2. If justified by the structure of shareholders or expectations of shareholders notified to the company, and if the company is in a position to provide the technical infrastructure necessary for a general meeting to proceed efficiently using electronic communication means, the company should enable its shareholders to participate in a general meeting using such means, in particular through:

- 1) real-life broadcast of the general meeting;**
- 2) real-time bilateral communication where shareholders may take the floor during a general meeting from a location other than the general meeting;**
- 3) exercise of the right to vote during a general meeting either in person or through a plenipotentiary.**

The principle is applied partially.

Comments of the Company: The amended Regulations of the General Meeting enable the organization of General Meetings and the active participation of shareholders using electronic means of communication. Due to the current shareholding structure as well as potential legal and organizational risks the Bank partially applied the above principle, limiting itself to broadcasting the General Meeting in real time.

IV.R.3. Where securities issued by a company are traded in different countries (or in different markets) and in different legal systems, the company should strive to ensure that corporate events related to the acquisition of rights by shareholders take place on the same dates in all the countries where such securities are traded.

The principle is not applicable.

Comments of the Company: All securities issued by the Bank are listed only in Poland on the Warsaw Stock Exchange.

IV.Z.2. If justified by the structure of shareholders, companies should ensure publicly available real-time broadcasts of general meetings.

The Bank started to apply this principle in June 2020.

Comments of the Company: From June 2020, the Bank broadcasts the General Meeting in real time via the Internet. The broadcast is available on the Bank's website - Investor Relations / General Meetings.

Conflict of Interest, Related Party Transactions

V.Z.5. Before the company concludes a significant agreement with a shareholder who holds at least 5% of the total vote in the company or with a related party, the management board should request the supervisory board's approval of the transaction. Before giving its approval, the supervisory board should evaluate the impact of the transaction on the interest of the company. The foregoing does not apply to typical transactions and transactions at arm's-length made as part of the company's operations between the company and members of its group. If the decision concerning the company's significant agreement with a related party is made by the general meeting, the company should give all shareholders access to information necessary to assess the impact of the transaction on the interest of the company before the decision is made.

The principle is applied partially.

Comments of the Company: The principle is applied partially, i.e. to the extent governed by Article 20 para. 1 item 1) section k) of the Bank's Articles of Association, under which consent of the Supervisory Board is required whenever transactions with the Bank's related entities may not be classified jointly as typical transactions concluded on market conditions as part of the Bank's current activities. A rule as such, pertaining to significant agreements with a shareholder holding at least 5% of the total votes [at the company's general meeting] is not applied in the Bank.