



REPORT ON COMPENSATION FOR PZU SA MANAGEMENT BOARD AND SUPERVISORY BOARD MEMBERS IN 2022

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1. Introduction

The report presents a review of compensation, including any benefits, regardless of their form, received by each Management Board and Supervisory Board member of Powszechny Zakład Ubezpieczeń Spółka Akcyjna (hereinafter referred to as “**PZU SA**” or the “**Company**”).

The duty to prepare the report follows from Article 90g of the Act on Public Offerings and the Conditions for Offering Financial Instruments in an Organized Trading System and on Public Companies of 29 July 2005¹ (hereinafter referred to as the “**Act**”), pursuant to which a company’s supervisory board is obligated to prepare every year a report on compensation of management board and supervisory board members.

The document takes into consideration the “Compensation Policy for the PZU SA Management Board and Supervisory Board Members” (hereinafter referred to as the “**Compensation Policy**”), adopted on 26 May 2020 with resolution no. 36/2020 by the Company’s Ordinary Shareholder Meeting; the Compensation Policy defines in particular:

- 1) a description of fixed and variable compensation components that may be granted to the Management Board Members and Supervisory Board Members and their mutual proportions;
- 2) the period for which contracts are executed with Management Board Members and specification of the periods and terms and conditions for terminating them;
- 3) a description of measures taken to avoid conflicts of interest connected with the compensation policy or management of such conflicts of interest.

In 2022, the changes in the composition of the PZU SA Management Board and Supervisory Board took place as described in items 1.1 and 1.2.

1.1 Changes in the composition of the Management Board

The previous term of office of the PZU SA Management Board spanning three full consecutive financial years from 2020 to 2022, ended as at 31 December 2022.

As at 1 January 2022, the composition of the Management Board was as follows:

- 1) Beata Kozłowska-Chyła – President of the Management Board;
- 2) Ernest Bejda – Management Board Member;
- 3) Małgorzata Kot – Management Board Member;
- 4) Krzysztof Kozłowski – Management Board Member;
- 5) Tomasz Kulik – Management Board Member;
- 6) Maciej Rapkiewicz – Management Board Member;
- 7) Małgorzata Sadurska – Management Board Member;
- 8) Krzysztof Szypuła – Management Board Member.

On 4 February 2022, Krzysztof Szypuła tendered his resignation from the PZU SA Management Board.

¹ consolidated text: Journal of Laws of 2022, Item 2554

As a result, as of 5 February 2022, the composition of the PZU SA Management Board was as follows:

- 1) Beata Kozłowska-Chyła – President of the Management Board;
- 2) Ernest Bejda – Management Board Member;
- 3) Małgorzata Kot – Management Board Member;
- 4) Krzysztof Kozłowski – Management Board Member;
- 5) Tomasz Kulik – Management Board Member;
- 6) Maciej Rapkiewicz – Management Board Member;
- 7) Małgorzata Sadurska – Management Board Member.

On 27 April 2022, the PZU SA Supervisory Board appointed Piotr Nowak as a Member of the PZU SA Management Board, effective as of 28 April 2022.

Accordingly, from 28 April 2022 the Management Board composition was as follows:

- 1) Beata Kozłowska-Chyła – President of the Management Board;
- 2) Ernest Bejda – Management Board Member;
- 3) Małgorzata Kot – Management Board Member;
- 4) Krzysztof Kozłowski – Management Board Member;
- 5) Tomasz Kulik – Management Board Member;
- 6) Piotr Nowak – Management Board Member;
- 7) Maciej Rapkiewicz – Management Board Member;
- 8) Małgorzata Sadurska – Management Board Member.

On 16 December 2022, the PZU SA Supervisory Board appointed the PZU SA Management Board for the next joint office spanning financial years from 2023 to 2025, effective as of 1 January 2023. The following were elected for the Management Board of the new term of office: Beata Kozłowska-Chyła, Ernest Bejda, Małgorzata Kot, Krzysztof Kozłowski, Tomasz Kulik, Piotr Nowak, Maciej Rapkiewicz and Małgorzata Sadurska.

1.2 Changes in the composition of the Supervisory Board

The previous term of office of the PZU SA Supervisory Board spanning three full consecutive financial years from 2020 to 2022, ended as at 31 December 2022. The mandates of Supervisory Board Members will expire not later than on the date of the Shareholder Meeting approving the financial statements for the last full financial year of their term, i.e. for 2022.

As at 1 January 2022, the composition of the PZU SA Supervisory Board was as follows:

- 1) Paweł Mucha – Supervisory Board Chairman;
- 2) Paweł Górecki – Supervisory Board Deputy Chairman;
- 3) Robert Śnitko – Supervisory Board Secretary;
- 4) Marcin Chłudziński – Supervisory Board Member;
- 5) Agata Górnicka – Supervisory Board Member;
- 6) Robert Jastrzębski – Supervisory Board Member;
- 7) Elżbieta Mączyńska-Ziemacka – Supervisory Board Member;
- 8) Krzysztof Opolski – Supervisory Board Member;

- 9) Radosław Sierpiński – Supervisory Board Member;
- 10) Józef Wierzbowski – Supervisory Board Member;
- 11) Maciej Zaborowski – Supervisory Board Member.

On 31 August 2022, Paweł Mucha submitted his resignation as the Chairman of the PZU SA Supervisory Board and as a member of the PZU SA Supervisory Board.

On 1 June 2022, the PZU SA Extraordinary Shareholder Meeting appointed Piotr Wachowiak to the PZU SA Supervisory Board.

As a result, as of 1 September 2022, the composition of the PZU SA Supervisory Board was as follows:

- 1) Paweł Górecki – Supervisory Board Deputy Chairman;
- 2) Robert Śnitko – Supervisory Board Secretary;
- 3) Marcin Chludziński – Supervisory Board Member;
- 4) Agata Górnicka – Supervisory Board Member;
- 5) Robert Jastrzębski – Supervisory Board Member;
- 6) Elżbieta Mączyńska-Ziemacka – Supervisory Board Member;
- 7) Krzysztof Opolski – Supervisory Board Member;
- 8) Radosław Sierpiński – Supervisory Board Member;
- 9) Piotr Wachowiak – Supervisory Board Member;
- 10) Józef Wierzbowski – Supervisory Board Member;
- 11) Maciej Zaborowski – Supervisory Board Member.

On 27 October 2022, the PZU SA Supervisory Board appointed Robert Jastrzębski to the position of the Chairman of the PZU SA Supervisory Board.

Accordingly, from 27 October 2022 to 31 December 2022, the composition of the PZU SA Supervisory Board was as follows:

- 1) Robert Jastrzębski – Supervisory Board Chairman;
- 2) Paweł Górecki – Supervisory Board Deputy Chairman;
- 3) Robert Śnitko – Supervisory Board Secretary;
- 4) Marcin Chludziński – Supervisory Board Member;
- 5) Agata Górnicka – Supervisory Board Member;
- 6) Elżbieta Mączyńska-Ziemacka – Supervisory Board Member;
- 7) Krzysztof Opolski – Supervisory Board Member;
- 8) Radosław Sierpiński – Supervisory Board Member;
- 9) Józef Wierzbowski – Supervisory Board Member;
- 10) Piotr Wachowiak – Supervisory Board Member;
- 11) Maciej Zaborowski – Supervisory Board Member.

2. Management Board

The table below presents a review of compensation of PZU SA Management Board Members for 2022. The table includes persons discharging functions in the Company's Management Board for a part of or the entire reporting period. Pursuant to the Compensation Policy in force at PZU SA, the compensation of the Management Board Members is presented split out into the fixed part and the variable part. The table distinguishes between the value of fixed compensation paid in 2022 and the value of additional benefits received by the Management Board Members, broken down into training and other benefits, either pecuniary or non-pecuniary.

The status of the PZU Group as the only financial conglomerate (made up of insurance undertakings, banks, mutual and pension funds as well as companies operating in diverse areas of the economy and in international markets) obligates it to manage its assets correctly and effectively. Furthermore, the status of a public company significant for the Polish economy and the financial market translates into the Management Board Members' duty to continue to improve their knowledge and qualifications pertaining to the business activity of the Company and the whole PZU Group. For this reason, the Company finances its management's participation in domestic and foreign training courses, achieving in practice a direct advantage from expended funds through having highly-qualified management staff, which as a result serves the achievement of the objectives set by the Supervisory Board in the conditions of strong competition and the unfavorable investment environment. The financing also increases the trust of existing shareholders and enables the acquisition of new ones, both in Poland and abroad. It also serves the implementation of the principles of adequacy defined by legal regulations and expectations of the Polish Financial Supervision Authority.

Apart from fixed compensation, the list below includes the amount of variable compensation disbursed in 2022, with a breakdown into deferred and non-deferred variable compensation. Detailed rules for setting the amount of variable compensation are described more extensively in sections 4 and 5 of the report. When setting the amount of variable compensation due for 2022, taken into consideration was the level of achievement of management objectives, including:

- a) improvement of economic and financial ratios, such as: financial result attributed to the parent company, return on equity (ROE),
- b) taking activities taking into consideration social interests, including such that make the Company contribute to environmental protection,
- c) increase in the value of the Group, i.e. the degree of attainment of the key metrics set forth in the PZU Group Strategy describing the value of the PZU Group, including: net financial result of the banking segment attributed to the PZU Group, revenues of PZU Zdrowie SA, the PZU Group's share in the market of non-life insurance, operating margin of group and individually continued insurance.

The Company finances a pension scheme only for its employees, therefore it does not grant Management Board Members or Supervisory Board Members any pension packages.

The amounts shown in the report comply with the Compensation Policy adopted by PZU SA and the provisions of the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016 applicable to the Company.²

² consolidated text: Journal of Laws of 2020, item 1907

Tabular list of components of compensation of Management Board Members received at the Company and other entities from the PZU Group.³

Amounts in PLN thousand

Table 2.1. Components of compensation of PZU SA Management Board Members received from the Company in 2022⁴

PZU SA MANAGEMENT BOARD (FULL NAME, THE PERIOD OF DISCHARGING THE FUNCTION)	FIXED COMPENSATION ⁵	EXTRA BENEFITS (PECUNIARY AND NON-PECUNIARY) ⁶		VARIABLE COMPENSATION ^{7,8}				OTHER BENEFITS CONNECTED WITH THE DISCHARGED FUNCTION ⁹	PENSION PACKAGES	TOTAL COMPENSATION ¹⁰	COMPENSATION PAID BY THE COMPANY FOR OTHER REASONS IN THE PERIOD OF DISCHARGING THE FUNCTION OF A PZU SA MANAGEMENT BOARD MEMBER ¹¹	RELATIVE PROPORTIONS OF FIXED COMPENSATION TO THE TOTAL COMPENSATION AMOUNT AND VARIABLE COMPENSATION TO THE TOTAL COMPENSATION AMOUNT ¹²
		TRAINING	OTHER BENEFITS	PERCENTAGE RATIO OF ACHIEVEMENT OF MANAGEMENT OBJECTIVES FOR YEARS FOR WHICH NON-DEFERRED VARIABLE COMPENSATION WAS PAID	NON-DEFERRED VARIABLE COMPENSATION	PERCENTAGE RATIO OF ACHIEVEMENT OF MANAGEMENT OBJECTIVES FOR YEARS FOR WHICH DEFERRED VARIABLE COMPENSATION WAS PAID	DEFERRED VARIABLE COMPENSATION					
Ernest Bejda (from 4 May 2020 to date)	1,074.22	19.41	173.62	113.6% (2021)	587.92	109.6% (2020)	82.33	0.00	0.00	1,937.50	0.00	0.65/0.35
Małgorzata Kot (from 10 September 2020 to date)	1,074.22	53.32	171.22	113.6% (2021)	587.92	109.6% (2020)	38.40	0.00	0.00	1,925.08	19.93	0.67/0.33
Beata Kozłowska-Chyła (from 13 March 2020 to date)	1,111.26	83.90	181.44	113.6% (2021)	608.20	109.6% (2020)	103.42	0.00	0.00	2,088.22	0.00	0.66/0.34
Krzysztof Kozłowski (from 4 August 2021 to date)	1,074.22	5.11	183.71	113.6% (2021)	242.73	n/a	0.00	0.00	0.00	1,505.77	0.00	0.84/0.16
Tomasz Kulik (from 1 August 2017 to date)	1,074.22	69.94	202.78	113.6% (2021)	587.92	111.4% (2017) 94.8% (2018) 97.1% (2019) 109.6% (2020)	374.03	0.00	0.00	2,308.89	0.00	0.58/0.42
Piotr Nowak (from 22 April 2022 to date)	730.63	46.00	64.04	n/a	0.00	n/a	0.00	0.00	0.00	840.67	0.00	1/0
Maciej Rapkiewicz (from 22 March 2016 to date)	1,074.22	8.42	202.79	113.6% (2021)	587.92	111.4% (2017) 94.8% (2018) 97.1% (2019) 109.6% (2020)	374.03	0.00	0.00	2,247.38	0.00	0.57/0.43
Małgorzata Sadurska (from 13 June 2017 to date)	1,074.22	69.94	242.55	113.6% (2021)	587.92	111.4% (2017) 94.8% (2018) 97.1% (2019) 109.6% (2020)	387.65	0.00	0.00	2,362.28	0.00	0.59/0.41

³ PZU Group – a group of companies within the meaning of the Accounting Act of 29 September 1994 (consolidated text: Journal of Laws of 2023, item 120, 295)

⁴ The amounts refer to the benefits paid out in the period of discharging the function of a PZU SA Management Board Member

⁵ The fixed compensation amount due on the basis of the management contract; monthly fixed compensation was considered due for the period from January to December of the year covered by the report

⁶ E.g.: fees for leasing an apartment, medical services, costs of training

⁷ Variable compensation paid out in the period covered by the report

⁸ In the event that the management objective achievement ratio is 100% or higher, the amount of variable compensation awarded by the Supervisory Board amounts to 100% of the fixed compensation paid for the financial year for which the management objectives were settled

⁹ E.g. severance pay, compensation for non-competition obligations

¹⁰ The total amount of fixed compensation, extra benefits (pecuniary and non-pecuniary), variable compensation, other benefits associated with the discharged function and pension packages

¹¹ Compensation for discharging the position of a PZU Group Director, paid in the period of discharging the function of a PZU SA Management Board Member. The compensation for the performance of other duties under employment contracts at the Company before taking up the function of a Management Board Member is not taken into account.

¹² The proportion calculated according to the following formula: [(fixed compensation + extra benefits (pecuniary and non-pecuniary) + other benefits connected with the discharged function + pension packages)/total compensation]/[variable compensation/total compensation]

PZU SA MANAGEMENT BOARD (FULL NAME, THE PERIOD OF DISCHARGING THE FUNCTION)	FIXED COMPENSATION ⁵	EXTRA BENEFITS (PECUNIARY AND NON-PECUNIARY) ⁶		VARIABLE COMPENSATION ^{7,8}				OTHER BENEFITS CONNECTED WITH THE DISCHARGED FUNCTION ⁹	PENSION PACKAGES	TOTAL COMPENSATION ¹⁰	COMPENSATION PAID BY THE COMPANY FOR OTHER REASONS IN THE PERIOD OF DISCHARGING THE FUNCTION OF A PZU SA MANAGEMENT BOARD MEMBER ¹¹	RELATIVE PROPORTIONS OF FIXED COMPENSATION TO THE TOTAL COMPENSATION AMOUNT AND VARIABLE COMPENSATION TO THE TOTAL COMPENSATION AMOUNT ¹²
		TRAINING	OTHER BENEFITS	PERCENTAGE RATIO OF ACHIEVEMENT OF MANAGEMENT OBJECTIVES FOR YEARS FOR WHICH NON-DEFERRED VARIABLE COMPENSATION WAS PAID	NON-DEFERRED VARIABLE COMPENSATION	PERCENTAGE RATIO OF ACHIEVEMENT OF MANAGEMENT OBJECTIVES FOR YEARS FOR WHICH DEFERRED VARIABLE COMPENSATION WAS PAID	DEFERRED VARIABLE COMPENSATION					
Krzysztof Szypuła (from 10 September 2020 to 4 February 2022)	91.02	0.00	8.20	113.6% (2021)	587.92	109.6% (2020)	38.40	0.00	0.00	725.54	0.00	0.14/0.86

Table 2.2. Components of compensation of PZU SA Management Board Members received from other PZU Group entities in 2022¹³

MEMBER OF THE PZU SA MANAGEMENT BOARD (FULL NAME, PERIOD OF DISCHARGING THE FUNCTION AT PZU SA)	FUNCTION/POSITION	FIXED COMPENSATION ¹⁴	EXTRA BENEFITS (PECUNIARY AND NON-PECUNIARY) ¹⁵	VARIABLE COMPENSATION ¹⁶		OTHER BENEFITS CONNECTED WITH THE DISCHARGED FUNCTION ¹⁷	PENSION PACKAGES	TOTAL COMPENSATION ¹⁸
				NON-DEFERRED VARIABLE COMPENSATION	DEFERRED VARIABLE COMPENSATION			
Małgorzata Kot (from 10 September 2020 to date)	Member of the PZU Życie SA Management Board	0.00	0.00	0.00	(2020)	26.54	0.00	26.54

¹³ The amounts refer to compensation of PZU SA Management Board Members paid in other PZU Group entities while discharging a function in the PZU SA Management Board. Compensation for performing other duties under employment contracts in PZU Group entities before taking up the function of a Management Board Member at PZU SA is not taken into account.

¹⁴ The fixed compensation amount due on the basis of the management contract; monthly fixed compensation was considered due for the period from January to December of the year covered by the report

¹⁵ E.g.: fees for leasing an apartment, medical services, costs of training

¹⁶ Variable compensation paid out in each year covered by the report

¹⁷ E.g. severance pay, compensation for non-competition obligations

¹⁸ The total amount of fixed compensation, extra benefits (pecuniary and non-pecuniary), variable compensation, other benefits associated with the discharged function and pension packages

3. Supervisory Board

Tabular list of components of compensation of Supervisory Board Members received at the Company and other PZU Group entities.¹⁹

Amounts in PLN thousand

Table 3.1. Components of compensation of PZU SA Supervisory Board Members received from the Company in 2022

PZU SA SUPERVISORY BOARD (FULL NAME, THE PERIOD OF DISCHARGING THE FUNCTION)	FIXED COMPENSATION ²⁰	EXTRA BENEFITS (PECUNIARY AND NON- PECUNIARY) ²¹	VARIABLE COMPENSATION		OTHER BENEFITS CONNECTED WITH THE DISCHARGED FUNCTION ²²	PENSION PACKAGES	TOTAL COMPENSATION ²³	COMPENSATION PAID BY THE COMPANY FOR OTHER REASONS IN THE PERIOD OF DISCHARGING THE FUNCTION OF A PZU SA SUPERVISORY BOARD MEMBER ²⁴	RELATIVE PROPORTIONS OF FIXED COMPENSATION TO THE TOTAL COMPENSATION AMOUNT AND VARIABLE COMPENSATION TO THE TOTAL COMPENSATION AMOUNT ²⁵
			NON-DEFERRED VARIABLE COMPENSATION	DEFERRED VARIABLE COMPENSATION					
Marcin Chludziński (from 7 January 2016 to date)	205.29	0.00	0.00	0.00	0.00	0.00	205.29	0.00	1/0
Paweł Górecki (from 8 February 2017 to date)	223.76	0.00	0.00	0.00	0.00	0.00	223.76	0.00	1/0
Agata Górnicka (from 8 February 2017 to date)	205.29	0.00	0.00	0.00	0.00	0.00	205.29	0.00	1/0

¹⁹ The amounts refer to the benefits paid out in the period of discharging the function of a PZU SA Supervisory Board Member

²⁰ The fixed compensation amount due pursuant to § 12 of the "Compensation Policy"; what was considered was monthly fixed compensation due for the period from January to December of the year covered by the report

²¹ E.g.: fees for leasing an apartment, medical services, costs of training

²² E.g. severance pay, compensation for non-competition obligations

²³ The total amount of fixed compensation, extra benefits (pecuniary and non-pecuniary), variable compensation, other benefits associated with the discharged function and pension packages

²⁴ Compensation for other functions or positions held in PZU SA paid out in each year during the period of discharging the function of a Supervisory Board Member

²⁵ The proportion calculated according to the following formula: [(fixed compensation + extra benefits (pecuniary and non-pecuniary) + other benefits connected with the discharged function + pension packages)/total compensation]/[variable compensation/total compensation]

PZU SA SUPERVISORY BOARD (FULL NAME, THE PERIOD OF DISCHARGING THE FUNCTION)	FIXED COMPENSATION ²⁰	EXTRA BENEFITS (PECUNIARY AND NON-PECUNIARY) ²¹	VARIABLE COMPENSATION		OTHER BENEFITS CONNECTED WITH THE DISCHARGED FUNCTION ²²	PENSION PACKAGES	TOTAL COMPENSATION ²³	COMPENSATION PAID BY THE COMPANY FOR OTHER REASONS IN THE PERIOD OF DISCHARGING THE FUNCTION OF A PZU SA SUPERVISORY BOARD MEMBER ²⁴	RELATIVE PROPORTIONS OF FIXED COMPENSATION TO THE TOTAL COMPENSATION AMOUNT AND VARIABLE COMPENSATION TO THE TOTAL COMPENSATION AMOUNT ²⁵
			NON-DEFERRED VARIABLE COMPENSATION	DEFERRED VARIABLE COMPENSATION					
Robert Jastrzębski (from 9 March 2018 to date)	224.13	0.00	0.00	0.00	0.00	0.00	224.13	0.00	1/0
Elżbieta Mączyńska-Ziemacka (from 24 May 2019 to date)	205.29	0.00	0.00	0.00	0.00	0.00	205.29	0.00	1/0
Paweł Mucha (from 16 June 2021 to 31 August 2022)	150.54	0.00	0.00	0.00	0.00	0.00	150.54	0.00	1/0
Krzysztof Opolski (from 24 May 2019 to date)	223.76	0.00	0.00	0.00	0.00	0.00	223.76	0.00	1/0
Radosław Sierpiński (from 12 October 2021 to date)	205.29	0.00	0.00	0.00	0.00	0.00	205.29	0.00	1/0
Robert Śnitko (from 12 April 2017 to date)	223.76	0.00	0.00	0.00	0.00	0.00	223.76	0.00	1/0
Piotr Wachowiak (from 1 September 2022 to date)	68.43	0.00	0.00	0.00	0.00	0.00	68.43	0.00	1/0
Józef Wierzbowski (from 26 May 2020 to date)	205.29	0.00	0.00	0.00	0.00	0.00	205.29	0.00	1/0
Maciej Zaborowski (from 7 January 2016 to date)	205.29	0.00	0.00	0.00	0.00	0.00	205.29	0.00	1/0

Components of compensation of PZU SA Supervisory Board Members received in other PZU Group entities

In 2022, Radosław Sierpiński, a Member of the PZU SA Supervisory Board, received compensation of PLN 36 thousand from PZU Zdrowie SA for serving on the Academic Council of PZU Zdrowie SA. Other members of the PZU SA Supervisory Board received no compensation from other PZU Group entities.

4. Compliance with the adopted compensation policy

The compensation of the PZU SA Management Board and Supervisory Board Members complies with the “Compensation Policy” adopted by the Company. It contributes to the achievement of long-term results by the Company because the compensation of the Management Board Members is linked to the achievement of objectives set in the PZU Group Strategy.

The total compensation for the Company’s Management Board Members is composed of the fixed part, constituting the monthly base salary (hereinafter referred to as “**fixed compensation**”) and variable part, constituting variable compensation for the financial year (hereinafter referred to as “**variable compensation**”). The fixed compensation and variable compensation awarded to the Management Board Members are within the limits defined in the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016. The amount of variable compensation cannot exceed the amount of fixed compensation in the previous financial year to which the calculation refers. The variable compensation amount is defined by the Supervisory Board after the end of a financial year based on the level of achievement of management objectives set for the given year. Management objectives are set for Management Board Members by the Supervisory Board in consideration of strategic objectives and indicators which show their attainment as defined in the PZU Group Strategy. Apart from the above compensation components, Management Board Members are also entitled to the same benefits as those due to the Company’s senior managerial staff, in particular such as:

- 1) training to improve professional qualifications required to serve as a Management Board Member in the Company;
- 2) medical care;
- 3) insurance:
 - a) liability insurance for management staff (D&O),
 - b) insurance of life and health and compensation lost due to inability to work caused by an illness or an accident.

The monthly compensation of Supervisory Board Members fixed and is the product of the base amount referred to in Article 1(3)(11) of the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016 and the multiplier of 2.75.

Pursuant to the “Compensation Policy”, compensation of the Chairperson of the Supervisory Board is increased by 10%, the Deputy Chairperson – by 9%, and the Supervisory Board Secretary – by 8% of the monthly salary amount defined in the manner described above. For the Chairpersons of Supervisory Board committees, the monthly compensation is increased by 9% of the monthly salary amount. Additional compensation due for discharging the function of chairperson, deputy

chairperson or secretary of the Supervisory Board as well as chairpersons of the Supervisory Board's committees do not add up.

5. Criteria for results

The amount of the variable part of compensation of Management Board Members is linked to the Company's results, and in particular to the achievement of management objectives defined every year by the Company's Supervisory Board. Setting management objectives, the Supervisory Board takes into consideration strategic objectives and their indicators defined in the PZU Group Strategy. The Supervisory Board also defines weights for each management objective as well as objective and measurable indicators for their performance and settlement (KPI).

It distinguishes general management objectives which concern in particular the improvement of economic and financial indicators and the Company's activities which take into consideration social interests, including those contributing to environmental protection

With Resolution No. 4/2017 of the Extraordinary Shareholder Meeting of PZU SA adopted on 8 February 2017 on the rules for setting the compensation of Management Board Members of Powszechny Zakład Ubezpieczeń Spółka Akcyjna (as amended), general management objectives were defined including an increase in the Company's value and the above objective of improvement of economic and financial indicators.

Within the "Compensation Policy", management objectives were also defined as follows:

- a) implementation of the rules for compensating members of the management and supervisory bodies consistent with the provisions of the Act on the Rules for Setting the Compensation of Persons Managing Certain Companies of 9 June 2016 in all of the Company's subsidiaries in the group within the meaning of Article 4 item 14 of the Competition and Consumer Protection Act of 16 February 2007,²⁶
- b) performance of the duties referred to in Articles 17-20, 22 and 23 of the Act of 16 December 2016 on Rules for Managing State Property.²⁷

The Supervisory Board, shaping the fixed compensation of Management Board Members and setting management objectives for them, makes efforts to ensure that they comply with standards concerning operation of regulated entities, including the principle of prudent and stable management of the entity.

Compensation of Supervisory Board Members is not linked to results achieved by the Company. Rules for remunerating Supervisory Board Members are defined in § 12 of the "Compensation Policy".

²⁶ consolidated text: Journal of Laws of 2021 Item 275, of 2022 Items 2581, 2640

²⁷ consolidated text: Journal of Laws of 2021 Item 1933, of 2022 Items 807, 872, 1459, 1512, 2463, of 2023 Item 203

6. Changes²⁸ of compensation of Management Board and Supervisory Board members, PZU results and average compensation of PZU employees other than Management Board or Supervisory Board members, over the five most recent financial years

The amounts are stated in PLN thousand, except for the data of the Company's results, which are presented in PLN million.
The compensation paid in 2022 and changes of compensation in each year are presented as average monthly data.

ANNUAL CHANGE OF AVERAGE MONTHLY COMPENSATION ²⁹	2018 vs. 2017	2019 vs. 2018	2020 vs. 2019	2021 vs. 2020	2022 vs. 2021	INFORMATION ON THE 2022 FINANCIAL YEAR (AVERAGE MONTHLY COMPENSATION)
MEMBERS OF THE PZU SA MANAGEMENT BOARD DISCHARGING THEIR FUNCTIONS IN 2022 (FULL NAME, PERIOD OF DISCHARGING THE FUNCTION)						
Ernest Bejda (from 4 May 2020 to date)	n/a	n/a	n/a	50.54	20.52	148.89
Małgorzata Kot (from 10 September 2020 to date)	n/a	n/a	n/a	50.53	20.53	148.89
Beata Kozłowska-Chyła (from 19 January 2016 to 30 November 2016 and from 13 March 2020 to date)	n/a	n/a	n/a	52.26	21.23	154.03
Krzysztof Kozłowski (from 4 August 2021 to date)	n/a	n/a	n/a	n/a	56.69	138.75
Tomasz Kulik (from 1 August 2017 to date)	0	82	-10.3	18.4	20.7	174.65
Piotr Nowak (from 22 April 2022 to date)	n/a	n/a	n/a	n/a	n/a	90.2
Maciej Rapkiewicz (from 22 March 2016 to date)	-41.26	80.6	-13.87	18.4	20.7	169.68
Małgorzata Sadurska (from 13 June 2017 to date)	0	82	-10.3	18.4	20.7	174.65
Krzysztof Szypuła (from 10 September 2020 to 4 February 2022)	n/a	n/a	n/a	50.53	13.76	142.12
MEMBERS OF THE PZU SA SUPERVISORY BOARD DISCHARGING THEIR FUNCTIONS IN 2022 (FULL NAME, PERIOD OF DISCHARGING THE FUNCTION)						

²⁸ Changes of compensation of Management Board and Supervisory Board Members are shown from the year following the time when they started to discharge their functions to the most recent year of discharging their functions

²⁹ Average monthly compensation of Management Board and Supervisory Board Members in each year calculated as average monthly fixed compensation due for the period from January to December of each year and average monthly variable compensation paid in the given year. The average monthly variable compensation, however, is calculated in proportion to the number of months for which it was paid. The average monthly compensation of Management Board and Supervisory Board Members does not include non-recurring non-pecuniary benefits, e.g. severance pays and compensation for non-competition obligations.

ANNUAL CHANGE OF AVERAGE MONTHLY COMPENSATION ²⁹	2018 vs. 2017	2019 vs. 2018	2020 vs. 2019	2021 vs. 2020	2022 vs. 2021	INFORMATION ON THE 2022 FINANCIAL YEAR (AVERAGE MONTHLY COMPENSATION)
Marcin Chludziński (from 7 January 2016 to date)	1.93	0.91	0.82	0.79	1.56	17.11
Paweł Górecki (from 8 February 2017 to date)	1.95	1.02	0.89	0.86	1.7	18.65
Agata Górnicka (from 8 February 2017 to date)	0.7	0.91	0.82	0.79	1.56	17.11
Robert Jastrzębski (from 9 March 2018 to date)	n/a	1.67	1.39	0.86	1.73	18.68
Elżbieta Mączyńska-Ziemacka (from 24 May 2019 to date)	n/a	n/a	0.81	0.79	1.56	17.11
Paweł Mucha (from 16 June 2021 to 31 August 2022)	n/a	n/a	n/a	n/a	1.7	18.82
Krzysztof Opolski (from 24 May 2019 to date)	n/a	n/a	1.72	1.29	1.7	18.65
Radosław Sierpiński (from 12 October 2021 to date)	n/a	n/a	n/a	n/a	1.58	17.11
Robert Śnitko (from 12 April 2017 to date)	0.92	0.91	1.72	1.29	1.7	18.65
Piotr Wachowiak (from 1 September 2022 to date)	n/a	n/a	n/a	n/a	n/a	17.11
Józef Wierzbowski (from 26 May 2020 to date)	n/a	n/a	n/a	0.79	1.56	17.11
Maciej Zaborowski (from 7 January 2016 to date)	0.84	0.91	0.82	0.79	1.56	17.11
EMPLOYEES WHO ARE NOT MANAGEMENT BOARD OR SUPERVISORY BOARD OF PZU SA						
Company's employees (data recalculated as full FTEs) ³⁰	0.09	0.34	0.35	0.13	1.5	10.73

COMPANY'S RESULT						
ANNUAL CHANGE	2018 vs. 2017	2019 vs. 2018	2020 vs. 2019	2021 vs. 2020	2022 vs. 2021	INFORMATION ON THE 2022 FINANCIAL YEAR
Financial result attributable to the parent company	318	82	-1,383	1,424	38	3,374

³⁰ The average compensation for employees includes all the pecuniary benefits paid in the given year, without non-pecuniary benefits

Gross written premium of the PZU Group	623	721	-325	1,214	1,630	26,710
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7. Information on the number of awarded or offered financial instruments

In the period covered by the report, the Company did not award or offer any financial instruments to the Management Board or Supervisory Board Members.

8. Information on the use of the possibility to reclaim variable compensation components

Pursuant to § 5 section 7 of the Compensation Policy, the Company is entitled to a claim for refund (of the entire amount or some part) of the variable compensation disbursed if after the disbursement it is proved that it was granted (in its entirety or some part of it) to the Management Board Member on the basis of data which has turned out to be untrue.

In the period covered by the report, the Company did use of the possibility of reclaiming variable compensation components from Management Board Members.

9. Information on departures from the procedure for implementing the compensation policy and temporary exceptions to the application of the compensation policy

The Company did not use any departures from the procedure for implementing the compensation policy or temporary exceptions to its application within the meaning of Article 90g section 2 item 8 of the Act.

10. Pecuniary or non-pecuniary benefits granted to relatives of Management Board and Supervisory Board Members

No pecuniary or non-pecuniary benefits were granted to relatives of the Company's Management Board and Supervisory Board Members.

11. Information on taking into consideration a resolution adopted by the Shareholder Meeting to issue an opinion on the previous report on compensation of Management Board and Supervisory Board Members

Considering that by Resolution No. 30/2022 of 29 June 2022, the PZU SA Ordinary Shareholder Meeting endorsed the PZU SA Supervisory Board's report on compensation for PZU SA Management Board and Supervisory Board members in 2019–2020, the report on compensation for PZU SA Management Board and Supervisory Board members in 2022 was prepared by the PZU SA Supervisory Board in compliance with the same principles as those applied the year before.

Attachment to the report on compensation for PZU SA Management Board and Supervisory Board members in 2022

The following is information on the compensation paid to PZU SA Management Board members whose membership in the PZU SA Management Board was terminated prior to 1 January 2022 and who, in the reporting period, that is between 1 January 2022 and 31 December 2022, received variable compensation and other benefits from the Company for the function they previously held.

Amounts in PLN thousand

PZU SA MANAGEMENT BOARD (FULL NAME, THE PERIOD OF DISCHARGING THE FUNCTION)	VARIABLE COMPENSATION ^{31,32}				OTHER BENEFITS CONNECTED WITH THE DISCHARGED FUNCTION ³³
	PERCENTAGE RATIO OF ACHIEVEMENT OF MANAGEMENT OBJECTIVES FOR YEARS FOR WHICH NON-DEFERRED VARIABLE COMPENSATION WAS PAID	NON-DEFERRED VARIABLE COMPENSATION	PERCENTAGE RATIO OF ACHIEVEMENT OF MANAGEMENT OBJECTIVES FOR YEARS FOR WHICH DEFERRED VARIABLE COMPENSATION WAS PAID	DEFERRED VARIABLE COMPENSATION	
Aleksandra Agatowska (from 24 October 2019 to 19 February 2020)	n/a	n/a	97.1% (2019) 109.6% (2020)	37.90	0.00
Adam Brzozowski (from 25 May 2019 to 9 September 2020)	n/a	n/a	97.1% (2019) 109.6% (2020)	154.42	0.00
Marcin Eckert (from 28 March 2019 to 7 June 2021)	113.6% (2021)	254.99	97.1% (2019) 109.6% (2020)	210.91	0.00
Elżbieta Häuser-Schöneich (from 25 May 2019 to 9 September 2020)	n/a	n/a	97.1% (2019) 109.6% (2020)	154.42	0.00
Roger Hodgkiss (from 19 January 2016 to 24 May 2019)	n/a	n/a	111.4% (2017) 94.8% (2018) 97.1% (2019)	179.11	0.00
Paweł Surówka (from 13 April 2017 to 12 March 2020)	n/a	n/a	111.4% (2017) 94.8% (2018) 97.1% (2019) 109.6% (2020)	315.61	0.00

³¹ Variable compensation paid out in the period covered by the report

³² In the event that the management objective achievement ratio is 100% or higher, the amount of variable compensation awarded by the Supervisory Board amounts to 100% of the fixed compensation paid for the financial year for which the management objectives were settled

³³ Compensation for non-competition obligations

Information on changes, in annual terms, of compensation paid to former members of the PZU SA Management Board for the period of their holding of the respective function was presented in the report for 2021.