

## **Report Including Proposal for Assessing the Suitability of the PZU SA Supervisory Board**

### **I. Legal Basis for the Report**

The report was prepared on the basis of the Rules for Assessment of Suitability of the PZU SA Supervisory Board and Audit Committee, adopted by Resolution No. 33/2021 of the Ordinary Shareholder Meeting of PZU SA of 16 June 2021, as amended by Resolution No. 42/2023 of the Ordinary Shareholder Meeting of PZU SA of 7 June 2023 and by Resolution No. 55/2024 of the Ordinary Shareholder Meeting of PZU SA of 18 July 2024 (hereinafter: Rules).

Pursuant to § 17(6) in conjunction with § 17(3)(2) of the Rules, the PZU SA Supervisory Board shall submit to the Shareholder Meeting, in the form of a report, proposals for assessing the suitability of candidates for Supervisory Board Members (primary individual suitability assessment) and Supervisory Board Members (secondary individual suitability assessment). Pursuant to § 4(2)(2) of the Rules, the Supervisory Board shall approve the proposals for assessing the individual suitability of candidates for Supervisory Board Members and Supervisory Board Members, as developed by the Nomination and Compensation Committee.

### **II. Approval of the Proposal for Individual Suitability Assessment of the Candidate for PZU SA Supervisory Board Member**

On 23 June 2025, Generali Powszechne Towarzystwo Emerytalne S.A. submitted the candidacy of Mr. Maciej Szwarc.

Along with the application, the aforementioned shareholder of PZU SA submitted on 24 June 2025 an individual suitability assessment form filled out by the candidate for PZU SA Supervisory Board Member, along with attachments and documents confirming the information contained in the form.

In view of the above, the basis for the assessment of the candidate was the condition referred to in § 3(1)(1)(a) (the so-called primary individual suitability assessment).

Pursuant to § 3(1)(1)(a) of the Rules, the primary individual suitability assessment of a candidate for a member of the PZU SA Supervisory Board shall be carried out in connection with the appointment as PZU SA Supervisory Board Member.

The primary suitability assessment was carried out on the basis of the primary individual suitability assessment form and attachments provided by the assessed candidate, taking into consideration the requirements arising from the generally applicable provisions of law, the Articles of Association of PZU SA, the Rules and Methodology of assessment of suitability of members of corporate bodies of regulated entities, developed by the Polish Financial Supervision Authority.

With regard to the individual suitability assessment, the verification carried out was aimed at determining whether the assessed candidate has the necessary qualifications to serve on the Supervisory Board of PZU SA, as well as determining whether his behavior affects the company's reputation. The assessment took into account the qualities and competencies of the candidate relevant to ensuring the proper performance of the tasks of the Supervisory Board, as well as the

adequacy of their knowledge, skills and experience for the function to be assumed, in addition to the guarantee of proper performance of the function.

In the course of the primary suitability assessment process, the candidate provided information on having, in particular, the following qualifications and work experience:

- a) qualifications:
  - graduate of the Faculty of Economic Sciences at the University of Warsaw;
- b) professional experience:
  - 2001–2003: Director of the Finance Department at Winterthur TU na Życie TU S.A.;
  - 2003–2005: Member of the Management Board of Credit Suisse Life&Pensions TU na Życie S.A. (formerly Winterthur TU na Życie S.A.);
  - 2005–2011: President of the Management Board of AXA Życie TU S.A. (formerly Credit Suisse Life & Pensions TU na Życie SA and Winterthur TU na Życie S.A.);
  - 2005–2015: President of the Management Board of AXA TU S.A. (formerly Winterthur TU S.A.);
  - 2008–2015: President of the Management Board of AXA Polska S.A.;
  - 2011–2015: Member of the Supervisory Board of AXA Życie TU S.A.;
  - 2016: Member of the Supervisory Board of TUZ TUW and Partner TUIR SA;
  - 2018–2022: Member of the Supervisory Board of Netia S.A.; 2018–2025: Member of the Supervisory Board of Bezpieczny.pl sp. z o.o.;
  - 2019–2020: Chairman of the Board of Abstra sp. z o.o.

The analysis of all information collected during the assessment process was carried out by the Nomination and Compensation Committee of the PZU SA Supervisory Board (hereinafter: “the Committee”).

On 24 June 2025, the Committee submitted to the PZU SA Supervisory Board a proposal for the positive assessment of the individual suitability of the candidate for the PZU SA Supervisory Board.

Based on the assessment proposal received and after reviewing the collected information and documents, the PZU SA Supervisory Board approved, by Resolution No. URN/86/2025 of 24 June 2025, the proposal for a positive primary individual suitability assessment of the candidate for the PZU SA Supervisory Board: Maciej Szwarc.

### **III. Summary**

Pursuant to § 17(6) in conjunction with § 4(1)(2) of the Rules, this Report, drawn up by the Supervisory Board, shall be submitted to the PZU SA Ordinary Shareholder Meeting for the Shareholder Meeting’s primary individual suitability assessment of the candidate for Supervisory Board Member.