

RESOLUTION NO. 9/2025

ADOPTED BY THE ORDINARY SHAREHOLDER MEETING

OF POWSZECHNY ZAKŁAD UBEZPIECZEŃ SPÓŁKA AKCYJNA

on 25 June 2025

on granting discharge to Ernest Bejda for the performance of his duties on the PZU SA Management Board in 2024

Pursuant to Article 393(1) and Article 395 § 2(3) of the Commercial Company Code and § 18(1) of the Articles of Association of PZU SA, the Ordinary Shareholder Meeting of PZU SA resolves as follows:

§ 1

The Ordinary Shareholder Meeting of PZU SA grants Ernest Bejda discharge for the performance of his duties on the Management Board of PZU SA for the period in which he served in FY2024.

§ 2

The Resolution comes into force when adopted.

Chairman
of the PZU SA Ordinary Shareholder Meeting

615,788,710 valid votes were cast from 615,788,710 shares (71.31% of the share capital), of which: 80,410,945 votes in favor, 173,514,949 votes against, and 361,862,816 abstentions.

The resolution was not adopted.

RESOLUTION NO.14/2025

ADOPTED BY THE ORDINARY SHAREHOLDER MEETING

OF POWSZECHNY ZAKŁAD UBEZPIECZEŃ SPÓŁKA AKCYJNA

on 25 June 2025

on granting discharge to Beata Kozłowska-Chyła for the performance of her duties on the PZU SA Management Board in 2024

Pursuant to Article 393(1) and Article 395 § 2(3) of the Commercial Company Code and § 18(1) of the Articles of Association of PZU SA, the Ordinary Shareholder Meeting of PZU SA resolves as follows:

§ 1

The Ordinary Shareholder Meeting of PZU SA grants Beata Kozłowska-Chyła discharge for the performance of her duties on the Management Board of PZU SA for the period in which she served in FY2024.

§ 2

The Resolution comes into force when adopted.

Chairman
of the PZU SA Ordinary Shareholder Meeting

615,788,710 valid votes were cast from 615,788,710 shares (71.31% of the share capital), of which: 73,230,114 votes in favor, 485,539,852 votes against, and 57,018,744 abstentions.

The resolution was not adopted.

RESOLUTION NO. 57/2025

ADOPTED BY THE ORDINARY SHAREHOLDER MEETING

OF POWSZECHNY ZAKŁAD UBEZPIECZEŃ SPÓŁKA AKCYJNA,

dated 25 June 2025,

amending Resolution No. 4/2017 of the Extraordinary Shareholder Meeting of Powszechny Zakład Ubezpieczeń Spółka Akcyjna of 8 February 2017 on the rules of shaping the remuneration of Members of the Management Board of Powszechny Zakład Ubezpieczeń Spółka Akcyjna, as amended by Resolution No. 36/2019 of the Ordinary Shareholder Meeting of Powszechny Zakład Ubezpieczeń Spółka Akcyjna of 24 May 2019.

Acting pursuant to Article 378 § 2 of the Commercial Companies Code and Article 2(2)(1) and Article 4(3) of the Act of 9 June 2016 on the principles of shaping the remuneration of persons managing certain companies (Journal of Laws of 2020, item 1907), the Ordinary Shareholder Meeting of the Company resolves as follows:

§ 1

The Resolution No. 4/2017 of the Extraordinary Shareholder Meeting of Powszechny Zakład Ubezpieczeń Spółka Akcyjna of 8 February 2017 on the rules of shaping the remuneration of Members of the Management Board of Powszechny Zakład Ubezpieczeń Spółka Akcyjna, as amended by Resolution No. 36/2019 of the Ordinary Shareholder Meeting of Powszechny Zakład Ubezpieczeń Spółka Akcyjna of 24 May 2019, shall be amended as follows:

(1) § 2(2) worded:

- “2. Fixed remuneration for each Member of the Management Board is within the range of seven times to fifteen times the basis of assessment, as referred to in Article 1(3)(11) of the Act of 9 June 2016 on the principles of shaping the remuneration of persons managing certain companies.”

is replaced by the following:

- “2. Fixed remuneration for each Member of the Management Board is within the range of seven times to fifteen times the basis of assessment, understood as the arithmetic mean of the average monthly remuneration in the corporate sector without distributions of bonuses from profit, as announced by the President of the Statistics Poland (GUS), from 12 quarters of the last 3 full consecutive years preceding the year for which the basis of assessment is determined.”

(2) § 3(3) worded:

- “3. A separate management objective is established, conditioning the possibility of receiving the Variable Remuneration, in the form of the implementation of principles of remuneration of members of management and supervisory bodies in accordance with the provisions of the Act in all subsidiaries of the Company in the Group within the meaning of Article 4(14) of the Act of 16 February 2007 on competition and consumer protection (“Group”).”

is replaced by the following:

- “3. A separate management objective is established, conditioning the possibility of receiving the Variable Remuneration, in the form of the implementation of principles of remuneration of members of management and supervisory bodies in accordance with the provisions of the Act in all subsidiaries of the Company in the Group within the meaning of Article 4(14) of the Act of 16 February 2007 on competition and consumer protection (“Group”), taking into account other legal acts amending or

modifying the basis of assessment, including the provisions of acts on special arrangements for the implementation of the Budget Act for a given year.”.

§ 2

The Supervisory Board is obliged to determine the amount of Fixed Remuneration of the Members of the Management Board and to amend the management service contracts entered into with the Members of the Management Board in line with Resolution No. 4/2017 of the Extraordinary Shareholder Meeting of Powszechny Zakład Ubezpieczeń Spółka Akcyjna of 8 February 2017 on the rules of shaping the remuneration of Members of the Management Board of Powszechny Zakład Ubezpieczeń Spółka Akcyjna, as amended by Resolution No. 36/2019 of the Ordinary Shareholder Meeting of Powszechny Zakład Ubezpieczeń Spółka Akcyjna of 24 May 2019, as amended by this resolution, within 3 months from the entry into force of this resolution.

§ 3

The Resolution comes into force on the date of its adoption.

Chair
of the PZU SA Ordinary Shareholder Meeting

615,787,677 valid votes were cast from 615,787,677 shares (71.31% of the share capital), of which: 304.241.303 votes in favor, 189.358.646 votes against, and 122.187.728 abstentions.

The resolution was not adopted.