

STATEMENTS
BY A CANDIDATE FOR MEMBERSHIP ON THE SUPERVISORY BOARD

I, the undersigned, Marzena Piszczek, hereby declare the following:

Nr	Requirement	YES/NO (cross out the incorrect option)	Comment
a) Ethics and an unblemished reputation			
1	I have full legal capacity	YES/ NO	
2	I have not been convicted by a final judgment of any crimes specified in Chapters XXXIII–XXXVII of the Criminal Code (crimes against the protection of information, the authenticity of documents, property, economic transactions, and transactions involving money and securities) or in Article 587, Article 590, and Article 591 of the Commercial Companies Code (disclosing or presenting false information, facilitating unlawful voting, or participating in unlawful voting)	YES/ NO	
3	There are no criminal proceedings pending against me under the provisions referred to above	YES/ NO	
4	I have not caused any damage, as determined by a final judgment of a civil court, in the performance of my supervisory or management duties	YES/ NO	
5	I am not listed in the Register of Insolvent Debtors maintained pursuant to the provisions of the Act of August 20, 1997, on the National Court Register	YES/ NO	
b) Independence criteria set forth in the Act on Certified Public Accountants, Audit Firms, and Public Oversight			
7	I am not, nor have I been during the past 5 years prior to the date of my appointment, a member of senior management; specifically, I am not, nor have I been, a member of the board of directors or any other governing body of the relevant public interest entity or any entity affiliated with it. ¹	YES/ NO	
8	I am not, and have not been within the last 3 years from the date of my appointment, an employee of the public interest entity in question or any entity affiliated with it (except in cases where a member of the audit committee is an employee who is not a member of senior management and who was elected to the supervisory board or another supervisory or control body of the public-interest entity in question as an employee representative)	YES/ NO	

9	I do not exercise control within the meaning of Article 3(1)(37)(a)–(e) of the Accounting Act of September 29, 1994 ⁱⁱ or represent persons or entities that exercise control over the public-interest entity in question	YES/ NO	
10	I do not receive, nor have I received, any additional compensation ⁱⁱⁱ , of a significant amount from the public interest entity in question or any entity affiliated with it, except for the compensation I receive or have received as a member of the supervisory board or another supervisory or control body, including the audit committee	YES/ NO	
11	I do not have, nor have I had during the past year from the date of my appointment, any material business relationships with the public interest entity in question or any entity affiliated with it, either directly or as an owner, partner, shareholder, a member of the supervisory board or another supervisory or control body, or a member of senior management, including a member of the board of directors or another governing body of the entity maintaining such relationships	YES/ NO	
12	I am not, and have not been during the past two years from the date of my appointment: a) an owner, a partner (including a general partner), or a shareholder of the current or previous audit firm conducting the audit of the financial statements of the public interest entity in question or an entity related to it, or b) a member of the supervisory board or other supervisory or control body of the current or previous audit firm conducting the audit of the financial statements of the public interest entity in question, or c) an employee or a member of senior management, including a member of the board of directors or other governing body, of the current or former audit firm conducting the audit of the financial statements of the public interest entity in question or an entity related to it, or d) any other individual whose services were used or who was supervised by the current or former audit firm or by a certified public accountant acting on its behalf	YES/ NO	
13	I am not a member of the board of directors or any other governing body of the entity in which I serve as a member of the supervisory board	YES/ NO	
	or another supervisory or oversight body is a member of the board of directors or another governing body of the public-interest entity in question		

14	I have not been a member of the supervisory board or any other supervisory or oversight body of a public-interest entity for more than 12 years	YES/ NO	
15	I am not a spouse, a cohabiting partner, a relative by blood or marriage in the direct line, or a relative by marriage up to the fourth degree—of a member of the board of directors or another governing body of a given public-interest entity, or of a person referred to in points 1–8	YES/ NO	
16	I am not in an adoption, guardianship, or custodial relationship with a member of the board of directors or another governing body of the relevant public-interest entity, or with a person referred to in items 7–14	YES/ NO	
c) The Independence Criterion from the 2021 Code of Best Practices for Companies Listed on the Warsaw Stock Exchange			
17	I have no actual or material ties to any shareholder holding at least 5% of the total number of votes in the Company	YES/ NO	
d) Other circumstances that should be taken into account when assessing independence			
18	To the best of my knowledge, there are no actual or material relationships between entities related to me and the Company, its affiliates, or any shareholder holding at least 5% of the total number of votes in the Company.	YES/ NO	
19	To the best of my knowledge, there are no actual or material ties between the Company, its affiliates, or any shareholder holding at least 5% of the total number of votes in the Company and my close family members. ^{iv}	YES/ NO	
20	I do not identify any conflict of interest, including a potential conflict of interest, in connection with my role on the Company's supervisory board	YES/ NO	
21	I am not employed by PZU SA or by an entity controlled by PZU SA within the meaning of Article 4(4) of the Act of February 16, 2007, on Competition and Consumer Protection ("the Act") v under an employment contract, a contract of mandate, a contract for the provision of management services, or another civil law contract of a similar nature, or by virtue of an appointment as a member of a management body	YES/ NO	
e) The criteria set forth in the Act on the Principles of State Property Management—with respect to the current situation and the period covering the past three years			

22	I do not/did not serve as a volunteer, and I am not/was not employed in the office of a member of the Sejm, a senator, a member of both the Sejm and the Senate, or a member of the European Parliament under an employment contract, a contract for specific work, or any other contract of a similar nature	YES/ NO	
23	I am not/was not a member of a political party body that represents the political party externally and is authorized to enter into obligations	YES/ NO	
24	I am not/was not employed by a political party under an employment contract, a contract for services, or any other contract of a similar nature	YES/ NO	
f) Wykształcenie			
25	I hold a college degree or a college degree obtained abroad that is recognized in the Republic of Poland under separate regulations	YES/ NO	
26	I have a college degree or postgraduate degree in economics, finance, law, or a field related to the company's line of business	YES/ NO	Doctor of Economics, postgraduate studies in economics and management
27	I hold: a) the title of legal advisor, attorney-at-law, certified public accountant, tax advisor, investment advisor, or restructuring advisor, or b) Master of Business Administration (MBA) degree, or, c) a certificate as a Chartered Financial Analyst (CFA), Certified International Investment Analyst (CIA), member of the Association of Chartered Certified Accountants (ACCA), or Certified in Financial Forensics (CFF), or d) confirmation of having taken the examination for candidates for membership on supervisory bodies before an examination board appointed by the Prime Minister or the minister responsible for state assets, before a board appointed by the Minister of Ownership Transformation, the Minister of Industry and Trade, the Minister of the Treasury, or a Selection Committee appointed pursuant to Article 15(2) of the Act of April 30, 1993, on National Investment Funds and Their Privatization; a committee appointed by the minister responsible for the State Treasury pursuant to Article 12(2) of the Act of August 30, 1996, on Commercialization and Privatization	YES/NO	
g) Work Experience			

28	I have at least 10 years of employment based on an employment contract, appointment, election, nomination, a cooperative employment contract, or the provision of services under another contract, or self-employment	YES/ NO	
29	I have at least 5 years of experience in supervisory, managerial, executive, or independent roles, or in working as an expert in the industry in which the Company operates. ^{vi}	YES/ NO	
30	I have a proven track record in my work to date as a member of supervisory bodies	YES/ NO	
h) Taking the time			
31	My additional professional activities do not require such a significant investment of time and effort as to negatively affect my ability to properly perform my duties on the supervisory board	YES/ NO	

Signature Not Verified



Dokument podpisany przez Marzena Piszczek
Data: 2026.06.16 18:58:31 CEST

16.06.2026 Marzena Piszczek

.....

date and signature

I am attaching my professional resume/biographical note to this statement.

Consent to the Processing of Personal Data

I consent to the processing of my personal data contained in the form above and in the documents I have submitted (resume/ biographical note, or cover letter), as well as in all materials collected during the selection process, for the purposes of current and future selection processes conducted by TFI PZU SA in connection with candidacy and membership on Supervisory Boards. Providing personal data is voluntary. The candidate has the right to access and correct their data.

16.06.2026 Marzena Piszczek

/date and signature of the person making the statement/

Signature Not Verified



Dokument podpisany przez Marzena Piszczek
Data: 2026.06.16 18:59:39 CEST

Notice from the Data Controller to Candidates for the Supervisory Board

Data Controllers

The controller of personal data is TFI PZU SA. You may contact the controller via email at IODtfi@pzu.pl or in writing at the controller's registered office address listed below. For all matters related to personal data protection, you may contact the Data Protection Officer appointed by the controller. You may contact the Data Protection Officer by email or in writing at the mailing address provided below.

Data Processing

The controller may process your data for the following purposes:

- to conduct the current selection process—the legal basis for processing is your consent to the processing of personal data for this purpose,
- to conduct future selection processes—the legal basis for processing will be your consent to the processing of personal data for this purpose,
- compiling and updating a list of individuals holding management positions at TFI PZU SA investment funds and individuals closely associated with them, as well as a list of individuals with access to confidential information—the legal basis for processing is that processing is necessary to fulfill a legal obligation incumbent upon the controller.

Providing personal data is voluntary but necessary to achieve the above purposes.

Data Retention Period

If you consent to participate in the current selection process, your personal data will be retained for up to 14 days from the date the process ends. If you consent to participate in future selection processes, your data will be retained for up to 5 years from the date your application is submitted or until you withdraw your consent.

Data Transfer

Your personal data may be disclosed to entities and authorities authorized to process such data in accordance with the law.

Your personal data may be transferred to entities that process personal data on behalf of the controller, including IT service providers; such entities process the data pursuant to a contract with the controller and solely in accordance with the controller's instructions.

Your rights

You have the right to access your personal data and the right to request that it be corrected, deleted, or that its processing be restricted.

You have the right to data portability, i.e., to receive your personal data from the controller in a structured, commonly used, machine-readable format. You may transmit this data to another controller.

To the extent that the processing of your personal data is based on the controller's legitimate interest, you have the right to object to the processing of your personal data.

To the extent that the processing of your personal data is based on consent, you have the right to withdraw it. You may revoke your consent at any time by sending an email to IODtfi@pzu.pl or a letter to TFI PZU SA, al. Jana Pawła II 24, 00-133 Warsaw. Withdrawal of consent does not affect the lawfulness of processing carried out on the basis of consent prior to its withdrawal.

To exercise the above rights, please contact the data controller or the designated Data Protection Officer using the contact information provided below.

You have the right to file a complaint with the supervisory authority responsible for personal data protection in Poland.

Data Controller and Contact Information for the Data Controller and the Data Protection Officer

TFI PZU SA

administrator: TFI PZU SA, Rondo Ignacego Daszyńskiego St. 4, 00-843 Warsaw

IOD: TFI PZU SA, IOD, Rondo Ignacego Daszyńskiego St. 4, 00-843 Warsaw; e-mail: IODtfi@pzu.pl

ⁱ In accordance with the Best Practices regarding the rules for the appointment, composition, and operation of the audit committee, issued by the Polish Financial Supervision Authority (KNF) on December 24, 2019 – for the interpretation of the term “affiliated entity,” Article 3(1)(43) of the Accounting Act shall apply: affiliated entities—this term refers to two or more entities comprising a given capital group; capital group—this term refers to a parent entity together with its subsidiaries. Whenever this form refers to an affiliated entity, it should be understood to mean an affiliated entity as defined in Article 3(1)(43) of the Accounting Act.

ⁱⁱ Article 3(1)(37)(a)-(e) of the Accounting Act

parent entity—this refers to an entity that is a commercial company or a state-owned enterprise and exercises control over a subsidiary, in particular:

- a) holding, directly or indirectly, a majority of the total number of votes in the decision-making body of the subsidiary, including pursuant to agreements with other voting shareholders who exercise their voting rights in accordance with the will of the parent entity, or
- b) being a shareholder of the subsidiary and having the right to direct the financial and operational policies of that subsidiary either independently or through persons or entities it designates, based on an agreement concluded with other voting shareholders who, pursuant to the articles of association or articles of incorporation, together with the parent entity, hold a majority of the total number of votes in the decision-making body, or
- c) being a shareholder of a subsidiary and having the right to appoint and remove a majority of the members of the subsidiary’s management, supervisory, or administrative bodies, or
- d) being a shareholder of a subsidiary in which more than half of the members of the management, supervisory, or administrative bodies during the previous fiscal year, during the current fiscal year and until the financial statements for the current fiscal year are prepared, consists of persons appointed to perform these functions as a result of the parent entity exercising its voting rights in the governing bodies of that subsidiary, unless another entity or person has, with respect to that subsidiary, the rights referred to in subparagraphs (a), (c), or (e), or
- e) being a shareholder of the subsidiary and authorized to direct the financial and operational policies of that subsidiary, pursuant to an agreement concluded with that subsidiary or the subsidiary’s articles of incorporation or bylaws.

ⁱⁱⁱ Article 129(4) of the Act on Certified Public Accountants, Audit Firms, and Public Oversight

Additional compensation, in particular:

- 1) includes participation in a stock option plan or other performance-based compensation plan;
- 2) does not include the receipt of fixed-amount compensation under a pension plan, including deferred compensation, for prior service at a given public interest entity, where the payment of such compensation is not contingent upon continued employment at that public interest entity.

^{iv} As defined in IAS 24 below

Excerpt from IAS 24 – Definition of a Related Party

A related party is a person or entity related to the entity that prepares the financial statements (referred to in this Standard as the “reporting entity”).

- a) **A person or a close family member of that person is related to the reporting entity if that person:**
 - (i) exercises control or joint control over the reporting entity;
 - (ii) has significant influence over the reporting entity; or
 - (iii) is a member of key management personnel of the reporting entity or its parent entity.
- b) **An entity is related to the reporting entity if one of the following conditions is met:**
 - (i) The entity and the reporting entity are members of the same group (which means that every parent, subsidiary, and jointly controlled entity is related to the other entities).
 - (ii) One entity is an associate or a joint venture of the other entity (or an associate or a joint venture of a group member of which that other entity is a member).
 - (iii) Both entities are joint ventures of the same third party.
 - (iv) One entity is a joint venture of a third party, and the other entity is an associate of that third party.
 - (v) The entity is a post-employment benefit plan for the employees of the reporting entity or an entity related to the reporting entity. If the reporting entity itself is such a plan, the sponsoring employers are also related to the reporting entity.
 - (vi) The entity is controlled or jointly controlled by a person described in subparagraph (a).
 - (vii) A person described in subparagraph (a)(i) has significant influence over the entity or is a member of the entity’s (or its parent’s) key management personnel.

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- (viii) The entity, or any member of the group of which the entity is a part, provides key management personnel services to the reporting entity or its parent.

Close family members of a person are family members who are presumed to be able to influence that person or to be influenced by that person in their dealings with the entity. These may include:

- a) the person's children and spouse or domestic partner;
- b) the children of that person's spouse or domestic partner; and
- c) persons who are dependents of that person or of that person's spouse or domestic partner.

The benefit combines all employee benefits (as defined in IAS 19 Employee Benefits), including employee benefits covered by IFRS 2 Share-Based Payment. Employee benefits comprise all forms of remuneration paid, payable, or provided by an entity or on its behalf in exchange for services rendered to the entity. They also include remuneration paid on behalf of the parent entity to the entity. The benefit comprises:

- a) short-term employee benefits, such as salaries and social security contributions, paid vacation and paid sick leave, profit-sharing and bonuses (if paid within twelve months of the end of the period), and non-monetary benefits;
- b) post-employment benefits, such as pensions, other retirement benefits, retirement life insurance, or retirement health care;
- c) other long-term employee benefits, including leave granted to employees for length of service, sabbatical leave, long-service awards, or other long-term employee benefits, long-term disability benefits and, if they are not payable in full within twelve months after the end of the period, profit-sharing, bonuses, and deferred compensation;
- d) termination benefits; and
- e) share-based payments.

Control is the ability to direct an entity's financial and operational policies in order to derive economic benefits from its activities.

¶. Whenever this Act refers to:

1) an entrepreneur—this shall be understood to mean an entrepreneur as defined in the Act of March 6, 2018—Entrepreneurs Law (Journal of Laws of 2024, item 236), as well as:

- a) a natural person, a legal entity, or an organizational unit without legal personality to which the Act grants legal capacity, that organizes or provides public utility services which do not constitute economic activity as defined by the provisions of the Act of March 6, 2018—Entrepreneurs Law,
- b) a natural person practicing a profession in their own name and on their own account or conducting business activities as part of the practice of such a profession,
- c) a natural person who exercises control, as defined in point 4, over at least one entrepreneur, even if that person does not conduct business activity as defined by the provisions of the Act of March 6, 2018—Entrepreneurs Law, provided that the person undertakes further actions subject to the concentration control referred to in **Article 13**, *which imposes an obligation to notify the intention to concentrate*,
- d) an association of undertakings within the meaning of point 2, excluding the provisions concerning concentrations;

2) business associations—this term refers to chambers, associations, and other organizations bringing together entrepreneurs as referred to in point 1, as well as federations of such organizations;

3) "controlling entrepreneur"—this refers to an entrepreneur who exercises control, as defined in point 4, over another entrepreneur;

3a) "managing person"—this refers to the person managing the enterprise, in particular a person holding a managerial position or serving on the entrepreneur's governing body;

4) acquisition of control—this means any form of direct or indirect acquisition by an entrepreneur of powers which, individually or collectively, taking into account all legal or factual circumstances, enable the exercise of a decisive influence over another entrepreneur or entrepreneurs; such powers include, in particular:

- a) holding, directly or indirectly, a majority of the votes at a shareholders' meeting or a general meeting, including as a pledgee or usufructuary, or on the board of directors of another business entity (a subsidiary), including pursuant to agreements with other persons,
- b) the right to appoint or remove a majority of the members of the management board or supervisory board of another business entity (a subsidiary), including on the basis of agreements with other persons,
- c) members of its management board or supervisory board constitute more than half of the members of the management board of another business entity (a subsidiary),
- d) holding, directly or indirectly, a majority of the voting rights in a subsidiary partnership or at the general meeting of a subsidiary cooperative, including pursuant to agreements with other persons,
- e) the right to all or part of the assets of another business entity (a subsidiary),

f) an agreement providing for the management of another business (a subsidiary) or the transfer of profits by such a business;

vi.

Supervisory position – in the case of a supervisory role (e.g., a supervisory board or a non-executive director in a single-tier management body); Management position – in the case of a management role (e.g., the management board or an executive director in a single-tier management body);

Managerial position – in the case of a position reporting to the management board, having a distinct scope of authority, and involving the actual supervision of employees;

Independent position – in the case of a position designated as independent within the organizational structure.