

Appendix 4 to the Report on the activities
of the Supervisory Board of Bank Ochrony Środowiska S.A. for 2023

Report on the assessment of Bank Ochrony Środowiska S.A.'s compliance in 2023 with the Principles of Corporate Governance for Supervised Institutions issued by the Polish Financial Supervision Authority on 22 July 2014, and with corporate governance standards for companies listed on the main market of the Warsaw Stock Exchange, contained in Best Practice for GPW Listed Companies 2021, and fulfilment of the disclosure requirements regarding compliance with the corporate governance standards, as defined in the Warsaw Stock Exchange Rules and regulations on current and periodic reports

In fulfilment of the obligations under Section 27 of the Principles of Corporate Governance for Supervised Institutions and Principle 2.11.4 of Best Practice for GPW Listed Companies 2021, as well as Section 5.3 of the Rules of Procedure for the Supervisory Board, a review has been carried out to assess compliance by Bank Ochrony Środowiska S.A. (the "Bank") in 2023 with the Principles of Corporate Governance for Supervised Institutions issued by the Polish Financial Supervision Authority on 22 July 2014, and with corporate governance standards contained in Best Practice for GPW Listed Companies 2021 ("Code of Best Practice"), and to assess how the Bank fulfils the disclosure requirements regarding compliance with corporate governance standards, as defined in the Rules of the Warsaw Stock Exchange (the "WSE") and regulations on current and periodic information to be published by issuers of securities. The results of the assessment are as follows.

1. Application by Bank Ochrony Środowiska S.A. of the Principles of Corporate Governance for Supervised Institutions issued by the Polish Financial Supervision Authority on 22 July 2014

As of 1 January 2015, the Bank has followed and complied with the Principles of Corporate Governance for Supervised Institutions, issued by the Polish Financial Supervision Authority by way of Resolution No. 218/2014 of 22 July 2014.

The Principles of Corporate Governance for Supervised Institutions were adopted for application by the BOŚ S.A. Management Board on 8 May 2018, by the BOŚ S.A. Supervisory Board on 16 May 2018, and by the BOŚ S.A. General Meeting on 19 June 2018.

The information on adopting by BOŚ S.A. the Principles of Corporate Governance for Supervised Institutions issued by the Polish Financial Supervision Authority is provided in the 'Investor Relations' section, 'Corporate Governance' tab, on the Bank's website.

To date, the Bank has not received any notice from its shareholders regarding non-application of the Principles of Corporate Governance for Supervised Institutions, except for a statement made by the Majority Shareholder (National Fund for Environmental Protection and Water Management,; NFOŚiGW) during the Annual General Meeting in connection with the adoption of Resolution No. 35/2015 of the Annual General Meeting of 10 June 2015, which was reported by the Bank in previous years.

Responsibility for ensuring compliance with and proper application of the Principles of Corporate Governance for Supervised Institutions at the Bank has been assigned to designated organisational units.

The text of the Principles of Corporate Governance for Supervised Institutions is available from the Bank's website at: www.bosbank.pl in the 'Investor Relations' section, 'Corporate Governance' tab. Information on compliance with the Principles of Corporate Governance for Supervised Institutions is provided in the Directors' Report on the operations of the Bank and the Group in 2023.

2. Assessment of Bank Ochrony Środowiska S.A.'s compliance with corporate governance standards for companies listed on the main market of the Warsaw Stock Exchange, contained in Best Practice for GPW Listed Companies 2021, and fulfilment of the disclosure requirements regarding compliance with the corporate governance standards, as defined in the Warsaw Stock Exchange Rules and regulations on current and periodic reports

2.1 Application of Best Practice for GPW Listed Companies 2021 with regard to the disclosure requirements under the WSE Rules

Best Practice for GPW Listed Companies 2021 (the "Code of Best Practice") issued on the basis of Resolution No. 13/1834/2021 of the WSE Supervisory Board of 29 March 2021, has been followed and complied with at Bank Ochrony Środowiska S.A. since 1 July 2021, and has been adopted for application by each of the Bank's governing bodies, namely by: the Management Board, the Supervisory Board and the General Meeting of BOŚ S.A. On 23 June 2021, the Annual General Meeting passed Resolution No. 37/2021 on the application of the corporate governance standards contained in Best Practice for GPW Listed Companies 2021.

The Warsaw Stock Exchange Rules (the "WSE Rules") specify the disclosure requirements concerning compliance with the corporate governance standards. Section 29.3 of the WSE Rules provides that where a specific principle of corporate governance is not applied on a permanent basis or is breached incidentally, the issuer is required to publish a relevant report on its official website and in the same manner as that used for the submission of current reports, via the Electronic Information Base (EBI system), in accordance with Resolution No. 691/2021 of the WSE Management Board of 1 July 2021.

In 2023, the Bank did not apply the following principles of corporate governance contained in the Code of Best Practice:

- 1) Principle 1.4.2. The information on the ESG strategy should, among other things, present the equal pay index for employees, defined as the percentage difference between the average monthly pay (including bonuses, awards and other benefits) of women and men in the last year, and present information about actions taken to eliminate any pay gaps, including a presentation of related risks and the time horizon of the equality target.
- 2) Principle 4.8. Draft resolutions of the general meeting on matters put on the agenda of the general meeting should be tabled by shareholders no later than three days before the general meeting.
- 3) Principle 4.9.1. If the general meeting is to appoint members of the supervisory board or members of the supervisory board for a new term of office: candidates for the position of member of the supervisory board should be nominated with

a notice necessary for shareholders present at the general meeting to make an informed decision and in any case no later than three days before the general meeting; the names of candidates and all related documents should be immediately published on the company's website.

The Bank has published the explanation regarding non-application of Principles 1.4.2., 4.8., and 4.9.1, as well as information on the status of application of the Code of Best Practice by BOŚ S.A. in accordance with Principle 1.1., on the Bank's website www.bosbank.pl in the 'Investor Relations' section, 'Corporate Governance' tab. The Supervisory Board has assessed these explanations and confirms that they contain sufficient information on the non-application of the identified principles.

Responsibility for ensuring compliance with and proper application of the Code of Best Practice at the Bank has been assigned to designated organisational units.

An analysis of the application by the Bank in 2023 of the corporate governance standards contained in the Code of Best Practice has demonstrated that the Bank incidentally failed to comply with Principle 1.6 by not holding a conference presenting its financial results for the first quarter and the first half of 2023.

2.2 Application by the Bank of Best Practice for GPW Listed Companies 2021 with regard to the disclosure requirements defined in regulations on current and periodic information to be published by issuers of securities

Pursuant to Section 70.6.5 of the Minister of Finance's Regulation on current and periodic information to be published by issuers of securities and conditions for recognition as equivalent of information whose disclosure is required under the laws of a non-member state, dated 29 March 2018 (the 'Regulation'), the Directors' Report on the issuer's operations should include a corporate governance statement as a separate part of the report. The Regulation also specifies what information should be included in the corporate governance statement.

In fulfilling this obligation in 2023, the Bank included its corporate governance statement, containing all the elements specified in Section 70.6.5 of the Regulation, in the Directors' Report on the operations of the Bank Ochrony Środowiska Group in 2023, prepared jointly with the Directors' Report on the operations of Bank Ochrony Środowiska S.A.

In addition, in accordance with Principle 1.1 of the Code of Best Practice, the Bank's corporate governance statement for 2023 was posted on the Bank's website.

Summary

The requirement for the Supervisory Board to assess the Bank's compliance with the corporate governance standards and fulfilment of the disclosure requirements regarding compliance with the corporate governance standards arises directly under Principle 2.11.4 of Best Practice for GPW Listed Companies 2021.

Throughout 2023, the Supervisory Board reviewed on an ongoing basis the current reports and other information published by the Bank, in particular where they pertained to compliance with the corporate governance standards. The Supervisory Board concludes that the documents and information on corporate governance standards published by the Bank are accurate and correct.

The corporate governance matters addressed by the Supervisory Board include regular reports on the implementation of the ESG Strategy and information on the achieved ESG rating and plans for its improvement.

In the course of the assessment, incidental instances of non-compliance with the Code of Best Practice were identified in 2023, consisting in failure to organise a press conference on the financial results for the first quarter of 2023 and the first half of 2023. As a result, the Bank issued recommendations to enhance supervision over the application of the corporate governance standards by individual organisational units. Based on the results of the above analysis of the Bank's compliance with the Principles of Corporate Governance for Supervised Institutions issued by the Polish Financial Supervision Authority on 22 July 2014, and with the Code of Best Practice, as well as fulfilment by Bank Ochrony Środowiska S.A. of the disclosure requirements regarding compliance with the corporate governance standards, as defined in the Warsaw Stock Exchange Rules and regulations on current and periodic information to be published by issuers of securities, the Supervisory Board gives a favourable assessment of the Bank's activities in this area and finds them to be adequate and consistent with the requirements of those regulations.