

Warsaw, 21 May 2024

**Remuneration and Nomination Committee
of Bank Ochrony Środowiska S.A.**

**General Meeting
of Bank Ochrony Środowiska S.A.**

**Proposed re-assessment of the individual suitability of Mr Marcin Likierski, Member of the
Supervisory Board of Bank Ochrony Środowiska S.A.**

In accordance with *the Policy on the Assessment of Suitability of Candidates for the Management Board, Members of the Management Board and the Management Board of Bank Ochrony Środowiska S.A.*, introduced by Resolution No. 37/2023 of the Annual General Meeting of BOŚ S.A. dated 23 June 2023, the Remuneration and Nomination Committee has reviewed the information and representations provided to it in order to present to the General Meeting the proposed re-assessment of the individual suitability of Marcin Likierski, Member of the Supervisory Board of BOŚ S.A.

This stems from the necessity for the General Meeting of BOŚ S.A. to confirm the validity of the representations made for the purpose of the suitability assessment in the following forms: *Financial Soundness and Conflicts of Interest, Concurrent Positions and Time Commitment* in connection with Marcin Likierski's assumption of the position of member of the Supervisory Board of Grupa Azoty S.A.

After a thorough analysis of the submitted documents, the Committee concludes that it is not aware of any facts that would call into question:

- 1) the competence of the member of the Management Board, including their knowledge, experience and skills required to perform their assigned role,
- 2) the assurance that the member of the Management Board will properly perform their duties, including the reputation and integrity of the member of the Management Board,
- 3) the independence and absence of conflicts of interest on the part of the member of the Management Board,
- 4) the independence of mind of the member of the Management Board and their ability to commit sufficient time to perform their function (including adherence to the limit on the number of concurrent positions held on management or supervisory boards), or any facts that would pose a threat to the proper performance of the assigned duties by the member of the Management Board.

Considering the above, as no material changes have been identified affecting the assessment of the individual suitability of Marcin Likierski, the Committee proposes a positive re-assessment of the suitability of Marcin Likierski, Member of the Supervisory Board of BOŚ S.A.

Members of the Remuneration and Nomination Committee:

Artur Stefański – Chair

Marcin Likierski – Deputy Chair

Wojciech Krawczyk – Member

Piotr Wybieralski – Member