

Information on the application of the Corporate Governance Principles in PayU S.A.

By Resolution No. 1/23/12/2014 of the Management Board of PayU S.A. of 23 December 2014, PayU S.A. adopted the "Principles of Corporate Governance for Supervised Institutions" issued by the Polish Financial Supervision Authority on 22 July 2014. The content of the Principles is available at: https://www.knf.gov.pl/knf/en/komponenty/img/principles_of_corporate_governance_39736.pdf

The Management Board of PayU S.A. hereby informs about the withdrawal or partial waiver of the application of the following Principles:

- 1) § 19 (4) " The composition of the management body shall include an appropriate participation of people who speak Polish and manifest an appropriate experience and knowledge of the Polish financial market necessary for supervision over a supervised institution on the Polish financial market.",
- 2) § 21 (2) " A supervisory body shall have a separated function of the chairman to lead the work of the supervisory body. The selection of the president of the supervisory body shall be made on the basis of experience and ability to lead a team, taking into account the criterion of independence.",
- 3) § 22 (2) " In particular, independence should be characteristic for the members of the audit committee or members of the supervisory body who hold competences in the area of accountancy or financial revision.",
- 4) § 24 (1) "It is proper that meetings of a supervisory body shall be held in Polish. In case of need, necessary assistance of an interpreter should be ensured.",
- 5) § 25 (1) "Supervision exercised by a supervisory body should be of permanent nature, and supervisory body meetings should be held as needed. If an audit committee or other committees operate in a supervisory institution, which have been entrusted specific issues related to the activity of the supervised institution, meetings of the supervisory body should take place no less than four times per year, otherwise no less than every two months.",
- 6) § 41 "The process of considering complaints by a supervised institution should be carried out immediately, not later than within 30 days, as well as it should be characterised by reliability, thoroughness, impartiality and compliance with generally applicable legal regulations, the principles of fair trading, and good conduct.",
- 7) Chapter 9 Execution of Rights Resulting from Assets Acquired at Client's Risk.

Assessment of the application of the Corporate Governance Principles in PayU S.A.

In accordance with §27 of the Corporate Governance Principles for Supervised Institutions, the Supervisory Board of PayU S.A. By Resolution No. 2 dated May 28, 2025, positively assessed the application of the Corporate Governance Principles at PayU S.A. in 2024.