



XTB S.A.

(joint stock company with its registered office in Warsaw and address at Prosta 67, 00-838 Warszawa, entered into the Register of Business Entities of the National Court Register under No. 0000217580)

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CURRENT REPORT NO. 12/2022

Warsaw, 2 June 2022

Appointment of the Management Board for new term of office

The Management Board of XTB (the "Company") hereby announces that on 2 June 2022 the Supervisory Board of the Company adopted a resolution regarding the appointment the Management Board of the Company for the common three year term of office, i.e. from 1 July 2022 till the end of 1 July 2025.

The following persons were appointed to the Company's Management Board:

- Mr. Omar Arnaout to the position of President of the Management Board,
- Mr. Paweł Szejko to the position of Member of the Management Board,
- Mr. Filip Kaczmarzyk to the position of Member of the Management Board,
- Mr. Jakub Kubacki to the position of Member of the Management Board,
- Mr. Andrzej Przybylski to the position of Member of the Management Board.

All of the above persons held positions in the Management Board of the previous term of office.

The Company hereby attaches the information on education, qualifications and positions held previously, along with a description of the professional career of managing persons.

According to the submitted statements, above-mentioned managing persons do not conduct any competitive activity in relation to the Company in any form, they do not participate in a competitive company, as a partner in a civil law partnership, a partnership or a member of the body of a capital company and they do not participate in any other competitive legal entity as a member of its body. They are also not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

Legal basis:

Article 56.1.2 the Act on Public Offering – current and periodic information.



The information on education, qualification and positions held previously, along with a description of the professional career of the Management Board of XTB S.A.

Omar Arnaout – President of the Management Board

Mr. Omar Arnaout is associated with the Company since January 2007. In 2007 – 2009 he held the position of the Sales Dealer. In 2009 – 2010 he worked as the deputy director of the Romanian branch of XTB and in 2010 – 2012 as deputy director of the Italian branch of XTB.

In 2012 – 2014 Mr. Omar Arnaout worked as the director of the foreign branches office at Noble Securities Dom Maklerski S.A. and in 2014, he also worked as Sales Director and President of the Management Board of xStore sp. z o.o.

In 2014 – 2016 he held the position of the Retail Sales Director in XTB Limited in the UK and in 2016 Mr. Omar Arnaout became the regional director of XTB for Poland, Hungary, Germany and Romania.

From 10 January 2017 to 23 March 2017 he was a Member of the Management Board of XTB responsible for Sale in the rank of the Vice President of the Management Board and from 23 March 2017 he is the President of the Management Board of the Company.

Mr. Omar Arnaout graduated in 2005 with a master's degree from the Warsaw School of Economics – Banking and Finance.

Paweł Szejko – Member of the Management Board

Mr. Paweł Szejko graduated from the Poznań Economy Academy and from the Higher School of Banking in Poznań (WSB). He also studied at the University of Aarhus in Denmark. He holds Polish statutory auditor qualifications and ACCA IFRS diploma. He started his professional career in 2013 working for audit firms (BDO and PwC), by auditing financial institutions, including banks and investment funds.

In 2008 – 2014 he worked as a Director of Finance and as a Member of the Management Board of P.R.E.S.C.O. GROUP S.A., where he participated in its IPO on the Warsaw Stock Exchange and managed the finance area in the capital group both at the national and international level.

In October 2014 he joined the brokerage house XTB as the Group CFO and since January 2015 he has been a Member of the Management Board of XTB. Responsible for all financial aspects of XTB activity.

Filip Kaczmarzyk – Member of the Management Board

Mr. Filip Kaczmarzyk started his professional career at XTB in 2007 in the Trading Department on the position of Junior Trader. Since April 2009 he held the position of Deputy Chief Trader.

In November 2010 he began working in the CFH Markets in London in the Customer Support Department.

From May 2011 to May 2015 he worked at Noble Securities S.A., initially as the Director of the OTC Instruments Trading Office, and from November 2012 as the Director of the Foreign Markets Department.

Mr. Filip Kaczmarzyk returned to XTB in May 2015 for the position of the Director of Trading Department, from 10 January 2017 he is a Member of the Management Board of XTB.

Mr. Filip Kaczmarzyk is a graduate of the Warsaw School of Economics majoring in Quantitative Methods in Economics and Information Systems.



Jakub Kubacki – Member of the Management Board

Mr. Jakub Kubacki graduated in 2009 as a Master of Law from Koźmiński University, then he completed his training advocate and in 2013 passed the Bar exam at the District Warsaw Bar Association he was admitted to the Bar. In 2010 he started his professional career at XTB in the Legal and Compliance Department, where since 2012 he has been the Compliance Officer. From 25 April 2018 he became the Director of the Legal Department and from 10 July 2018, he is a Member of the Management Board of XTB. He specializes in capital market law.

Mr. Jakub Kubacki is a managing partner at Integrated Systems Logistics LLC USA, which operational activity is not competitive in relations to the Company.

Andrzej Przybylski – Member of the Management Board

Mr. Andrzej Przybylski graduated in 1994 as a MSc Eng, Chemistry of Wrocław University of Science and Technology and in 2011 doctoral studies in economics at the Warsaw School of Economics. Since 1995, he has a stockbroker license. From 1995 he was professionally involved with brokerage houses and offices: until 1997 with Dolnośląski Dom Maklerski S.A. in Wrocław, then CBM WBK S.A., and until 1998 with Dom Maklerski BMT S.A. From 1998 he worked at CDM Pekao S.A. as a Specialist broker and animator and then from 2002 as a Risk Management Specialist. In 2007 – 2010 he worked at UniCredit CAIB Poland S.A. as a Manager in the Compliance and Risk Department. From 2010 to 2013 he was employed at ING TFI S.A. and ING Investment Management (Poland) S.A. as a Senior specialist in risk management and measurement of results. In 2013 – 2014 he was Brokerage Project Business Director and Risk Management Expert at PGE Dom Maklerski S.A. From 2014 he is Head of Risk Management at XTB S.A and since May 2019 he has been a Member of the Management Board of XTB.