

DISCLAIMER

This English language translation of the Polish version of Current Report No. 26 dated 25th June 2025 has been prepared solely for the convenience of English speaking readers. Despite all the efforts devoted to this translation, certain discrepancies, omissions or approximations may exist. In case of any differences between the Polish and the English versions, the Polish version shall prevail. XTB, its representatives and employees decline all responsibility in this regard.

Appointment of the Management Board for new term of office

The Management Board of XTB S.A. (the "Company") hereby announces that on June 25, 2025 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 July 2, 2025 till the end of July 2, 2028.

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.

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.



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 is a graduate of the Warsaw School of Economics, specializing in Banking and Finance.

▪ Paweł Szejko – Member of the Management Board

Mr. Paweł Szejko holds the qualifications of a Polish certified auditor as well as an ACCA diploma in international financial reporting. He began his professional career in 2003 at international auditing firms (BDO and PwC), where he audited, among others, financial institutions including banks and investment funds.

From 2008 to 2014, he served as Chief Financial Officer and Member of the Management Board at P.R.E.S.C.O. GROUP S.A. He successfully led the company's initial public offering on the Warsaw Stock Exchange and managed the financial operations of the corporate group both domestically and internationally.

In October 2014, he joined XTB as Chief Financial Officer, and since January 2015, he has held the position of Member of the Management Board of XTB. He is responsible for overseeing all financial matters within the XTB Group.

Mr. Paweł Szejko is a graduate of the Academy of Economics and the Poznań School of Banking. He has also studied at Aarhus University in Denmark.

▪ **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 is an attorney and a member of the Warsaw Regional Bar Council. An expert in capital markets law, he began his professional career at XTB in 2010 within the Legal and Compliance Department, where since 2012 he has served as Compliance Officer.

In April 2018, he was appointed Director of the Legal Department, and since July 10, 2018, he has held the position of Member of the Management Board of XTB.

Mr. Jakub Kubacki is a graduate of the Faculty of Law at the Leon Koźmiński Academy in Warsaw.