INFORMATION ON THE GOVERNING BODIES OF XTB S.A.

2026

Based on Article 110w sec. 4 and in connection with sec. 5 of the Act of July 29, 2005 on trading in financial instruments (Journal of Laws of 2005 No. 183 item 1538 unified text).

1. Management Board

The Management Board of XTB S.A. consists of 5 members:

No.	Name and surname	Function	Start of current term	End of current term	Functions performed in other entities of the XTB Capital Group
1.	Omar Arnaout	President of the Management Board	02.07.2025	02.07.2028	Member of the Management Board (XTB Mena Limited)
2.	Filip Kaczmarzyk	Member of the Management Board for Trading	02.07.2025	02.07.2028	Executive Director for Trading (XTB Limited, UK)
3.	Paweł Szejko	Member of the Management Board for Finance	02.07.2025	02.07.2028	-
4.	Jakub Kubacki	Member of the Management Board for Legal Affairs	02.07.2025	02.07.2028	▪ Member of the Management Board (XTB Mena Limited) ▪ Member of the Management Board (XTB Financial Services Ltd.) ▪ Member of the Management Board (XTB Lithuania, UAB)
5.	Bartosz Osiński	Member of the Management Board for Risk	01.12.2025	02.07.2028	-

The Management Board of XTB S.A. consists of persons with an unblemished reputation in connection with the functions performed, knowledge, competence and experience necessary for the effective, correct and prudent management of a brokerage house, including risk management, taking into account the scope, scale and complexity of the activities conducted.

Full information on the competencies and professional experience of the indicated Members of the Management Board of XTB S.A. is available on the Company's website: www.ir.xtb.com/en , in the *About us* tab, *Management Bodies* section (https://ir.xtb.com/en/about-us/management-bodies/management-board/).

Members of the Management Board of XTB S.A.:

- have not been found guilty by a final judgment of committing a fiscal offense, an offense against the credibility of documents, property, economic turnover, trading in money and securities, an offense specified in Article 305, Article 307 or Article 308 of the Act of June 30, 2000 Industrial Property Law, an offense specified in the acts referred to in Article 1 sec. 2 of the Act of July 21, 2006 on supervision of the financial market, and an offense constituting a violation of equivalent provisions in force in other Member States;
- do not conduct competitive activity in any form in relation to the Company, nor do they participate in a competitive company as a partner in a civil law partnership, a partnership or as a member of a body of a capital company, and do not participate in another competitive legal entity as a member of its body, and moreover, they are not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register.

The number of functions performed simultaneously by Members of the Management Board of XTB S.A. takes into account the provisions of Art. 103 sec. 1c-1g of the Act of July 29, 2005 on trading in financial instruments.

2. **Supervisory Board**

The Supervisory Board of XTB S.A. consists of 6 members**:**

No.	Name and surname	Function	Start of current term	End of current term	Independence criterion met	Functions in committees
1.	Aleksander Chłopecki	Chairman of the Supervisory Board	16.01.2025	20.11.2027	YES	- Audit Committee - Remuneration Committee - Risk Management Committee
2.	Katarzyna Dąbrowska	Member of the Supervisory Board	20.11.2024	20.11.2027	YES	- Remuneration Committee - Risk Management Committee
3.	Grzegorz Grabowicz	Member of the Supervisory Board	20.11.2024	20.11.2027	YES	- Audit Committee - Remuneration Committee - Risk Management Committee
4.	Ewa Stefaniak	Member of the Supervisory Board	20.11.2024	20.11.2027	YES	Audit Committee Remuneration Committee - Risk Management Committee
5.	Bartosz Zabłocki	Member of the Supervisory Board	20.11.2024	20.11.2027	NO	- Audit Committee - Remuneration Committee - Risk Management Committee
6.	Jakub Zabłocki	Member of the Supervisory Board	14.05.2025	20.11.2027	NO	- Remuneration Committee - Risk Management Committee

The Supervisory Board of XTB S.A. consists of persons with an unblemished reputation in connection with the functions performed, knowledge, competence and experience necessary for the effective, correct and prudent management of a brokerage house, including risk management, taking into account the scope, scale and complexity of the activities conducted.

Full information on the competencies and professional experience of the indicated Members of the Supervisory Board of XTB S.A. is available on the Company's website: www.ir.xtb.com, in the *About us* tab, *Management Bodies - Supervisory Board* section (https://ir.xtb.com/en/about-us/management-bodies/supervisory-board/).

Members of the Supervisory Board of XTB S.A.:

- have not been found guilty by a final judgment of committing a fiscal offense, an offense against the credibility of documents, property, economic turnover, trading in money and securities, an offense specified in Article 305, Article 307 or Article 308 of the Act of June 30, 2000 Industrial Property Law, an offense specified in the acts referred to in Article 1 sec. 2 of the Act of July 21, 2006 on supervision of the financial market, and an offense constituting a violation of equivalent provisions in force in other Member States;
- do not conduct competitive activity in any form in relation to the Company, nor do they participate in a competitive company as a partner in a civil law partnership, a partnership or as a member of a body of a capital company, and do not participate in another competitive legal entity as a member of its body, and moreover, they are not listed in the Register of Insolvent Debtors maintained pursuant to the Act on the National Court Register;
- have not held the function of management board or supervisory board members in other entities belonging to the XTB Capital Group.