

**Report of the Supervisory Board of CCC S.A.
for the financial year from 1 February 2024 to
31 January 2025**



1. Introduction

Acting pursuant to Article 382(3)(3) of the Polish Commercial Companies Code (the '**CCC**'), the Articles of Association of CCC S.A. (the '**Company**', together with its subsidiaries, the '**Group**'), the Rules of Procedure of the Company's Supervisory Board and the 2021 Best Practice for GPW-Listed Companies ('**Best Practice**'), the Supervisory Board hereby submits to the Annual General Meeting this Report on the Activities of the Supervisory Board for the financial year from 1 February 2024 to 31 January 2025 (the '**Reporting Period**').

In accordance with the Best Practice, the Supervisory Board reviewed the following matters:

- 1) The Group's consolidated financial and operating position and the effectiveness of its internal control, risk-management and compliance frameworks, together with the performance of the internal audit function, and information about measures taken by the Supervisory Board to perform such review;
- 2) The Company's compliance with applicable corporate-governance principles, including the disclosure obligations set out in the Warsaw Stock Exchange Rules and in the regulations governing current and periodic reporting by listed issuers, and information about measures taken by the Supervisory Board to perform such review;
- 3) The appropriateness of expenditure incurred by the Company and the Group on sponsorship of cultural and sporting initiatives, charitable organisations, media projects, social organisations, trade unions and other comparable activities;
- 4) Progress in implementing the Board-level diversity policy applicable to both the Management Board and the Supervisory Board; and
- 5) Whether members of the Supervisory Board continue to meet the applicable independence criteria.

Within this Report the Supervisory Board — acting in line with the Best Practice — sets out its assessment and gives a detailed account of its activities during the Reporting period.

2. Term of office, composition and roles of the Supervisory Board; changes in membership during the year

Pursuant to the Company's Articles of Association, the Supervisory Board consists of between five and seven members, each appointed by shareholders in general meeting for a common three-year term. Members of the Supervisory Board are appointed and removed exclusively by shareholders in general meeting.

The composition of the Supervisory Board as at 1 February 2024 is presented in the table below.

Table 1. Composition of the Supervisory Board as at 1 February 2024

No.	Name and surname	Position held	Period of service in 2024
1	Wiesław Oleś	Member of the Supervisory Board, Chairman of the Supervisory Board	1 Feb 2024–31 Jan 2025
2	Filip Gorczyca	Member of the Supervisory Board, Chairman of the Audit Committee	1 Feb 2024–31 Jan 2025
3	Zofia Dzik	Member of the Supervisory Board,	1 Feb 2024–31 Jan 2025

		Member of the Audit Committee	
4	Mariusz Gnych	Member of the Supervisory Board, Member of the Audit Committee	1 Feb 2024–31 Jan 2025
5	Marcin Stańko	Member of the Supervisory Board	1 Feb 2024–31 Jan 2025
6	Piotr Kamiński	Member of the Supervisory Board, Member of the Audit Committee	1 Feb 2024–31 Jan 2025

On 24 October 2024, Mr Mariusz Gnych resigned from the Company's Supervisory Board, effective 31 October 2024, citing personal reasons.

From 1 November 2024 to the date of this report, the composition of the Board was as follows:

Table 2. Composition of the Supervisory Board — Ninth Term, as at 31 January 2025

No.	Name and surname	Position held	Period of service in 2024
1.	Wiesław Oleś	Member of the Supervisory Board, Chairman of the Supervisory Board	1 Feb 2024–31 Jan 2025
2.	Filip Gorczyca	Member of the Supervisory Board, Chairman of the Audit Committee	1 Feb 2024–31 Jan 2025
3.	Zofia Dzik	Member of the Supervisory Board, Member of the Audit Committee	1 Feb 2024–31 Jan 2025
4.	Marcin Stańko	Member of the Supervisory Board	1 Feb 2024–31 Jan 2025
5.	Piotr Kamiński	Member of the Supervisory Board, Member of the Audit Committee	1 Feb 2024–31 Jan 2025

3. Satisfaction of the independence criteria by members of the Supervisory Board

At least two members of the Supervisory Board should satisfy the independence criteria set out in the Commission Recommendation of 15 February 2005 on the role of non-executive directors and supervisory board members of listed companies and on the committees of the (supervisory) board (2005/162/EC), having regard to the Best Practice.

As at 1 February 2024, the Supervisory Board comprised six members, of whom four — Mr Filip Gorczyca, Ms Zofia Dzik, Mr Marcin Stanko and Mr Piotr Kamiński — satisfied the applicable independence criteria.

Further to Mr Mariusz Gnych's resignation from the Supervisory Board on 24 October 2024, at its meeting held on 30 October 2024 the Supervisory Board reviewed the independence declarations submitted and adopted Resolution No. 03/10/2024/RN determining the number

of Supervisory Board members who satisfy the independence criteria, confirming that, in its five-member composition, four members satisfy those criteria.

Throughout their tenure in 2024, the members of the Supervisory Board reported no changes to their independence status or to their personal, factual or organisational relationships with shareholders of CCC S.A.

4. Significant matters addressed by the Supervisory Board, number of meetings held and resolutions adopted during the financial year ended 31 January 2025

The Supervisory Board exercises continuous oversight of the Company's activities, discharging its duties pursuant to the powers specifically conferred upon it by the Company's Articles of Association, the Supervisory Board Regulations and resolutions of the General Meeting, having regard to the Best Practice, principally through meetings. In accordance with its Rules of Procedure, the Supervisory Board convenes as necessary, and no fewer than three times in each financial year. Meetings of the Supervisory Board are convened by its Chairperson.

In the period from 1 February 2024 to 31 January 2025, the Supervisory Board held seven formal meetings, on 26 February, 26 March, 5 April, 16 May, 18 September and 24 October 2024, and on 23 January 2025. Meetings were held both remotely, via means enabling direct long-distance communication, and in person.

In performing its oversight role, the Supervisory Board actively supported the Management Board in pursuing the Company's strategic objectives. It reviewed proposals from the Management Board on matters requiring Supervisory Board approval and monitored the ongoing economic and financial performance of the Company and the Group, as well as periodic financial statements and regular reports provided by the Management Board on current and planned operations. Members of the Supervisory Board held regular meetings with the statutory auditor.

The principal matters addressed by the Supervisory Board during the reporting period are set out below.

Table 3. The principal matters addressed by the Supervisory Board during the reporting period

1.	Ongoing review and assessment of the Company's financial position, including its liquidity.
2.	Appointment of the audit firm to conduct reviews of the interim financial statements of CCC S.A. and the interim consolidated financial statements of the CCC Group, as well as audits of the annual separate financial statements of CCC S.A. and the annual consolidated financial statements of the CCC Group for the financial years 2024–2026.
3.	Assessment of the matters set out in the Best Practice 2021 (sections 2.11.3–2.11.5) in connection with the preparation of the Supervisory Board Report for 2023.
4.	Formal adoption of the statement concerning assessment by the Supervisory Board of the financial statements of CCC S.A. and the CCC Group for the period from 1 February 2023 to 31 January 2024.
5.	Formal adoption of the statements concerning the activities of the Audit Committee and the audit firm responsible for auditing the annual separate and consolidated financial statements.
6.	Granting of consent for CCC S.A. to enter into related-party transactions, namely the execution of amendments to the loan agreements between CCC S.A. and CCC.EU Sp. z o.o., and between CCC S.A. and HalfPrice Sp. z o.o.

	Adoption by the Supervisory Board of resolutions concerning:
	1) the assessment of the separate financial statements of CCC S.A. for the period from 1 February 2023 to 31 January 2024,
7.	2) the assessment of the consolidated financial statements of the CCC Group and the Directors' Report on the activities of the CCC Group for the period from 1 February 2023 to 31 January 2024,
	3) the assessment of the Management Board's proposal regarding the allocation of profit for the twelve months ended 31 January 2024,
	4) the recommendation to grant discharge to the members of the Management Board in respect of the performance of their duties during the period from 1 February 2023 to 31 January 2024.
	Adoption of the Supervisory Board reports:
8.	1) Report on the assessment of the separate and consolidated financial statements, the Directors' Report on the activities of the CCC Group, and the Management Board's proposal regarding the allocation of profit for the twelve months ended 31 January 2024,
	2) Report on the activities of the Supervisory Board for the period from 1 February 2023 to 31 January 2024.
9.	Review and adoption of the report on remuneration for members of the Management Board and the Supervisory Board (Directors' Remuneration Report) for the period from 1 February 2023 to 31 January 2024.
10.	Review and adoption of the report prepared by the Chair of the Supervisory Board on tasks delegated for independent execution during the period from 1 February 2023 to 12 May 2023.
11.	Adoption of a resolution approving the updated Rules of Procedure of the Audit Committee.
12.	Adoption of a resolution on the award of a long-term bonus to members of the Management Board for the second performance period from 1 August 2021 to 31 July 2024.
	Adoption of resolutions concerning:
13.	1/ the determination of the number of Supervisory Board members meeting the independence criteria;
	2/ changes in the composition of the Audit Committee.
14.	Adoption of a resolution granting consent for a related party transaction, namely the execution of annexes to loan agreements between CCC S.A. and CCC.EU Sp. z o.o., and between CCC S.A. and HalfPrice Sp. z o.o.
15.	Adoption of a resolution approving the financial plan for 2024.
	Adoption of resolutions concerning:
16.	1/ an increase in the number of members of the Company's Management Board;
	2/ the appointment of Mr Łukasz Stelmach to the Management Board and his designation as Vice President of the Management Board;
	3/ the determination of the Vice President's remuneration.
21.	Logistics development roadmap for the CCC Group.
22.	Technology / IT projects — CCC Tech roadmap.

5. Adoption by the General Meeting of resolutions relating to the Supervisory Board's activities

On 20 June 2024, at the Annual General Meeting, the Supervisory Board Report on its activities for the period from 1 February 2023 to 31 January 2024 was presented, together with the Supervisory Board's report on its assessment of the separate and consolidated financial statements, the Directors' Report on the activities of CCC S.A. and the CCC Group, and the Management Board's proposal regarding the allocation of profit for the financial year ended 31 January 2024, amounting to PLN 220,692,273.16, to be transferred in its entirety to the Company's reserve capital.

The General Meeting of Shareholders also granted discharge to all members of the Supervisory Board for the performance of their duties in 2023, adopting the requisite

resolutions.

Acting pursuant to Article 90g(6) of the Act of 29 July 2005 on public offering, the conditions governing the introduction of financial instruments to organised trading and public companies, the General Meeting endorsed the Remuneration Report for the members of the Management Board and the Supervisory Board for the period from 1 February 2023 to 31 January 2024.

6. Performance of duties by the Audit Committee

During the reporting period, the Audit Committee — appointed by the Supervisory Board on 3 August 2022 — continued to discharge its responsibilities in the following composition: Mr Filip Gorczyca – Chairman of the Audit Committee, Ms Zofia Dzik – Committee member, Mr Mariusz Gnych – Committee member until 31 October 2024, Mr Piotr Kamiński – Committee member from 1 November 2024 (appointed under Supervisory Board Resolution No. 02/10/2024/RN of 24 October 2024).

As at 31 January 2025, Mr Gorczyca, Ms Dzik and Mr Kamiński each possessed knowledge and skills in accounting or auditing financial statements, while Mr Kamiński also possessed knowledge and skills relevant to the Company's industry.

Ms Zofia Dzik, Mr Filip Gorczyca and Mr Piotr Kamiński are independent members of the Audit Committee within the meaning of Article 129(3) of the Act on statutory auditors, audit firms and public oversight, Annex II to Commission Recommendation 2005/162/EC of 15 February 2005 on the role of non-executive directors and supervisory board committees of listed companies, and the Best Practice.

Throughout their tenure during the reporting period, none of the Audit Committee members reported any change in their independence status as defined in Article 129(3) of the Act of 11 May 2017 on statutory auditors, audit firms and public oversight.

During the reporting period the Audit Committee operated in compliance with the applicable regulations and the Audit Committee Rules of Procedure dated 6 October 2017, as amended on 28 May 2020, 16 September 2021 and 13 May 2024.

The Rules of Procedure set out in detail the Committee's supervisory remit.

Between 1 February 2024 and 31 January 2025 the Audit Committee held eight meetings. At those meetings, the Committee reviewed, inter alia, the reporting package for the period from 1 February 2023 to 31 January 2024, comprising the Company's separate financial statements, the CCC Group's consolidated financial statements, and the Management Board Report on the activities of the CCC Group. The Committee held regular sessions with representatives of the statutory auditor, Ernst & Young Audyt Polska Sp. z o.o. sp.k. It also reviewed the Company's separate financial statements for the first half of 2024, the CCC Group consolidated financial statements and the Directors' Report on the activities of the Group for the same period, as well as the Company's and Group's separate and consolidated financial statements for the first and third quarters of 2024. In addition, the Audit Committee approved its annual work plan and the internal audit work plan for the financial year 1 February 2024 – 31 January 2025.

During its meetings in 2024, the Audit Committee also reviewed, inter alia:

- the risk-management system, including identification and assessment of key risks;

- the timetable for the 2024 year-end audit;
- the accounting policies and their compliance, consolidation criteria, and the list of critical accounting principles with a material impact on the financial statements;
- changes in financial reporting, their materiality, and the timeliness of report filings;
- IT systems used for accounting and reporting purposes;
- the management-accounting framework;
- the compliance framework, including a review of material disputes and business-partner due-diligence procedures;
- the anti-corruption compliance programme and whistle-blower protection arrangements;
- the findings of internal and external audits, together with the status of implementation of the resulting recommendations;
- the internal audit function's budget, resources and remuneration levels;
- the effectiveness of internal control, risk-management and compliance systems;
- material outsourced processes and the management of outsourcing risk;
- the CCC Group's liquidity position and its refinancing project;
- the people strategy and HR action plan;
- the anti-corruption compliance programme and whistle-blower protection arrangements;
- conflict-of-interest procedures, ethical standards, and measures to detect and prevent fraud and malfeasance;
- the organisational structure and the division of responsibilities among Management Board members;
- the Company's ESG reporting;
- trends in the volume of product complaints;
- cyber-security across the CCC Group;
- shareholder communications and the Group's investor-relations strategy;
- analysis of potential sales lost as a result of employee or customer fraud or misconduct;
- the tax function, tax-risk management, the Group's tax strategy and progress in its implementation.

Acting pursuant to the requirements of the Act of 11 May 2017 on statutory auditors, audit firms and public oversight (the 'Statutory Auditors Act'), the Audit Committee adopted — on 16 May 2024 — an updated Audit Committee Rules of Procedure setting out in detail its remit and operating principles. In addition, the Audit Committee also updated:

- the Policy for selecting and appointing the audit firm (statutory auditor) to audit the separate financial statements of the Company and the consolidated financial statements of the CCC Group;
- the Procedure for selecting and appointing the audit firm (statutory auditor) to audit the separate financial statements of the Company and the consolidated financial statements of the CCC Group;
- The Policy for the provision of permitted non-audit services by the statutory auditor or audit firm to the CCC Group.

Under the permitted non-audit services policy, neither the statutory auditor of CCC S.A. nor any of its network firms may, directly or indirectly, provide prohibited non-audit services to CCC S.A. or any CCC Group entity.

On 27 August 2024, acting pursuant to the Statutory Auditors Act and in accordance with the Group's Policy for the provision of non-audit services by the statutory auditor or audit firm to the CCC Group, the Audit Committee assessed the independence threats and safeguards set

out in Articles 69–73 of that Act and approved the engagement of Ernst & Young Audyt Polska sp. z o.o. sp.k. to perform the following non-audit services for CCC S.A.:

- 1) the service specified in Article 136(2)(9) — an assurance engagement to verify the Directors' Remuneration Report, as required under Article 90g of the Act of 29 July 2005 on public offering, the conditions governing the introduction of financial instruments to organised trading and public companies (Dz.U. 2021, item 355);
- 2) the service specified in Article 136(2)(7) — an assurance engagement on the CCC Group's sustainability reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD) and applicable Polish regulations;
- 3) the service specified in Article 136(2)(6) — an agreed-upon-procedures engagement to test bank-covenant ratios disclosed in compliance certificates required under the Group's credit-facility agreements, using information drawn from the Group's interim and annual consolidated financial statements;
- 4) the service specified in Article 136(2)(5) — a verification engagement on selected reporting packages submitted by CCC Group entities for the purposes of the audit of the Group's annual consolidated financial statements and the review of its interim consolidated financial statements.

The Audit Committee approved the statutory auditor's engagement to provide the services listed in items 1–4 to CCC S.A. for the period 2024–2026.

In the course of its audit-oversight activities, the Audit Committee reviewed the Company's financial statements for 2023, the independent statutory auditor's reports on the annual separate and consolidated financial statements, and the additional report submitted to the Audit Committee.

The Committee monitored the financial-reporting process, met with the statutory auditor together with the Supervisory Board, and monitored the audit process. It carried out periodic monitoring of the auditor's independence and, on the basis of independence confirmations received by both the Audit Committee and the Management Board, concluded that the audit firm and the audit engagement partners responsible for the audits of (i) the separate financial statements of CCC S.A. and (ii) the consolidated financial statements of the CCC Group for the financial years 1 February 2023 – 31 January 2024 and 1 February 2024 – 31 January 2025 were independent of the Group.

The Audit Committee reported regularly to the Supervisory Board on the results of its oversight and monitoring of the financial-reporting process and the statutory audit.

Based on its analysis of the financial statements, the information provided by the Company, and the statutory auditor's findings and opinion, the Committee concluded that the financial statements presented a true and fair view of the operations of the Company and the Group and were prepared in compliance with applicable requirements.

Accordingly, the Audit Committee recommended that the members of the Supervisory Board issue a positive opinion on the annual financial statements for the year ended 31 January 2024.

7. Assessment of work of the Supervisory Board

The Supervisory Board exercised continuous oversight of the Company's operations and the work of the Management Board in accordance with the duties and powers prescribed by the

Polish Commercial Companies Code, other applicable legislation, the Company's Articles of Association and the Supervisory Board Rules of Procedure, having regard to the principles of the Best Practice.

On the basis of its assessment, the Supervisory Board confirms that the Company has complied with the obligations imposed by the Commercial Companies Code and all other generally applicable laws governing a listed joint-stock company, and that it has met the requirements arising from its Articles of Association.

All members of the Supervisory Board performed their duties with due care, applying their best knowledge, experience and commitment.

In the Supervisory Board's opinion, the responsibilities assigned to it under applicable law and the CCC Group's internal regulations have been discharged in full, in compliance with those requirements and with the Best Practice. Accordingly, the Supervisory Board recommends that its members be granted discharge in respect of the performance of their duties for the financial year ended 31 January 2025.

8. Results of the Supervisory Board's assessment of the financial statements and the Directors' Report for the financial year from 1 February 2024 to 31 January 2025

A detailed analysis of the financial performance of CCC S.A. and the CCC Group is presented in the Supervisory Board Report on its assessment of the separate financial statements, the consolidated financial statements, and the Directors' Report on the activities of the CCC Group for the twelve months ended 31 January 2025.

Having reviewed the submitted reports and the results achieved by CCC S.A. and the CCC Group for the financial year ended 31 January 2025, and acting pursuant to Article 382(3¹)(1) of the Commercial Companies Code, the Supervisory Board — having regard to prevailing challenges and external conditions — has issued a positive assessment of the Company's operations for the period from 1 February 2024 to 31 January 2025.

The Supervisory Board notes that during the reporting period the Company consistently pursued its chosen strategic course, implemented effective cost-containment measures, improved profitability and margins, and maintained strong liquidity.

9. Assessment of the Company's position, including an evaluation of the internal-control, risk-management and compliance systems and the internal audit function, together with information on the actions taken by the Supervisory Board to perform that assessment

1) Implementation of the Company's strategy

The assessment of the Company's position was based on (i) documents submitted by the Management Board; (ii) discussions at Supervisory Board meetings attended by the Management Board and the statutory auditor; (iii) materials prepared by the internal audit function and the compliance officer; (iv) the financial statements and the Management Board Report for the year ended 31 January 2025; and (v) the statutory auditor's findings from the audit of the Company's accounting records.

Taking account of developments within the Group and in its operating environment, in November 2024 the Company published — and began implementing — new strategic directions for the CCC Group for 2025 – 2030, which include, inter alia:

- Further development of the licensing model, aimed at: consistently increasing the share of licensed brands in the CCC business line to 50 per cent; rolling out licensed brands across the Group's other business lines; and introducing a segmentation strategy to position the Group's brand portfolio across all price tiers;
- Expansion of the CCC Group retail network — the Group's goal is to triple the number of stores by the end of 2030 by opening at least 200–250 thousand m² of new retail space each year. In pursuing its expansion strategy, the CCC Group will continue to focus on its core markets in Central and Eastern Europe, while also capitalising on selected opportunities in Southern Europe — particularly for the HalfPrice business line. A key pillar of the plan is the roll-out of Worldbox, a new multi-brand format with apparel as the lead product category. In addition, the Group has begun developing a new eobuwie store format that features a physical showcase of premium global brands;
- Development of a new business model for the Modivo Group. The Modivo Group will provide end-to-end logistics and checkout services for the CCC Group's entire e-commerce operation, becoming the online business's operational hub.

2) Assessment of the internal control system

The internal control system comprises:

- 1) control activities performed by CCC Group employees as part of their assigned responsibilities;
- 2) functional control exercised by all managers through supervision of their respective organisational units; and
- 3) assurance provided by internal audit, providing an independent and objective assessment of the Group's risk-management and internal-control systems.

The process of preparing financial statements is subject to the Group's internal control and risk-management systems, which safeguard the reliability and integrity of financial reporting and ensure compliance with legal requirements and internal policies.

A key control within the preparation process is the verification of the financial statements by the independent statutory auditor, whose responsibilities include the review of the half-year financial statements and the audit of the annual financial statements. The Company applies accounting policies that have been developed in accordance with International Financial Reporting Standards as adopted by the EU (IFRS).

Risk management in the financial-statement preparation process is based on identifying and assessing risks and implementing measures to mitigate or eliminate them. Oversight of the preparation of the Company's financial statements lies with the Group Chief Accountant and the executive responsible for the Group's finance function, under whose authority the finance and accounting departments operate.

3) Assessment of the risk management system

Risk management in the financial-statement preparation process is based on identifying and assessing risks and implementing measures to mitigate or eliminate them. As part of the control activities, periodic management reports are reviewed for accuracy, with particular attention to deviations from financial plans. The risk-management process starts at operational level within the Group to ensure that predefined objectives are achieved. Risk management within the CCC Group is overseen by the Management Board and senior management personnel. Independent internal audits of finance and accounting processes are also conducted. The accuracy of the financial-statement preparation process is additionally supervised by the Audit Committee. To confirm that the information disclosed in the financial statements is consistent with underlying facts and the Company's accounting records, the statements are audited by an independent statutory auditor, who issues an opinion on the matter. All actions undertaken by the Company are designed to ensure compliance with legal requirements and that the information presented accurately reflects the underlying facts, enabling potential risks to be identified and addressed at an early stage so that they do not impair the reliability and accuracy of the financial information.

The Supervisory Board has also reviewed the material risk factors, the Company's exposure to them, and the CCC Group risk management system.

The primary objectives of risk management are to safeguard the Company's operations and to support effective decision-making aimed at maximising returns within an acceptable risk appetite.

The Company operates a formal CCC Group Risk-Management Policy, which sets out the principles, risk factors and mitigation methods necessary to maintain maximum control over risks that could adversely affect the Group's business. Compliance with this Policy is mandatory for — and observed by — all Group entities. The Risk-Management Policy is reviewed periodically and updated with detailed guidelines covering each risk category across the Group.

The Supervisory Board and the Audit Committee maintain continuous oversight of the Company, including assessment of the internal-control and risk-management systems, and take decisions that guide the business to operate efficiently and effectively in pursuit of its strategic objectives.

The Supervisory Board observes that the Company regularly monitors liquidity — meaning the Company's ability to settle obligations as they fall due and to secure funding for ongoing operations and planned investments — and is satisfied that the existing arrangements are adequate for the Group's needs.

4) Compliance

To ensure effective oversight of legal and regulatory compliance, the Company has appointed a Compliance Officer. The Compliance function's responsibilities include:

- drafting, reviewing and updating policies, standards and procedures addressing non-compliance risk;
- identifying and assessing the Company's exposure to non-compliance risk;
- analysing and providing opinions on new or amended internal regulations for compliance with applicable law, internal requirements and market standards;
- organising the process for reporting breaches of the Code of Ethics and ensuring appropriate reporting;
- supporting the management of non-compliance risk across Group companies;
- preparing and submitting non-compliance risk reports to the Management Board, the Audit

Committee and the Supervisory Board.

The Company operates a suite of internal compliance regulations, including the Compliance Policy, the Whistleblowing Procedure, the Conflict-of-Interest Procedure, the Anti-Money Laundering and Counter-Terrorist Financing Procedure, and the Code of Ethics. Observance of these regulations is mandatory for all employees. The Audit Committee holds regular meetings with the Compliance Officer to analyse the compliance framework, including a review of significant disputes, the anti-corruption compliance system and the whistleblower protection arrangements.

5) Internal audit

The Company has an internal-audit function that conducts independent, objective assessments of business processes across the Group, helping to ensure that risk-management, control, and corporate-governance systems are effective and robust.

The function operates under an annual audit plan and undertakes both scheduled reviews and ad-hoc assignments commissioned by the CCC Management Board at the parent and across the Group. The internal-audit team supports the CCC Group in achieving its objectives by providing assurance on the effectiveness of risk-management, control, and governance processes and by issuing recommendations for improvement. Audit findings and follow-up recommendations — together with their implementation status — are reported to the Management Board and the Audit Committee.

Audit plans are drawn up on a risk-based analysis and may be adjusted to incorporate ad-hoc reviews commissioned by the Management Board. Each plan is submitted to the Audit Committee for approval. The results of internal-audit work — including the recommendations issued and their implementation status — are reported to the Audit Committee on a regular basis. The Head of Internal Audit also submits an annual report on internal-audit activities to both the Audit Committee and the Supervisory Board.

In the Supervisory Board's opinion, the Company's control mechanisms provide an appropriate level of assurance over its operations and enable active management of risks, particularly those that could adversely affect the Group's performance.

10. Assessment of the Management Board's fulfilment of its obligation to report information to the Supervisory Board

In addition to providing regular updates on the current position of the Company and the Group, the Management Board submits monthly reports to the Supervisory Board containing detailed information on:

- a) resolutions adopted by the Management Board and their subject matter;
- b) the Company's financial position — including liquidity, assets and other material matters relevant to the conduct of its affairs, particularly in operational and investment activities;
- c) progress in delivering the Company's strategic initiatives;
- d) transactions, events or circumstances that materially affect, or could affect, the Company's financial position, including profitability or liquidity;
- e) changes to information previously provided to the Supervisory Board, where such changes materially affect, or could affect, the Company's position.

The above matters — including those relating to personnel changes — were also discussed by the Management Board at meetings of the Supervisory Board. In light of the foregoing, the Supervisory Board considers that the Management Board duly discharged the obligations set out in Article 380¹ of the Commercial Companies Code. Given the comprehensive scope of the information and reports provided by the Management Board, the Supervisory Board had no need to exercise its right under Article 382(4) of the Commercial Companies Code to request additional information, documents, reports or explanations.

11. Total remuneration payable by the Company in respect of all reviews commissioned by the Supervisory Board during the financial year pursuant to Article 382¹ of the Polish Commercial Companies Code

In 2024, the Supervisory Board did not exercise its authority under Article 382¹ of the Polish Commercial Companies Code to commission, at the Company's expense, any review of matters concerning the Group's operations or assets, nor to engage an independent adviser to prepare related analyses or opinions.

12. Assessment of the Company's adherence to corporate governance principles and its fulfilment of the related disclosure obligations under the Warsaw Stock Exchange Rules and the regulations governing current and periodic disclosures by securities issuers, together with a summary of the procedures undertaken by the Supervisory Board to perform this assessment

The Company is subject to the corporate governance principles set out in the Best Practice.

The disclosure obligations relating to the application of those principles are prescribed by Par. 29 of the Rules of the Warsaw Stock Exchange and by Par. 91(5) of the Regulation of the Minister of Finance of 19 February 2009 on current and periodic information published by issuers of securities. On 30 July 2021, the Company published its Best Practice compliance statement, confirming that it complies with all of the principles contained therein. Throughout the reporting period, the Company did not report any changes to its application of and compliance with the corporate governance principles.

The Supervisory Board is satisfied that in the financial year ended 31 January 2025 the Company duly complied with its disclosure obligations regarding the application of the corporate governance principles.

13. Assessment of the appropriateness of the expenditure incurred by the Company and the Group on sponsorship of cultural and sporting initiatives, charitable organisations, media projects, social organisations, trade unions and other comparable activities.

The Company conducts its sponsorship activity in accordance with the adopted Sponsorship Policy, which is fully aligned with the Group's strategic and marketing objectives. The Policy is designed to enhance the Group's corporate profile and brand equity, reinforcing awareness of its trade marks by targeting sponsorship activities at clearly defined audiences. Implementation of the Policy generates mutual benefits for the Group, in its capacity as sponsor, and for the organisations it supports.

14. Implementation of the Group's diversity policy with respect to the Management Board and the Supervisory Board

The Group maintains a CCC Group Diversity Policy built on eight core principles that embody the commitment of all employees to fostering an open and inclusive workplace. The objective of the Group's diversity-management framework is to create an environment in which every colleague feels respected and valued, and is able to realise their full potential, thereby contributing to the Group's success. The Company has also adopted a Code of Ethics that articulates the Group's fundamental values — uncompromising quality, teamwork, respect for others and openness to diversity across the workforce. Consistent with these commitments, the Company affords employees equal opportunities for professional development and advancement irrespective of race, religion, gender, age,

nationality, sexual orientation, citizenship, marital or parental status, political opinion, disability or any other legally protected characteristic. Recruitment decisions for employees, as well as appointments to the Management Board and the Supervisory Board, are made solely on the basis of objective criteria.

The Company aims to promote balanced diversity across its governing bodies — particularly with respect to gender, educational background, age and professional experience — while retaining appropriate qualifications, professionalism and the requisite competencies as the principal criteria for appointment. The Diversity Policy is designed to eliminate workplace discrimination and to cultivate an organisational culture that welcomes a heterogeneous workforce, thereby reinforcing the Group's market position and competitive advantage.

Consistent with this policy, appointments to both the Management Board and the Supervisory Board are made against objective criteria. As at 31 January 2025, 20% of the Supervisory Board members were women and 80% were men. 20% of the Supervisory Board members belonged to the age group of 30–50 and the remaining 80% to the age group of over 50. No Supervisory Board member self-identifies as belonging to a socio-demographic group that is currently under-represented.

The Company seeks to ensure balanced diversity within its governing bodies — particularly as regards gender, educational background, age and professional experience — while retaining appropriate qualifications, professionalism and the requisite competencies as the principal criteria for appointment. In selecting members of its governing bodies, the Company is guided by equality and inclusivity.

A Supervisory Board candidate must possess appropriate education, professional and life experience, demonstrate high ethical standards and be able to devote sufficient time to discharge Board duties effectively. Nominations must be submitted with a detailed justification to enable shareholders to make an informed decision. Pursuant to the Articles of Association and the Best Practice, at least two Supervisory Board members must satisfy the independence criteria. Each candidate is therefore required to deliver a written statement confirming compliance with the applicable independence requirements.

15. Assessment of the Sustainability Statement contained in the Directors' Report on operations for the financial year ended 31 January 2025

The consolidated Management Board report includes a Sustainability Statement prepared in accordance with: the Polish Accounting Act of 29 September 1994 (Dz.U. 1994 Nr 121 item 591; consolidated text: Dz.U. 2024 poz. 619, 1685, 1863); and Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 establishing a framework to facilitate sustainable investment (the EU Taxonomy Regulation). The Statement has been drawn up under the European Sustainability Reporting Standards (ESRS) introduced by Commission Delegated Regulation (EU) 2023/2772.

The Statement was subjected to external limited-assurance procedures performed by Ernst & Young Audyt Polska sp. z o.o. sp.k. in accordance with: Polish Standard on Sustainability Reporting Assurance Engagements 3002PL "Limited assurance engagement on sustainability reporting"; and Polish Standard on Assurance Engagements other than Audit or Review 3000 (Z), which transposes ISAE 3000 (Revised) – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Comparative figures and year-on-year movements in key performance indicators were outside the scope of the assurance engagement.

In its assurance report, the auditor concluded that, based on the procedures performed and the evidence obtained, nothing has come to its attention that would indicate non-compliance of the Sustainability Statement with: Chapter 6c of the Polish Accounting Act (including the ESRS), the materiality assessment process applied to identify sustainability disclosures, or the related reporting requirements.

The Supervisory Board considers that the information set out in the Sustainability Statement provides the Group's key stakeholders with a reliable and decision-useful overview of the CCC Group's sustainability performance.

Polkowice, 7 May 2025

Chairman of the Supervisory Board	–	<i>Wiesław Oleś</i>
Member of the Supervisory Board	–	<i>Zofia Dzik</i>
Member of the Supervisory Board	–	<i>Filip Gorczyca</i>
Member of the Supervisory Board	–	<i>Marcin Stańko</i>
Member of the Supervisory Board	–	<i>Piotr Kamiński</i>