

**Report**  
**of the Audit Committee of the Supervisory Board of JSC "Ukrposhta"**  
**on the results of activities in the period**  
**from July 1, 2025 to December 31, 2025**  
**(II HY 2025)**

**I. The composition of the Audit Committee of the Supervisory Board of JSC "Ukrposhta" in the reporting period:**

1. Carroll Gary John – Chairman of the Committee, independent member of the Supervisory Board;
2. Chala Iryna Oleksandrivna – Deputy Chairman of the Committee, member of the Supervisory Board – representative of the state;
3. Mitiukov Ihor Oleksandrovych – member of the Committee, independent member of the Supervisory Board, Chairman of the Supervisory Board.

The Audit Committee is a mandatory permanent Committee, created in accordance with the decision of the Supervisory Board of the Company dated 14.12.2018 (minutes No. 1) (with changes and additions) in the above composition, carried out its activities in accordance with the Regulation on the Supervisory Board of the Company, approved by the Order of the Ministry of Development of Communities and Territories of Ukraine dated 10.12.2025 No. 1718, Regulation on the Audit Committee, approved by the decision of the Supervisory Board dated 26.06.2024 (minutes No. 6) and the Law "On Joint Stock Companies".

During the reporting period, there were changes in the personal composition of the Committee, namely:

I. Composition of the Audit Committee of the Supervisory Board of JSC "Ukrposhta" from 01.07.2025 to 26.08.2025, changes made by the decision of the Supervisory Board dated 20.03.2025 (Minutes No. 3):

1. Malynska Olena Oleksandrivna - Chairman of the Committee, independent member of the Supervisory Board;
2. Carroll Gary John - Deputy Chairman of the Committee, independent member of the Supervisory Board;
3. Derkach Serhiy Anatoliyovych, member of the Supervisory Board - representative of the state;
4. Mitiukov Ihor Oleksandrovych, independent member of the Supervisory Board, Chairman of the Supervisory Board;
5. Abdrasilov Rinat, independent member of the Supervisory Board.

II. Composition of the Audit Committee of the Supervisory Board of JSC "Ukrposhta" from 27.08.2025 to 08.09.2025, changes occurred due to the voluntary dismissal of Malynska Olena Oleksandrivna and Derkach Serhiy Anatoliyovych:

1. Carroll Gary John - Deputy Chairman of the Committee, independent member

of the Supervisory Board;

2. Mitiukov Ihor Oleksandrovykh, independent member of the Supervisory Board, Chairman of the Supervisory Board;

3. Abdrasilov Rinat, independent member of the Supervisory Board.

III. Composition of the Audit Committee of the Supervisory Board of JSC "Ukrposhta" from 09.09.2025 to 23.09.2025, changes occurred due to the voluntary dismissal of Abdrasilov Rinat. During the specified period, the quorum of the Committee was absent:

1. Carroll Gary John – Deputy Chairman of the Committee, independent member of the Supervisory Board;

2. Mitiukov Ihor Oleksandrovykh, independent member of the Supervisory Board, Chairman of the Supervisory Board.

IV. Composition of the Nomination and Remuneration Committee of the Supervisory Board of JSC "Ukrposhta" from 24.09.2025 to 31.12.2025, changes made by the decision of the Supervisory Board dated 24.09.2025 (Minutes No. 10):

1. Carroll Gary John – Chairman of the Committee, independent member of the Supervisory Board;

2. Chala Iryna Oleksandrivna – Deputy Chairman of the Committee, member of the Supervisory Board – representative of the state;

3. Mitiukov Ihor Oleksandrovykh, independent member of the Supervisory Board, Chairman of the Supervisory Board.

## **II. Audit Committee meeting**

In accordance with the Regulation on the Audit Committee, approved by the decision of the Supervisory Board dated 26.06.2024 (minutes No. 6), and the Regulation on the Supervisory Board, the requirements of the legislation, the Company's internal documents or by the instructions of the Supervisory Board, the competence of the Audit Committee in the reporting period was attributed to:

1. monitoring the integrity of financial information provided by the Company, in particular reviewing the compliance and consistency of accounting methods used by the Company and legal entities controlled by the Company;

2. reviewing the effectiveness of internal audit and risk management systems at least once a year;

3. providing recommendations to the Supervisory Board on selection, appointment to the position, re-appointment and dismissal of the internal auditor (head of the internal audit service) and the head of the budget department or other department the competence of which includes budgeting issues;

4. providing the Supervisory Board with recommendations on the selection, appointment to the position, reassignment and dismissal of heads of compliance and risk management departments;

5. providing the Supervisory Board with recommendations on approving the terms of employment contracts concluded with employees of the internal audit department (with the internal auditor), setting the amount of their remuneration, including incentive and compensation payments;

6. providing the Supervisory Board with recommendations on approving the terms of employment contracts concluded with heads of compliance and risk management departments, setting the amount of their remuneration, including incentive and compensation payments;
7. drafting the budget of the Supervisory Board of the Company and submitting it for approval to the Supervisory Board;
8. reviewing and approving the financial plan of the Company and providing proposals for it;
9. approving and reviewing the annual plan of internal audits;
10. considering, approving, decision-making, and taking measures following the consideration of reports and recommendations of the internal audit department;
11. approving and reviewing the Regulation on the internal audit department, compliance department, risk management department and programs for ensuring and improving the quality of these departments;
12. monitoring the accuracy of accounting data and financial statements of the Company, including annual, quarterly and other statements;
13. control of the Company's compliance with the requirements of legislation and accounting standards in terms of accounting and financial statements, including regarding the completeness and timeliness of preparation of financial statements;
14. checking:
  1. ensuring that the Company's accounting policy is consistent and changes are made thereto;
  2. methods applied to large or non-standard transactions in respect of which several approaches may be used;
  3. the Company's compliance with accounting and valuation standards, with the Committee taking into account the position of the external auditor (audit firm);
  4. clarity and completeness of the information disclosed by the Company in the financial statements, as well as the context of such information;
  5. material corrections following the audit;
  6. going concern assumptions;
  7. compliance with the requirements of the legislation regarding disclosure of information;
  8. taking other actions in accordance with the decisions taken by the Committee.
15. assessing the effectiveness and proper functioning of the Company's internal control system;
16. analysing and discussing risk management regulation (policy) and risk appetite statement;
17. analysing and discussing significant financial risks, and actions of the Director General to monitor and eliminate or minimize such risks;
18. assessing the effectiveness and proper functioning of the Company's internal control system, considering significant issues of concern and action plan to correct the deficiencies;
19. ensuring the availability of adequate internal procedures for employees and counterparties to raise issues of alleged misconduct with respect to financial statements and other issues;

20. reviewing the Company's procedures aimed at detecting fraudulent actions;
21. getting acquainted with the anti-corruption program of the Company and providing the Supervisory Board with recommendations on making changes to it;
22. approving the Compliance Policy and supervising its implementation;
23. considering reports following the compliance-related work;
24. reviewing compliance risks and compliance incidents, except for ethics incidents within the competence of the Nomination and Remuneration Committee, in relation to members of the Supervisory Board and the Director General and officials directly subordinated to the Supervisory Board (e.g., whistle-blower reports of compliance violations, identified compliance risks, etc.);
25. considering the compliance system assessment (maturity assessment);
26. involving external compliance experts, if necessary;
27. assisting the Supervisory Board in the implementation of the following powers by evaluating and providing recommendations and proposals for the implementation of the 'the tone from the top' regarding the importance of compliance and implementation of compliance processes;
28. other issues stipulated by the law, the Articles of Association of the Joint Stock Company or the Regulation on the Committee.

During the reporting period, the Audit Committee held 4 meetings in the form of joint presence of Committee members in a designated place to discuss agenda items and voting, including using remote communication tools (video and voice conferences, etc.), which provided everyone participants had the opportunity to hear each other, communicate with each other and identify the voting results, and on which 30 questions were considered.

During the reporting period, the Audit Committee made decisions, in particular:

1. on the consideration of the status of implementation of the Audit Committee's decisions for June 2025;
2. on the consideration of the results of the state audit and the action plan, taking into account consolidated information on audit findings;
3. on the consideration and approval of the risk management report for the 2nd–3rd quarters of 2025;
4. on the consideration and approval of the risk appetite statement;
5. on the consideration and approval of the department performance report for the first half-year and the 3rd quarter of 2025;
6. on the consideration and approval of amendments to the audit plan for the 3rd and 4th quarters of 2025;
7. on the consideration and approval of a new version of the Regulation on the Internal Audit Department of JSC "Ukrposhta";
8. on the consideration and approval of amendments to the organizational structure and staffing schedule of the Internal Audit Department;
9. on the consideration and approval of the planning and performance evaluation scorecard of the Acting Director of the Internal Audit Department for 2025 and 2026;
10. on the consideration and approval of the performance evaluation results of the Acting Director of the Internal Audit Department for the 2nd–3rd quarters of 2025;

11. on the appointment of the Compliance Director;
12. on the consideration of the results of the Audit Committee's activities for the first six months of 2025;
13. on the consideration and approval of the performance report of the Internal Audit Department of the financial payment services provider for the first nine months of 2025;
14. on the consideration and approval of the Business Continuity Policy;
15. on the consideration of the performance report of the Director for Risk Management;
16. on the consideration and approval of the Regulation on the Internal Control System;
17. on the appointment of the Acting Director for Risk Management;
18. on the consideration of the compliance function work plan until the end of the year;
19. on the consideration of the draft budget of the Company's Supervisory Board;
20. on the approval of the schedule of Audit Committee meetings for 2026;
21. on the consideration of the plan for preparation of financial statements in accordance with International Financial Reporting Standards and the independent auditor's report for 2025;
22. on the consideration and approval of the activity plan of the Internal Audit Department for 2026;
23. on the consideration and approval of a new version of the Policy on the Organization of Activities of the Internal Audit Department;
24. on the consideration and approval of the compliance function activity report for the 4th quarter of 2025;
25. on the consideration and approval of amendments to the organizational structure of the compliance function;
26. on the consideration of other issues.

### **KEY THESES FOR THE SUPERVISORY BOARD**

The external auditor of the Company is BDO Limited Liability Company. The Audit Committee was informed of the scope and timing of the audit for the year 2025. The Audit Committee was not provided with any information that could be considered to affect the independence of the audit company.

In the reporting period, the Audit Committee used the methods and procedures of activity defined in the Regulation on the Supervisory Board and the Regulation on the Audit Committee, which allowed to effectively organize the process of implementing the assigned powers. It should be noted that 4 meetings of the Audit Committee in the reporting period were held with 93% attendance of members of the Audit Committee, which testifies to the responsible attitude of the members of the Audit Committee to the performance of their duties and the proper performance by the Chairman of his powers to organize the work of the Audit Committee.

Based on the results of consideration of individual issues, the Audit Committee provided the Supervisory Board with relevant proposals, formalized by decisions recorded in the minutes of the meetings.

**Chairman of the Audit Committee**

**Gary John CARROLL**