DIVERSITY POLICY AT BNP PARIBAS BANK POLSKA S.A.

BNP Paribas Bank Polska S.A. adheres to the diversity good practices with respect to all the Bank's employees, regardless of the job position held, with a particular emphasis placed on the Bank's authorities and key managers.

To determine the procedure for attesting that the persons appointed as members of the Management Board and Supervisory Board, as well as key function holders at the Bank, are adequately competent, and in view of the European Banking Authority Guidelines, on 10 November 2015, the Bank adopted the "Policy on the Assessment of Suitability of members of the Supervisory Board and Management Board Members and Key Function Holders in the Bank". The assessment suitability is based on such criteria as reputation, experience, competences and no conflict of interest. The assessment is carried out when candidates are selected for the aforementioned positions, and later, when the functions are already performed by the appointed candidates.

The Bank conducts periodic reviews and updates as required by the **"Policy on the Assessment of Suitability of members of the Supervisory Board of BNP Paribas Bank Polska S.A." and "Policy on the assessment of suitability of members of the Management Board and Key Function Holders at BNP Paribas Bank Polska S.A."**. In October 2026, "Gender Balance Policy" was processed, which will be adopted at the next General Meeting and will immediately be published on the Bank's website. The Bank emphasizes the importance of diversity in the Management Board and the Supervisory Board in order to take advantage of a wide range of skills and competences of the Management Board and Supervisory Board Members, gain different points of view and experience, and enable issuing independent opinions and reasonable decisions by the Management Board and Supervisory Board. When selecting and appointing the Management Board Members and proposing candidates for the Supervisory Board Members, the Bank takes into account the issue of diversity. The Bank strives to ensure sufficient diversity in the following aspects: gender, education, professional experience, age and geographical origin. The Bank sets a quantitative target and a time frame for gender diversity and monitors its implementation.

In addition, since December 2016, the Bank adheres to the **"Diversity Management Policy at BNP Paribas Bank Polska S.A."**. The Policy specifies the rules of conduct at BNP Paribas Bank Polska S.A. related to preventing discrimination in the aspect of respect for diversity, and which take into account the principles applicable in the BNP Paribas Group. It applies to all employees in the aspect of each process in the area of human resources management, among others, recruitment, career planning and development, and employee training. The Bank prohibits discrimination in employment, direct or indirect, in particular on grounds of gender, age, disability, skin color, religion, nationality, political convictions, trade union membership, ethnic origin, religion, sexual orientation, gender identity as well as on grounds of employment for a definite or indefinite period, and also full or part time employment. The Bank perceives workforce diversity as the value that creates the capital and constitutes a potential source of building a competitive edge for the Bank.

In order to further create and promote the work environment at the Bank, focused on the respect and optimal use of the potential stemming from differences between the employees to foster the Bank's development, on 24 May 2016, the Bank became the signatory and partner of the educational programme "Diversity Charter", i.e. international initiative implemented in the EU states and promoted by the European Commission. The Charter is the commitment signed by the organisations that decide to prohibit discrimination in a workplace and to act to create and promote diversity. The Charter also means the Bank's willingness to involve all the employees as well as business and social partners in such actions.

Since 2019, the Bank’s activities related to creation of a diverse, inclusive organizational culture has regularly submitted to external verification and assessment. BNP Paribas Bank Polska S.A. was included in the first edition of the Diversity & Inclusion Rating, among the leaders in managing diversity and promoting inclusive culture. The rating developed by the Responsible Business Forum and Deloitte was based on the assessment of four areas of organization maturity in the D&I aspect: management basics, programmes and activities, building engagement, and result indicators. In the following years, the bank was again among the leaders in diversity and inclusion management, achieving a score of over 80% in the Diversity In Check survey organized by the Responsible Business Forum.