

Changes in the composition of the Management Board of BNP Paribas Bank Polska S.A. and scope of responsibilities of Management Board members

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The Management Board of BNP Paribas Bank Polska S.A. ("the Bank") hereby informs that the Bank's Supervisory Board at the meeting held on 7 December 2023, appointed **Ms Małgorzata Dąbrowska** to the Bank's Management Board to the position of the Vice President in charge of the Operations & Business Support Area, from 1 January 2024 till the end of the current term of office of the Bank's Management Board.

At the same time, the Bank informs that the Supervisory Board has entrusted **Mr Volodymyr Radin**, Vice President of the Bank's Management Board, currently in charge of the Personal Finance Banking Area, with additional responsibility for the Retail and Business Banking Area as of 1 January 2024.

Hereby, the Bank discloses information on the expertise and experience of Ms Małgorzata Dąbrowska and Mr Volodymyr Radin.

Ms Małgorzata Dąbrowska

Graduate of the University of Economics in Cracow and Executive MBA at ESCP Business School in Paris. Completed specialised training and development programs certified by foreign universities - HEC, The University of Texas in Austin, and George Washington University.

Experienced leader, successfully implemented complex organisational and technological transformations also during bank mergers. She has more than 25 years of experience in the banking sector in areas of operations, finance, business support, technology, and transformation.

Her professional career began at the First Polish American Bank SA, which was acquired by BNP Paribas in 2010 following mergers with Fortis Bank and Dominet Bank. Her roles included Director of the Project Management Department, Director of IT Programs, and Director of Business IT Systems Development Department. She held the position of Director of the Systems Migration Department during the operational merger of BGŻ BNP Paribas. From 2018 to 2021 she worked as the Managing Director of the IT Systems Development Division for the Individual Customer. In January 2022, she assumed the role of leader of the Open & Beyond Banking Tribe and additionally served as the leader of the Candidate and Employee Experience Tribe from December 2022 to April 2023.

Ms Małgorzata Dąbrowska meets requirements of Article 22aa of the Banking Law Act dated 29 August 1997 (as amended).

On the basis of the representation submitted, it should be stated that Ms Małgorzata Dąbrowska neither runs any other activity competitive to the Bank nor is a partner in any company competitive to the Bank nor is a member of a body of any company competitive to the Bank nor is a member of a body of any other legal entity competitive to the Bank.

Furthermore, Ms Małgorzata Dąbrowska has not been entered into the Register of Insolvent Debtors.

Mr Volodymyr Radin

Graduate of the Ukrainian Academy of Banking (National Bank of Ukraine). He also completed a graduate course in marketing at the HEC in Paris and a course on running boards of directors at the Ukrainian Corporate Governance Academy.

From 2002 to 2003 he worked for Bank Aval (Raiffeisen Bank Aval) as the Head of the Consumer Finance unit. From 2003 to 2007 he held the position of Head of Retail Business Line in Universal Bank of Development and Partnership (Foxtrot Group), then, from 2007 to 2008, he was the Deputy Head of the Retail Business Line and Head of Product Management in Kreditprombank. In 2008 he joined the BNP Paribas Group as Head of Sales and Marketing and Deputy Head of Personal Finance Business Line at Ukrsibbank (BNP Paribas Group). In 2014 he was nominated Head of Personal Finance Business Line, member of the Management Board of Ukrsibbank and later, Deputy CEO of the Bank. During his career at financial institutions, he participated in numerous projects consisting in the creation, deep transformation or comprehensive modernization of retail banking operations: consumer finance, credit cards, automotive financing, mortgage loans, payment services, savings products, debt collection, contact centers. Based on his solid financial background he has built strong competences in various areas of the banking industry such as sales & marketing, financial planning and budgeting, operational and credit risk management, commercial analytics, client satisfaction management, large scale operations covering call centers, customer service, telemarketing, underwriting and debt collections activities. Since October 2019 he has been Vice President of the Management Board of BNP Paribas Bank Polska S.A., supervising the Personal Finance Banking Area.

Legal basis

§5 point 5 and §10 of the Ordinance of the Minister of Finance dated March 29, 2018 on the current and periodic reports disclosed by the securities issuers and on equivalence of information disclosures required by law of non-EU member states (Journal of Laws of 2018, item 757).