



The Polish original should be referred to in matters of interpretation.
Translation of auditor's report originally issued in Polish.

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**INDEPENDENT AUDITOR'S REPORT
ON THE REASONABLE ASSURANCE ENGAGEMENT
IN THE CONTEXT OF THE ASSESSMENT OF THE REMUNERATION REPORT**

To the Shareholders and the Supervisory Board of BNP Paribas Bank Polska Spółka Akcyjna

We have been engaged to assess the Remuneration report of the Management Board and the Supervisory Board of BNP Paribas Bank Polska S.A. (the "Bank") located in Warsaw, Marcina Kasprzaka 2 St., for the year 2024 (hereinafter referred to as the "Remuneration Report") regarding the completeness of the information contained therein as required under Article 90g, paragraphs 1 - 5 and 8 of the Act of July 29, 2005 on public offerings and the conditions for introducing financial instruments to organized trading and on public companies (Journal of Laws of 2022, item 2554, as amended) (hereinafter referred to as the "Public Offering Act").

Identification of criteria and description of the subject of the service

The remuneration report has been prepared by the Supervisory Board to meet the requirements of Article 90g, paragraph 1 of the Public Offering Act. The applicable requirements for the Remuneration Report are contained in the Public Offering Act.

The requirements described in the previous sentence define the basis for the preparation of the Remuneration Report and, in our opinion, constitute appropriate criteria for formulating our conclusion that provides reasonable assurance.

According to the requirements of Article 90g, paragraph 10 of the Public Offering Act, the Remuneration Report is subject to the assessment of an auditor regarding the inclusion of information required under Article 90g, paragraphs 1 - 5 and 8 of the Public Offering Act. This report fulfills that requirement.

By the auditor's assessment mentioned in the preceding sentence, which forms the basis for our conclusion providing reasonable assurance, we understand the evaluation of whether, in all material respects, the scope of information presented in the remuneration report is complete, and the information has been disclosed with the detail required by the Public Offering Act.

Responsibility of the Bank's Supervisory Board

According to the Public Offering Act, the members of the Bank's Supervisory Board are responsible for preparing the remuneration report in accordance with applicable legal regulations, particularly for the completeness of this report and the information contained therein.

The responsibility of the Supervisory Board also includes designing, implementing, and maintaining an internal control system that ensures the preparation of a complete remuneration report free from material misstatements caused by fraud or error.

Auditor's Responsibility

Our objective was to assess the completeness of the information included in the remuneration report against the criteria specified in the section Identification of criteria and description of the subject of the service, and to express an independent conclusion based on the evidence obtained from the attestation service that provides reasonable assurance.

We conducted our engagement in accordance with the National Standard for Assurance Engagements Other than Audits and Reviews 3000 (R) as per the International Standard for Assurance Engagements 3000 (revised) - "Assurance Engagements other than audits or reviews of historical financial information," adopted by Resolution No. 3436/52e/2019 of the National Chamber of Statutory Auditors on April 8, 2019, as amended (hereinafter referred to as "ISAE 3000 (R)").

This standard imposes on the auditor the obligation to plan and perform procedures in such a way as to obtain reasonable assurance that the remuneration report has been prepared completely in accordance with the specified criteria.

Reasonable assurance is a high level of assurance but does not guarantee that a service conducted in accordance with ISAE 3000 (R) will always detect existing material misstatements.

The selection of procedures is based on the auditor's judgment, including the assessment of the risk of material misstatement due to fraud or error. In assessing this risk, the auditor considers the internal control related to the preparation of a complete report in order to plan appropriate procedures that provide the auditor with sufficient and appropriate evidence. The assessment of the functioning of the internal control system was not conducted for the purpose of expressing a conclusion on its effectiveness.

Summary of Work Performed and Limitations of Our Procedures

The procedures planned and performed by us included, in particular:

- ▶ Familiarization with the content of the remuneration report and comparing the information contained therein to the applicable requirements;
- ▶ Familiarization with the resolutions of the Bank's General Meeting regarding the remuneration policy for the members of the Management Board and the Supervisory Board, as well as the detailed resolutions of the Supervisory Board;
- ▶ Determining, by comparing to corporate documents, the list of individuals for whom there is a requirement to include information in the remuneration report, and confirming, through inquiries with the individuals responsible for preparing the remuneration report, and where we deemed appropriate, also directly with the individuals concerned, whether all information required by the criteria for preparing the remuneration report has been disclosed.

Our procedures were solely aimed at obtaining evidence that the information provided by the Supervisory Board in the remuneration report regarding its completeness is in accordance with the applicable requirements. The purpose of our work was not to assess the sufficiency of the information included in the remuneration report for the purpose of preparing the remuneration report, nor to evaluate the accuracy and reliability of the information contained therein, particularly regarding the disclosed amounts, including estimates made for previous years, figures, dates, classification, allocation methods, and compliance with the remuneration policy adopted by the General Meeting.

The remuneration report was not subject to an audit in the sense of the National Auditing Standards. During the attestation procedures performed, we did not conduct an audit or review of the information used to prepare the remuneration report, and therefore we do not accept responsibility for issuing or updating any reports or opinions on the historical financial information of the Company.



We believe that the evidence we obtained provides a sufficient and appropriate basis for us to express the following conclusion.

Ethical requirements, including independence

During the performance of the attestation service, we adhered to the independence requirements and other ethical requirements set forth in the International Code of Ethics for Professional Accountants (including the International Standards on Independence) adopted by the National Chamber of Statutory Auditors (hereinafter referred to as the 'IESBA Code'). The IESBA Code is based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. We also complied with other independence and ethical requirements applicable to this attestation service in Poland.

Quality control requirements

The audit firm applies the National Quality Control Standards in the form of the International Standard on Quality Management (PL) 1 - 'Quality Management for Firms Performing Audits or Reviews of Financial Statements or Other Related Services' adopted by Resolution No. 38/1/2022 of the Polish Audit Oversight Agency on November 15, 2022 (hereinafter referred to as 'KSKJ'). In accordance with the requirements of KSKJ, the auditing firm maintains a comprehensive quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

The basis for the auditor's conclusion consists of the issues described above; therefore, the conclusion should be read in light of these issues.

In our opinion, the remuneration report, in all material respects, contains all the elements listed in Article 90g, paragraphs 1 - 5 and 8 of the Public Offering Act.

Other Issues

All members of the Bank's Supervisory Board voted in favor of adopting this remuneration report as stated in the Resolution number 32/2025 dated 17 March 2025.



Limitation of Use

This report has been prepared by Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp.k. for the General Meeting and the Supervisory Board and is intended solely for the purpose described in the section Identification of criteria and description of the subject of the service and should not be used for any other purpose.

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Warsaw, 18 March 2025

Key Certified Auditor

(-)

Natalia Dembek-Ślusarczyńska

certified auditor

No. in the register: 11307

on behalf of:

Ernst & Young Audyt Polska spółka z ograniczoną odpowiedzialnością sp.k.

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