BNP PARIBAS

Changes in the composition of the Management Board of BNP Paribas Bank Polska S.A.

current report no. 28/2025

date: 21 October 2025

The Management Board of BNP Paribas Bank Polska S.A. (the "Bank") informs that on 21 October 2025 the Bank received the resignation of Mr Andre Boulanger from his function as a Vice-President of the Management Board of the Bank responsible for the Corporate and Institutional Banking Area effective as of 31 December 2025.

The reason for Mr Andre Boulanger resignation is taking up new professional duties in the BNP Paribas Group.

At the same time, the Bank informs that the Nomination Committee has made a decision to choose Ms Natalie Yacoubian as a candidate for the function of a member of the Bank's Management Board and a decision to launch the process of preliminary individual suitability assessment of the candidate in order to present to the Bank's Supervisory Board a recommendation regarding her appointment to the position of Vice-President of the Management Board. Appointment by the Supervisory Board is conditional upon a positive result of the assessment of suitability.

Ms Natalie Yacoubian has 26 years of experience in corporate and institutional banking, notably across EMEA (Europe, Middle East, Africa) and APAC (Asia and Pacific countries) regions. Since 2022 she has been the Head of Territory & CEO for BNP Paribas in Doha, Qatar where she is also a member of the BNP Paribas, CIB GCC board.

Legal basis

§5 point 5 and §10 of the Ordinance of the Minister of Finance dated June 10, 2025 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 2025, item 755).