

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

current report no. 37/2025

date: 10 December 2025

The Management Board of BNP Paribas Bank Polska S.A. (the "Bank"), with reference to the current report No. 28/2025 dated 21 October 2025, informs that the Bank's Supervisory Board at the meeting held on 10 December 2025, appointed **Ms Natalie Yacoubian** to the Bank's Management Board to the position of the Vice President responsible for the Corporate and Institutional Banking Area, from 1 January 2026 till the end of the current term of office of the Bank's Management Board.

Hereby, the Bank discloses information on the expertise and experience of **Ms Natalie Yacoubian**.

Ms Natalie Yacoubian has 26 years of international investment banking experience spanning Europe, Middle East and Asia servicing large international institutional and corporate clients within the Corporate & Institutional (CIB) division.

Ms Natalie Yacoubian joined BNP Paribas in 1999 as an EMEA Relationship Manager in the Structured Finance team of CIB, focusing on clients across the value chain in the energy and commodities sector. She has worked in several senior roles across the globe including as Head of Upstream Oil & Gas within the Investment Banking division based in Singapore covering the Asia Pacific Region, and subsequently was a member of the Executive & Management Committee and a Managing Director of the CIB Consulting & Transformation team in Paris working on CIB's global strategy including transformation, digitalisation, business development and organisational optimisation. Previously to moving to Poland, Natalie was CEO & Head of Territory of BNP Paribas Qatar since 2022 and was responsible for managing the bank's business & operations ensuring regulatory compliance and representing the bank's interests before local authorities and regulators.

Ms Natalie Yacoubian is a graduate of the University of Durham in the UK, with a postgraduate diploma from the College of Law in London and an Executive education from Central Supelec in Paris in the field of Project Management, Innovation & Transformation. She is also an executive coach certified by Meyler Campbell in London, UK. (Institute of Coaching accredited by the Association for Coaching - AC) & has obtained several certifications in the ESG space from the Cambridge Institute for Sustainability Leadership, Columbia Business School & Imperial College.

She is a member of the Conseillers du Commerce Extérieure de la France (CCEF) and was on the Board of Directors of the French Chamber of Commerce in Qatar.

Ms Natalie Yacoubian 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 Natalie Yacoubian 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 Natalie Yacoubian has not been entered into the Register of Insolvent Debtors.

Legal basis

§5 point 6 and §11 of the Ordinance of the Minister of Finance dated June 6, 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).