

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

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The Management Board of BNP Paribas Bank Polska S.A. (the "Bank") informs that the Bank's Supervisory Board at the meeting held on 4 March 2026, appointed **Mr Jerzy Jacek Szugajew** to the Bank's Management Board to the position of the Vice President responsible for the SME and Corporate Banking Area, from 5 March 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 **Mr Jerzy Jacek Szugajew**.

Mr Jerzy Jacek Szugajew has over 30 years of experience in the financial sector in Poland and abroad. He began his career as a Manager in the Department of International Financial Institutions at the National Bank of Poland. He subsequently held key positions in the banking sector, including Deputy Director of Corporate Banking at Citibank Polska S.A., Director of Sales and Products for the Central and Eastern Europe region at ABN AMRO Bank N.V. (Netherlands), Member of the Management Board of ABN AMRO Bank Polska S.A., President of the Management Board of Rabobank Polska S.A., and Vice President of Bank Gospodarstwa Krajowego.

From 2018-2020 he served as First Vice President of the Management Board of Ukraine's Kredobank (PKO BP Group), and subsequently until 2024 as President of Management Board, while simultaneously serving on the Supervisory Boards of the Kredo Foundation, the Polish-Ukrainian Chamber of Commerce, and the International Association of Polish Entrepreneurs in Ukraine. Most recently, he held the position of Independent Member and Vice-Chairman of the Supervisory Board of Sense Bank in Ukraine.

Since January 1, 2026, he had been serving as Executive Director of the Corporate and SME Banking Division at the Bank.

Mr Jerzy Jacek Szugajew 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 Mr Jerzy Jacek Szugajew 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, Mr Jerzy Jacek Szugajew 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).