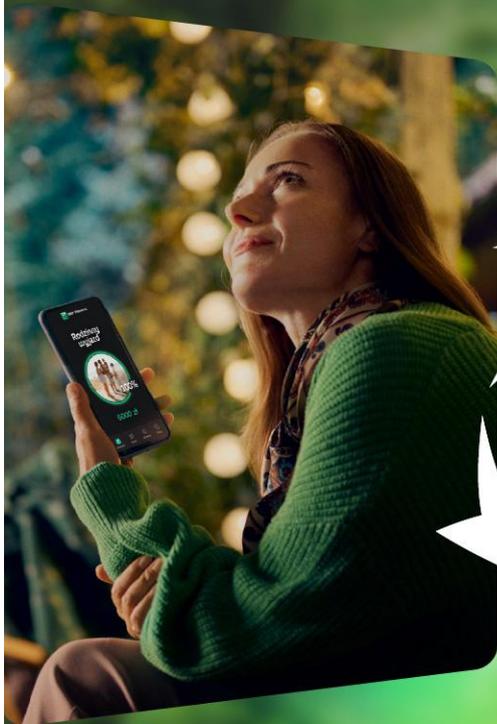




BNP PARIBAS

Capital Adequation information of BNP Paribas Bank Polska S.A. Group



AS OF 31 DECEMBER 2025

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1. INTRODUCTION

In accordance with the Regulation of the European Parliament and of the Council (EU) No 575/2013 as of 26 June 2013 on prudential requirements for credit institutions and investment firms, amending Regulation (EU) No 648/2012 (Office Journal EU. L No. 176, p. 1, as amended), , BNP Paribas Bank Polska S.A. is obliged to publish in a publicly accessible manner information about the qualitative and quantitative information on the capital adequacy excluding irrelevant information, proprietary or confidential.

The document is the implementation of the *Information policy of BNP Paribas Bank Polska S.A regarding capital adequacy*. The presented scope of information was developed in accordance with applicable regulations regarding disclosure of information and guidelines of the European Banking Authority in this regard:

- Commission Implementing Regulation (EU) 2024/3172 of 29 November 2024 laying down implementing technical standards for the application of Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to public disclosures by institutions of the information referred to in Part Eight, Titles II and III, of that Regulation, and repealing Commission Implementing Regulation (EU) 2021/637 (hereinafter “Regulation (EU) 2024/3172”).
- Commission Implementing Regulation (EU) 2021/763 of 23 April 2021 laying down implementing technical standards for the application of Regulation (EU) No 575/2013 of the European Parliament and of the Council and Directive 2014/59/EU of the European Parliament and of the Council with regard to the supervisory reporting and public disclosure of the minimum requirement for own funds and eligible liabilities (hereafter “Regulation (EU) No 2021/763”).
- Guidelines of the European Banking Authority on materiality, proprietary and confidentiality and disclosure frequency under Articles 432(1), 432(2) and 433 of Regulation (EU) No 575/2013 (EBA/GL/2014/14).

The presented information also addresses the requirements for disclosure of information in terms of operational risk and liquidity, set out in the Recommendations of the Polish Financial Supervision Authority. In line with Chapter 13, the The report does not include information indicated in Article 449a of the CRR nor in the Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022, amending technical standards stipulated in implementing regulation (EU) 2024/3172 in reference to disclosure of information on ESG (Economic Social Governance) risks.

Unless otherwise specified, all figures in the document are presented as at 31 December 31 2025, in thousands PLN, based on the data of the BNP Paribas Bank Polska S.A. Group.

List of abbreviations used:

- Bank - BNP Paribas Bank Polska S.A.,
- Group - BNP Paribas Bank Polska S.A. Group,
- Supervisory Board - Supervisory Board of BNP Paribas Bank Polska S.A.,
- CRR Regulation - Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms, amending Regulation (EU) No 648/2012,
- Management Board - Management Board of BNP Paribas Bank Polska S.A..

2. BNP PARIBAS BANK POLSKA S.A. GROUP

The Bank is the parent company of the Group and is a part of an international financial group headed by BNP Paribas S.A. based in Paris. BNP Paribas S.A. is a direct parent entity of the Bank and holds 75.00% of the Bank's shares, where 24.00% is held indirectly by BNP Paribas Fortis SA/NV. The remaining 25.00% of shares is held by minority shareholders (where each of them holds less than 5% of the total number of votes at the General Meeting).

Table 1. Shareholders' structure of BNP Paribas Bank Polska S.A. as of 31 December 2025.

SHAREHOLDERS	NUMBER OF SHARES HELD	% OF THE SHARE CAPITAL	NUMBER OF VOTES AT THE AGM	% NUMBER OF THE TOTAL NUMBER OF VOTES
BNP Paribas S.A., total:	110 910 367	75.00%	110 910 367	75,00%
BNP Paribas S.A. directly	75 420 141	51.00%	75 420 141	51,00%
BNP Paribas Fortis SA/NV directly	35 490 226	24.00%	35 490 226	24,03%
Others	36 970 124	25.00%	36 970 124	25,00%
Total	147 880 491	100.00%	147 880 491	100,00%

As at 31 December 2025, the Group comprised the Bank, as the parent, and its subsidiaries:

- BNP Paribas Towarzystwo Funduszy Inwestycyjnych S.A.,
- BNP Paribas Leasing Services Sp. z o.o.,
- BNP Paribas Group Service Center S.A..

On 2 January 2024 Campus Leszno sp. z o.o. entered liquidation process. On 09 June 2025, the company was removed from National Court Register (KRS).

The table below presents information on the consolidation method used for each entity within the scope of accounting and prudential consolidation.

Table 2. EU LI3 - Outline of the differences in the scopes of consolidation (entity by entity) as of 31 December 2025.

a	b	c	d	e	f	g	h
Name of the entity	Method of accounting consolidation	Method of regulatory consolidation					Description of the entity
		Full consolidation	Proportional consolidation	Equity method	Neither consolidated nor deducted	Deducted	
BNP Paribas Towarzystwo Funduszy Inwestycyjnych S.A.	Full consolidation	x	-	-	-	-	Investment funds and portfolios of financial instruments portfolios management
BNP Paribas Leasing Services Sp. z o.o.	Full consolidation	x	-	-	-	-	Leasing activities
BNP Paribas Group Service Center S.A.	Full consolidation	x	-	-	-	-	Financial intermediation

Table 3. EU LI1 – Differences between accounting and regulatory scopes of consolidation and mapping of financial statement categories with regulatory risk categories as of 31 December 2025.

	a	b	c	d			e	f	g
	Carrying values as reported in published financial statements	Carrying values under scope of regulatory consolidation	Subject to the credit risk framework	Carrying values of items		Subject to the securitisation framework	Subject to the market risk framework	Not subject to own funds requirements or subject to deduction from own funds	
Assets									
Cash and balances at the Central Bank	10 224 866	10 224 866	10 224 866						
Receivables from banks	11 616 566	11 616 566	11 616 566						
Derivative financial instruments	2 359 460	2 359 460		2 359 460			2 212 529		
Adjustment of the fair value of the hedged item	345 550	345 550		345 550					

Loans and advances to customers valued at amortized cost	90 887 678	90 887 678	90 674 040	213 638			
Loans and advances to customers are valued at fair value through profit and loss	286 183	286 183	286 183				
Securities valued at amortized cost	36 180 626	36 180 626	36 180 626				
Securities measured at fair value through profit and loss	240 949	240 949	240 949				
Securities valued at fair value through other comprehensive income	24 719 802	24 719 802	24 719 802				
Investments in subsidiaries	-	-	-				
Investment estates	-	-	-				
Intangible assets	964 459	964 459	466 945				497 514
Tangible assets	947 992	947 992	947 992				
Assets due to deferred income tax	898 673	898 674	898 673				
Assets due to current income tax	920	920	920				
Other assets	1 051 540	1 051 540	1 051 540				
Total assets	180 725 264	180 725 265	177 309 102	2 705 010	213 638	2 212 529	497 514
Liabilities							
Liabilities due to Central Bank							
Liabilities due to banks	10 145 231	10 145 231					
Derivative financial instruments	2 276 575	2 276 575		2 276 575		2 243 363	
Adjustment of the fair value of the hedged item	320 087	320 087		485 540			
Liabilities to customers	141 338 836	141 338 837					
Liabilities arising from the issue of debt securities	4 226 368	4 226 368					
Subordinated liabilities	-	-					
Lease liabilities	553 436	553 436					
Other liabilities	2 048 795	2 048 795					
Current income tax liabilities	-	-					
Deferred income tax	177 971	177 971					
Provisions	2 039 657	2 039 657					
Total liabilities	163 126 956	163 126 957		2 762 115		2 243 363	

Table 4. EU LI2 – Main sources of differences between regulatory exposure amounts and carrying values in financial statements as of 31 December 2025.

	a	b	c		d	e
			Total	Items subject to		
			Credit risk framework	Securitisation framework	CCR framework	Market risk framework
1 Assets carrying value amount under the scope of regulatory consolidation (as per template LI1)	180 725 265	177 309 102	213 638		2 705 010	2 212 529
2 Liabilities carrying value amount under the regulatory scope of consolidation (as per template LI1)	163 126 957				2 762 115	2 243 363
3 Total net amount under the regulatory scope of consolidation	17 598 308	177 309 102	213 638		-57 105	-30 834
4 Off-balance-sheet amounts	43 328 592	36 687 613				
5 Differences in valuations					2 906 971	
6 Differences resulting from the consideration of regulations						
7 Differences due to the specific credit risk adjustment value adjustment						
8 Differences due to Securitisation with risk transfer	-213 638		-213 638			
9 Other differences	1 231 582	1 231 582				
10 Exposure amounts considered for regulatory purposes	218 078 163	215 228 297	0		2 849 866	4 455 892

Pursuant to Article 436 (f) and (g) of CRR Regulation, the Bank informs that it does not identify the present and does not anticipate any significant practical or legal obstacles to the quick transfer of own funds or to repay liabilities between the parent company and its subsidiaries, and there is no shortage between the actual own funds and the minimum required in all subsidiaries not included in the consolidation.

3. RISK MANAGEMENT OBJECTIVES AND POLICIES

The Bank is a financial institution that offers a wide range of banking services and products and as a financial services provider, creates value by initiating, maintaining and transforming risks and by properly managing them both at the level of individual transactions and managed portfolios. The risk management system, internal control system, internal capital estimation, risk appetite and stress tests constitute a coherent system, adequate in terms of the risk profile and strategy of the Bank and the entire Group.

Risk management system

The risk management system is an integrated set of rules, mechanisms and tools (including policies and procedures) relating to risk processes. Risk management is part of the Bank's overall management system. In addition to the regulatory requirements, the Bank takes into account the specific nature, scale and complexity of business activities and the associated risks. The main objectives of the risk management system:

- ensuring the early recognition and appropriate management of all significant types of risk related to the performed activities,
- supporting the implementation of the business strategy through effective control of the risk level and its maintenance within the adopted risk appetite,
- reflecting the Bank's attitude towards risk and risk culture,
- risk measurement or estimation and monitoring, including securing possible losses through appropriate control mechanisms,
- risk mitigation by defining a system of limits and rules of conduct in the event of their exceeding,
- determination of the organizational structure adjusted to the size and profile of the risk incurred.

The Bank's risk management system and the internal control system are organized on the basis of a framework of three independent lines of defense, used to define roles and responsibilities in order to achieve effective supervision and organization of risk management:

- **the first line of defense** are the Operation Area and business units responsible for risk management in the Bank's operating activities,
- **the second line of defense** consists of the organizational units of the Risk Area, Finance, Legal Line and the Compliance Line, which are responsible for at least risk management, independently from risk management on the first line of defence,
- **the third line of defense** is the activity of the Internal Audit Line, which performs independent assessments of risk management activities carried out by both the first and second lines of defense.

On all three lines of defense, as part of the risk management system and the internal control system, bank employees, in connection with executing their official duties, appropriately apply control mechanisms or independently monitor adherence to control mechanisms

Information on governance arrangements

The key role in the risk management system is fulfilled by the Management Board, which defines the risk management strategy, risk appetite, and adopts the risk management policies as well as defines limits for material risks and risk control procedures. The risk management principles are derived from the document *Risk management strategy at BNP Paribas Bank Polska S.A.* defined by the Management Board and approved by the Supervisory Board.

The Bank has a coherent and transparent system of monitoring and reporting the risk level and exceeded defined limits, which guarantees maintaining the desired risk profile defined in the Business Strategy of the Bank and Risk Management Strategy.

The risk management system comprises mainly the Supervisory Board, the Management Board, dedicated committees (Audit Committee and Risk Committee at the level of the Supervisory Board, ALCO, Risk Management Committee, Retail Banking Risk Committee & Personal Finance, Credit Committee, Problematic Loan Committee, Products Approval, Services, Transaction and Businesses Committee (TAC/NAC), as well as Internal Control Committee), Risk Area, Compliance Line as well as Security & Business Continuity Management Line.

Members of the Management Board starting from 1 January 2025 until 31 December 2025:

- | | |
|------------------------|--|
| ▪ Przemysław Gdański | President of the Management Board |
| ▪ André Boulanger | Vice-President of the Management Board |
| ▪ Wojciech Kembłowski | Vice-President of the Management Board |
| ▪ Piotr Konieczny | Vice-President of the Management Board |
| ▪ Małgorzata Dąbrowska | Vice-President of the Management Board |
| ▪ Magdalena Nowicka | Vice-President of the Management Board |
| ▪ Volodymyr Radin | Vice-President of the Management Board |

- Agnieszka Wolska Vice-President of the Management Board

On 21 October 2025 Andre Boulanger submitted his resignation from the function of Vice-President of the Management Board responsible for the CIB Banking Area effective as of 31 December 2025.

On 10 December 2025 Natalie Yacubian was appointed to the position of Vice-President of the Management Board responsible for the CIB Banking Area effective as of 1 January 2026.

The number of directorships positions held outside the Bank by the members of the governing body is presented below:

- The Members of the Bank's Management Board cumulatively hold one position of a member of the Management Board and 13 positions of a member of the Supervisory Board. Majority of the positions are held in the Group entities, whereas number of positions held by individual Members of the Management Board meets the requirements set forth in Article 22aa, paras. 3- 5 of the Banking Law Act.
- The Members of the Bank's Supervisory Board cumulatively hold 9 positions of a member of the Management Board and 27 positions of a member of the Supervisory Board. Majority of the positions are held in the Group entities, whereas number of positions held by individual Members of the Supervisory Board meets the requirements set forth in Article 22aa, paras. 3- 5 of the Banking Law Act.

Members of the Supervisory Board starting from 1 January 2025 until 31 December 2025:

- Lucyna Stańczak-Wuczyńska Chairman of the Supervisory Board, Independent Member of the Supervisory Board
- Francois Benaroya Vice-Chairman of the Supervisory Board
- Jean – Charles Aranda Member of the Supervisory Board
- Małgorzata Chruściak Independent Member of the Supervisory Board
- Monika Kaczorek Independent Member of the Supervisory Board
- Bożena Leśniewska Independent Member of the Supervisory Board (from 15 April 2025)
- Sophie Heller Member of the Supervisory Board
- Vincent Metz Member of the Supervisory Board
- Piotr Mietkowski Member of the Supervisory Board
- Khatleen Pauwels Member of the Supervisory Board
- Jacques Rinino Independent Member of the Supervisory Board
- Mariusz Warych Member of the Supervisory Board

Changes in Supervisory Board membership in the period from 1 January 2025 until 31 December 2026 are as follow:

- On 15 April 2025 the Bank's Annual General Shareholders' Meeting appointed Ms. Bożena Leśniewska, as an independent member of the Bank's Supervisory Board effective as of 15 April 2025 until the end of the current 5-year term.

The Bank has a *Policy for the appointment and dismissal of Members of the Management Board of BNP Paribas Bank Polska S.A.*, which is one of the elements ensuring transparency, effectiveness and compliance with the law of the functioning of the corporate governance at the Bank. The aim of the Policy is to ensure that the composition of the Bank's Management Board is appropriate to the scale, complexity and risk profile of the Bank and contributes to the effective management of the Bank. Pursuant to the Policy, the appointment of a member of the Management Board is possible provided that the candidate meets the statutory and statutory requirements and has obtained a positive suitability assessment. In the process of recruiting a candidate for the position of a member of the Management Board, the Supervisory Board is supported by the Appointment Committee and the Executive Director of the Human Resource Management Area. The purpose of conducting a periodic suitability assessment is to ensure that the membership of the Management Board is suitable in terms of numbers when contrasted with the structure and the Bank's activity scope as well as in compliance with suitability criteria, both in individual as well as entire Bank's authority scope. The Management Board as a whole has appropriate combined level of knowledge, skills and experience to enable stable and effective management of the Bank.

The Bank has a diversity policy which is formally part of the suitability assessment policy at BNP Paribas Bank Polska SA. The purpose of the diversity policy is to promote diversity to the Management Board in order to reach the wide range of properties and competences of the Members of the Management Board, to gain different points of view and experience, and to enable the issuing of independent opinions and sound decisions. The following quantitative target and time frame have been set at the Bank in which the target of gender differentiation should be achieved, i.e. the Bank will strive to maintain the share of the underrepresented gender in the Management Board at the level of at least 30% of the composition. At the end of 2025, the share of women in the Management Board was 37.5%.

The Bank has the Risk Committee which is a consultation and advisory body of the Supervisory Board. Its task is to support the Supervisory Board in fulfilling its supervisory duties in the area of risk management. The Committee's scope of competence shall include in particular the following:

- providing opinions on the Bank's overall present and future readiness to assume risk,
- providing opinions on the risk management strategy developed by the Management Board with regard to the Bank's operations and on strategy implementation reports submitted by the Management Board,
- supporting the Supervisory Board in its supervision over the implementation of the Bank's risk management strategy carried out by the senior management staff,
- verifying whether the prices of liabilities and assets offered to Clients take account of the Bank's business model and its risk strategy in their entirety, and - if the prices do not adequately reflect the types of risk under this model and this strategy - presenting proposals to the Management Board, aimed at ensuring prices of liabilities and assets adequate to these risk types.

In 2025, in the performance of the duties stipulated in the Regulations, the Risk Committee held 4 meetings. In addition, the Risk Committee took 1 decision in writing. The number of the Members of the Risk Committee who attended the respective Committee meetings in 2025 allowed for the correct conduct of all meetings of the Risk Committee in 2025.

The Bank's management reporting system supports decision-making processes in the area of risk management, ensuring an appropriate flow of risk information. Regularly, in accordance with the agreed meeting schedule, reports are submitted to the Supervisory Board, the Management Board and committees. Reported data include: analyses of the main risks arising from the Bank's operations, including strategic aspects of credit risk, cross-cutting aspects of market and liquidity risk, information on counterparty risk, operational risk and interest rate risk in the banking book, risk appetite measures, information on capital adequacy, including the realization of the capital plan, reports on the current economic situation, as well as the results of stress tests. Reporting contains reliable, comprehensive, accurate and up-to-date data, provides information on the types, size and profile of risk, and also serves to assess the effects of risk management decisions in the Bank, monitor compliance with limits, and support management decisions.

Internal control system

The internal control system is one of the basic elements of the Bank's management system. The internal control system and risk management system functioning in the Bank are organized within 3 lines of defense. Each employee of the Bank is responsible for internal control, regardless of his/her position in the hierarchy or scope of responsibilities. The role of the internal control system is to achieve the general and specific objectives of the internal control system, which should be taken into account at the stage of designing control mechanisms.

The general objectives of the internal control system in the Bank are to ensure:

- effectiveness and efficiency of the Bank's operations,
- reliability of financial reporting in the Bank,
- adherence to the risk management principles of the Bank,
- compliance of the Bank's operations with generally applicable laws, the Bank's internal regulations and market standards.

The control function at the Bank is executed within all three lines of defense, with particular emphasis on the first line of defense. The Bank selects significant processes for which it documents the connection between the general and specific objectives of the internal control system and the significant processes along with the key control mechanisms embedded into these processes and independent monitoring of these mechanisms in the form of the Control Function Matrix.

The principles of the internal control system are set out in *the Internal control policy of BNP Paribas Bank Polska S.A.*, approved by the Management Board. This document defines the main principles, organizational framework and standards for the functioning of the control environment at the Bank, while complying with the requirements of the Polish Financial Supervision Authority set out in Recommendation H. Detailed internal regulations concerning individual areas of the Bank's operations are adjusted to the specific nature of the Bank's operations. The appropriate organizational units of the Bank, in accordance with the scope of their assigned tasks, are responsible for the development of detailed regulations relating to the area of internal control. The Internal Control Committee supports the Management Board in ensuring the consistency, completeness and effectiveness of the internal control system and the Bank's operational risk management. The Bank exercises internal control by independent monitoring of compliance with control mechanisms, including ongoing verification and testing.

Internal capital adequacy assessment

The purpose of the internal capital adequacy assessment process is to monitor and control the level of the Bank's and the Group's internal capital. The implementation of the ICAAP process is dictated by the striving to maintain a stable financial situation that guarantees the Groups' operations, despite incurring unexpected losses. The Bank ensures that the risk management process is in line with the Group's risk profile and limits excessive risk in its operations. The details of the process are defined in the *Policy on internal capital estimation at BNP Paribas Bank Polska S.A.*

The Bank has developed comprehensive rules of risk identification and assessment in response to the requirements of the review and supervisory assessment process. The rules are aimed at identification and assessment of all risks to which the Group is or may be exposed to, taking into account regulatory requirements, best practices and use of existing risk management processes tested by the Bank. The Bank takes into account the specific nature, scale and degree of complexity of business activity and related risk, ensuring that all significant risks in the Group's activity are measured and mitigated. The Bank strives to identify and assess risks resulting from the internal and external environment that could have a significant impact on the Group's financial stability.

Identification of potentially material risks consists in identifying threats and potential risks that may arise in the future with an appropriate dose of probability. The risk management process is designed to protect the Bank against risk materialization through an adequate assessment of the capital needs necessary for the identified risks. The risk identification process is carried out annually.

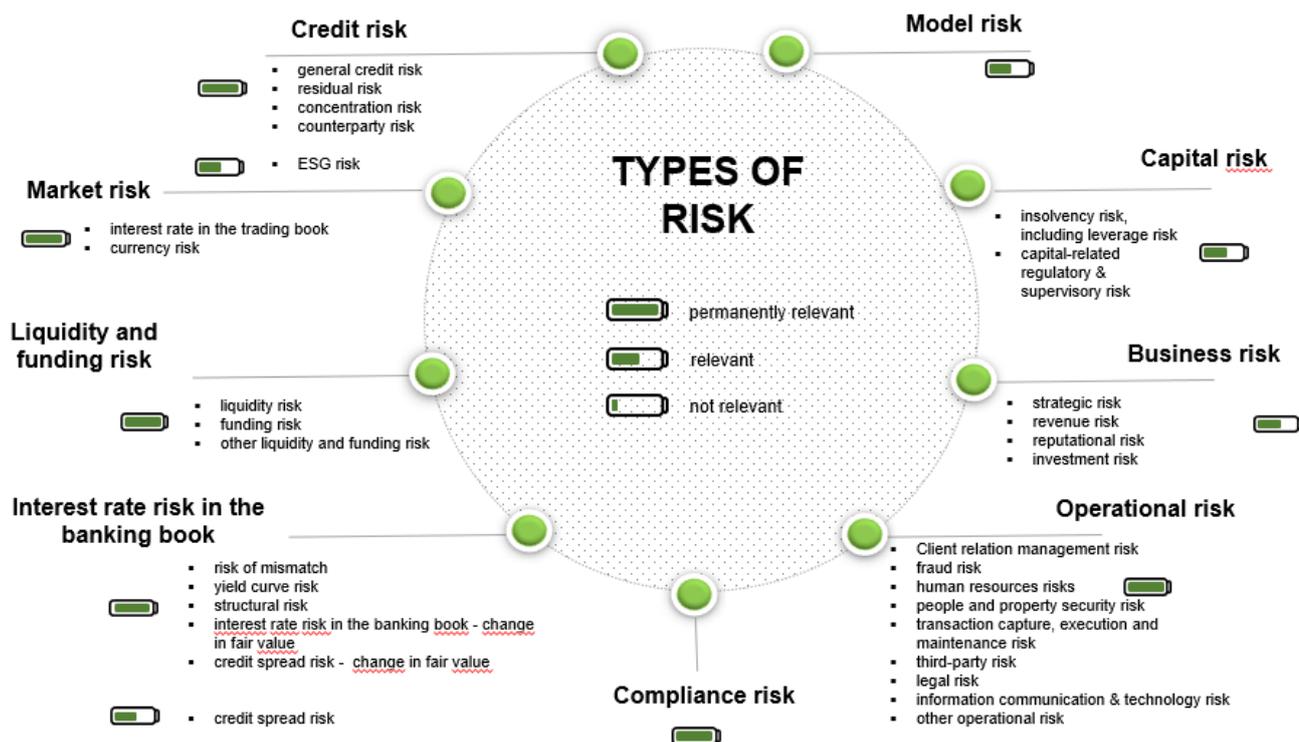
The process of determining the significance level of risks covers the risks identified in the risk identification process. In order to assess the significance of risks, the Bank:

- defines the concept of materiality of risks,
- defines the factors determining the significance of risks,
- assesses the significance of risks,
- prepares a report on the risk significance assessment performed.

The Bank identifies the following types of risks:

- permanently relevant - inherently related to the profile of the business (they do not require periodic materiality assessment),
- relevant - risks for which the Bank has incurred costs related to their realization or exposure to risk in the past, the severity of losses and the lack of appropriate risk mitigation processes and procedures expose the Bank to incurring unexpected financial losses (risks for which the significance assessment is at the level of at least medium),
- not relevant - risks for which the assessment of significance is at a low level.

As a result of the risk identification and significance assessment process carried out in 2025 the structure of the identified risks is as follows:



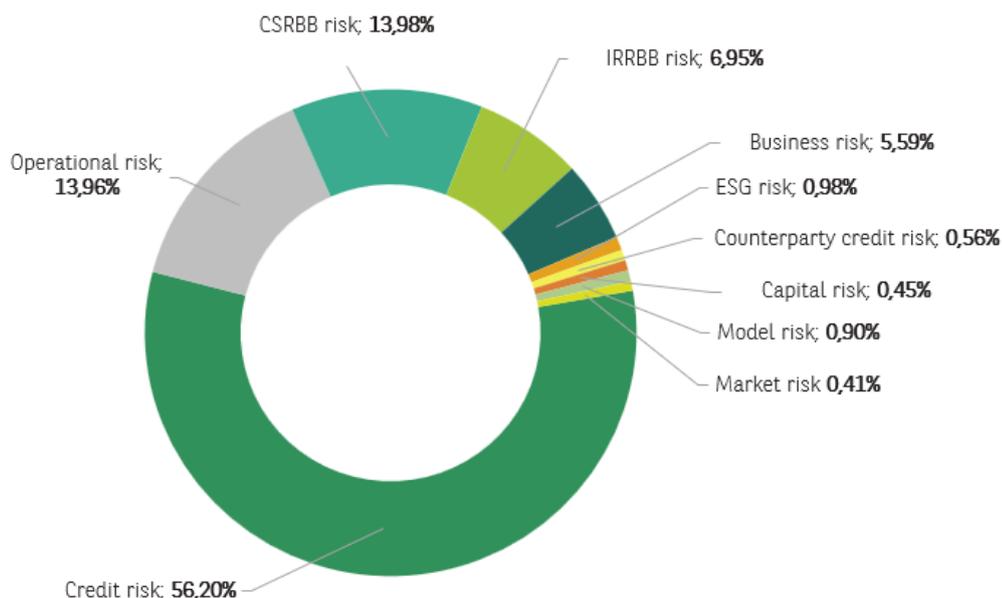
Internal capital reporting is focused on the presentation of the results of internal capital level monitoring and the main factors determining its level. The reports are presented at the Risk Management Committee meetings on a monthly basis and on a quarterly basis for the Management Board and the Supervisory Board.

Once a year, a review of the capital adequacy process is carried out, and the report on the review is submitted to the Management Board and the Supervisory Board. In addition, internal audit regularly carries out an independent review of the ICAAP process.

In order to measure risk, the Bank uses two approaches: quantitative and qualitative. The use of a specific approach is related to the risk characterization. Where the Bank has information on risk execution and is able to measure a quantitative feature, the risk is qualified for measurement using quantitative methods. If the Bank does not have information on the historical realization of the risk or the volatility effect of the risk measure is determined by many risk factors, among which the Bank is not able to isolate the effect related to the source of the assessed risk, the Bank considers the risk to be difficult to measure and performs the assessment using the qualitative method, presenting the qualitative features of risk realization.

The credit, counterparty, operational, market, interest rate and credit spread in the banking book risks are measured by quantitative models. Compliance risk shares same model with operational risk. Measurement of difficult to measure risks, which include the following risks: business risk (including strategic risk, revenue risk and reputational risk), model risk, capital risk and ESG risk, is a combination of the qualitative and quantitative methods. Internal capital is estimated as the sum of capital to cover risks measured qualitatively and quantitatively.

The internal capital structure in the Group is as follows as at 31 December 2025:



Risk appetite

For risks identified as material the Bank defines the risk appetite. When determining the risk appetite, the Bank defines its risk profile and the adopted risk attitude. The risk appetite determines the maximum level of risk that the Bank is ready to accept striving for implementation of the assumptions of the business strategy and financial plan.

The risk appetite, within the limits set by the risk tolerance, determines how the Bank uses its risk-taking capacity by determining, for each type of risk, the degree of risk exposure that a given area can take. The Bank determines the level of risk appetite in the form of risk measures that reflect the Bank's current and future risk appetite. All methods and procedures are periodically reviewed in terms of their adequacy and reliability. The level of risk appetite is determined by the Management Board and requires approval by the Supervisory Board.

In addition, the Bank monitors individual types of risks using a formal system of limits, which is set in a way ensuring:

- the Bank complies with supervisory standards,
- the desired risk profile defined in the Bank's business strategy and risk management strategy is maintained,
- the limits do not exceed the risk level acceptable to the Group.

If the limits are exceeded, remedial actions are taken to reduce the value of a given risk in accordance with the procedures in place at the Bank. The information system used in risk management ensures the collection of data on operations and transactions and their impact on the Bank's risk profile. The Bank has rules of risk control and risk management covering the procedure in the occurring of crisis events.

Stress tests

According to the *Methodology of the stress test program at BNP Paribas Bank Polska S.A.* the Bank conducts, inter alia, the following types of bottom-up testing:

- stress tests based on recommendations of the Polish Financial Supervision Authority,
- business model stress tests,
- climate risk stress tests,
- internal capital stress tests,
- stress testing within the recovery plan.

Stress tests are an important tool in the risk management process as they allow the risk measurement to be extended to include sensitivity to non-standard changes in market parameters, significantly different from changes observed in periods of normal financial market functioning. The purpose of the stress testing program is to estimate the potential risks to which the Bank and the Group is

exposed under hypothetical market conditions developed by the Chief Economist. The stress testing program complies with the requirements of the EBA/GL/2018/04 Guidelines of 19 July 2018 on institutions' stress testing. The scope of the stress testing program covers:

- sensitivity analysis,
- scenario analysis,
- reverse stress test.

The Bank performs tests in relation to the level of risk appetite expressed in the form of risk appetite measures and capital goals set out in the *Capital Management Policy at BNP Paribas Bank Polska S.A.* The Bank uses stress tests to assess the credibility of its financial plan and capital plan under stress conditions to ensure that the Group meets the binding capital requirements. The Management Board approves the stress testing program and supervises its implementation and results.

3.1. CREDIT RISK

Credit risk is a possibility that a loss will be incurred due to a debtor's failure to timely repay a loan or other obligation, including interest and other charges. The effect of credit risk is an impairment of credit assets and contingent liabilities based on the concept of expected losses due to deterioration of the assessment of the debtor's credit quality. Credit risk is identified as the risk with the highest potential impact on the current and future earnings and capital of the Group.

As part of its credit risk management system, the Group has an operational architecture that is fully harmonised in terms of IT and operations. It consistently develops and adjusts the credit risk management system to the changing requirements by developing and implementing internal regulations, processes, tools and systems.

The Bank continually works on increasing the efficiency and tooling of processes and applications used in the area of credit risk.

The credit risk management system includes:

- the organisational structure with responsibilities and tasks assigned to the bodies, committees and organisational units of the Bank's Head Office/business units,
- policies, procedures and processes defining specific rules of risk identification, measurement, acceptance, control, monitoring and reporting,
- tools: the IT system, data warehouses, databases and IT applications supporting the risk management process.

Risk management strategies and processes

The primary objective of credit risk management is to implement the Group's strategy through harmonious growth of the loan portfolio within an acceptable credit risk appetite. The credit risk management in the Group is guided by the following principles:

- each lending transaction requires a comprehensive credit risk assessment, reflected in an internal rating or scoring;
- credit risk is measured for lending transactions at the stage of processing a credit application and periodically, as part of monitoring, in consideration of changing external conditions and the borrowers' financial standing;
- a thorough and careful financial analysis is the basis for recognising the Customer's financial data and collateral value information as reliable; the Group's prudent analyses always take into consideration the necessary safety margin;
- the basis for Customer financing is, in principle, the Customer's ability to generate cash flows sufficient to repay their liabilities to the Group;
- the credit risk assessment is subject to additional verification by the credit risk assessment units independent of the business units;
- pricing terms of a lending transaction must cover the risk of such a transaction;
- credit risk is diversified in terms of geography, sectors of economy, products and Customers;
- credit decisions may only be made by authorised persons;
- the Group enters into lending transactions only with Customers whom it knows (such Customers' analysis has been conducted) and with whom it has long-term relationships,
- the Customer and transactions with such a Customer are monitored transparently and to strengthen the relationship with the Customer;
- depending on the credit risk level, the Bank accepts relevant collateral to minimise potential future losses.

The credit risk management process consists of the following stages:

- credit risk identification, which consists in recognition of sources of risk, its materiality and connections between particular risks,
- credit risk measurement, which includes specification of risk quantification methods, measurable risk-related parameters and risk cost measurement,
- risk monitoring, which includes mainly monitoring of the risk assumed and assessment of correctness and effectiveness of risk management and measurement tools used,
- credit risk reporting, which consists of information on the assumed risk type and level,
- taking actions to reduce the credit risk.

The Bank manages its credit risk on the basis of the Bank's policies and other internal regulations regarding risk identification, measurement, acceptance, control, monitoring and reporting, as approved by relevant decision-makers within their authorities. Credit policies refer to individual business segments, loan portfolios and banking product categories, and contain guidelines on defining areas where specific risks occur, risk measurement and also methods of risk mitigation to the level acceptable to the Bank. The Bank regularly reviews and updates credit policies, rules, principles and other internal regulations while adapting them to the BNP Paribas Group's strategy, the current situation in the macroeconomic environment and changes in the law and regulatory guidelines.

The Bank dynamically develops its credit risk assessment tools while adjusting them to the recommendations of the Polish Financial Supervision Authority (KNF), the European Banking Authority (EBA), the requirements of the International Accounting Standards/International Financial Reporting Standards and best industry practices. The Bank assesses the borrower's risk using the rating and scoring systems and risk classification according to IFRS. The implemented credit risk assessment models are applicable to the most significant loan portfolios, including corporate and specialised finance Customers, SMEs, Micro (including farmers), housing loans, cash loans, credit cards and others.

The Bank takes continuous measures to deliver superior lending services while adapting them to borrowers' expectations and ensuring the safe loan portfolio. To this end, the established authority system ensures that transaction risk approval functions are separated from sales and control functions.

Credit decisions are made according to the decision-making model approved by the Bank's Management Board and adjusted to the standards of the BNP Paribas Group. The decision-making model takes into consideration the employees' knowledge and experience and the business lines' structure, defines the number of decision-making levels and their authorities, as well as the rules, criteria and conditions of making credit decisions. Quantitative limits of decision-making authorisations depend on such criteria as the Customer segment, Customer risk profile and lending period. On all authority levels, credit decisions are made by two people (under the "four-eyes" principle) by a representative of the business line and a representative of the business unit responsible for a Customer and transaction risk assessment, independent of the business line. With respect to Customers for whom the credit risk is assessed using risk assessment models, including scoring models approved by the Risk Management Committee, Retail Banking & Personal Finance Risk Committee, as the case may be, credit decisions can be made by one person - a business line representative.

In the case of SME Clients, collective decisions may be made by the Credit Committee, based on:

- decision-making engine mechanisms developed and approved at the Bank
- agreed entry criteria constituting the basis for meeting the creditworthiness condition

The decisions in question specify the amount limits assigned to the Clients accepted within their scope and the approved financing structures.

In order to ensure the effective credit risk management system, the Bank uses IT applications in particular to support the following processes: credit application analysis, risk assessment and acceptance, Customer risk profile monitoring, collateral establishment and renewal, collateral appraisal, monitoring of delays in debt repayment, debt restructuring and collection service, write-offs calculation and reporting. Advanced credit risk assessment tools used by the Bank allow for taking remedial actions in the case of first signs of changes in the quality or an undesirable structure of the loan portfolio.

The Bank continuously monitors Micro Customers and performs the so-called dynamic monitoring of SME and Corporate credit exposures described in internal regulations dedicated to particular business lines. The monitoring provides immediate information on higher risks identified so that a number of actions can be taken, such as, among others, updating the internal risk classification, defining the Customer strategy and detailed steps for its implementation, and setting the date of the next full review of the Customer's exposure.

Internal risk classification is verified and a new rating is assigned always when subsequent credit decisions are made, in particular decisions regarding granting or renewing of financing or performing a full Customer review.

The Bank regularly reviews credit exposures in order to establish the actual quality of the loan portfolio, collateral appraisal, correct classification and adequacy of impairment allowances, compliance with credit procedures and credit decisions made, as well as to ensure the objective assessment of professionalism in loan management.

As part of the credit risk management process, the Bank exercises oversight over the risk of its subsidiaries. The oversight is exercised by the Bank's organisation units responsible for managing individual risks and includes the following activities:

- issue of opinions and approval of methodologies and policies applied by the companies and modifications of the same, as well as presenting its recommendations in this respect,
- assessment of credit risk of new products,
- inclusion of the subsidiary's portfolio of credit risk-bearing exposures into the Bank's management information system allowing to reliably assess its risk and carry out stress-tests for such a portfolio,
- periodic inspection of the company (pursuant to the Code of Commercial Companies) by the Bank's employees holding powers of attorney to carry out inspections, granted to them by authorised representatives of the Bank.

The oversight over the subsidiary's risk is entrusted by way of resolution of the subsidiary's general meeting and resolution of the Bank's Supervisory Board on the division of authorities for the management of particular areas of the Bank's operations.

Structure and organization of the process

The organisational structure of the credit risk management system covers the Supervisory Board, the Management Board, committees as well as organisational and business units under the business lines and the Risk Area.

A key function in the credit risk management system is performed by the Risk Area, which is organisationally separate and headed by the Vice President of the Management Board responsible for the Risk Area. The Risk Area exercises oversight over the credit risk management at the Bank, while the credit risk management process itself is organisationally adapted to the business line structure of the Bank. The Risk Area is responsible for the consolidated credit risk management process, including the management and oversight of the credit process, definition of the risk management strategy and credit policy, determination of risk appetite, provision of decision-making tools and credit risk measurement tools, control of the credit portfolio quality, and provision of reliable management information on the loan portfolio.

The Supervisory Board supervises that the Bank's credit risk policy is in line with the strategy and financial plan. The Management Board provides the Supervisory Board with periodic information on the level of risk of the Bank's lending activities.

The credit risk management is supported by the Risk Management Committee, Retail Banking & Personal Finance Risk Committee, Problem Loans Committee, Credit Committee and the Committee of the Credit Portfolio Monitoring Process. The composition, tasks, authorities and rules of procedure of individual committees are laid down in the regulations of such committees. The main responsibilities of the Risk Management Committee are to monitor and supervision the main risks arising from the Bank's operations, including strategic aspects of credit risk. The Retail Banking & Personal Finance Risk Committee makes an overall loan portfolio risk assessment in selected segments and approves proposed changes in policies. The Problem Loans Committee makes credit decisions and performs quarterly reviews of the Bank's portfolio of high-risk Customers, assesses the evolution of Customer risk, determines the Bank's actions with respect to individual Customers aimed to mitigate the risk or reduce the Bank's losses resulting from the loss of Customers' creditworthiness, and monitors the implementation of recommendations given and credit decisions made. The Credit Committee, besides the Management Board, is the Bank's top decision-making body authorised to make credit decisions. The primary task of the Credit Portfolio Monitoring Process Committee is to coordinate the actions taken by the Bank to improve the credit portfolio monitoring process for corporate, SME and Agro Clients.

The internal control system is a constituent of credit risk management. Credit process controls refer in particular to the examination of the correct process, making credit decisions at an appropriate level and by authorised persons, correct establishment of collateral, compliance with regulations, correct and complete Customer documentation, and compliance with external requirements. The controls also cover after-sales processes.

The first line of defence controls includes ongoing verification (carried out as part of daily routines of each employee, the so-called self-control or "four-eye" control) and horizontal testing, performed on the basis of annual control plans. The planning and implementation of controls under horizontal testing is the responsibility of the unit head who, on the basis of risk analysis of their area of responsibility, prepares subjects for control included in the control plan of the unit involved in the credit process.

As part of the second line of defence, internal control mechanisms have been implemented in the Risk Area. They include the identification and monitoring of potential threats resulting in the emergence of credit risk by carrying out checks on the correctness of the implementation of individual stages of the credit process by all its participants at the Bank. The implemented mechanisms are applicable both at the stage of starting the financing of the so-called a priori controls as well as as part of the after-sales process, in

the form of the so-called a vertical testing. The results of these controls are reported quarterly at the meetings of the Risk Management Committee.

The results of both first- and second-line controls are communicated on an ongoing basis to the participants of the process, among others via a dedicated application, where the controls are recorded and documented.

The third, independent line of defence consists of the activities performed by the Internal Audit Division.

The adequacy and effectiveness of the internal control system, including adequacy and effectiveness of the control function, the compliance unit and the internal audit unit, are assessed by the Supervisory Board on an annual basis.

The Bank implements all recommendations of the internal audit, the auditor and the regulator in a timely manner.

Scope and characteristic of credit risk reporting

Bank performs valuation of credit portfolio in line with IFRS9 and detailed information about valuation proces can be found in part 8.1. In terms of capital adequacy, the measurement of credit risk is based on the estimation of the size of risk weighted assets, with the applied risk weights resulting from the classification and category of credit exposure and taking into account both the probability of default and the amount of the loss that could be incurred in the event of a borrower's default.

Credit risk reporting for the Bank's internal and external needs is prepared in accordance with the Bank's internal procedures specifying the credit risk management information system, in particular the scope, mode, frequency and method of reporting.

Reporting of the credit risk level is prepared with such frequency as to enable registration of changes in the Bank's risk profile:

- the Management Board and the Supervisory Board - quarterly;
- the Risk Management Committee - monthly;
- for other units and persons involved in the process of managing the Bank's credit portfolio - daily, monthly, quarterly depending on the scope of information and the needs of report recipients.

The Bank also periodically carries out stress tests that check the sensitivity of the Bank's loan portfolio to changes in market parameters (e.g. an increase in interest rates, an increase in exchange rates).

Hedging and risk mitigation strategy, effectiveness of hedging instruments and risk mitigation measures

The main techniques of limiting credit risk in the Bank are adequate assessment of the Client's and transaction risk, the system of internal limits and securing the credit transaction. The internal regulations in force at the Bank and relating to the collateral area define the rules for establishing, monitoring and assessing collateral, including updating its value, in order to hedge against risk.

The basis for assessing the value of real estate, tangible collateral and rights is mainly its market value. The market value of the collateral is determined on the basis of an estimate made at the Bank or a valuation prepared by an independent appraiser verified in accordance with separate regulations on the assessment of collateral, including property assessment.

The collateral assessment takes into account in particular:

- the property, economic and financial situation of entities providing personal collateral,
- the condition and market value of the objects of tangible collateral and their susceptibility to impairment in the period of maintaining the collateral,
- the condition and market value of real estate as well as other data enabling effective estimation of the level of risk related to the real estate,
- potential economic benefits resulting from a specific method of securing receivables, including, in particular, the possibility of reducing impairment losses,
- the method of establishing the collateral (its duration and the complexity of formal activities), as well as the necessary costs of establishing, maintaining and enforcing the collateral,
- complexity, time-consuming as well as economic and legal conditions for the effective implementation of collateral.

Accepting specific types of collateral depends on the product and Customer segment. When granting loans for the financing of residential and commercial real estate, collateral is obligatorily established in the form of a mortgage on the real estate. Until the collateral is effectively established (depending on the type of loan and its amount), a different form of temporary collateral may be accepted.

When granting car loans, the following collaterals are used: transfer of ownership of the credited vehicle, registered pledge on the credited vehicle, assignment of rights under the AC insurance policy of the credited vehicle.

The collateral for loans intended for the financing of companies and enterprises is established, inter alia, on business debts, bank accounts, movables, real estate or securities or in the form of guarantees.

3.2. COUNTERPARTY CREDIT RISK

Risk management strategy and processes

Counterparty risk is the credit risk related to the risk of default by a counterparty (Client or other financial institution) with which the Bank enters into transactions for which the liability amount may assume different values over time, depending on market parameters. Therefore, the counterparty risk is related to transactions on financial instruments whose value may change over time depending on such factors as interest rates or foreign exchange rates. The varying exposure may affect the Customer's solvency and is of crucial importance to the Customer's ability to discharge its liabilities when the transaction is settled.

Counterparty credit risk, for transactions which generate counterparty risk, is assessed using the same methodology as the one applied to credit products. This denotes that in the credit process, Bank estimates and applies limits, of which the value results directly from assessment of Customer creditworthiness, as well as considers transactions specific character in particular, their value fluctuating over time or their direct dependence on market parameters.

Structure and organization of the process

The principles applicable to foreign exchange transactions, derivative transactions as well as credit limit granting, use and monitoring for transactions subject to counterparty risk limits have been laid down in dedicated procedures. In line with the adopted policy, the Bank is guided by the knowledge of the Customer and concludes all transactions on the basis of transaction limits individually assigned by the Bank. The Bank differentiates availability of products, which are offered to Customers depending on their knowledge and experience.

Scope and nature of reporting and measurement systems

The Bank has advanced systems with which it measures and controls the counterparty risk. The measurement is based on estimating the probability of the maximum possible exposures arising from the transactions concluded. The Bank models the maximum exposures based on historical observations of the price volatility of the underlying assets.

The Bank has a separate organizational unit responsible for monitoring and reporting the counterparty risk, including whether the transaction limits have not been exceeded due to the concluded transactions.

Strategy for securing and mitigating risk, effectiveness of hedging instruments and risk mitigating measures

The Bank has transparent rules for securing credit risk. By limiting the counterparty's credit risk, the Bank has the option of calling counterparties (the so-called Margin Call) to provide a variable collateral (the so-called Variation Margin), which has been agreed with the counterparty in the collateral agreement (the so-called CSA). Moreover, the risk of a counterparty with financial institutions may be limited by exchanging appropriately separated Initial Margin Deposits, and for other Clients by applying Entry Collateral (promissory note, declaration of submission to enforcement pursuant to Article 777 of the Code of Civil Procedure), Fixed Collaterals (Cash collateral or asset collateral established in exceptional cases where, in the Bank's assessment, the Customer's financial condition deteriorates or there is a risk that the transactions will not be settled) or other Initial Collateral (Cash collateral established before each transaction is concluded).

In the process of estimating the maximum exposure, the Bank offsets financial assets and liabilities resulting from transactions concluded for Customers with whom enforceable master agreements have been concluded. In the absence of master agreements, the effect of contractual netting of liabilities is not taken into account.

The Bank does not conclude credit derivatives to hedge and mitigate the counterparty risk.

The Bank does not have any agreements with the counterparts that would require additional collateral in case of worsening the Bank's rating.

In master agreements there might be some clauses, which define the worsening of credit worthiness, as that may result in the worsening of the rating. However, that is not implicating additional collateral requirement, but the possible closing of the transaction.

Master agreements may contain provisions that define the event of deterioration of creditworthiness, including as a result of credit events upon merger, but this does not involve the provision of additional collateral, but the possible closing of ongoing transactions.

3.3. MARKET RISK

Risk management strategy and processes

Bank manages the market risk by identification, measurement, control, reporting and monitoring and decision making. Bank's strategy indicates that trading activity that generates market risk in the Bank is treated as supplementary, aiming at supporting sales of financial instruments to corporate, non-banking financial (directly) and retail Customers (by means of structured products). Opening market risk positions, Bank generates additional income due to short term changes in market parameters (such as FX or interest rates), while maintaining exposure within pre-approved level of limits. Bank offers commodity products, but does not open position in these instruments.

The process is centralized, which means that all transactions bearing market risks are transferred to Global Markets Line, that is responsible for operational risk management within granted limits. Market and Counterparty Risk Department, that is separated organizationally up to Management Board level from risk taking units, is responsible for market risk measurement and reporting.

Structure and organization of the process

Market risk management is an integral part of the whole Bank management system. Apart from legal and regulatory requirements, business scale and complicity is the main driver behind risk management system. The main role in market risk management system in the Bank is fulfilled by Management Board, which decides on policy and approves rules of risk management. Direct supervision of realization of the policy is in hands of dedicated committees responsible for decisions according to mandate delegated by Management Board. Dedicated units responsible for risk management and control ensure that all material risks are measured and limited and business activity is evaluated on risk-return perspective.

The Supervisory Board constantly monitors the risk management system. It approves risk strategy, key risk management policies and risk appetite levels. Supervisory Board evaluates Management Board activities related to control over Bank activities and their compliance with the policy.

The Risk Committee supports the Supervisory Board with its supervisory responsibilities in the risk area, especially by giving its opinion on Bank's current and future ability to undertake the risk, evaluation of risk management strategy set by the Management Board and its realization.

The Management Board ensures an appropriate level of the market risk incurred by the Bank and the effectiveness of the risk management methods. It allocates and delegates responsibilities to units involved in market risk management process, including dedicated committees. The Management Board approves market risk limits.

Risk Management Committee is responsible for allocation of market risk limits for trading book within the risk granted risk appetite. It also approves market risk limits for trading book, analyses limit breaches and recommends contingency actions.

Internal Audit Line performs periodic controls over risk management process, including verification of Bank's processes and policies versus legal requirements. It also analyses and evaluates the efficiency of risk management systems and control mechanisms and recommends relevant actions if necessary.

Product, Service, Transaction and Business Acceptance Committee (TAC/NAC) gives opinions and approves of new products, services, transactions and types of the Bank's activities, affecting, inter alia, the level of the market risk position and its management process.

Integrated Risk Management Line is responsible for direct supervision over market risk management process. It formulates independent opinions and recommendations for Risk Management Committee, ALCO Committee or the Management Board on market risk policy, risk measurement methodology, structure and levels of limits.

Global Markets Line is responsible for operational and transactional risk management of trading book interest rate risk and FX risk at the Bank's level.

Scope and nature of reporting and measurement systems

Market risk is reported with frequency enabling Management Board, Supervisory Board and relevant committees to be properly informed on Bank's risk profile. Specifically the risk measurement and reporting system provides daily information to units operationally responsible for risk management about the volume of market risk open positions, the sensitivity level to market risk factors and synthetic metrics such as value-at-risk for the whole portfolio as well as divided to interest rate and FX risk.

The information is provided to Risk Committee, Management and Supervisory Boards in an aggregated, synthetic manner with specified frequency.

Strategy for the hedging and liquidity risk mitigation, the effectiveness of the hedging instruments and risk mitigation measures

In order to avoid excessive risk Bank implemented a set of market risk limits and warning levels adequate to its scale and complexity. The system of limits results from the accepted risk level (risk appetite) adopted by the Bank. The acceptable level of risk has been formulated on the basis of assumptions reflecting the Bank's risk objectives and is consistent with the strategy and business plans. The Bank also defined the procedure to be followed in the event of exceeding the limits, the methods of eliminating these exceedings and the measures to prevent similar situations in the future.

Within general exposure towards interest rate risk, which is the main exposure in trading portfolio, Bank used IRS, OIS, CIRS, FRA, basis swaps and purchase and sale of interest rate options. Interest rate risk profile was also impacted by FX swaps and FX forwards. Bank maintains open interest rate risk position, within granted limits, in order to optimize its P&L by generating additional income by lack of necessity of instant closing of Customer driven position on the interbank market. Bank's priority is to hedge interest rate and FX risk by maintaining relatively low open positions enabling optimization of offer its Customers.

3.4. LIQUIDITY RISK

Liquidity risk strategy and processes

Bank Strategy regarding liquidity risk management focus on:

- sustainable, organic growth of the Bank's balance sheet (Assets growth in line with funding sources growth throughout stable liabilities) and off balance sheet transactions and liabilities;
- limitation of Bank's dependence on external conditions and ensure, that in the crisis situation – local, global or related directly to the Bank- Bank will be able, in the short time horizon fulfill its obligations with no limitations of the Bank's offer spectrum and no need to initiate changes in the Bank's basic activity, in case of long term crisis situation, Bank's policy assumes maintenance of the liquidity, and considers some modifications of the development directions and implementation of the costly processes of the Banks profile activity adjustments.
- active limitation of the probability of the adverse events, that may influence of the Bank's liquidity, in particular, that refers to the reputational risk; the Bank will take appropriate steps in order to restore the trust of Clients and financial institutions as quickly as possible
- ensuring high quality standards of the liquidity managements processes - activities leading to quality processes improvement regarding liquidity management have highest priority in the Bank.

The main source of funding are liabilities due to Customers, supplemented with mid and long term loans and capital type liabilities. Mid and long term credit lines (including subordinated loans) and funds from the own securities issues come mainly from the BNP Paribas Group as well as European Bank for Reconstruction and Development, European Investment Bank, Council of the Europe Development Bank and others financial institutions. Bank's policy allows as well other funding sources, like structural transactions.

Liquidity risk, that is a risk of inability to fulfill own payments obligations by the Bank. Management of that risk in the Bank contains several processes: immediate liquidity management (intraday) as well as future (current, short term, as well as structural mid and long term liquidity), including funding sources concentration as well as liquidity monitoring of the market and ability to obtain funds. That process is adequate to the character and scale of the Bank's activity, as well as regulatory requirements that Bank has to fulfill.

The primary goals of the liquidity management process are:

- ensuring appropriate liquidity level of the Bank, throughout ensuring ability to fulfill current and future obligations
- crisis situations prevention
- building up solutions and action plans to survive during crisis situations, in case they occur.

Structure and organization of the process

Liquidity management in the Bank is performed through balance sheet shaping and funding structure (reflected in the financial statement of the Bank) that consist balance sheet as well as off-balance sheet items. The process is centralized. The Supervisory Board leads supervising role and approves risk appetite levels, that determinate remaining limits parameters in the liquidity management process. Board of Management determines risk appetite levels and is responsible for adequate liquidity management system, throughout building up appropriate organizational structure, ensuring internal regulations and procedures and approval of the liquidity limits, which enable to limit risk exposure of the Bank. The committee set aside from the Bank – Assets and Liabilities Committee (ALCO) on monthly meetings analyzes the liquidity situation of the Bank and verifies effectiveness of the liquidity management process in the Bank.

Bank ensures separation and independence of the operational functions, risk management functions, control and reporting ones. In particular, for the concluding transactions with counterparties and Customers the business areas are responsible, confirmations and settlements of the transactions are performed in the Operations Line area, for immediate and future liquidity management Assets and Liabilities Management area is responsible, for the current supervision of the risk level and fulfillment of the limits the Risk Area is responsible, while the independent reporting of the regulatory measures the Financial Area.

Funding for the other Group's unit are provided by the parent unit - BNP Paribas SA.

Scope and reporting and risk measurement systems characteristic

In the liquidity risk measurement scope Bank uses list of measures and indicators monitoring liquidity situation both those required by the regulator as well as internally defined in the Bank, including the internally set up limits levels. Liquidity parameters are calculated accordingly with the required frequency – daily, monthly or quarterly. Internal measures are calculated based on the daily reporting.

Based on the daily reports liquidity gap reports are generated – contractual and realistic one, that takes into account modeling of the no maturity profile products, as well as behavioral aspects for the balance and off-balance sheet items i.e. early repayments of loans by the Bank's Customers. Those reports are generated for the overall balance and off balance sheet of the Bank in all currencies together, as well as separate for the main Bank's currencies: PLN, EUR, USD CHF and remaining currencies together. Early Warning Indicators defined and set up in the Liquidity Contingency Plan are monitored on the daily basis, which monitor Bank situation, interbank market as well as Customers of the Bank. In the monthly cycle Bank analyzes as well specific liquidity measures, that are monitored in the Recovery Plan. Complementary to those reporting and monitoring processes are reports and measures prepared for the monthly ALCO meetings, that widen up among others the funding concentration level, cost of funding from the non-bank Customers.

In the liquidity management measures scope there is as well surplus of liquidity measure for 7 and 30 days' horizon. That measure is reported on the daily basis. As of 31 December 2025 that surplus on the liquidity buffer reached respectively PLN 47.4 bn and PLN 36.1 bn. The liquidity surplus buffer measure consists of following items:

- central bank account balance, nostro accounts balances and deposits placed in other banks up to 30 days (23% of the surplus),
- high liquidity assets (77% of the surplus),
- other securities (0% of the surplus),
- assets available for sale in the tenor 8-30 days (0% of the 30 days' surplus).

Apart of above mentioned reporting scope, Bank periodically, at least once a month Bank carries out stress tests, to verify Bank's resistance in that moment for occurrence of the crisis situations for liquidity risk. The measurement is performed in 3 scenarios: crisis related to internal situation in the Bank, market crisis or the combination of those two situations together. In the scope of the scenarios Bank considers among others: increased level of the outflow of the deposits, depending on the business line, type of Client and product, increased level of utilization of the off-balance sheet obligations to the Customers, decreased level of the inflows from loans repayments and applies adequate to the particular scenario parameters, that are established based on the observed historical events or expert judgement. The results of stress tests are used as one of the early warning indicators in the Liquidity Contingency Plan launch, as well as calibration of the internal liquidity risk limits, to ensure that even in the stress situation Bank can continue commercial activity without mayor disorders. The liquidity stress tests results are regularly reported to ALCO Committee and Supervisory Board, that enables those bodies estimate the liquidity security of the Bank. Liquidity risk level reporting is performed with the frequency that enable to register the change in the liquidity risk profile of the Bank:

- Board of Management and Supervisory Board – quarterly,
- ALCO Committee – monthly,
- other units and people involved in the liquidity management process and monitoring – daily.

Strategy for the hedging and liquidity risk mitigation, the effectiveness of the hedging instruments and risk mitigation measures

Bank has as a base of diversified funding sources, that ensure stable liquidity situation. Bank has as well high quality liquid assets, that in case of need can be source of funding for the Bank and enables to obtain liquidity with in one day. That ensures secure liquidity management both in the normal situation as well as in the crisis or extraordinary one. That portfolio allows as well to fulfill regulatory and internal liquidity requirements. Excess of the liquidity in the Bank is placed into high quality liquid assets.

The biggest share in the funding pool has non-bank Customers deposits base, that consists of all Customers' segments, however, according to the accounting standards, corporate Customer segment share is dominant. Stability of the deposit base is assured by attractive and complex offer for the Customers from one side, and from the other by monitoring and verifying its stability in the models for all business lines. Bank cooperates as well with the supranational financial institutions that provide funding to the Bank dedicated to specific projects or products for the Customers.

Due to currency structure of the Bank's balance sheet, there is need to manage currency volumes both on the liabilities or assets side. Bank ensures funding appropriate to the assets in the currencies via directly funding in that currency or derivatives transactions like CIRS or FX swap. Closing of the currency mismatch via derivatives allows to close Bank's needs in various currencies and in the term structure adequate to the risk profile in specific currencies, and that has positive impact of the liquidity profile in that currency.

3.5. INTEREST RATE RISK IN THE BANK BOOK

Strategy and processes of the risk management

The base business activity of the Bank – granting loans and taking deposits from the Customers leads to open interest rate positions, that are transferred from the business lines into the portfolios managed by the Assets and Liabilities Management area, using internal transfer pricing system.

Bank, defining the interest rate risk profile takes into account not only contractual parameters, but also real characteristic of the product as the result of behavior aspects and embedded options, by using modeling for example for current accounts, saving accounts, fixed rate loans, credit cards. Modeling of the products behavior depending on the business line enables to distinguish stable and unstable parts, that react differently for the interest rate changes. Maturity profiles for the undefined maturity deposits are assigned according to existing models. Those profiles may change depending on the pace of changes in the balances, number of Customers or the macro-economic situation. As of 31 December 2025 the average maturity tenor of the deposits for all business lines and currencies was 2.53 years. The maximum tenor for the maturity profile was 15 years.

The Bank subsidiaries minimize the interest rate risk by using the same reference rates in assets and liabilities and similar repricing periods.

Structure and organization of the process

The management of interest rate risk of the banking portfolio is carried out by transferring this risk from business lines to management by the ALM Treasury. The Supervisory Board exercises overall supervision over interest rate risk by approving the risk appetite level. The consequence of the established risk appetite is the establishment of other limits and critical values. The Management Board determines the risk appetite level, accepts crucial interest rate risk measures and is responsible for implementing an adequate liquidity risk management system by building an appropriate organizational structure, ensuring the application of internal regulations and procedures. Other limits and critical values for this risk and ongoing supervision over interest rate risk management are within the competence of the ALCO Committee, which analyzes the current liquidity situation and verifies the effectiveness of the Bank's liquidity management processes at monthly meetings. The Bank ensures the separation and independence of operational, risk management, control and reporting functions. In particular, the business divisions are responsible for concluding transactions with the Bank's counterparties and Clients, the Operations Division is responsible for confirming and settling transactions, the Asset and Liability Management Division is responsible for managing the interest rate position of the banking portfolio, and the Risk Area is responsible for monitoring the current level of interest rate risk.

Scope and reporting and risk measurement systems characteristic

The Bank's policy for the interest rate risk defines interest income sensitivity as well as fair value sensitivity of the portfolio. Analysis are performed for all currencies together as well as for the main currencies separately.

The regulatory measures in the interest rate risk area are sensitivity of the economic value of the capital (EVE) and the sensitivity of net interest income (NII). EVE is a measure of the net economic value of the interest rate sensitive instruments in the remaining tenor of the instrument coming from the interest rate changes, taking into account all banking book items excluding capital. NII is a measure of changes in net interest income over a one-year horizon assuming a constant balance sheet, resulting from changes in interest rates.

The economic value changes of the adjusted capital, calculated according to the internal contract prices, in accordance with six regulatory interest rate change scenarios and the changes in net interest income, calculated according to two supervisory shock scenarios are presented in the table:

Table 5. EU IRRBB1 - Interest rate risks of non-trading book activities for BNP Paribas Bank Polska Group (in mn PLN)

Supervisory shock scenarios	a		b		c		d
	Changes of the economic value of equity				Changes of the net interest income		
	31 December 2025	30 June 2025	31 December 2025	30 June 2025	31 December 2025	30 June 2025	
1 Parallel up	-515	-558	172	160			
2 Parallel down	-290	-238	-658	-429			
3 Steepener	377	382					
4 Flattener	-893	-911					
5 Short rates up	-881	-920					
6 Short rates down	450	468					

Due to hedging of the structural elements with mid and long term transactions the Group's supervisory outlier test for the economic value of equity (SOT EVE) and the sensitivity of net interest income (SOT NII) remains below regulatory levels.

Strategy in scope of hedging and risk mitigation, effectiveness of hedging instruments and risk mitigation measures

Structural elements (stable, insensitive to interest rate changes, part of current accounts and capital) are hedged with transactions with a longer maturity. In the remaining portfolio, the Bank's intention is to close the interest rate risk. The Bank primarily uses interest rate swaps (IRS) to hedge the interest rate risk, but also fixed-rate bonds. When entering into hedging transactions, in order to avoid P&L volatility, hedge accounting relationships are carried out.

3.6. OPERATIONAL RISK

Strategy and processes in operational risk management

The Bank manages the operational risk based on the approved strategy and policy.

Operational risk is defined as the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events, including, but not limited to, legal risk, model risk or information and communication technology (ICT) risk, but excluding strategic and reputational risk.

The objective of the operational risk management is to ensure the top quality standards of services rendered by the Bank, to ensure their security and compliance with the binding regulations and the best standards and lowering the losses and costs caused by the operational risk at the same time. Organizational culture in operational risk management plays an important role for the Bank. The key element is employees' awareness about the risk and their share in the responsibility for its reduction. Operational risk is commonly present in the banking activity, what means that each of the employees and each of the organizational units is responsible for operational risk identification within their scope of responsibilities and taking actions aimed at risk reduction.

Operational risk management process includes the following stages:

- 1) risk identification,
- 2) defining risk causes (sources),
- 3) assessment of the risk amount and setting its acceptable level,
- 4) analysis of possible solutions to reduce the identified risk,
- 5) taking a decision to reduce risk,
- 6) taking necessary actions,
- 7) control and assessment of applied risk reduction tools.

Organization of the operational risk management process

The operational risk management process is carried out under three lines of defence. The first line of defence consists of risk management in the operational activity of the Bank. The second line of defence consists of risk management performed by employees at specifically appointed positions or in organizational units (i.e. Operational Risk, Internal Control and Fraud Prevention Area, Compliance Area, Legal Area, Second Line of Defence in Finance Department, Model Validation Bureau), regardless of the risk management at the first line of defence. The third line of defence consists of the activity of the internal audit unit.

Operational risk management system is integrated. It means that all actions and functions concerning operational risk management are combined in one, consistent, transparent, complete and efficient system. In order to avoid a potential conflict of interests and in order to ensure objectivity, operational risk supervision function in the Bank is separated from the function responsible for making business decisions. Operational risk control function is autonomous and placed in Risk Area. Operational risk management is closely connected with the management of other kinds of risk due to the fact that a substantial part of the operational risk losses occurs at the intersection of operational risk and credit risk or financial risk or other banking risks.

Actions directly aimed at operational risk mitigation are taken by units responsible for individual areas exposed to operational risk (first line of defence).

Scope and types of risk reporting and measuring systems

One of the operational risk management stages is taking actions aimed at risk reduction. Those actions consist in preventing the threat or reducing the consequences of the event as well as carrying out systemic actions aimed at elimination of causes of the events. Systemic actions consist in e.g. eliminating the gaps in internal regulations and procedures, preparing new or changing the existing tools, introducing changes to work organization, improving control mechanisms, application of existing controls and introducing changes to IT systems. Before taking such actions, their costs are analysed as well as potential losses that can be borne without implementing the suggested solution.

For the operational risk monitoring and assessment, the Bank applies among others: self-assessment method, Key Risk Indicators (KRI) as well as the data about identified operational risk events and threats, incl. operational risk losses – using the internal and external data. The Bank decides on its risk tolerance (operational risk appetite) and takes appropriate actions when the accepted risk level is exceeded.

The Management Board and appointed Committees are regularly informed about the level of operational risk as well as about actions taken due to identified operational risk events and threats.

The Bank applies insurance cover within the framework of risk transfer.

In line with Recommendation M (17.3), the gross losses resulting from the operational risk events recognized in 2025 have been presented in the table below by event types and categories. The amount of gross loss means a sum of losses resulting from the operational risk incidents registered in the Bank's internal database, without taking into account reductions resulting from amounts recovered from the insurance and recovered from other sources. Data include the operational risk losses connected to the credit risk and financial risk.

Table 6. Gross losses resulting from operational risk events recognized in 2025.

Internal frauds	3 860
Unauthorised activity	-17
Theft and internal fraud	3 877
External frauds	67 697
Theft and external fraud	53 865
Systems security	13 832
Employment practices and workplace safety	290
Employee relations	282
Safe Environment	0
Diversity & Discrimination	8
Clients, products and business practices	565 480
Suitability, disclosure & fiduciary	8 656
Improper business or market practices	571 803
Product defects	0
Selection, Sponsorship and Exposure	-15 000
Bank advisory activity deficiency	21
Damages to physical assets	115
Disasters and other events	115
Business disruption and system failures	732
Systems	732

Execution, Delivery and Process Management	5 549
Transaction capture, execution & maintenance	3 803
Monitoring and reporting	1 071
Customer intake and documentation	412
Customer account management	247
Trade counterparties	16
Vendors & Suppliers	0
Total	643 723

* 89% of all losses are losses related to ongoing court cases regarding loans denominated in CHF

In order to mitigate risk, the Bank strengthens processes and mechanisms aimed at limiting level of risk, this includes amongst others prevention of frauds, including cybercrime, resulting from internal as well as external causes and connected to control of correctness of execution of processes, especially by developing IT system functionalities and processes reorganization. Moreover, the Bank regularly verifies and assesses the internal control environment as well as determines actions improving the control mechanisms effectiveness.

Strategy in scope of hedging and risk mitigation, effectiveness of hedging instruments and risk mitigation measures

One of the priorities of the operational risk management strategy is to ensure that the Bank achieves its business goals in a safe way, accepting the level of risk only within the approved risk appetite, eliminating unacceptable events, limiting the possibility of unexpected events with severe consequences for the Bank and actively reacting and responding to identified events that may cause such consequences. This leads to the reduction of losses and costs caused by operational risk, as well as the achievement of high quality and safety standards in the Bank's operations. In the case of significant events that could not be avoided, the required standard is the analysis of the causes of the event and taking actions to reduce the risk of a similar event occurring in the future. The effectiveness of the Bank's security and risk mitigation solutions is monitored by comparing the level of registered operational losses with the operational risk appetite approved by the Bank and by monitoring key risk indicators. Moreover, the risk control mechanisms are tested in accordance with the requirements of Recommendation H of the Polish Financial Supervision Authority.

4. KEY METRICS

Implementing the requirement specified in Articles 447 and 438(d) of the CRR Regulation, the Group publishes aggregate data on own funds, own funds requirements, risk-weighted exposures, combined buffer requirement, leverage ratio and liquidity ratios - liquidity coverage ratio and stable net funding. Detailed information on particular positions is presented in the following chapters of the report.

Table 7. EU KM1 – Key metrics template.

	a	b	c	d	e	
	31 December 2025	30 September 2025	30 June 2025	31 March 2025	31 December 2024	
Available own funds (amounts)						
1	Common Equity Tier 1 (CET1) capital	13 455 949	13 442 923	13 415 258	12 195 684	12 162 053
2	Tier 1 capital	14 105 949	14 092 923	14 065 258	12 845 684	12 812 053
3	Total capital	17 485 758	17 437 407	17 112 200	15 932 570	15 962 074
Risk-weighted exposure amounts						
4	Total risk-weighted exposure amount	103 722 212	99 575 811	98 100 861	98 425 014	92 814 926
Capital ratios (as a percentage of risk-weighted exposure amount)						
5	Common Equity Tier 1 ratio (%)	12.97%	13.50%	13.67%	12.39%	13.10%
6	Tier 1 ratio (%)	13.60%	14.15%	14.34%	13.05%	13.80%
7	Total capital ratio (%)	16.86%	17.51%	17.44%	16.19%	17.20%
Additional own funds requirements based on SREP (as a percentage of risk-weighted exposure amount)						
EU-7d	Additional CET1 SREP requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-7e	Additional AT1 SREP requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-7f	Additional T2 SREP requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-7g	Total SREP own funds requirements (%)	8.00%	8.00%	8.00%	8.00%	8.00%
Combined buffer requirement (as a percentage of risk-weighted exposure amount)						
8	Capital conservation buffer (%)	2.50%	2.50%	2.50%	2.50%	2.50%
EU-8a	Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%)	0.00%	0.00%	0.00%	0.00%	0.00%

9	Institution specific countercyclical capital buffer (%)	1.00%	1.00%	0.00%	0.01%	0.00%
EU-9a	Systemic risk buffer (%)	0.00%	0.00%	0.00%	0.00%	0.00%
10	Global Systemically Important Institution buffer (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-10a	Other Systemically Important Institution buffer	0.25%	0.50%	0.50%	0.50%	0.50%
11	Combined buffer requirement (%)	3.75%	4.00%	3.00%	3.01%	3.00%
EU-11a	Overall capital requirements (%)	11.75%	12.00%	11.00%	11.01%	11.00%
12	CET1 available after meeting the total SREP own funds requirements (%)	7.60%	8.15%	8.34%	7.05%	7.80%
Leverage ratio						
13	Leverage ratio total exposure measure	198 442 956	185 643 214	185 412 651	180 681 082	181 407 830
14	Leverage ratio	7.11%	7.59%	7.59%	7.11%	7.06%
Additional own funds requirements to address risks of excessive leverage (as a percentage of leverage ratio total exposure amount)						
EU-14a	Additional CET1 leverage ratio requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-14b	Additional AT1 leverage ratio requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-14c	Total SREP leverage ratio requirements (%)	3.00%	3.00%	3.00%	3.00%	3.00%
Total SREP leverage ratio requirements (%)						
EU-14d	Applicable leverage buffer	0.00%	0.00%	0.00%	0.00%	0.00%
EU-14e	Overall leverage ratio requirements (%)	3.00%	3.00%	3.00%	3.00%	3.00%
Liquidity Coverage Ratio						
15	Total high-quality liquid assets (HQLA) (Weighted value -average)	64 827 429	58 156 427	58 354 875	52 619 247	58 807 518
EU-16a	Cash outflows - Total weighted value	43 816 151	37 216 050	41 051 951	39 588 483	43 497 076
EU-16b	Cash inflows - Total weighted value	21 677 141	12 682 454	17 446 359	21 241 332	18 831 646
16	Total net cash outflows (adjusted value)	22 139 011	24 533 596	23 605 592	18 347 151	24 665 430
17	Liquidity coverage ratio (%)	292.82%	237.05%	247.21%	286.80%	238.42%
Net Stable Funding Ratio						
18	Total available stable funding	128 098 073	120 447 121	120 034 799	116 795 734	119 113 447
19	Total required stable funding	76 701 052	75 336 486	74 842 604	74 694 299	74 561 483
20	NSFR ratio (%)	167.01%	159.88%	160.38%	156.36%	159.75%

5. OWN FUNDS

5.1. OWN FUNDS STRUCTURE

Pursuant to the provisions of Banking law, the Act of August 29, 1997 (Journal of Laws of 2026 item 38) (hereinafter referred to as "Banking law") and CRR Regulation, own funds of the Bank for the purposes of the capital adequacy calculation include:

- Tier I capital:
 - Common Equity Tier I capital – the sum of the Common Equity Tier I items after application of the required adjustments as well as deductions and exemptions
 - Additional Tier I capital – series A capital bonds (ISIN: PLO164300017) issued on 28 November 2024, of total value of PLN 650 mn classified for addition Tier I capital based on KNF's decision dated 31 December 2024.
- Tier II capital:
 - series B capital bonds – issued by the Bank on 6 June 2025 (ISIN: PLO164300025), of total value of EUR 160 mn, classified for Own Funds as Tier II capital instruments based on KNF's decision dated 11 August 2025
 - series C capital bonds – issued by the Bank on 10 October 2025 (ISIN: PLO164300033), of total value of EUR 630 mn, classified for Own Funds as Tier II capital instruments based on KNF's decision dated 21 November 2025.

Common Equity Tier I capital includes the following items:

- 1) capital instruments,
- 2) share premium accounts related to instruments referred to in point 1),

- 3) retained earnings, reviewed by the statutory auditor and after the permission is granted by the competent authority or after the Bank has taken a formal decision confirming the final financial result of an institution for a given year,
- 4) accumulated other comprehensive income (pursuant to Article 4(1)(100) and Article 26(1)(d) of the CRR Regulation
- 5) reserve capital,
- 6) general risk fund for unidentified risk related to banking operations,
- 7) adjustments and deductions that constitute:
 - a) losses for a current financial year,
 - b) intangible assets,
 - c) deferred tax assets that rely on future profitability,
 - d) defined benefit pension fund assets,
 - e) direct, indirect and synthetic holdings by the Bank of own Common Equity Tier I instruments, including own Common Equity Tier I instruments that an institution is under an actual or contingent obligation to purchase by virtue of an existing contractual obligation,
 - f) other items pursuant to Article 36 of the CRR Regulation
 - g) additional value adjustments based on requirements for prudent valuation – pursuant to Article 34 and Article 105 of CRR Regulation
 - h) deduction for non-performing exposures defined in Article 47c of CRR Regulation

For the purpose of preparing the statement of Core Tier I, Tier I and Tier II capital on a consolidated basis, shares in subsidiaries are excluded from the calculation.

Additional capital is established from net profit deductions in a fiscal year and a surplus obtained at issuing shares above their nominal value, remaining after covering the costs of issuance, from additional capital payments made by shareholders in exchange for assigning special rights to their existing shares without increasing the share capital. Additional capital may be earmarked for the coverage of balance sheet losses.

Reserve capital is established regardless of the additional capital from net profit deductions in a fiscal year, earmarked to cover the balance sheet loss.

The general risk fund for unidentified risk related to banking operations is established from net profit deductions in the amount resolved by the General Meeting. The general risk fund is earmarked for unidentified risk related to banking operations.

Unrealized gains and losses on financial instruments measured at fair value through other comprehensive income are recognized in own funds, in line with the instructions included in the CRR Regulation and the Banking Law Act.

Capital Tier II items, calculated based on the CRR Regulation, (Articles 62 – 91), constitute subordinated loans – included in supplementary own funds in the amount and in accordance with the principles laid down in the decision of the Polish Financial Supervision Authority.

Capital instruments and subordinated loans qualify as instruments under Tier II, provided that the conditions specified in Article 63 of the CRR Regulation are met whereas instruments qualified under additional Tier I capital are recognised accounting for the conditions specified in Article 52 of the CRR Regulation.

Information on adjustments and deductions for Common Equity Tier I used in the calculation as of 31 December 2025:

- deduction in accordance with Article 34 of CRR Regulation of the additional value adjustments for prudent valuation are created for all assets measured at fair value with a value of PLN -30 549 ths was applied;
- deduction for core Tier I capital in accordance with Article 36(1)(b) of CRR Regulation for intangible assets in amount of PLN -450 308 ths was applied. The amount was calculated taking into account the changes introduced by Regulation (EU) No 2176/2020 of 12 November 2020 amending Delegated Regulation (EU) No 241/2014 with regard to the deduction of software assets from Common Equity Tier I items;
- deduction for non-performing exposures of PLN -45 800 ths was applied;

Information on own funds structure is presented in accordance with the template EU CC1 set out in Regulation (EU) No 2024/3172, while the table presents only the rows relating to items included in the own funds structure.

Table 8. EU CC1 – Composition of regulatory own funds as of 31 December 2025.

	a)	b)
	Amounts	Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation
Common Equity Tier 1 (CET1) capital: instruments and reserves		
1	7 407 196	EU CC2 no. 6 / EU CC2 no 7a
2	73 074	EU CC2 no 9
3	5 733 131	EU CC2 no 7c / EU CC2 no 8
EU-3a	627 154	EU CC2 no 7b
EU-5a	-	-
6	13 840 554	EU CC2 no 11
Common Equity Tier 1 (CET1) capital: regulatory adjustments		
7	-30 549	
8	-497 514	EU CC2 no 1
27	-	
27a	143 457	
28	-384 606	
29	13 455 949	
Additional Tier 1 (AT1) capital: instruments		
36	650 000	
Additional Tier 1 (AT1) capital: regulatory adjustments		
43	-	
44	650 000	
45	14 105 949	
Tier 2 (T2) capital: instruments		
46	3 379 809	EU CC2 no 5
51	3 379 809	
Tier 2 (T2) capital: regulatory adjustments		
57	-	
58	3 379 809	
59	17 485 758	
60	103 722 212	
Capital ratios and buffers		
61	12.97%	
62	13.60%	
63	16.86%	
64	8.00%	
65	2.50%	
66	1.00%	
67	0.00%	
EU-67a	0.25%	
EU-67b	0.00%	
68	7.60%	
Amounts below the thresholds for deduction (before risk weighting)		
73	-	
75	854 280	

The table below presents a description of the main regulatory features of own funds instruments and eligible liability instruments according to the EU CCA template.

Table 9. EU CCA: Main features of regulatory own funds instruments and eligible liabilities instruments as of 31 December 2025.

1	Issuer	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.	BNP Paribas Bank Polska S.A.
2	Unique identifier (eg CUSIP, ISIN or Bloomberg identifier for private placement)	ISIN: PLBGZ0000010, PLBGZ0000036, PLBGZ0000044	ISIN: PLO164300017	ISIN: PLO164300025	ISIN: PLO164300033	N/A	N/A	N/A	N/A	ISIN: PLO164300041
2a	Public or private placement	public	private	private	private	private	private	private	private	private
3	Governing law(s) of the instrument	Polish	Polish	Polish	Polish	Polish	Polish	Polish	Polish	Polish
3a	Contractual recognition of write down and conversion powers of resolution authorities	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<i>Regulatory treatment</i>	Yes	Yes	Yes	Yes	No	No	No	No	No
4	<i>Current treatment taking into account, where applicable, transitional CRR rules</i>	Common Equity Tier I	Additional Tier I	Tier II	Tier II	eligible liabilities				
5	<i>Post-transitional CRR rules</i>	Common Equity Tier I	Additional Tier I	Tier II	Tier II	eligible liabilities				
6	<i>Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated</i>	Solo and consolidated	Solo and consolidated	Solo and consolidated	Solo and consolidated	Solo and consolidated	Solo and consolidated	Solo and consolidated	Solo and consolidated	Solo and consolidated
7	<i>Instrument type (types to be specified by each jurisdiction)</i>	Instrument type: ordinary shares Classification - Common Equity Tier I instrument in accordance with Article 28 of Regulation (EU) No. 575/2013	Capital instrument in accordance with article 52 CRR Regulation	Subordinated debt in accordance with article 63 CRR Regulation	Subordinated debt in accordance with article 63 CRR Regulation	Eligible liabilities in accordance with article 72b CRR Regulation	Eligible liabilities in accordance with article 72b CRR Regulation	Eligible liabilities in accordance with article 72b CRR Regulation	Eligible liabilities in accordance with article 72b CRR Regulation	Eligible liabilities in accordance with article 72b CRR Regulation
8	Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date)	PLN 15.09 mn (series A) PLN 7.81 mn (series B) PLN 0.25 mn (series C) PLN 3.22 mn (series D) PLN 10.64 mn (series E) PLN 6.13 mn (series F) PLN 8.00 mn (series G) PLN 5.00 mn (series H) PLN 28.10 mn (series I) PLN 2.50 mn (series J)	PLN 650 mn	PLN 693 mn	PLN 2 687 mn	PLN 2 730 mn	PLN 600 mn	PLN 254 mn	PLN 423 mn	PLN 845 mn

PLN 10.80 mn (series K)
 PLN 49.88 mn (series L)
 PLN 0.32 mn (series M)
 PLN 0.14 mn (series N)
 Registered shares of series B are preference shares.
 The privilege concerning the shares of series B, includes the right to receive payment of the full nominal amount per share in the event of liquidation of the Bank after satisfying creditors, first before payments attributable to ordinary shares, which are payments in face of execution of the privilege may not cover the nominal amount of those shares.
 The amount recognized in regulatory capital differs from the amount of the issued instrument. 4 registered shares of preference shares series B have been excluded from the amount recognized in regulatory capital..

9	Nominal amount of instrument	PLN 147 880 491	PLN 650 000 000	EUR 160 000 000	EUR 630 000 000	EUR 646 000 000	EUR 142 000 000	EUR 60 000 000	EUR 100 000 000	EUR 200 000 000
EU-9a	Issue price	PLN 1	100% nominal value	100% nominal value	100% nominal value	N/A	N/A	N/A	N/A	100% nominal value
EU-9b	Redemption price	N/A	Nominal value as of redemption date	100% nominal value	100% nominal value	N/A	N/A	N/A	N/A	100% nominal value
10	Accounting classification	Equity	Equity	Liability – amortized cost						
11	Original date of issuance	09.09.1994	28.11.2024	06.06.2025	10.10.2025	21.12.2023	16.09.2024	30.10.2024	23.12.2024	17.12.2025
12	Perpetual or dated	Perpetual	Perpetual	Dated						
13	Original maturity date	No maturity	No maturity	06.06.2040	10.10.2040	21.12.2029	16.09.2030	30.10.2030	23.12.2030	17.12.2036
14	Issuer call subject to prior supervisory approval	N/A	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
15	Optional call date, contingent call dates and redemption amount	N/A	28.11.2029	06.06.2035	10.10.2035	21.12.2028	16.09.2029	30.10.2029	23.12.2029	17.12.2035

16	Subsequent call dates, if applicable	N/A	each interest period, every 5 years after first optional call date	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Coupons / dividends</i>										
17	Fixed or floating dividend/coupon	floating	floating	floating	floating	floating	floating	floating	floating	floating
18	Coupon rate and any related index	N/A	WIBOR 3M + margin	€STR + margin	€STR + margin	EURIBOR 3M + margin	€STR + margin	€STR + margin	€STR + margin	€STR + margin
19	Existence of a dividend stopper	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-20a	Fully discretionary, partially discretionary or mandatory (in terms of timing)	Fully discretionary	Fully discretionary	N/A	N/A	N/A	N/A	N/A	N/A	N/A
EU-20b	Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary	Fully discretionary	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Existence of step up or other incentive to redeem	No	No	No	No	No	No	No	No	No
22	Non-cumulative or cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Non-cumulative	Non-cumulative
23	Convertible or non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25	If convertible, fully or partially	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
26	If convertible, conversion rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
27	If convertible, mandatory or optional conversion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
28	If convertible, specify instrument type convertible into	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29	If convertible, specify issuer of instrument it converts into	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30	Write-down features	No	Yes	No	No	No	No	No	No	No
31	If write-down, write-down trigger(s)	N/A	CET1 ratio of BNP Paribas Bank Polska S.A. Group or BNP Paribas Bank Polska S.A. lower than 5.125%	N/A	N/A	N/A	N/A	N/A	N/A	N/A

32	If write-down, full or partial	N/A	Partial	N/A							
33	If write-down, permanent or temporary	N/A	Temporary	N/A							
34	If temporary write-down, description of write-up mechanism	N/A	Trigger event may happen more than once, nominal value of one bond cannot drop below PLN 0.01	N/A							
34a	Type of subordination (only for eligible liabilities)	N/A	N/A	N/A	N/A						
EU-34b	Ranking of the instrument in normal insolvency proceedings	Category 10	Category 9	Category 8	Category 8	Category 6					
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	N/A									
36	Non-compliant transitioned features	No	No	No	No	No	No	No	No	No	No
37	If yes, specify non-compliant features	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
37a	Link to the full term and conditions of the instrument (signposting)										

5.2. RECONCILIATION OF OWN FUNDS

Reconciliation of balance sheet items included in the audited consolidated report of the Group used to calculate the value of own funds according to the methodology described in Section 3 *Disclosure of the scope of application* of Regulation (EU) No 2024/3172 is presented in the table below.

Table 10. EU CC2 – Reconciliation of regulatory own funds to balance sheet in the audited financial statements as of 31 December 2025.

	a	b	c
	Balance sheet as in published financial statements	Under regulatory scope of consolidation	Reference
	As at period end	As at period end	
Assets - Breakdown by asset classes according to the balance sheet in the published financial statements			
1	Intangible assets	964 459	497 514
2	Assets due to deferred net income tax	898 673	898 674
	- of which net assets not exceeding the threshold defined in Article 48(1)(a)		898 674
Liabilities - Breakdown by liability classes according to the balance sheet in the published financial statements			
1	Subordinated bond issue	3 379 809	3 379 809
	- of which loans qualified as Tier II		3 379 809
Shareholders' Equity			
1	Share capital	147 880	147 880
2	Supplementary capital	14 503 397	14 453 396
	- share premium	7 259 316	7 259 316
	- general own funds	627 154	627 154
	- other reserve capital	6 616 927	6 566 927
3	Revaluation reserve	-183 796	-183 796
4	Retained earnings	73 073	73 074
5	Net profit for the period	3 057 754	0
	Total shareholders' equity	17 598 308	14 490 554

6. MINIMUM REQUIREMENT FOR OWN FUNDS AND ELIGIBLE LIABILITIES

On 20 June 2023, the Bank received a letter from the Bank Guarantee Fund (“BFG”) regarding a joint decision by the resolution authorities, i.e., the Single Resolution Board (“SRB”) and the BFG, concerning the Minimum Requirement for Own Funds and Eligible Liabilities (“MREL”).

The joint decision indicates that the group resolution plan provides for a resolution strategy assuming a Single Point of Entry (“SPE”) in the event of resolution proceedings. The Bank’s preferred resolution tool is the open bank bail-in instrument.

On 8 May 2025, the Bank received an updated letter from the BFG regarding the MREL requirement. This requirement was set on an individual basis at 15.93% of the Total Risk Exposure Amount (“TREA”) and 5.91% of the Total Exposure Measure (“TEM”). The requirement has been in effect since 8 May 2025.

The MREL requirement applies at the individual level. The total MREL requirement should be met in the form of own funds and liabilities meeting the criteria set out in Article 98 of the Act on the Bank Guarantee Fund, which transposes Article 45f(2) of the BRRD. In accordance with the BFG’s expectations, the portion of MREL corresponding to the Recapitalisation Amount (RCA) shall be met in the form of AT1, T2 instruments, and other subordinated eligible liabilities acquired directly or indirectly by the parent entity. The Bank complies with this expectation. Concurrently, the BFG indicated that Common Equity Tier 1 (CET1) instruments held by the Bank for the purpose of the combined buffer requirement cannot be counted towards the MREL requirement expressed as a percentage of TREA. This rule does not apply to the MREL requirement expressed as a percentage of TEM.

As of 31 December 2025, the Bank held the following five instruments recognized as eligible liabilities for MREL purposes, obtained from BNP Paribas S.A. headquartered in Paris:

- Non-Preferred Senior loan of EUR 646 million concluded for a 6-year term (with a call option for the Bank after 5 years),
- Non-Preferred Senior loan of EUR 142 million concluded for a 6-year term (with a call option for the Bank after 5 years),
- Non-Preferred Senior loan of EUR 60 million concluded for a 6-year term (with a call option for the Bank after 5 years),
- Non-Preferred Senior loan of EUR 100 million concluded for a 6-year term (with a call option for the Bank after 5 years),
- Non-Preferred Senior bonds of EUR 200 million issued for an 11-year term (with a call option for the Bank after 10 years).

In 2025, two significant changes occurred in the structure of eligible liabilities. On 1 December 2025, the Bank entered into an agreement with BNP Paribas S.A. headquartered in Paris regarding the issuance of Series D Senior Non-Preferred capital bonds in the amount of EUR 200 million. On 17 December 2025, the Bank notified European Bank for Reconstruction and Development of exercising its right to the early repayment option for a loan of PLN 450 million obtained under the agreement of 7th December 2021. The repayment of the loan, including accrued interest, was scheduled for 19 January 2026.

The Bank complies with the defined MREL-TREA and MREL-TEM requirements as of 31 December 2025.

The scope of disclosed information regarding the MREL requirement results from the fact that the Bank is not a resolution entity.

Quantitative data regarding the MREL requirement are presented in the table below.

Table 11. ILAC Internal loss absorbing capacity: internal MREL and, where applicable, requirement for own funds and eligible liabilities for non-EU G-SIIs.

	a	b	c
	Minimum requirement for own funds and eligible liabilities (internal MREL)	Non-EU G-SII requirement for own funds and eligible liabilities (internal TLAC)	Qualitative information
Applicable requirement and level of application			
EU-1	Is the entity subject to a non-EU G-SII requirement for own funds and eligible liabilities? (Y/N)		N
EU-2	If EU-1 is answered by 'Yes', is the requirement applicable on a consolidated or individual basis? (C/I)		-
EU-2a	Is the entity subject to an internal MREL? (Y/N)		T
EU-2b	If EU-2a is answered by 'Yes', is the requirement applicable on a consolidated or individual basis? (C/I)		I
Own funds and eligible liabilities			
EU-3	Common Equity Tier 1 capital (CET1)	13 377 192	-
EU-4	Eligible Additional Tier 1 capital	650 000	-
EU-5	Eligible Tier 2 capital	3 379 809	-
EU-6	Eligible own funds	17 407 001	-
EU-7	Eligible liabilities	4 852 252	-
EU-8	of which permitted guarantees	0	-
EU-9a	(Adjustments)	0	-
EU-9b	Own funds and eligible liabilities items after adjustments	22 259 253	-
Total risk exposure amount and total exposure measure			
EU-10	Total risk exposure amount (TREA)	102 421 309	-
EU-11	Total exposure measure (TEM)	196 247 324	-
Ratio of own funds and eligible liabilities			
EU-12	Own funds and eligible liabilities as a percentage of the TREA	21,73%	-
EU-13	of which permitted guarantees	0,00%	-
EU-14	Own funds and eligible liabilities as a percentage of the TEM	11,34%	-
EU-15	of which permitted guarantees	0,00%	-
EU-16	CET1 (as a percentage of the TREA) available after meeting the entity's requirements	5,80%	-
EU-17	Institution-specific combined buffer requirement		-
Requirements			
EU-18	Requirement expressed as a percentage of the TREA	15,93%	-
EU-19	of which part of the requirement that may be met with a guarantee	0,00%	-
EU-20	Requirement expressed as percentage of the TEM	5,91%	-
EU-21	of which part of the requirement that may be met with a guarantee	0,00%	-
Memorandum items			
EU-22	Total amount of excluded liabilities referred to in Article 72a(2) of Regulation (EU) No 575/2013		-

The creditor ranking is presented in the below table (in accordance with the EU TLAC2b template presented in Commission Implementing Regulation (EU) 2021/763).

Table 12. TLAC2b Creditor ranking - Entity that is not a resolution entity.

	Insolvency rating					Sum of 1-5	
	1	1	2	3	5		
	(most junior)	(most junior)			(most senior)		
	Resolution entity	Other	Resolution entity	Resolution entity	Resolution entity		
1	Empty set in the EU						
2	Description of insolvency rank (free text)						
3	Empty set in the EU						
4	Empty set in the EU						
5	Empty set in the EU						
6	Own funds and eligible liabilities for the purpose of internal MREL	10 032 894	3 344 298	650 000	3 379 809	4 852 252	22 259 253
7	of which residual maturity ≥ 1 year < 2 years	0	0	0	0	0	0
8	of which residual maturity ≥ 2 year < 5 years	0	0	0	0	4 006 912	4 006 912
9	of which residual maturity ≥ 5 years < 10 years	0	0	0	0	0	0
10	of which residual maturity ≥ 10 years, but excluding perpetual securities	0	0	0	3 379 809	845 340	4 225 149
11	of which perpetual securities	10 032 894	3 344 298	650 000	0	0	14 027 192

7. OVERVIEW OF RISK-WEIGHTED AMOUNTS

Pursuant to Article 438(d) of CRR Regulation, the Bank publishes information on risk exposure amounts.

Table 13. EU OV1 - Overview of risk weighted exposure amounts.

	Risk weighted exposure amounts (RWEAs)		Total own funds requirements	
	a	b	c	
	31 December 2025	30 September 2025	31 December 2025	
1	Credit risk (excluding CCR)	86 887 705	83 113 079	6 951 016
2	Of which the standardised approach	86 887 705	83 113 079	6 951 016
3	Of which the foundation IRB (FIRB) approach	-	-	-
4	Of which slotting approach	-	-	-
EU 4a	Of which equities under the simple risk weighted approach	-	-	-
5	Of which the advanced IRB (AIRB) approach	-	-	-
6	Counterparty credit risk - CCR	2 517 771	2 644 593	201 422
7	Of which the standardised approach	2 376 562	2 535 308	190 125
8	Of which internal model method (IMM)	-	-	-
EU 8a	Of which exposures to a CCP	96 760	109 286	7 741
EU 9	Of which –other CCR	44 448	0	3 556
10	Credit valuation adjustments risk - CVA risk	70 160	68 049	5 613
EU-10a	Of which the standardised approach (SA)	-	-	-
EU-10b	Of which the basic approach (F-BA and R-BA)	70 160	68 049	5 613
EU-10c	Of which the simplified approach	-	-	-
15	Settlement risk	-	-	-
16	Securitisation exposures in the non-trading book (after the cap)	270 064	292 561	21 605
17	Of which SEC-IRBA approach	-	-	-
18	Of which SEC-ERBA (including IAA)	-	-	-
19	Of which SEC-SA approach	270 064	292 561	21 605
EU 19a	Of which 1250%/ deduction	-	-	-
20	Position, foreign exchange and commodities risks (Market risk)	1 202 181	1 406 105	96 175
21	Of which the standardised approach	-	-	-
EU-21a	Of which the Simplified standardised approach (S-SA)	1 202 181	1 406 105	96 175
22	Of which IMA	-	-	-
EU 22a	Large exposures	-	-	-
23	Reclassifications between the trading and non-trading books	-	-	-

24	Operational risk	12 774 331	12 051 424	1 021 946
25	Amounts below the thresholds for deduction (subject to 250% risk weight)	2 135 700	1 639 457	170 856
26	Output floor applied (%)	-	-	-
27	Floor adjustment (before application of transitional cap)	-	-	-
28	Floor adjustment (after application of transitional cap)	-	-	-
29	Total	103 722 212	99 575 811	8 297 777

The table below presents elements of own funds requirements for market risk under the standardized method.

Table 14. EU MR1 - Market risk under the standardised approach as of 31 December 2025.

		a
		RWEAs
Outright products		
1	Interest rate risk (general and specific)	1 197 018
2	Equity risk (general and specific)	
3	Foreign exchange risk	-
4	Commodity risk	-
Options		
5	Simplified approach	-
6	Delta-plus approach	5 163
7	Scenario approach	-
8	Securitisation (specific risk)	-
9	Total	1 202 181

For the purpose of calculating the minimum own funds requirements for operational risk, the Bank uses the new standardized approach in line with the CRR Regulation.

Internal capital adequacy assessment

Pursuant to Article 438 of CRR Regulation, the Bank publishes a brief description of the adequacy of internal capital in order to support its current and future activities. Internal capital adequacy assessment is performed as part of the annual review process of the principles and assumptions of the internal capital adequacy assessment. By risk identification, significance assessment of identified risks, measuring significant risks, capital aggregation, capital allocation and capital planning, the Bank ensures the level of own funds adequate to the level of risk incurred. The capital plan includes the assessment of internal capital, ensuring the level of own funds adequate to the level of risk incurred and the set capital goals. The Group conducts internal capital stress tests by stressing those types of risks for which internal capital is maintained. Stress tests take into account the cumulative impact of all risks on the total value of internal capital, and their purpose is to test the capital target specified in the capital plan.

The Bank monitors and reports monthly capital consumption in the context of capital goals and cross-sections defined in the capital plan, capital limits and ratios triggering the capital contingency plan.

8. CAPITAL BUFFERS

The minimum levels of capital ratios applicable to the Bank and the Bank's Capital Group result from Article 92 of CRR Regulation and the Act of August 5, 2015 on macroprudential supervision over the financial system and crisis management in the financial system (Journal of Laws of 2025, item 819), hereinafter referred to as the "Macroprudential Act" introducing the obligation to maintain the requirement of combined buffer.

The combined buffer consists of:

- conservation buffer of 2.5% - based on Article 19(1) of the Macroprudential Act, an additional amount of Common Equity Tier I capital to be maintained, additional to the Common Equity Tier I capital for the purposes of meeting the own funds requirement, referred to in Article 92(1) of CRR Regulation, in the amount of 2.5% of the total risk exposure amount calculated in accordance with Article 92 paragraph 3 of this Regulation on an individual and consolidated level;
- buffer of other systemically important institution in the amount of 0.25% - on 10 September 2025, the Bank was notified of a motion by the Polish Financial Supervision Authority regarding the Financial Stability Committee's opinion on amending the Authority's decision of 4th October 2016, amended by the PFSA decision of 6 December 2024. This concerned the imposition on the Bank, on both a consolidated and individual basis, of other systemically important institution (O-SII) buffer equivalent to 0.50% of the total risk exposure amount. By a decision dated 21 November 2025, the PFSA amended the decision of 4 October 2016, setting the O-SII buffer at a level equivalent to 0.25% of the total risk exposure amount;

- systemic risk buffer of 0% - on 19 March 2020, the Regulation of the Minister of Finance (Journal of Laws of 2020, item 473) of 18 March 2020, repealing the regulation on the systemic risk buffer, entered into force;
- institution-specific countercyclical buffer of 1% - the institution-specific countercyclical capital buffer rate for the Group and the Bank, determined in accordance with the provisions of the Act of August 5, 2015 on macroprudential supervision over the financial system and crisis management in the financial system, as the weighted average of the countercyclical buffer rates applicable in the jurisdictions in which the relevant credit exposures of the Bank are located, amounted to 1 p.p. as at 31 December 2025. The value of the rate was affected by the application of Article 2(5)(b) of Commission Delegated Regulation (EU) No 1152/2014, according to which foreign general credit exposures which aggregate do not exceed 2% of the aggregate of the general credit, trading book and securitisation exposures of that institution, may be allocated to the institution's home Member State. The countercyclical buffer rate for credit exposures in the territory of the Republic of Poland applicable as at the end of 31 December 2025 amounted to 1% in accordance with the Regulation of the Minister of Finance of 18 September 2024 on the countercyclical buffer rate (Journal of Laws, item 1400).

Polish Financial Supervision Authority informed the Bank in the letter of 25 November 2025 that within the frames of supervisory evaluation, the sensitivity for materialization of stress scenarios impacting the own funds and risk exposure values of Bank is low. Based on the results of supervisory stress test carried out by PFSA in 2025 and in line with the instruction, the total capital add-on ("P2G") recommended under II Pillar and compensated by the capital conservation buffer was retained at the value of 0 p.p. on consolidated and individual level above the total capital ratio referred to in Article 92(1)(c) of CRR Regulation, increased by the additional own funds requirement, referred to in Article 138(2)(2) of the Banking Law Act (n/a for Group and the Bank) and the combined buffer requirement, referred to in Article 55(4) of the Act on macroprudential supervision.

Pursuant to Art. 440 of CRR Regulation, the Bank discloses the geographic distribution of exposure amounts and risk-weighted exposure amounts for credit exposures, which is the basis for calculating countercyclical buffer. Details of the distribution of credit exposures for the purposes of calculating the countercyclical buffer in tables below have been prepared in accordance with Section 3 "Disclosure of the scope of application" of Regulation (EU) No 2024/3172.

Table 15. EU CCyB2 – Amount of institution-specific countercyclical capital buffer as of 31 December 2025.

		a
1	Total risk exposure amount	103 722 212
2	Institution specific countercyclical capital buffer rate	1.00%
3	Institution specific countercyclical capital buffer requirement	1 037 222

Table 16. EU CCyB1 – Geographical distribution of credit exposures relevant for the calculation of the countercyclical buffer as of 31 December 2025.

	a	b	c	d	e	f	g	h	i	j	k	l	m
	General credit exposures		Relevant credit exposures – Market risk		Securitisation exposures Exposure value for non-trading book	Total exposure value	Relevant credit risk exposures - Credit risk	Relevant credit exposures – Market risk	Own fund requirements		Risk-weighted exposure amounts	Own fund requirements weights (%)	Countercyclical buffer rate (%)
	Exposure value under the standardised approach	Exposure value under the IRB approach	Sum of long and short positions of trading book exposures for SA	Value of trading book exposures for internal models					Total	Relevant credit exposures – Securitisation positions in the non-trading book			
010	Breakdown by country:												
0101	PL	109 009 974		79 865 246	213 638	189 088 858	6 411 374	95 761	21 915	6 529 051	81 613 139	97.7359%	1.00%
0102	US	658 917				658 917	52 680			52 680	658 505	0.7886%	0.00%
0103	LU	302 604				302 604	24 209			24 209	302 608	0.3624%	0.50%
0104	ES	216 912				216 912	17 333			17 333	216 659	0.2595%	0.50%
0105	NL	215 783				215 783	18 933			18 933	236 659	0.2834%	0.00%
0106	DE	211 367				211 367	16 753			16 753	209 414	0.2508%	0.75%
0107	AT	73 602				73 602	5 892			5 892	73 646	0.0882%	0.00%
0108	TR	51 200				51 200	4 096			4 096	51 200	0.0613%	0.00%
0109	CZ	35 850				35 850	2 867			2 867	35 842	0.0429%	1.25%
0110	UA	23 121				23 121	2 066			2 066	25 829	0.0309%	0.00%
0111	SE	22 007				22 007	1 761			1 761	22 018	0.0264%	2.00%
0112	RO	20 246				20 246	1 620			1 620	20 247	0.0242%	1.00%
0113	IT	19 308				19 308	1 539			1 539	19 239	0.0230%	0.00%
0114	HU	5 375				5 375	430			430	5 375	0.0064%	1.00%
0115	GB	4 239				4 239	166			166	2 071	0.0025%	2.00%
0116	SI	3 394				3 394	271			271	3 394	0.0041%	1.00%
0117	BE	2 274				2 274	144			144	1 806	0.0022%	1.00%
0118	SK	1 348				1 348	108			108	1 348	0.0016%	1.50%
0119	IE	1 010				1 010	51			51	635	0.0008%	1.50%
0120	NO	687				687	41			41	514	0.0006%	2.50%
0121	AD	616				616	55			55	693	0.0008%	0.00%
0122	DK	358				358	29			29	362	0.0004%	2.50%
0123	MD	334				334	30			30	370	0.0004%	0.00%
0124	CH	326				326	19			19	237	0.0003%	0.00%

0125	FR	252	252	20	20	254	0.0003%	1.00%
0126	CA	242	242	10	10	120	0.0001%	0.00%
0127	GE	183	183	16	16	204	0.0002%	0.00%
0128	HR	165	165	13	13	166	0.0002%	1.50%
0129	LV	155	155	16	16	206	0.0002%	1.00%
0130	PT	118	118	8	8	98	0.0001%	0.00%
0131	AE	109	109	10	10	120	0.0001%	0.00%
0132	IS	90	90	8	8	101	0.0001%	2.50%
0133	CN	83	83	7	7	93	0.0001%	0.00%
0134	CY	73	73	5	5	60	0.0001%	1.00%
0135	BG	65	65	6	6	73	0.0001%	2.00%
0136	BY	60	60	5	5	66	0.0001%	0.00%
0137	AU	60	60	1	1	19	0.0000%	1.00%
0138	MC	59	59	5	5	67	0.0001%	0.00%
0139	IN	41	41	4	4	46	0.0001%	0.00%
0140	LT	30	30	2	2	30	0.0000%	1.00%
0141	TZ	27	27	2	2	31	0.0000%	0.00%
0142	CM	22	22	2	2	25	0.0000%	0.00%
0143	UZ	21	21	2	2	26	0.0000%	0.00%
0144	GR	20	20	1	1	18	0.0000%	0.25%
0145	RU	19	19	2	2	19	0.0000%	0.00%
0146	SA	11	11	1	1	13	0.0000%	0.00%
0147	CR	9	9	0	0	6	0.0000%	0.00%
0148	PK	9	9	1	1	10	0.0000%	0.00%
0149	AM	8	8	1	1	10	0.0000%	1.50%
0150	KZ	7	7	1	1	8	0.0000%	0.00%
0151	AZ	6	6	1	1	7	0.0000%	0.00%
0152	MT	6	6	1	1	7	0.0000%	0.00%
0153	KG	6	6	0	0	6	0.0000%	0.00%
0154	TM	5	5	0	0	5	0.0000%	0.00%
0155	TW	5	5	0	0	3	0.0000%	0.00%
0156	EE	4	4	0	0	4	0.0000%	1.50%
0157	MX	4	4	0	0	2	0.0000%	0.00%
0158	PH	4	4	0	0	5	0.0000%	0.00%

0159	PE	2						2	0		0	3	0.0000%	0.00%
0160	FI	2						2	0		0	3	0.0000%	0.00%
0161	NG	2						2	0		0	2	0.0000%	0.00%
0162	CO	2						2	0		0	2	0.0000%	0.00%
0163	ID	1						1	0		0	1	0.0000%	0.00%
0164	SG	1						1	0		0	1	0.0000%	0.00%
0165	SC	1						1	0		0	1	0.0000%	0.00%
0166	NP	1						1	0		0	1	0.0000%	0,00%
020	Total	110 882 846	-	79 865 246	-	213 638	190 961 730	6 562 623	95 761	21 915	6 680 300	83 503 751	100,0000%	

9. CREDIT RISK

9.1. EXPOSURE TO CREDIT RISK

Definition of past due and impaired assets

The financial instruments measured at amortized cost are classified to one of three Stages based on assessment of changes in the credit quality observed since the initial recognition:

- **Stage 1:** An allowance due to expected credit losses in a 12-month horizon.
If credit risk did not increase significantly from the date of the initial recognition, and a default event was not identified from the moment of initial recognition, the Group recognizes an allowance for the expected credit loss related to the probability of default within the next 12 months.
- **Stage 2:** An allowance due to expected credit losses for the entire lifetime – significant increase in the credit risk since the moment of initial recognition and no default was identified.
In the case of an exposure for which credit risk has increased significantly since the moment of its initial recognition, but no default event was identified, an impairment allowance is created for the expected credit loss for the entire financing period, taking into account the probability of default.
- **Stage 3:** An allowance due to expected credit losses for the entire lifetime – default event.
In case of defaulted financial assets, an allowance is created for the expected credit loss for the entire financing period.

At each balance sheet date, the Group assesses whether there has been a significant increase in credit risk for financial assets since the moment of their initial recognition, by comparing the risk of loan default during the expected financing period as at the balance sheet date and the initial recognition date, using, among others, the internal credit risk assessment system, information on delay in repayments and information from internal credit risk monitoring systems, such as early warning signals and information about restructuring.

For exposures classified to Stage 2, if in the following reporting dates, the credit quality of the financial instrument improves and assumptions regarding increase in credit risk since initial recognition are reverted, the exposure is reclassified from Stage 2 to Stage 1 and the allowance is calculated for a 12-month horizon.

In case of full accountancy corporate Clients, the Group defined a list of evidences of impairment, which include financial difficulties, deterioration of rating, 90 days past due criterion (or 30 days for exposures subject to concessions) understood as a delay in repayment of a material part of the financial obligation.

In case of individual Clients and microenterprises with no full accountancy the key evidence of impairment is 90 days past due criterion (or 30 days for exposures subject to concessions) understood as a delay in repayment of a material part of the financial obligation. Additional evidences are applied including: restructuring and fraud.

The Group applies a uniform definition of defaulted assets and impaired loans (Stage 3).

Exposures are considered as past due (over 90 days), and in consequence considered as impaired when a delay in repayment of a material amount of interest or capital is recognized.

The assessment of materiality of past due is based on relative and absolute thresholds resulting from the Regulation of the Minister of Finance, Investment and Development of 3 October 2019 on the materiality level of a past due credit obligation for the purposes of identifying material past due.

A past due credit obligation is considered material when both materiality thresholds are exceeded in aggregate:

- the amount of past due liabilities exceeds PLN 400 for retail exposures or PLN 2000 for non-retail exposures, and
- the share of past due liabilities in the total exposure of the obligor is greater than 1%.

Accordingly, the calculation of overdue days for the purpose of determining a default event starts once both of the aforementioned thresholds are exceeded.

Reclassification from Stage 3 to Stage 2 or 1 is performed taking into consideration appropriate quarantine periods, meaning an impaired credit exposure may be reclassified to Stage 2 or 1, when the Client meets financial obligations for a defined number of months. The minimum quarantine period is differentiated depending on type of Client. The length of the quarantine period is defined

based on historical observations, in particular an assessment when the probability of redefault, decreases to a level similar to other the level for other categories of non-impaired assets.

Allowance for expected credit losses

Individual assessment

The individual assessment is performed for individually significant assets, for which a default event was recognized (Stage 3) and is based on an individual valuation of expected credit losses. Individually significant assets are assets where the total engagement of the Client exceeds PLN 4 mn. The value of expected credit loss is measured as the current value of all cash flow shortages in the expected life of a financial asset weighted with probability and discounted using the effective interest rate. The shortfall in cash flows is the difference between all contractual cash flows due to the Group and all cash flows that the Group expects to collect (including recoveries from collateral).

Collective (portfolio) approach

The collective valuation is applied to assets classified as:

- individually insignificant,
- individually significant, for which the event of default was not identified.

The value of the allowance for the expected credit losses depends amongst others on type of credit exposure, Customer rating and collateral type and value (for selected portfolios) which are reflected in the value of risk parameters: probability of default (PD), loss given default (LGD) and credit conversion factor (CCF).

The amount of collective impairment allowances is determined with the application of statistical methods for defined exposure portfolios which are homogenous from the perspective of credit risk. Homogeneous exposure portfolios are defined taking into account Customer segments and types of credit products. The criteria applied to define homogeneous portfolios are aimed at grouping exposures so that the credit risk profile is reflected as accurately as practicable and, consequently, so as to estimate the level of allowances for the expected credit losses on financial assets as objectively and adequately as possible.

The applied definition regarding restructured exposures is in line with the definition set in Resolution (EU) No 2021/451.

Quantitative information on credit risk adjustments

The tables below present detailed quantitative information on credit risk adjustments as required by Article 442 of Regulation (EU) No 575/2013, based on the formulas set out in Regulation (EU) No 2024/3172.

Table 17. EU CQ4: Quality of non-performing exposures by geography as of 31 December 2025.

	a	b	c	d	e	f	g
	Gross carrying / Nominal amount					Provisions on off-balance sheet commitments and financial guarantee given	Accumulated negative changes in fair value due to credit risk on non-performing exposures
	of which: non-performing		of which: defaulted	of which: subject to impairment	Accumulated impairment		
010 On balance sheet exposure	173 769 540	2 618 170	2 616 246	173 414 112	-2 326 112		-
020 Poland	139 473 045	2 613 793	2 611 869	139 118 096	-2 309 065		0
030 Luxemburg	21 362 882	32	32	21 362 882	-2 568		-
040 France	11 435 821	334	334	11 435 821	-1 291		-
050 USA	635 467	1	1	635 467	-394		-
060 Germany	211 016	4	4	211 016	-941		-
070 Other countries	651 309	4 006	4 006	650 830	-11 853		0
080 Off balance sheet exposure	39 191 098	69 508	69 508			155 187	
090 Poland	36 511 366	69 428	69 428			152 464	
100 Italy	1 166 728	0	0			913	
110 South Korea	367 190	0	0			262	
120 The Netherlands	188 506	0	0			136	
130 France	186 560	0	0			86	
140 Other countries	770 748	80	80			1 326	
150 Total	212 960 638	2 687 678	2 685 754	173 414 112	-2 326 112	155 187	0

Table 18. EU CR2 - Changes in the stock of non-performing loans and advances as of 31 December 2025.

	a
	Gross carrying amount
010 Initial stock of non-performing loans and advances	2 872 182
020 Inflows to non-performing portfolios	3 088 021
030 Outflows from non-performing portfolios	-3 346 668
040 Outflows due to write-offs	-155 065
050 Outflow due to other situations	-3 191 603
060 Final stock of non-performing loans and advances	2 613 535

Table 19. EU CR2a - Changes in the stock of non-performing loans and advances and related net accumulated recoveries as of 31 December 2025.

	a	b
	Gross carrying amount	Related net accumulated recoveries
010 Initial stock of non-performing loans and advances	2 872 182	
020 Inflows to non-performing portfolios	3 088 021	
030 Outflows from non-performing portfolios	-3 346 668	
040 Outflow to performing portfolio	-282 188	
050 Outflow due to loan repayment, partial or total	-1 548 362	
060 Outflow due to collateral liquidations	-	-
070 Outflow due to taking possession of collateral	-	-
080 Outflow due to sale of instruments	-272 990	82 392
090 Outflow due to risk transfers	-	-
100 Outflows due to write-offs	-155 065	
110 Outflow due to other situations	-1 088 063	
120 Outflow due to reclassification as held for sale	-	
130 Final stock of non-performing loans and advances	2 613 535	

Table 20. EU CR1-A - Maturity of exposures as of 31 December 2025.

	a	b	c	d	e	f
	Net exposure value					
	On demand	<= 1 year	> 1 year <= 5 years	> 5 years	No stated maturity	Total
1 Loans and advances	-	16 517 849	36 751 893	38 319 870	103 945	91 693 557
2 Debt securities	-	2 199 259	2 228 164	56 542 252	-	60 969 675
3 Total	-	18 717 108	38 980 057	94 862 122	103 945	152 663 232



Table 21. EU CR1 - Performing and non-performing exposures and related provisions as of 31 December 2025.

From December 2024 to June 2025, intensive work was carried out on the Client classification described in the FINREP Reporting Manual:

'Sectoral classification shall be subject to periodic review at least once a year, by 30 June following the year in which the classification or verification was carried out.'

On this occasion, we also carried out a number of analyses and verification of mappings to individual FINREP/FINREP EBA forms.

Therefore, as of January 2025, we have standardized the way of presenting an individual farmer and moved this entity from the enterprise sector to the household sector in the same way as in individual reports.

		a		b		c		d		e		f		g		h		i		j		k		l		m		n		o	
		Gross carrying amount/nominal amount																Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions										Accumulated partial write-off		Collateral and financial guarantees received	
		Performing exposures				Non-performing exposures				Performing exposures – accumulated impairment and provisions				Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions				Of which stage 2	Of which stage 3	On performing exposures	On non-performing exposures										
Of which stage 1		Of which stage 2		Of which stage 2		Of which stage 3		Of which stage 1		Of which stage 2		Of which stage 2		Of which stage 3																	
005	Cash balances at central banks and other demand deposits	18 781 975	18 763 049	18 926,00	-	-	-	-1 778	-852	-926,00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
010	Loans and advances	91 399 922	82 518 634	8 574 659	2 613 535	1 482	2 515 987	-913 043	-338 539	-574 411	-1 406 857	-124	-1 393 446	-	28 654 082	461 414	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
020	Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
030	General governments	218 025	212 949	5 075	-	-	-	-984	-776	-208	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-		
040	Credit institutions	520 189	507 113	13 076,00	9,00	-	9,00	-499	-48	-451,00	-	4,00	-	-4,00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
050	Other financial corporations	3 465 326	3 255 869	209 454	3 098	-	2 590	-46 022	-9 496	-36 526	-2 334	0	-2 156	-	54 412	97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
060	Non-financial corporations	43 788 907	38 083 377	5 671 916	1 479 624	0	1 429 427	-499 160	-148 828	-350 306	-675 598	0	-670 272	-	16 056 792	303 189	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
070	Of which SMEs	27 578 694	23 684 433	3 860 675	940 509	0	891 811	-328 091	-100 362	-227 702	-432 949	0	-427 623	-	13 530 669	253 126	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
080	Households	43 407 475	40 459 325	2 675 138	1 130 804	1 482	1 083 960	-366 378	-179 391	-186 920	-728 921	-124	-721 014	-	12 542 878	158 129	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
090	Debt securities	60 969 474	60 900 708	0	4 635	-	4 155	-279	-279	0	-4 155	-	-4 155	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
100	Central banks	2 198 779	2 198 779	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
110	General governments	29 338 739	29 338 739	-	-	-	-	-128	-128	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
120	Credit institutions	8 230 827	8 230 827	-	-	-	-	-66	-66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
130	Other financial corporations	21 128 362	21 128 362	-	-	-	-	-23,00	-23,00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
140	Non-financial corporations	72 767	4 000	0	4 635	-	4 155	-62	-62	0	-4 155	-	-4 155	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
150	Off-balance-sheet exposures	39 121 589	36 182 849	2 933 215	69 508	1	69 439	128 068	60 129	67 813	27 119	0	27 119	-	706 716	748	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
160	Central banks	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
170	General governments	67 512	55 778	11 734,00	-	-	-	83	54	29,00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
180	Credit institutions	2 688 120	2 681 808	6 311,00	-	-	-	1 652	1 499	153,00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
190	Other financial corporations	3 956 305	3 907 456	48 849	-	-	0	3 516	1 157	2 359	-	-	-	-	246	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

200	Non-financial corporations	28 157 803	25 521 752	2 635 557	55 364	0	55 364	110 754	50 305	60 442	20 845	0	20 845		704 288	748
210	Households	4 251 851	4 016 055	230 764	14 144	1	14 076	12 063	7 115	4 830	6 275	0	6 275		2 183	-
220	Total	210 272 960	198 365 240	11 526 800	2 687 678	1 483	2 589 581	-787 033	-279 541	-507 523	-1 383 892	-124	-1 370 481	-	29 360 798	462 162



Table 22. EU CQ1 - Credit quality of forbore exposures as of 31 December 2025.

	a	b	c	d	e	f	g	h
	Gross carrying amount/nominal amount of exposures with forbearance measures				Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions		Collateral received and financial guarantees received on forbore exposures	
	Non-performing forbore						Of which collateral and financial guarantees received on non-performing exposures with forbearance measures	
	Performing forbore		Of which defaulted	Of which impaired	On performing forbore exposures	On non-performing forbore exposures		
005 Cash balances at central banks and other demand deposits	-	-	-	-	-	-	-	-
010 Loans and advances	275 996	1 103 019	1 103 019	1 035 939	-18 701	-529 715	264 008	169 989
020 <i>Central banks</i>	-	-	-	-	-	-	-	-
030 <i>General governments</i>	-	-	-	-	-	-	-	-
040 <i>Credit institutions</i>	-	-	-	-	-	-	-	-
050 <i>Other financial corporations</i>	164	111	111	90	-9	-71	-	-
060 <i>Non-financial corporations</i>	107 359	803 278	803 278	759 614	-9 653	-355 478	139 523	112 810
070 <i>Households</i>	168 474	299 630	299 630	276 235	-9 039	-174 166	124 485	57 179
080 Debt Securities	-	0	0	-	-	0	-	-
090 Loan commitments given	13 986	5 719	5 719	5 719	487	1 776	-	-
100 Total	289 982	1 108 738	1 108 738	1 041 658	-18 214	-527 940	264 008	169 989

Table 23. EU CQ2 - Quality of forbearance as of 31 December 2025.

	a
	Gross carrying amount of forbore exposures
010 Loans and advances that have been forbore more than twice	94
020 Non-performing forbore loans and advances that failed to meet the non-performing exit criteria	243 119

Table 24. EU CQ3 - Credit quality of performing and non-performing exposures by past due days.

	a	b	c	d	e	f	g	h	i	j	k		l
											Gross carrying amount/nominal amount		
Performing exposures													
		Not past due or past due ≤ 30 days	Past due > 30 days ≤ 90 days		Z Unlikely to pay that are not past due or are past due ≤ 90 days	Past due > 90 days ≤ 180 days	Past due > 180 days ≤ 1 year	Past due > 1 year ≤ 2 years	Past due > 2 years ≤ 5 years	Past due > 5 years ≤ 7 years	Past due > 7 years	Of which defaulted	
005 Cash balances at central banks and other demand deposits	18 781 975	18 781 975	-	-	-	-	-	-	-	-	-	-	-
010 Loans and advances	91 399 922	91 314 264	85 658	2 613 535	1 393 138	111 804	242 899	256 694	326 734	133 522	148 744	2 611 611	
020 Central banks	-	0	-	-	-	-	-	-	-	-	-	-	-
030 General governments	218 025	218 025	-	-	-	-	-	-	-	-	-	-	-
040 Credit institutions	520 189	520 189	-	9	-	-	-	-	-	-	9	9	
050 Other financial corporations	3 465 326	3 465 176	150	3 098	690	-	240	445	228	1 307	189	3 098	
060 Non-financial corporations	43 788 907	43 759 739	29 168	1 479 624	1 011 838	39 901	95 780	137 156	99 320	65 737	29 892	1 479 624	
070 Of which SMEs	27 578 694	27 549 526	29 168	940 509	528 213	39 901	60 206	117 307	99 254	65 737	29 892	940 509	
080 Households	43 407 475	43 351 135	56 340	1 130 804	380 610	71 903	146 879	119 093	227 186	66 479	118 654	1 128 880	
090 Debt securities	60 969 474	60 969 474	-	4 635	480	-	-	-	-	4 155	-	4 635	
100 Central banks	2 198 779	2 198 779	-	-	-	-	-	-	-	-	-	-	-
110 General governments	29 338 739	29 338 739	-	-	-	-	-	-	-	-	-	-	-
120 Credit institutions	8 230 827	8 230 827	-	-	-	-	-	-	-	-	-	-	-
130 Other financial corporations	21 128 362	21 128 362	-	-	-	-	-	-	-	-	-	-	-
140 Non-financial corporations	72 767	72 767	0	4 635	480	-	-	-	-	4 155	-	4 635	
150 Off-balance-sheet exposures	39 121 589			69 508								69 507	
160 Central banks	-			-								-	
170 General governments	67 512			-								-	
180 Credit institutions	2 688 120			-								-	
190 Other financial corporations	3 956 305			0								-	
200 Non-financial corporations	28 157 803			55 364								55 364	
210 Households	4 251 851			14 144								14 143	
220 Total	210 272 960	171 065 713	85 658	2 687 678	1 393 618	111 804	242 899	256 694	326 734	137 677	148 744	2 685 752	

Table 25. EU CQ5 - Credit quality of loans and advances to non-financial corporations by industry as of 31 December 2025.

	a	b	c	d	e	f
	Gross carrying amount					Accumulated
	Of which non-performing			Of which loans and advances subject to impairment	Accumulated impairment	negative changes in fair value due to credit risk on non-performing exposures
			Of which defaulted			
010 Agriculture, forestry and fishing	1 415 184	66 275	50 308	1 391 486	-41 041	-
020 Mining and quarrying	40 467	203	5	40 467	-247	-
030 Manufacturing	12 703 033	771 877	666 883	12 702 684	-468 713	-
040 Electricity, gas, steam and air conditioning supply	1 378 435	2 068	2 068	1 378 435	-53 539	-
050 Water supply	125 712	14 111	11 738	125 712	-7 370	-
060 Construction	2 421 762	89 980	64 497	2 421 584	-67 045	-
070 Wholesale and retail trade	7 543 446	203 809	179 576	7 542 536	-200 628	-
080 Transport and storage	2 500 120	53 031	21 497	2 499 584	-47 567	-
090 Accommodation and food service activities	337 944	16 466	13 642	337 944	-12 370	-
100 Information and communication	3 188 235	9 968	6 994	3 188 235	-22 803	-
110 Financial and insurance activities	927 250	1 346	94	925 182	-4 305	-
120 Real estate activities	5 543 104	201 443	199 495	5 542 964	-135 909	-
130 Professional, scientific and technical activities	2 905 648	12 257	5 434	2 904 713	-44 113	-
140 Administrative and support service activities	2 594 278	18 385	12 479	2 592 999	-25 372	-
150 Public administration and defense, compulsory social security	2 264	-	-	2 264	-5	-
160 Education	181 063	4 957	3 310	181 063	-3 324	-
170 Human health services and social work activities	1 259 616	4 966	2 507	1 258 738	-35 480	-
180 Arts, entertainment and recreation	45 179	539	2	43 676	-669	-
190 Other services	155 790	7 942	556	155 491	-4 257	-
200 Total	45 268 531	1 479 624	1 241 085	45 235 757	-1 174 758	-

Table 26. EU CQ6 - Collateral valuation - loans and advances as of 31 December 2025.

		a	b	c	d	e	f	g	h	i	j	k	l
		Performing										Loans and advances	
												Non-performing	
												Past due > 90 days	
				Of which past due > 30 days ≤ 90 days	Unlikely to pay that are not past due or are past due ≤ 90 days		Of which past due > 90 days ≤ 180 days		Of which: past due > 180 days ≤ 1 year	Of which: past due > 1 years ≤ 2 years	Of which: past due > 2 years ≤ 5 years	Of which: past due > 5 years ≤ 7 years	Of which: past due > 7 years
010	Gross carrying amount	94 013 457	91 399 922	85 658	2 613 535	1 393 138	1 220 397	111 804	242 899	256 694	326 734	133 522	148 744
020	Of which secured	67 353 966	65 428 994	52 782	1 924 972	1 231 849	693 124	59 653	144 363	95 016	200 021	82 917	111 153
030	Of which secured with immovable property	44 217 815	43 073 504	17 336	1 144 311	642 801	501 511	26 918	91 786	51 827	159 744	68 135	103 101
040	Of which instruments with LTV higher than 60% and lower or equal to 80%	6 714 703	6 610 025		104 678	29 723	74 956						
050	Of which instruments with LTV higher than 80% and lower or equal to 100%	1 752 060	1 727 363		24 697	6 962	17 735						
060	Of which instruments with LTV higher than 100%	5 638 006	5 359 423		278 583	192 395	86 188						
070	Accumulated impairment for secured assets	-1 626 626	-683 450	-7 971	-943 177	-444 912	-498 265	-21 957	-74 019	-69 946	-148 877	-78 157	-105 309
080	Collateral												
090	Of which value capped at the value of exposure	27 956 699	27 560 088	32 107	396 611	282 091	114 520	26 398	29 328	20 715	31 989	3 640	2 450
100	Of which immovable property	20 028 841	19 796 298	6 485	232 543	157 169	75 374	10 017	16 447	14 943	28 014	3 504	2 450
110	Of which value above the cap	263 573 445	252 460 111	67 019	11 113 335	7 913 812	3 199 523						
120	Of which immovable property	160 188 894	154 398 915	63 244	5 789 978	2 890 198	2 899 781						
130	Financial guarantees received	1 158 797	1 093 994	1 105	64 803	59 582	5 221	2 097	1 869	1 068	187	-	-
140	Accumulated partial write-off	-	-	-	-	-	-	-	-	-	-	-	-

Information on collateral obtained by taking possession and execution processes.

The Bank is cautious about the possibility of taking over the property after unsuccessful enforcement proceedings. Currently, the Bank does not own any real estate that has been taken over. The Bank takes a similar cautious approach in the case of debt conversion into stocks or shares in companies. The Bank, usually as part of restructuring proceedings, converts part of its receivables into shares / stocks in companies. The value of shares / stocks as of the reporting date is insignificant in terms of the Bank's operations, and also in terms of recoveries made on the portfolio of impaired loans. The value of provisions covers 90% of the initial value from the date of acquisition. Movable property that is collateral of the contracts is also taken over in collection process.

Table 27. EU CQ7 - Collateral obtained by taking possession and execution processes as of 31 December 2025.

	Collateral obtained by taking possession	
	a Value at initial recognition	b Accumulated negative changes
010 Property, plant and equipment (PP&E)	-	-
020 Other than PP&E	5 097	-4 430
030 Residential immovable property	-	0
040 Commercial Immovable property	-	-
050 Movable property (auto, shipping, etc.)	188	-
060 Equity and debt instruments	4 909	-4 430
070 Other collateral	-	-
080 Total	5097	-4 430

Table 28. EU CQ8 - Collateral obtained by taking possession and execution processes – vintage breakdown.

		a		b		c		d		e		f		g		h		i		j		k		l		
		Debt balance reduction				Foreclosed ≤ 2 years				Foreclosed > 2 years ≤ 5 years				Foreclosed > 5 years				Total collateral obtained by taking possession								
		Gross carrying amount	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition	Accumulated negative changes	Value at initial recognition
010	Collateral obtained by taking possession classified as PP&E	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
020	Collateral obtained by taking possession other than that classified as PP&E	4 909	-4 430	5 097	-4 430	667	-	-	-	-	-	-	-	4 430	-4 430	-	-	-	-	-	-	-	-	-	-	-
030	Residential immovable property	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
040	Commercial immovable property	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
050	Movable property (auto, shipping, etc.)	-	-	188	-	188	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
060	Equity and debt instruments	4 909	-4 430	4 909	-4 430	480	-	-	-	-	-	-	-	4 430	-4 430	-	-	-	-	-	-	-	-	-	-	-
070	Other collateral	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
080	Total	4 909	-4 430	5 097	-4 430	667	-	-	-	-	-	-	-	4 430	-4 430	-	-	-	-	-	-	-	-	-	-	-

The following tables provide quantitative information on credit risk parameters as required by Recommendation R (Recommendation 36.2).

Table 29. Information on business entities – loans for Individual Farmers in Stage 1 and Stage 2.

	a	b	c	d	e	f	g	h
PD scale	Original gross balance sheet exposures	Off-balance sheet exposures	EAD after credit risk mitigation and application of credit conversion factor	Average PD expressed in % - acceptable range (from 0% to 100%)	Number of exposures	Average LGD expressed in %	Average maturity (years)	Expected credit loss (ECL)
od 0.00 do <0.15%	273 199 834	198 729 561	327 963 475	0.0%	2 192	38.0%	6	3 081 959
od 0.15 do <0.25%	59 314 774	54 856 056	73 796 891	1.0%	692	37.0%	5	582 511
od 0.25 do <0.50%	966 805 929	213 319 777	1 024 724 917	1.0%	7 662	42.0%	6	10 185 954
Stage 1 od 0.50 do <0.75%	640 791 855	136 826 236	676 580 578	1.0%	5 279	43.0%	6	6 296 004
od 0.75 do <2.50%	2 352 707 906	287 119 768	2 430 930 082	1.0%	19 738	43.0%	6	26 036 689
od 2.50 do <10.00%	1 968 572 563	307 336 027	2 052 642 506	1.0%	21 551	42.0%	5	21 215 910
od 10.00 do <45.00%	136 272 159	60 628 573	151 151 510	4.0%	1 502	41.0%	8	3 521 533

	od 45.00 do <100.00%	598 415	-	598 415	2.0%	14	41.0%	7	7 678
	od 0.00 do <0.15%	73 331 125	34 321 518	83 316 262	2.0%	388	40.0%	6	1 974 977
	od 0.15 do <0.25%	11 877 525	4 415 221	13 141 274	3.0%	90	41.0%	5	406 845
	od 0.25 do <0.50%	79 459 342	13 637 727	83 288 325	3.0%	458	39.0%	6	3 245 435
Stage 2	od 0.50 do <0.75%	56 000 682	12 602 908	59 526 263	2.0%	335	44.0%	6	2 058 045
	od 0.75 do <2.50%	172 461 559	36 950 162	182 650 458	5.0%	1 124	41.0%	5	8 746 459
	od 2.50 do <10.00%	194 195 070	32 613 282	203 337 261	9.0%	1 601	43.0%	6	14 954 386
	od 10.00 do <45.00%	37 416 983	4 391 572	38 628 578	15.0%	497	42.0%	7	4 140 200
	od 45.00 do <100.00%	2 156 246	4 620	2 157 520	7.0%	22	43.0%	4	135 394

Rules for calculation of expected credit loss (ECL) including provisions created as Post Model Adjustment are described in note no 3 „Estimates and judgements” section a. Impairment of financial assets in Consolidated Financial Statements of BNP Paribas Bank Polska S.A Group.

Table 30. Information on business entities – other loans in Stage 1 and Stage 2.

	a	b	c	d	e	f	g	h	
PD scale	Original gross balance sheet exposures	Off-balance sheet exposures	EAD after credit risk mitigation and application of credit conversion factor	Average PD expressed in % - acceptable range (from 0% to 100%)	Number of exposures	Average LGD expressed in %	Average maturity (years)	Expected credit loss (ECL)	
	7 049 259 691	6 904 588 402	11 201 073 742	0.0%	6 922	64.0%	3	8 162 362	
	2 271 141 561	2 576 051 421	3 955 912 990	0.0%	3 697	55.0%	4	6 508 003	
	6 000 009 472	5 576 686 381	8 464 275 818	0.0%	5 046	55.0%	4	22 598 557	
Stage 1	od 0.50 do <0.75%	3 270 055 942	2 044 449 150	4 036 964 659	1.0%	3 300	50.0%	5	15 638 562
	od 0.75 do <2.50%	11 950 399 829	6 128 037 946	14 433 509 064	1.0%	19 382	48.0%	3	76 516 777
	od 2.50 do <10.00%	4 275 805 786	2 409 875 313	5 345 139 414	3.0%	24 030	49.0%	4	70 565 996
	od 10.00 do <45.00%	329 134 227	365 907 830	467 929 506	2.0%	3 821	55.0%	4	5 588 257
od 45.00 do <100.00%	1 928	-	1 928	6.0%	38	57.0%	3	43	
	711 112 524	833 230 502	1 307 578 477	2.0%	1 963	57.0%	4	40 329 948	
	199 919 655	415 231 217	380 521 417	2.0%	523	54.0%	5	14 417 864	
	908 073 812	333 074 512	1 092 224 419	3.0%	876	49.0%	3	33 132 702	
Stage 2	od 0.50 do <0.75%	544 468 913	267 966 572	724 459 016	6.0%	2 393	46.0%	6	64 672 842
	od 0.75 do <2.50%	1 615 986 796	543 261 000	1 906 422 651	7.0%	4 563	47.0%	3	153 207 235
	od 2.50 do <10.00%	750 559 731	231 637 601	898 625 299	9.0%	7 872	44.0%	2	66 377 716
	od 10.00 do <45.00%	148 721 278	57 864 294	186 989 236	17.0%	3 103	39.0%	2	18 415 320
od 45.00 do <100.00%	2 120 913	-	2 120 913	45.0%	238	42.0%	4	425 305	

Table 31. Information on Retail Customers – mortgage loans in Stage 1 and Stage 2.

	a	b	c	d	e	f	g	h	
PD scale	Original gross balance sheet exposures	Off-balance sheet exposures	EAD after credit risk mitigation and application of credit conversion factor	Average PD expressed in % - acceptable range (from 0% to 100%)	Number of exposures	Average LGD expressed in %	Average maturity (years)	Expected credit loss (ECL)	
Stage 1	od 0.00 do <0.15%	1 498 680 200	26 560 768	1 525 203 475	0.0%	5 586	28.0%	21	691 340
	od 0.15 do <0.25%	1 826 306 571	48 798 888	1 875 065 139	0.0%	7 026	28.0%	21	1 078 621
	od 0.25 do <0.50%	3 995 336 287	103 493 323	4 098 736 479	0.0%	17 313	28.0%	20	2 903 349
	od 0.50 do <0.75%	4 686 837 527	147 086 714	4 833 868 982	0.0%	15 699	29.0%	21	4 266 078
	od 0.75 do <2.50%	6 657 999 482	156 313 045	6 814 131 023	0.0%	28 426	29.0%	21	10 114 979
	od 2.50 do <10.00%	1 422 608 094	28 918 603	1 451 522 154	1.0%	6 794	28.0%	21	3 385 107
	od 10.00 do <45.00%	76 042 304	-	76 042 304	0.0%	248	27.0%	23	77 633
	od 45.00 do <100.00%	-	-	-	0.0%	-	0.0%	-	-
Stage 2	od 0.00 do <0.15%	202 483 851	-	202 466 699	1.0%	691	27.0%	20	3 708 239
	od 0.15 do <0.25%	91 425 409	50 900	91 476 309	3.0%	362	27.0%	20	2 843 149
	od 0.25 do <0.50%	158 019 628	-	158 019 628	6.0%	703	28.0%	19	6 423 134
	od 0.50 do <0.75%	112 335 463	-	112 335 463	6.0%	378	28.0%	21	4 817 384
	od 0.75 do <2.50%	253 671 143	-	253 669 883	5.0%	2 853	34.0%	17	11 850 790
	od 2.50 do <10.00%	83 496 242	-	83 496 296	6.0%	518	28.0%	18	3 386 085
	od 10.00 do <45.00%	4 502 219	-	4 502 219	13.0%	23	29.0%	19	312 869
	od 45.00 do <100.00%	-	-	-	0.0%	-	0.0%	-	-

Table 32. Information on Retail Customers – other loans in Stage 1 and Stage 2.

	a	b	c	d	e	f	g	h	
PD scale	Original gross balance sheet exposures	Off-balance sheet exposures	EAD after credit risk mitigation and application of credit conversion factor	Average PD expressed in % - acceptable range (from 0% to 100%)	Number of exposures	Average LGD expressed in %	Average maturity (years)	Expected credit loss (ECL)	
Stage 1	od 0.00 do <0.15%	517 212 752	52 404 349	537 442 346	0.0%	34 187	39.0%	3	556 447
	od 0.15 do <0.25%	581 849 776	23 243 949	591 215 530	0.0%	24 558	37.0%	3	577 972
	od 0.25 do <0.50%	1 015 158 946	75 271 162	1 039 890 013	0.0%	151 460	46.0%	3	1 736 611
	od 0.50 do <0.75%	1 462 377 717	127 630 711	1 499 437 724	1.0%	157 945	51.0%	5	4 287 327
	od 0.75 do <2.50%	5 079 198 545	683 185 856	5 220 454 151	1.0%	380 768	52.0%	5	29 899 836
	od 2.50 do <10.00%	3 056 535 600	857 172 400	3 440 940 365	2.0%	306 356	51.0%	6	35 779 064

	od 10.00 do <45.00%	87 466 417	10 836 984	90 271 039	2.0%	9 195	51.0%	4	699 537
	od 45.00 do <100.00%	-	-	-	0.0%	-	0.0%	-	-
	od 0.00 do <0.15%	23 063 011	13 374 070	28 408 705	2.0%	3 802	46.0%	5	830 317
	od 0.15 do <0.25%	9 836 273	3 385 307	11 083 909	3.0%	1 263	43.0%	6	366 143
	od 0.25 do <0.50%	40 870 851	4 221 207	42 483 953	3.0%	4 460	50.0%	5	1 574 663
Stage 2	od 0.50 do <0.75%	57 961 878	3 642 828	59 784 521	5.0%	4 618	52.0%	5	3 577 799
	od 0.75 do <2.50%	331 796 352	9 032 877	335 281 945	11.0%	21 095	52.0%	5	35 930 370
	od 2.50 do <10.00%	383 519 380	16 387 404	390 403 013	15.0%	63 705	53.0%	5	50 762 985
	od 10.00 do <45.00%	34 990 517	1 166 161	35 525 389	16.0%	6 543	52.0%	5	4 552 553
	od 45.00 do <100.00%	17 958	-	17 958	51.0%	1	36.0%	4	3 340

Table 33. Information on business entities – loans for Individual Farmers in Stage 3 and POCI.

	a	b	c	d	
Time in default	EAD after credit risk mitigation and application of credit conversion factor	Number of exposures	Average LGD expressed in %	Expected credit loss (ECL)	
Stage 3	to 12 months	66 448 279	591	42.0%	27 589 039
	from 13 to 24 months	35 167 921	311	46.0%	16 277 682
	from 25 to 36 months	39 535 579	174	49.0%	19 013 388
	from 37 to 48 months	36 594 962	181	49.0%	22 940 969
	from 49 to 60 months	20 883 565	105	58.0%	12 059 377
	from 61 to 84 months	38 780 675	179	66.0%	27 725 942
	over 84 months	23 543 209	141	82.0%	19 480 471
POCI	to 12 months	4 294 456	11	35.0%	20 463
	from 13 to 24 months	3 794 488	7	54.0%	810 353
	from 25 to 36 months	2 161 690	10	45.0%	283 928
	from 37 to 48 months	648 184	5	50.0%	137 836
	from 49 to 60 months	3 873 804	7	45.0%	682 171
	from 61 to 84 months	2 594 194	5	32.0%	105 461
	over 84 months	323 708	1	61.0%	122 349
POCI performing	3 578 111	17	46.0%	-	

Table 34. Information on business entities – other loans in Stage 3 and POCI.

	a	b	c	d	
Time in default	EAD after credit risk mitigation and application of credit conversion factor	Number of exposures	Average LGD expressed in %	Expected credit loss (ECL)	
Stage 3	to 12 months	466 507 503	1 591	45.0%	160 928 503
	from 13 to 24 months	597 395 177	1 115	58.0%	314 689 737
	from 25 to 36 months	121 867 822	945	63.0%	72 440 361
	from 37 to 48 months	107 228 677	694	81.0%	58 486 404
	from 49 to 60 months	29 098 728	273	79.0%	25 543 798
	from 61 to 84 months	95 051 790	464	83.0%	89 048 593
	over 84 months	43 344 669	329	84.0%	37 752 390
POCI	to 12 months	28 675 083	63	16.0%	151 808
	from 13 to 24 months	18 014 522	69	19.0%	458 482
	from 25 to 36 months	34 893 834	84	42.0%	1 599 546
	from 37 to 48 months	3 263 534	41	33.0%	170 668
	from 49 to 60 months	4 879 966	22	59.0%	31 485
	from 61 to 84 months	28 539 928	305	75.0%	3 208 954
	over 84 months	61 725 176	540	89.0%	2 856 222
POCI performing	6 468 417	2 931	38.0%	55 888	

Table 35. Information on Retail Customers – mortgage loans in Stage 3 and POCI.

	a	b	c	d	
Time in default	EAD after credit risk mitigation and application of credit conversion factor	Number of exposures	Average LGD expressed in %	Expected credit loss (ECL)	
Stage 3	to 12 months	55 302 655	271	30.0%	16 546 844
	from 13 to 24 months	36 913 354	218	48.0%	17 819 268

	from 25 to 36 months	38 871 076	193	57.0%	22 221 098
	from 37 to 48 months	15 858 783	90	72.0%	11 526 060
	from 49 to 60 months	6 658 356	35	88.0%	5 857 004
	from 61 to 84 months	21 726 601	95	96.0%	20 933 195
	over 84 months	75 756 233	233	98.0%	74 675 680
	to 12 months	187 609	4	34.0%	15 963
	from 13 to 24 months	165 454	2	17.0%	4 867
	from 25 to 36 months	798 663	3	34.0%	129 796
POCI	from 37 to 48 months	558 156	6	43.0%	108 685
	from 49 to 60 months	-	-	0.0%	-
	from 61 to 84 months	2 024 038	6	32.0%	467 213
	over 84 months	5 255 256	24	79.0%	565 227
POCI performing		9 442 779	63	28.0%	1 155

Table 36. Information on Retail Customers – other loans in Stage 3 and POCI.

	a	b	c	d
Time in default	EAD after credit risk mitigation and application of credit conversion factor	Number of exposures	Average LGD expressed in %	Expected credit loss (ECL)
to 12 months	194 431 382	15 064	63.0%	122 005 008
from 13 to 24 months	72 826 905	5 595	71.0%	51 540 526
from 25 to 36 months	37 189 812	3 042	69.0%	25 475 118
from 37 to 48 months	32 231 477	2 093	78.0%	25 113 967
from 49 to 60 months	25 210 528	1 508	85.0%	21 356 232
from 61 to 84 months	29 964 212	1 782	86.0%	25 678 683
over 84 months	11 277 117	1 160	91.0%	10 255 177
to 12 months	2 173 764	152	35.0%	81 396
from 13 to 24 months	1 590 932	67	44.0%	258 277
from 25 to 36 months	1 270 738	52	44.0%	112 433
from 37 to 48 months	873 719	36	48.0%	48 600
from 49 to 60 months	393 419	20	64.0%	43 132
from 61 to 84 months	580 009	173	81.0%	96 456
over 84 months	3 018 776	310	92.0%	574 160
POCI performing	13 727 648	5 453	42.0%	121 658

9.2. CREDIT RISK MITIGATION TECHNIQUES

In order to decrease the capital requirement, the Bank applies credit risk reduction techniques in the form of funded credit protection and unfunded credit protection. The Bank applies a simplified method of recognizing financial collateral when calculating the capital requirement for credit risk.

In the case of unfunded credit protection, borrowers covered by credit protection in the form of a guarantee receive the guarantor's risk weight - assigned to the entity granting the guarantee. The largest group of providers of unfunded credit protection are banks, including Bank Gospodarstwa Krajowego, KUKE and the Ministry of Finance.

The Bank does not identify risk concentration as part of the credit risk mitigation measures taken.

On- and off-balance sheet netting

The Bank uses both on-balance sheet netting and off-balance netting techniques.

Netting is a method of calculating the credit exposure for which the actual exposure is lower than the sum of the exposures resulting from each transaction as it takes into account netting between positive and negative exposures and is an important means of mitigating the credit and credit risk of the counterparty.

The bank uses on-balance netting with its parent company - BNP Paribas S.A. and it consists in netting the credit lines used by the Bank (the Bank's liabilities) with deposits placed with BNP Paribas S.A. (Bank receivables).

On- and off-balance sheet netting is used by the Bank in the case of derivative transactions, concluded under signed master agreements with financial institutions and Clients from the corporate, SME and Micro segments. A master agreement is an agreement in which both parties agree that, in the event of either of them default, the negative valuations of the transaction will compensate with the positive valuations of the transaction. The sum of the valuations (negative and positive) is therefore the total amount of receivables / liabilities for two parties to the transactions. This agreement is an important factor limiting the counterparty's credit risk. In the absence of a master agreement or master agreement with non-netting provisions, the risk of all positively valued transactions is not reduced by negatively valued transactions.

The Bank periodically assesses the used master agreements in terms of the legal force and enforceability of netting and exchange of collateral.

Policies and processes for estimating and managing recognised collateral

The Bank's collateral model assumes a division of responsibilities for correct conduct of the collateral establishment and operation processes. The owner of the procedure describing legal standards for using collateral for claims, including model collateral agreements, is the Legal Division.

The Risk Processes and Reporting Department is responsible for maintenance and development of the Instructions for securing lending transactions, which lay down specific rules of establishing, monitoring and assessing the collateral for lending transactions processed by the Bank's business and organisational units.

In the area of real estate collateral there is the Policy of valuation of lays down framework requirements owned by the Internal Control Department. The policy defines the framework requirements with which other internal regulations issued at the Bank should be consistent, specifying the principles regarding real estate valuations in order to secure the Bank's receivables, their verification and acceptance, specifying, among others, following aspects:

- valuation of mortgage collateral on real estate in the process of granting a loan and during the term of the loan agreement,
- monitoring of the value of real estate during the term of the loan agreement,
- recording information/data on real estate constituting mortgage collateral for credit exposure in the Bank's IT systems/applications,
- cooperation with entities/appraisers making real estate appraisals.

Specific rules and requirements for appraisal of real estate, as well as approval and verification of real estate constituting mortgage collateral for credit exposures are laid down in the Bank's separate internal regulations, which are developed and updated under the responsibility of:

- the Credit Methodology and Policy Department - with respect to real estate accepted as mortgage collateral for loans granted to retail Customers (including Wealth Management) and Customers classified to the Business Customer Segment (Micro Enterprises),
- the Internal Control Department - with respect to real estate accepted as mortgage collateral for loans granted to SME and Corporate Customers.

In the period of loan utilisation and repayment, the Bank may require the borrower to establish additional collateral apart from the collateral specified in the loan agreement, if - in the opinion of the Bank - the value of established collateral has decreased, the economic or financial standing of the borrower or another obligor has deteriorated or there are grounds to believe that such deterioration will occur.

The actions taken with regard to collateral are aimed to properly secure the Bank's interest, including to establish collateral to ensure the highest possible recovery of claims should it be necessary to apply debt collection measures.

The choice of the relevant scope and mode of operation to satisfy the Bank's claims from collateral depends on the type of collateral. In the basic scenario, the Bank seeks amicable satisfaction from the collateral, under a negotiation process. If the collateral provider is unwilling to cooperate, the Bank's rights in this respect are exercised in accordance with applicable laws and internal regulations, by way of enforcement and bankruptcy proceedings.

The scope of data on collateral recorded in the Bank's IT systems makes it possible to generate information and reports that allow to monitor the portfolio of secured credit exposures, identify risk sources and factors, mitigate the risk and enable appropriate corrective and preventive actions.

Major types of collateral and basic requirements

The Bank grants loans to Customers that have creditworthiness and, to improve the safety of exposed funds, it establishes relevant collateral. The collateral accepted by the Bank to mitigate the effects of credit risk can be divided into personal collateral, physical collateral and other collateral, which include, among others:

Personal collateral:

- civil law guarantee
- promissory note
- promissory note guarantee
- assignment of claims
- bank guarantee.

Physical collateral:

- transfer of title as collateral
- registered pledge
- mortgage on residential/commercial real estate
- security deposit
- hold on funds in bank accounts.

Other collateral:

- assignment of claims under insurance policy
- loan insurance
- power of attorney to administer a bank account.

The Bank determines the form of collateral, taking into consideration, among others:

- the type and value of secured claims,
- the lending period,
- the borrower's financial standing,
- risks related to the transaction and loan agreement performance,
- features of the collateral arising from relevant applicable laws and agreement on establishment of the collateral,
- the possibility to satisfy the Bank's claims from the collateral in the shortest possible time,
- the legal status of the obligor,
- the value of the collateral asset,
- the existing encumbrance of the collateral asset,
- the cost of collateral.

Civil law guarantee - by way of a guarantee agreement, the guarantor commits to the Bank to repay the debt if the Customer defaults on their obligation. The Bank accepts guarantees for liabilities existing at the time of issuing a guarantee as well as those that may arise in the future under lending transactions made with the Customer. When accepting a guarantee, the Bank determines whether the guarantor meets the approval criteria in accordance with the Bank's internal regulations on Customer lending rules. The Bank accepts guarantees:

- for a specific term - i.e. with the expiration date specified in the guarantee agreement, equal to 36 months after the debt repayment deadline laid down in the loan/credit facility agreement,
- for a specific amount - i.e. up to the amount corresponding to 150% of the loan/credit facility limit secured with the guarantee.

Promissory note - the Bank accepts promissory notes issued on the Bank's forms. Together with a promissory note, the issuer is obliged to submit a promissory note declaration. When accepting this type of collateral, the Bank assesses the economic and financial standing of the promissory note issuer in order to determine their capacity to repay the lending transaction which the promissory note

is to secure. As a rule, the Bank does not accept a Customer's blank promissory note as independent collateral for a lending transaction.

Promissory note guarantee - the Bank prefers promissory note guarantees for the repayment of the entire obligation under a promissory note. The Bank requires that the promissory note guarantor submit a promissory note declaration prepared in accordance with the Bank's template. The Bank determines whether the promissory note guarantor meets the approval criteria in accordance with the Bank's internal regulations on Customer lending rules.

Assignment of claims as collateral - it is an agreement between an assignor (Customer or third party) and the Bank, under which cash claims due to the assignor are assigned to the Bank, with a reservation that the assignment becomes effective if the debt is not repaid within the time limit laid down in the loan agreement or in the Bank's notice of termination of the loan agreement. The Bank accepts assignments of cash claims as collateral only if such assignments are not restricted or excluded by generally applicable laws or the agreement between the assignor and the claim debtor, with a reservation that claims assignable upon a party's approval may be assigned if such an approval has been obtained prior to making the assignment agreement.

Bank guarantee for loan repayment is a unilateral commitment of the bank - guarantor towards the Bank to repay the debt if the Customer defaults on their obligation under the loan agreement, on first written demand of the Bank. The Bank accepts as collateral the bank guarantees which are:

- unconditional, payable on first written demand,
- irrevocable,
- granted by banks for which the Bank has set a financial exposure limit.

For a bank guarantee, the assessment of the debtor's economic and financial standing under the collateral is replaced by confirmation that the Bank has set a financial exposure limit for the guarantor.

Transfer of title as collateral consists in transferring the title to a movable asset by the Customer or a third party (the transferor) to the Bank, with a reservation that if the debt is repaid within the time limit laid down in the loan agreement or in the Bank's notice of termination of the loan agreement, the title to such a movable asset is transferred automatically to the transferor. The Bank makes title transfer agreements only for unencumbered assets, the transferability of which is not restricted by generally applicable laws or the agreement, without any possibility of derogations in this respect. The Bank does not accept a transfer of title interest or a transfer of title to livestock as collateral. The Bank requires that, during the entire lending period, the transferred asset be insured against fire and other fortuitous events and that the transferor transfer the rights under the insurance policy to the Bank.

Registered pledge is a limited right in rem established to secure a specified cash claim of the Bank, under which the Bank will have the right to satisfy its claim from the pledged asset with priority over other creditors, except for those creditors who have a special priority right under the law. To establish a registered pledge, it is necessary to make a registered pledge agreement and an entry in the pledge register.

Mortgage is a limited property right that allows the Bank to satisfy its secured claims from the mortgaged asset, regardless of whose property it is and with priority over personal creditors of the mortgagor. The Bank does not accept as collateral any mortgage on:

- real estate located outside the country,
- the fractional part of real estate, however this exclusion does not apply to mortgage on participation in the access road to real estate, multi-car garage or the common part of real estate, as well as special cases, as laid down in the credit decision,
- real estate under construction, extension, reconstruction, renovation, modernization or restoration, unless such construction, extension, reconstruction, renovation, modernization or restoration is a project financed by the Bank.

The Bank prefers that a mortgage in favour of the Bank be entered as first-priority mortgage in Section IV of the Land and Mortgage Register, which is possible if:

- Section IV of the Land and Mortgage Register does not contain any mortgage or a mention of a mortgage application filed, or
- the Land and Mortgage Register shows the right of the real estate owner to dispose of the vacated first-priority mortgage entry and the Customer establishes a mortgage in favour of the Bank on such a vacated mortgage entry.

A mortgage in favour of the Bank may be entered with further priority if the real estate appraisal and the amount of first-priority mortgage encumbrances show that the Bank will be able to effectively satisfy its claim, subject to the Bank's separate internal regulations, in particular product regulations providing for the requirement to enter first-priority mortgage in favour of the Bank.

Security deposit is a transfer by the Customer or a third party (the person making the deposit) of title to a specified amount of cash in PLN or in convertible currency to the Bank, with a reservation that the Bank commits to return such an amount plus an agreed fee after the debt has been repaid in full. The assessment of collateral in the form of a security deposit is made by the Bank employees

and consists in verifying the adequacy of the amount of funds paid as a security deposit in relation to the amount of the secured transaction.

Hold on funds in a bank account - to secure the repayment of debt, the holder of a bank account maintained by the Bank or another bank may put an irrevocable hold on funds in the account until the debt is repaid in full and at the same time grant an irrevocable power of attorney to the Bank to collect the funds on hold for the purpose of repaying such a debt. During the period of the hold, the account holder may not use the funds on hold without the Bank's approval. The hold on funds in a bank account may be made on any account, whether in PLN or in convertible currencies, held by the Customer or a third party, provided that a power of attorney may be granted to administer the account. The Bank requires that the funds be put on hold until the debt is repaid in full. The assessment of collateral in the form of hold of funds in a bank account is made by the competent Bank employees and consists in verifying the adequacy of the amount of cash in the bank account in relation to the amount of the loan.

Assignment of claims under insurance policy for the collateral asset is an agreement between the insured and the Bank, under which the insured (assignor) transfers claims against the insurer to the Bank as collateral for the loan obligation, with a reservation that when the debt is repaid, the assignment becomes null and void and the insured is restored to the status of beneficiary under the insurance, with no need to make a separate agreement. Claims under the insurance policy are assigned where the insured asset is the asset under collateral in the form of a registered pledge or a mortgage.

Loan insurance - the Bank accepts loan insurance as collateral only on the basis of a general agreement between the Bank and an insurer from the list of insurers approved by the Bank.

Power of attorney to administer a bank account - the Bank may accept a power of attorney to administer the bank account of a Customer or a third party who is the Bank's debtor under collateral if the debt is not repaid on time. A power of attorney to administer a bank account may not constitute independent collateral for a lending transaction. The decision on the collateral for a specific lending transaction is a component of a credit decision. When calculating a percentage coverage of the credit exposure with the collateral value, only the collateral meeting the following requirements may be considered:

- the Bank has to have a duly documented and enforceable legal title to the collateral,
- the collateral must have durable internal value and, for at least the term of the loan agreement, be regularly monitored and appraised,
- the collateral must be converted into cash in reasonable time, based on documented court decisions,
- there should not be a strong correlation between the collateral value and the borrower's financial standing.

Collateral monitoring and review

Collaterals for lending transactions are monitored by:

- a business analyst, an Account Manager - as part of monitoring the Customer and lending transactions made with them;
- the Retail Operations Department with respect to collateral for mortgage loans.

The monitoring process is supported by banking systems, dedicated applications and numerous reports. The collateral monitoring processes also use channels for automated Customer notification of collateral with the approaching date of collateral establishment or renewal. The monitoring also includes periodic reviews of collateral. The scope and frequency of such reviews, performed at least once a year, depend on the type of collateral asset and include:

- determination of collateral value and its changes since the last review,
- correctness, completeness and validity of documents related to the collateral established,
- correctness, completeness and validity of insurance documents related to physical collateral (review of insurance policies, ways to pay for the same, validity terms).

Monitoring of the value of real estate collateral

When monitoring the value of real estate collateral, the Bank monitors the value of such real estate at least once every three years for exposures with the current LTV ratio below 80%. In other cases, the value is monitored in annual cycles. The real estate value is monitored based on a real estate revaluation made using a statistical method and an individual method, in line with the "Rules for Portfolio Revaluation of Real Estate Collateral for Credit Exposures of BNP Paribas Bank Polska S.A." and the "Rules for valuation of real estate mortgage collateral for loans granted to SME and Corporate Customers at BNP Paribas Bank Polska S.A.".

The revaluation of real estate during the lending period is aimed, among others, at:

- taking actions to mitigate a potential risk related to the lack of collateral with the value adequate to the transaction amount,

- identifying mortgage-secured lending transactions for which the LTV ratio levels acceptable to the Bank have been exceeded.

The Bank assesses the adequacy of collateral for a credit exposure through the LTV ratio, which is calculated before the credit decision is made, as well as during the monitoring process throughout the term of the agreement. When calculating the LTV ratio during the monitoring of the loan granted, the Bank takes into consideration the present value of real estate, including the value revaluated using the statistical method.

Methodology of real estate appraisal

Any real estate used as collateral should have its market value estimated and recorded. The market value of real estate means an estimated amount that can be obtained for the real estate on the appraisal date in an arm's length sales transaction between a buyer and a seller who have a firm intention to make an agreement, act knowledgeably and with prudence, and are not in a forced situation. The market value of real estate may be determined using the comparative or income method, and the appraisal itself should be performed in accordance with the factual and legal status of the real estate. For real estate during an investment process, the appraisal determines the market value of such real estate in its current condition and the future value of such real estate after the completion of construction works, according to the relevant architectural and construction documentation. The value of real estate should be estimated prudently and carefully, should not deviate from the average prices/rent rates of real estate in the market or a parallel market.

For non-retail Clients, every external appraisal is verified internally in accordance with rules specified in internal procedures. For important mortgage-secured loan exposures such verification is carried out by experts from the Collateral Team who hold the titles of valuation experts. The post-verification value of collaterals taken for internal purposes of the Bank may, therefore, differ from those presented in external valuations. Additionally, the Bank has a list of real estates that are unacceptable or conditionally acceptable, which means that regardless of an external valuation, in external cases, the Bank may consider a mortgage on such a real estate as a comfort factor (zero value).

In the area of individual Customers and Micro Customers, the Bank has put in place the rules for accepting and verifying the real estates accepted as collateral for loans granted to retail Customers and Micro Customers. The rules specify the boundary conditions concerning the acceptance of credited/collateralized real estates, contain a list of acceptable and unacceptable real estate types, the basic requirements with respect to the necessary documents pertaining to the real estates, the rules for verifying such documents, the ways in which the mortgage collateral value may be appraised and the rules for verifying the value of real estates collateralized by the Bank.

A real estate collateralized for a loan must have a specified market value. This value may be determined based on an appraiser's valuation, transaction price - in the case of purchasing real estate on the primary market, forecasts of average prices of agricultural land determined by the Bank based on data from the Central Statistical Office, statistical model of real estate value valuation (for specific lending purposes and specific cities). If the market value is determined on the basis of an appraiser's valuation, it is additionally verified. Verification is carried out based on offered prices, transaction prices set based on a credible source by comparing real estate of similar characteristics. For this purpose, the Bank uses information from internal databases, external databases and web portals. The real estate value to be accepted for internal purposes of the Bank may be accepted at a level lower than the value indicated in the valuation.

Methodology for the valuation of collateral in the form of movable property

For collateral in the form of new movables, at the time of loan granting, the Bank determines the value of collateral on the basis of the purchase invoice, the sales agreement or an executive estimate, subject to verification of the arm's length nature for each such case. For used passenger cars and trucks, at the time of granting the financing to retail and micro-enterprise Customers, the verification of the vehicle value is based on comparison of the transaction price with the market value of the vehicle established on the basis of information in the Info-Ekspert/Eurotax database. Data obtained from other reliable databases and sources, such as industry catalogues or expert appraisals, may also be used to determine the collateral value. On the other hand, in the process of monitoring used passenger cars and trucks (for all Customer segments), the Bank relies on the revaluation of vehicles made using the statistical method. For other collateral in the form of used movables, where their value is below the estimated value threshold, the Bank uses a twofold approach to appraisal - based on the current insurance policy/sales agreement/invoice or based on the depreciation table for a specific type of collateral. For collateral with the value above the threshold determined in accordance with the proportionality principle, the movable collateral specified in the internal regulations is appraised by an appraiser at the time of granting the financing.

The tables below contain data on collaterals in accordance with Regulation (EU) No 2024/3172.

Table 37. EU CR3 – CRM techniques overview: Disclosure of the use of credit risk mitigation techniques as of 31 December 2025.

		Secured carrying amount				
		Unsecured carrying amount	Of which secured by collateral	Of which secured by financial guarantees		
				Of which secured by credit derivatives		
a	b	c	d	e		
1	Loans and advances	81 358 257	29 115 496	27 956 699	1 158 797	-
2	Debt securities	60 969 675	-	-	-	-
3	Total	142 327 932	29 115 496	27 956 699	1 158 797	-
4	Of which non-performing exposures	745 744	461 414	396 611	64 803	-
EU-5	Of which defaulted	744 709	460 652			

The table below shows the effect of all credit risk mitigation techniques. The density of risk-weighted assets is a synthetic indicator of the risk level for individual portfolios.

Table 38. EU CR4 – Standardised approach – Credit risk exposure and CRM effects as of 31 December 2025.

Exposure classes	Exposures before CCF and before CRM		Exposures post CCF and post CRM		RWAs	RWAs and RWAs density	
	On-balance-sheet exposures	Off-balance-sheet exposures	On-balance-sheet exposures	Off-balance-sheet amount		RWAs density (%)	
	a	b	c	d	e	f	
1	Central governments or central banks	40 085 368	10	50 661 381	16 996	2 255 107	4.45%
2	Non-central government public sector entities	240 658	89 109	240 658	26 744	55 153	20.63%
EU 2a	Regional governments or local authorities	239 984	70 850	239 984	21 841	52 365	20.00%
EU 2b	Public sector entities	674	18 259	674	4 903	2 788	50.00%
3	Multilateral development banks	21 087 466	0	21 088 358	0	0	0.00%
EU 3a	International organisations	0	0	0	0	0	0.00%
4	Institutions	11 536 624	2 673 207	11 567 373	1 359 433	4 162 510	32.20%
5	Covered bonds	0	0	0	0	0	0.00%
6	Corporates	32 538 785	21 833 521	23 625 811	10 016 639	32 756 002	97.37%
6,1	Of which: Specialised Lending	17 883 448	13 064 231	17 231 560	5 345 241	22 021 082	97.54%
7	Subordinated debt exposures and equity	171 642	0	171 642	0	171 642	100.00%
EU 7a	Subordinated debt exposures	0	0	0	0	0	0.00%
EU 7b	Equity	171 642	0	171 642	0	171 642	100.00%
8	Retail	21 861 471	3 386 097	21 035 496	857 660	14 990 376	68.47%
9	Secured by mortgages on immovable property and ADC exposures	43 640 135	8 162 644	42 873 442	3 299 951	28 485 465	61.69%
9,1	Secured by mortgages on residential immovable property - non IPRE	20 072 194	188 906	20 051 806	76 017	6 468 493	32.14%
9,2	Secured by mortgages on residential immovable property - IPRE	281 910	16 226	280 501	6 490	234 894	81.85%
9,3	Secured by mortgages on commercial immovable property - non IPRE	14 982 918	5 654 727	14 291 300	2 296 329	12 420 925	74.88%
9,4	Secured by mortgages on commercial immovable property - IPRE	6 860 685	689 975	6 843 372	275 990	6 329 417	88.90%
9,5	Acquisition, Development and Construction (ADC)	1 442 429	1 612 811	1 406 462	645 125	3 031 737	147.78%
10	Exposures in default	1 535 572	56 554	1 376 638	31 637	1 722 364	122.30%
EU 10a	Claims on institutions and corporates with a short-term credit assessment	0	0	0	0	0	0.00%
EU 10b	Collective investment undertakings (CIU)	0	0	0	0	0	0.00%
EU 10c	Other items	5 842 962	486 471	5 899 886	294 954	2 289 085	36.95%
12	TOTAL	178 540 684	36 687 613	178 540 684	15 904 014	86 887 705	44.69%

9.3. APPLICATION OF THE STANDARD METHOD

Starting from January 2025, the Bank uses the following methods for determining the capital requirement under Pillar I: the updated standardised approach for credit risk, the new standardised approach for operational risk, and the standardised approach for market risk.

As part of the realized implementation project, the Bank made the necessary adjustments to the calculation of the capital requirement for credit risk, as mentioned below.

- Under the new class of exposures secured by real estate mortgages and ADC exposures, the Bank:
 - implemented new definitions, in particular the concept of exposure related to income-generating real estate (known as IPRE exposure) and exposure related to the acquisition, development and construction of land (known as ADC exposure);
 - developed a data collection process for determining eligibility criteria for mortgage collateral;
 - updated the rules for assigning risk weights and segmenting individual exposures within an exposure class;
 - adjusted the process for the new property valuation rules and updated the internal model for their valuation.
- Under off-balance sheet exposures, the Bank:
 - implemented a process related to the identification of obligations with contractors, according to the new definitions;
 - updated the segmentation of off-balance sheet exposures into new stages and the credit conversion factors (CCFs) assigned to them.
- Under exposures to institutions, the Bank:
 - implemented a new SCRA method for institutions for which it does not have external rating information;
 - updated the rules for assigning risk weights to externally rated institutions.
- Under the specialised financing exposures, the Bank:
 - implemented a process for segmenting specialised finance exposures into appropriate subcategories;
 - adjusted the rules for assigning risk weights and developed a process for collecting project information.
- Under retail exposures, the Bank:
 - identified exposures to the transactor for which it assigns a preferential risk weight;
 - adapted the classification of retail exposures to the updated definition.
- Under equity exposures, the Bank:
 - considered the new treatment of equity exposures in terms of assigning risk weights.

The Bank considers the transitional legislation that allows for a preferential approach for specific exposure classes and rules for assigning a credit conversion factor for off-balance sheet exposures. In addition, the Bank monitors on an ongoing basis the register of documents published by the EBA, which clarify individual issues related to the changes arising from the CRR Regulation. The risk weights used in the calculation of the capital requirement for credit risk according to the standardized approach are based on the provisions of Chapter 2, Title II, Part III of CRR Regulation. Risk weight is assigned according to the category to which the exposure belongs and the level of credit quality of the exposure or entity.

The Bank for the purposes of determining risk weights for:

- institutions,
- enterprises,
- central governments and banks,
- local government units and local authorities,
- multilateral development banks,
- public sector entities,
- exposures in the form of covered bonds,
- exposures in the form of participation units and certificates of investment funds

uses External Credit Assessment Institutions ratings (ECAI ratings) by: Moody's Investors Service.

If a financial instrument or issue program to which a given exposure belongs has a rating, it is used to determine the weight for this exposure. If an exposure does not have such a rating, but there is a general credit rating of the issuer and there is a rating for a specific financial instrument issue program to which this exposure does not belong, the Bank selects a rating indicating a higher risk weight. However, if there is only one rating - of the issuer or the issue program / financial instrument to which this exposure does not belong, the Bank selects this rating. The selected rating is the basis for determining the risk weight for the exposure, provided

that it translates into a higher weight than the weight set for the unclassified exposure. The Bank shall apply a standard mapping system published by EBA.

The table below aims to provide the standardise approach exposures broken down by asset class and risk weight.

Table 39. EU CR5 – Standardised approach as of 31 December 2025.

	Kategorie ekspozycji	Risk weight																						total	Of which unrated			
		0%	2%	4%	10%	20%	30%	35%	40%	45%	50%	60%	70%	75%	80%	90%	100%	105%	110%	130%	150%	250%	70%			00%	1250%	others
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v			w	x	y
1	Central governments or central banks	48 113 611	0	1 387 657	6 657	316 172	0	0	0	0	0	0	0	0	0	0	0	0	0	0	854 280	0	0	0	0	50 678 377	2 558 109	
2	Non-central government public sector entities	0	0	0	0	261 825	0	0	0	0	5 577	0	0	0	0	0	0	0	0	0	0	0	0	0	0	267 402	267 402	
EU 2a	Regional governments or local authorities	0	0	0	0	261 825	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	261 825	261 825	
EU 2b	Public sector entities	0	0	0	0	0	0	0	0	0	5 577	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5 577	5 577	
3	Multilateral development banks	21 088 358	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	21 088 358	0		
EU 3a	International organisations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4	Institutions	0	17 482	0	0	40 645	11 687 711	0	6 233	0	1 112 880	0	0	0	0	7 843	0	0	0	54 011	0	0	0	0	12 926 806	253 782		
5	Covered bonds	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6	Corporates	0	0	0	0	0	0	0	0	0	0	0	0	0	0	32 938 692	0	0	703 758	0	0	0	0	0	33 642 450	33 642 450		
6.1	Of which: Specialised Lending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	21 873 043	0	0	703 758	0	0	0	0	0	22 576 801	22 576 801		
7	Subordinated debt exposures and equity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	171 642	0	0	0	0	0	0	0	0	171 642	171 642		
EU 7a	Subordinated debt exposures	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
EU 7b	Equity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	171 642	0	0	0	0	0	0	0	0	171 642	171 642		
8	Retail exposures	0	0	0	0	0	0	0	0	223 750	0	0	0	21 669 405	0	0	0	0	0	0	0	0	0	0	21 893 155	21 893 155		
9	Secured by mortgages on immovable property and ADC exposures	0	0	0	0	15 868 676	5 222	33 289	0	0	0	5 645 487	0	6 207 773	0	804 514	8 983 612	240 929	1 048 015	101 278	4 033 622	0	0	0	3 200 976	46 173 392	46 173 392	
9.1	Secured by mortgages on residential immovable property - non IPRE	0	0	0	0	15 868 589	0	0	0	0	0	0	0	3 909 698	0	0	349 537	0	0	0	0	0	0	0	20 127 824	20 127 824		
9.1.1	no loan splitting applied	0	0	0	0	0	0	0	0	0	0	0	0	2 529 401	0	0	283 849	0	0	0	0	0	0	0	2 813 250	2 813 250		
9.1.2	loan splitting applied (secured)	0	0	0	0	15 868 589	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15 868 589	15 868 589		
9.1.3	loan splitting applied (unsecured)	0	0	0	0	0	0	0	0	0	0	0	0	1 380 297	0	0	65 689	0	0	0	0	0	0	0	1 445 985	1 445 985		
9.2	Secured by mortgages on residential immovable property - IPRE	0	0	0	0	87	5 222	33 289	0	0	0	0	0	0	0	0	240 929	0	0	7 464	0	0	0	0	286 991	286 991		
9.3	Secured by mortgages on commercial immovable property - non IPRE	0	0	0	0	0	0	0	0	0	5 645 487	0	2 298 075	0	0	8 542 789	0	0	101 278	0	0	0	0	16 587 629	16 587 629			
9.3.1	no loan splitting applied	0	0	0	0	0	0	0	0	0	0	0	2 126 190	0	0	5 073 734	0	0	101 278	0	0	0	0	7 301 202	7 301 202			
9.3.2	loan splitting applied (secured)	0	0	0	0	0	0	0	0	0	5 645 487	0	0	0	0	0	0	0	0	0	0	0	0	5 645 487	5 645 487			
9.3.3	loan splitting applied (unsecured)	0	0	0	0	0	0	0	0	0	0	0	171 885	0	0	3 469 055	0	0	0	0	0	0	0	3 640 939	3 640 939			
9.4	Secured by mortgages on commercial immovable property - IPRE	0	0	0	0	0	0	0	0	0	0	0	0	0	804 514	0	1 048 015	0	2 065 858	0	0	0	0	3 200 976	7 119 362	7 119 362		
9.5	Acquisition, Development and Construction (ADC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	91 286	0	0	1 960 301	0	0	0	0	2 051 586	2 051 586			

10. COUNTERPARTY CREDIT RISK

Counterparty risk exposure and risk-weighted assets are calculated on the basis of the standardized approach (SACCR) in line with CRR Regulation. As part of counterparty credit risk mitigation, the Bank uses contractual netting in accordance with Articles 295-298 of the CRR Regulation.

The methodology of calculating internal capital for counterparty credit risk is closely related to the methodology of measuring this risk at the Bank and takes into account the current valuation of contracts, their potential change (the so-called "Potential Future Exposure"), as well as the value of the probability of a default event of individual contractors (so-called PD) estimated by the Bank.

The tables below present information on the Bank's counterparty credit risk in accordance with Section 13 "Disclosure of counterparty credit risk" to Regulation (EU) No 2024/3172.

Table 40. EU CCR1– Analysis of CCR exposure by approach as of 31 December 2025.

	a	b	c	d	e	f	g	h
	Replacement cost (RC)	Potential future exposure (PFE)	EEPE	Alpha used for computing regulatory exposure value	Exposure value pre-CRM	Exposure value post-CRM	Exposure value	RWEA
EU-1 EU - Original Exposure Method (for derivatives)	-	-	-	1.4	-	-	-	-
EU-2 EU - Simplified SA-CCR (for derivatives)	-	-	-	1.4	-	-	-	-
1 SA-CCR (for derivatives)	480 208	1 325 378	-	1.4	4 844 328	2 527 820	2 495 722	2 376 562
2 IMM (for derivatives and SFTs)	-	-	-	-	-	-	-	-
2a Of which securities financing transactions netting sets	-	-	-	-	-	-	-	-
2b Of which derivatives and long settlement transactions netting sets	-	-	-	-	-	-	-	-
2c Of which from contractual cross-product netting sets	-	-	-	-	-	-	-	-
3 Financial collateral simple method (for SFTs)	-	-	-	-	-	-	-	-
4 Financial collateral comprehensive method (for SFTs)	-	-	-	-	-	-	-	-
5 VaR for SFTs	-	-	-	-	-	-	-	-
6 Total	-	-	-	-	4 844 328	2 527 820	2 495 722	2 376 562

Table 41. EU CCR3 – Standardised approach – CCR exposures by regulatory exposure class and risk weights as of 31 December 2025.

	Risk weight												Total exposure value
	a	b	c	d	e	f	g	h	i	j	k		
Exposure classes	0%	2%	4%	10%	20%	50%	70%	75%	100%	150%	Others		
1 Central governments or central banks	-	-	-	-	-	-	-	-	-	-	-	-	
2 Regional government or local authorities	-	-	-	-	-	-	-	-	-	-	-	-	
3 Public sector entities	-	-	-	-	-	-	-	-	-	-	-	-	
4 Multilateral development banks	-	-	-	-	-	-	-	-	-	-	-	-	
5 International organisations	-	-	-	-	-	-	-	-	-	-	-	-	
6 Institutions	-	2 535	-	-	276	363 600	-	-	-	39 666	551 867	957 945	
7 Corporates	-	-	-	-	-	-	-	-	530 665	-	-	530 665	
8 Retail	-	-	-	-	-	-	-	-	323 642	-	1 030 907	1 354 549	
9 Institutions and corporates with a short-term credit assessment	-	-	-	-	-	-	-	-	-	-	-	-	
10 Other items	-	-	-	-	-	-	-	6 707	-	-	-	6 707	
11 Total exposure value	-	2 535	-	-	276	363 600	-	6 707	854 307	39 666	1 582 774	2 849 866	

Table 42. EU CCR5 – Composition of collateral for CCR exposures as of 31 December 2025.

Collateral type	a				b				c				d				e				f				g				h			
	Collateral used in derivative transactions								Collateral used in SFTs																							
	Fair value of collateral received				Fair value of posted collateral				Fair value of collateral received				Fair value of posted collateral																			
	Segregated		Unsegregated		Segregated		Unsegregated		Segregated		Unsegregated		Segregated		Unsegregated		Segregated		Unsegregated		Segregated		Unsegregated									
1 Cash – domestic currency	-		53 754		63 643		3 830		-		3 830		-		-		-		-		-		3 830									
2 Cash – other currencies	-		1 291 680		429 489		-		-		-		-		-		-		-		-		-									
3 Domestic sovereign debt	-		-		207 964		-		-		-		-		-		-		-		-		-									
4 Other sovereign debt	198 488		-		-		-		-		-		-		-		-		-		-		-									
5 Government agency debt	-		-		-		-		-		-		-		-		-		-		-		-									
6 Corporate bonds	-		-		-		-		-		-		-		-		-		-		-		-									
7 Equity securities	-		-		-		-		-		-		-		-		-		-		-		-									
8 Other collateral	-		-		-		-		-		-		-		-		-		-		-		-									
9 Total	198 488		1 345 434		701 096		3 830		-		3 830		-		-		-		-		-		3 830									

Table 43. EU CCR8 – Exposures to CCPs as of 31 December 2025.

	a		b	
	Wartość ekspozycji		Kwoty ekspozycji ważonej ryzykiem	
1 Exposures to QCCPs (total)			96 760	
2 Exposures for trades at QCCPs (excluding initial margin and default fund contributions); of which		324 512		96 644
3 (i) OTC derivatives		324 512		96 644
4 (ii) Exchange-traded derivatives;		-		-
5 (iii) SFTs		-		-
6 (iv) Netting sets where cross-product netting has been approved		-		-
7 Segregated initial margin		402 333		-
8 Non-segregated initial margin		-		-
9 Prefunded default fund contributions		5 831		117
10 Unfunded default fund contributions		-		-
11 Exposures to non-QCCPs (total)		-		-
12 Exposures for trades at non-QCCPs (excluding initial margin and default fund contributions); of which		-		-
13 (i) OTC derivatives		-		-
14 (ii) Exchange-traded derivatives;		-		-
15 (iii) SFTs		-		-
16 (iv) Netting sets where cross-product netting has been approved		-		-
17 Segregated initial margin		-		-
18 Non-segregated initial margin		-		-
19 Prefunded default fund contributions		-		-
20 Unfunded default fund contributions		-		-

11. CREDIT VALUATION ADJUSTMENT RISK

Credit Valuation Adjustment (CVA) reflects the current market value of the counterparty credit risk to the Bank.

The assessment of the risk of correction of credit valuation is therefore complementary to the assessment of the credit risk of the counterparty. This means that in the credit process, the Bank grants limits that restrict the counterparty risk and thus restrict the risk of credit valuation adjustment. The bank also estimates credit risk parameters, the value of which directly results from the assessment of the creditworthiness of Clients.

The bank estimates accounting credit valuation adjustment for all active derivative instruments on a given day.

The credit valuation adjustment is estimated based on the forecasted future exposure on a given instrument, the credit rating of the counterparty reflecting its probability of default and the estimated recovery rate.

The bank calculates own funds requirements for the credit valuation adjustment risk using the basic approach described in Article 384 of the CRR Regulation.

The bank does not take positions in hedging instruments for the purpose of mitigating credit valuation adjustment risk, and therefore does not recognize any instruments as eligible hedges for the purposes of calculating own funds requirements for credit valuation adjustment risk.

The table below presents information on the size of the risk associated with the credit valuation adjustment in the Bank.

Table 44. EU CVA1 - Credit valuation adjustment risk under the Reduced Basic Approach (R-BA).

	a		b
	Components of Own Funds Requirements	Own funds requirements	Own funds requirements
1 Aggregation of systematic components of CVA risk	14 771		
2 Aggregation of idiosyncratic components of CVA risk	5 166		
3 Total			5 613

12. SECURITIZATION

Implementing the requirement specified in Articles 449a-i of the CRR Regulation, the Group publishes data on securitization exposure.

The Group's objective in the area of securitization activity is to optimize the requirements for own funds in respect of credit risk. As part of a synthetic securitization transaction, the Bank transfers to third parties a portion of the credit risk associated with the underlying exposures under a financial guarantee agreement or an issue of debt instruments linked to credit risk (credit linked notes).

On 28 March 2024, the Bank entered into an agreement with the International Finance Corporation ('IFC', 'Investor') for a synthetic securitisation transaction executed on a portfolio of corporate loans/loans with a total value of PLN 2,180 million as at 31 December 2023. As part of the transaction, the Bank transferred a significant part of the credit risk from the selected securitised portfolio to the Investor. The securitised selected loan portfolio remained on the Bank's books. The risk transfer of the securitised portfolio was implemented through a credit protection instrument in the form of a financial guarantee issued by the Investor up to PLN 19,377 thousand as at 31 December 2025.

According to the Bank's accounting policy, on initial recognition, a financial guarantee contract is measured at fair value. Financial guarantees after initial recognition are measured at the higher value of:

- the amount of the impairment loss determined in accordance with the principles applicable to expected credit losses for assets measured at amortised cost in accordance with IFRS 9,
- the amount initially recognised less the cumulative income recognised in accordance with the principles of IFRS 15.

The transaction meets the material risk transfer requirements of the CRR Regulation and has been structured as meeting the STS criteria (simple, transparent and standard securitisation) under Regulation 2021/557. The Bank acted as facilitator of the Transaction.

As at 31 December 2025, the synthetic securitization transaction consisted of three tranches:

- Senior tranche retained by the Bank (80.7% of the securitized portfolio)
- Mezzanine tranche (9.1% of the portfolio) under which a credit protection instrument was issued by IFC in the form of a financial guarantee ensuring risk transfer
- Junior tranche retained by the Bank (10.2% of the portfolio)

The Bank applies the following approach to assigning risk weights, in accordance with the standardized approach (SEC-SA), provided for STS securitization:

- for the Senior and Junior tranches, the risk weight is applied in accordance with the approach described in Articles 261-262 of the CRR Regulation;
- for the Mezzanine tranche, a risk weight of 0% is used as a result of the credit protection received under the issued financial guarantee.

The Group does not use the services of SSPEs in any of the categories listed in art 449 (d) of the CRR Regulation

The Group did not provide support in accordance with Part Three, Title II, Chapter 5 of the CRR Regulation. The transaction was carried out on market terms.

There are no entities affiliated with the Group that would invest in securitization initiated by the Bank. Neither are there any securitization positions issued by SSPEs and sponsored by the Bank, which are required to be listed in line with art 449 (f) of the CRR Regulation.

ECAI ratings, stipulated in art. 449h of the CRR Regulation, were not used for securitisation purposes.

Art. 449i of the CRR Regulation is not applicable, as the synthetic securitization transaction concluded by the Bank is compliant with the standardized approach (SEC-SA).

On 10 January 2026, as a result of the execution of a Bank's right in terms of the Time-call option, the transaction was terminated.

Table 45. EU SEC1 - Securitisation exposures in the non-trading book.

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o
	Institution acts as originator							Institution acts as sponsor				Institution acts as investor			
	Traditional			Synthetic				Traditional				Traditional			
	STS	Non-STS		of which SRT		Sub-total	STS	Non-STS	Synthetic	Sub-total	STS	Non-STS	Synthetic	Sub-total	
	of which SRT	of which SRT													
1 Total exposure	-	-	-	-	194 850	194 850	194 850	-	-	-	-	-	-	-	-
2 Retail (total)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 residential mortgage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 credit card	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 other retail exposure	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 re-seruritization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 Wholesale (total))	-	-	-	-	194 850	194 850	194 850	-	-	-	-	-	-	-	-
8 loans to corporates	-	-	-	-	194 850	194 850	194 850	-	-	-	-	-	-	-	-
9 ekspozycje z tytułu commercial mortgage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10 lease and receivables	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 other wholesale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 re-seruritization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Table 46. EU SEC3 - Securitisation exposures in the non-trading book and associated regulatory capital requirements - institution acting as originator or as sponsor.

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	EU-p	EU-q
	Exposure values (by RW bands/deductions)				Exposure values (by regulatory approach)				RWEA (by regulatory approach)				Capital charge after cap				
	≤20% RW	>20% to 50% RW	>50% to 100% RW	>100% to <1250% RW	1250% RW/ deductions	SEC-IRBA	SEC-ERBA (including IAA)	SEC-SA	1250%/ deductions	SEC-IRBA	SEC-ERBA (including IAA)	SEC-SA	1250%/ deductions	SEC-IRBA	SEC-ERBA (including IAA)	SEC-SA	1250%/ deductions
1 Total exposures	-	-	-	194 850	-	-	-	194 850	-	-	-	270 064	-	-	-	21 605	-
2 Traditional transactions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3 Securitisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 Retail underlying	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 Of which STS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6 Wholesale	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
7 Of which STS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 Re-seruritisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

9	Synthetic transactions	-	-	-	194 850	-	-	-	194 850	-	-	-	270 064	-	-	-	21 605	-
10	Securitisation	-	-	-	194 850	-	-	-	194 850	-	-	-	270 064	-	-	-	21 605	-
11	Retail underlying	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Wholesale	-	-	-	194 850	-	-	-	194 850	-	-	-	270 064	-	-	-	21 605	-
13	Re-securitisation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Tabela 47. EU SEC5 - Exposures securitised by the institution - Exposures in default and specific credit risk adjustments.

	a		b	c
	Exposures securitised by the institution - Institution acts as originator or as sponsor			
	Total outstanding nominal amount		Total amount of specific credit risk adjustments made during the period	
	Of which exposures in default			
1	Total exposure	213 638		
2	Retail (total)			
3	residential mortgage			
4	credit card			
5	other retail exposure			
6	re-securitization			
7	Wholesale (total)	213 638		
8	loans to corporates	213 638		
9	ekspozycje z tytułu commercial mortgage	-	-	-
10	lease and receivables	-	-	-
11	other wholesale	-	-	-
12	re-securitization	-	-	-

13. ESG RISK

The obligation to disclose information on environmental, social, and governance (ESG) risks is set out in Article 13 and Part Eight of the CRR Regulation. According to the aforementioned provision, in particular Article 449a of the CRR Regulation, the BNPP Group is required to disclose ESG risk starting from 1 January 2025, in accordance with the extended scope introduced by Regulation (EU) 2024/1623 of the European Parliament and of the Council of 31 May 2024 (CRR3).

At the same time, on 22 May 2025, the European Banking Authority (EBA) published a consultation paper on a draft amendment to the ITS in the area of ESG disclosures, capital exposure, and aggregated exposure towards the shadow banking system. EBA proposed that the revised ITS enter into force on 31 December 2026. Consequently, under the draft ITS, large non-listed institutions, small and non-complex banks, and other institutions, in line with Article 433c of the CRR Regulation, as well as large consolidated entities, are required to meet disclosure obligations not earlier than from 31 December 2026. The Polish Financial Supervision Authority (KNF) expressed its support for the EBA's position in a letter dated 10 July 2025. In KNF's opinion, the EBA's proposal is consistent with the requirements expressed by KNF in the report "KNF Simplification Team Proposals on simplification and reduction of workload." They also align with the direction of changes outlined in the draft Omnibus Directive published in February 2025, which aims to reduce requirements in the area of sustainable development reporting. KNF believes that deferring the implementation of prudential disclosure obligations related to ESG risks, together with the significant application of the proportionality principle expressed in the draft of the new ITS, will contribute to reducing the workload on institutions and better preparedness for future reporting. The application of disclosure requirements from the reference date of 31 December 2026, despite the CRR Regulation already being in force this year, is a testimony of the desire to facilitate the reporting process and to more competitive economy. The position was supported by the EBA in the "Opinion on the application of the provisions relating to disclosures on ESG risks" (EBA/Op/2025/11) published on August 5, 2025, and confirmed by the UKNF in a letter dated February 12, 2026.

The Bank as a large subsidiary meets the definition of Article 4 point 147 of the CRR Regulation by meeting the definition of a subsidiary as indicated in Article 4 point 16 of the CRR Regulation and the definition of a large institution as defined in Article 4 point 146 of the CRR Regulation, due to the identification of the Bank as another systemically important institution. Taking the above into account, the BNPP Group as a large subsidiary does not disclose in the transitional period information on environmental, social and governance risk (ESG risk) during the transition period.

14. LIQUIDITY REQUIREMENTS

The Bank discloses information on liquidity requirements pursuant to Article 451a(2) of the CRR Regulation

Disclosing the information required in template EU LIQ1, the Bank provides the values and numerical data required for each of the four calendar quarters (January-March, April-June, July-September, October-December) preceding the disclosure date. Values presented are calculated as arithmetical mean from the end of month observations for 12 months preceding end of each quarter.

Table 48. EU LIQ1 - Quantitative information of LCR.

Scope of consolidation: consolidated		a	b	c	d	e	f	g	h
		Total unweighted value (average)				Total weighted value (average)*			
EU 1a	Quarter ending on (DD Month YYYY)	31 December 2025	30 September 2025	30 June 2025	31 March 2025	31 December 2025	30 September 2025	30 June 2025	31 March 2025
EU 1b	Number of data points used in the calculation of averages	12	12	12	12	12	12	12	12
HIGH-QUALITY LIQUID ASSETS									
1	Total high-quality liquid assets (HQLA)					57 375 134	55 303 599	53 306 083	51 591 177
CASH - OUTFLOWS									
2	Retail deposits and deposits from small business customers, of which:	75 802 815	74 212 230	72 588 023	71 098 882	5 687 044	5 552 268	5 413 254	5 207 875
3	<i>Stable deposits</i>	50 049 140	49 310 596	48 354 973	47 293 504	2 502 457	2 465 530	2 417 749	2 364 675
4	<i>Less stable deposits</i>	25 753 675	24 901 634	24 233 050	23 046 902	3 184 587	3 086 738	2 995 506	2 843 199
5	Unsecured wholesale funding	55 702 428	55 192 291	54 968 415	55 063 566	22 363 391	22 119 409	21 981 558	22 045 792
6	<i>Operational deposits (all counterparties) and deposits in networks of cooperative banks</i>	11 023 865	10 993 979	10 887 313	10 799 134	2 755 966	2 748 495	2 721 828	2 699 784
7	<i>Non-operational deposits (all counterparties)</i>	44 678 564	44 198 312	44 081 103	44 264 432	19 607 425	19 370 915	19 259 730	19 346 008
8	<i>Unsecured debt</i>	0	0	0	0	0	0	0	0
9	Secured wholesale funding					-	-	-	-
10	Additional requirements	30 837 512	30 736 048	31 606 210	32 165 621	10 654 588	11 309 661	12 300 944	13 289 167
11	<i>Outflows related to derivative exposures and other collateral requirements</i>	8 395 856	9 080 282	10 040 035	11 049 946	8 395 856	9 080 282	10 040 035	11 049 946
12	<i>Outflows related to loss of funding on debt products</i>	-	-	-	-	-	-	-	-
13	<i>Credit and liquidity facilities</i>	22 441 656	21 655 766	21 566 175	21 115 675	2 258 732	2 229 379	2 260 909	2 239 220
14	Other contractual funding obligations	3 723 118	3 752 348	3 488 768	3 129 442	632 002	632 002	421 816	139 839
15	Other contingent funding obligations	25 147 171	24 169 177	23 217 421	23 035 276	1 258 775	1 208 459	1 160 871	1 151 764
16	TOTAL CASH OUTFLOWS					40 595 800	40 821 800	41 278 443	41 834 435
CASH - INFLOWS									
17	Secured lending (e.g. reverse repos)	-	40 824	40 824	1 262 627	-	-	-	-
18	<i>Inflows from fully performing exposures</i>	11 984 380	11 457 258	11 214 991	10 641 593	11 258 091	10 787 086	10 517 667	9 911 537
19	<i>Other cash inflows</i>	7 773 041	8 462 853	9 435 926	10 451 849	7 773 041	8 462 853	9 435 926	10 451 849
EU-19a	(Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies)					0	0	0	0
EU-19b	(Excess inflows from a related specialised credit institution)					0	0	0	0
20	TOTAL CASH INFLOWS	19 757 421	19 960 934	20 691 741	22 356 069	19 031 132	19 249 939	19 953 593	20 363 387
EU-20a	<i>Fully exempt inflows</i>	0	0	0	0	0	0	0	0
EU-20b	<i>Inflows subject to 90% cap</i>	0	0	0	0	0	0	0	0
EU-20c	<i>Inflows subject to 75% cap</i>	19 757 421	19 960 934	20 691 741	22 356 069	19 031 132	19 249 939	19 953 593	20 363 387
TOTAL ADJUSTED VALUE									
EU-21	LIQUIDITY BUFFER					57 375 134	55 303 599	53 306 083	51 591 177
22	TOTAL NET CASH OUTFLOWS					21 564 669	21 571 861	21 324 849	21 471 049
23	LIQUIDITY COVERAGE RATIO					267,17%	257,80%	251,67%	242,73%

*12 month average (as of 31 December 2025)

The Group collects diversified sources of funds, that ensure stable liquidity situation. The Group holds as well high liquid assets portfolio, that can be used as the source of liquidity in case of need and ensure access to the liquidity during one day. Above mentioned elements enable stable liquidity management both in the normal situation as well as in the crisis or emergency one. High share of liquid assets (Level 1 only) ensures compliance with the regulatory and internal liquidity requirements.

The main aspects having impact on the LCR measure is funding structure of the Bank and size of the high liquid assets portfolio. In the funding structure on one side the funding sources structure is important (segment of the Customer) and on the other product type of the liability. Diversification scale of the funding sources and relationship with the Customers ensure high stability of the funding. Bank's assets taken into LCR measure calculation are highly liquid assets, that can be used for immediate acquisition/obtaining of liquidity.

The consolidated LCR measures for the ends of each quarter remains on the safe level. During the calendar year LCR measure for the Group varied from the level of 237.05% to 292.8%. The average LCR for the Group based on the monthly data was 267,2%. Changes in the measure value were caused mainly due to non-bank customer deposits changes as well as technical changes related to mandatory reserve management and repo transactions over month ends or balances on Bank's accounts in the other banks.

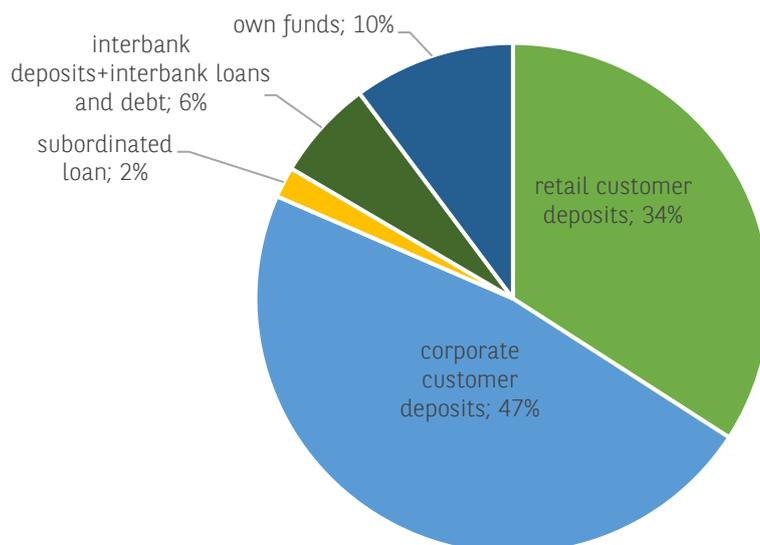
The Bank implemented additional set of the measurements for the liquidity risk management, which ensure stable and well balanced development of the balance sheet, adequate and approved by the management units' risk level and stable liquidity situation in short, mid and long term time horizon. Those measures are approved by ALCO Committee or Board of Management and support the management and financial planning of the liquidity. Additional measures implemented are:

- loans to deposits ratio for all currencies and for PLN,
- 1-year liquidity gap for all currencies and separately for main Bank's currencies PLN, EUR and all FCY ,
- liquidity surplus for 7 and 30 days,
- concentration limit for corporate and retail segment deposits, sector concentration,
- volume of off-balance sheet exposure.

Limit values and critical values set up for those measures reflect size and structure of the balance sheet of the Bank, as well as Customer structure and specific products exposures. Throughout control of those measures Bank ensures safe and adequate balance sheet structure and stable funding structure. In the liquidity limits and critical values review set up for particular liquidity measures the stress tests results are considered, so in the occurrence of these scenarios, the liquidity measures still fulfil regulatory criteria as well as internal levels of the measures in the risk appetite scheme and the recovery plan.

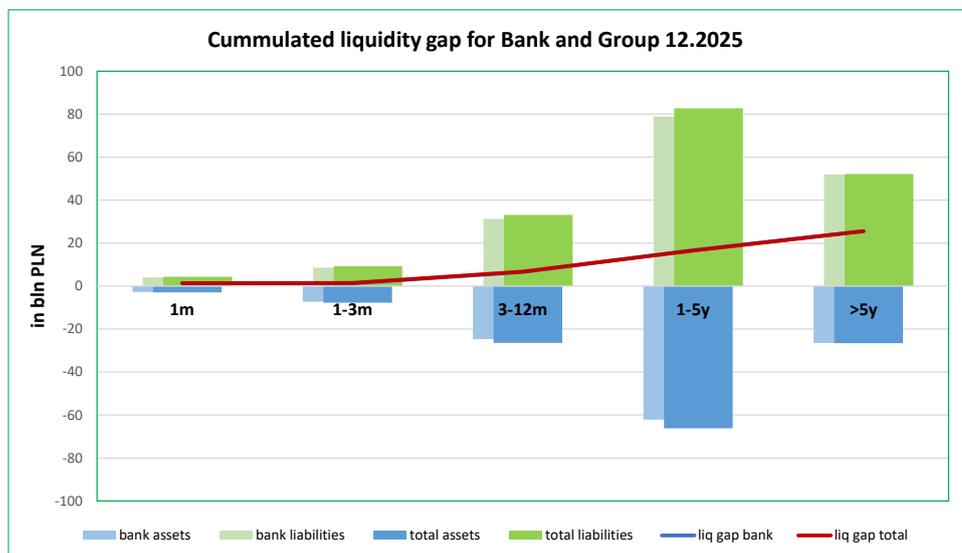
Funding and liquidity sources concentration

The non-bank Customers deposits base constitutes to be the largest share in the Group funding, and it comes from all segments of Clients. As of end of 2025 the corporate segment funding from the customers classified as corporate in the financial statement. constitutes dominant contribution. The stability of deposit base is ensured by the attractive and comprehensive offer to the Bank's Customers, which is subject to on-going monitoring and analysis in order to establish models describing the deposits behaviour in time for each business line. The Group also cooperates with the supranational financial institutions that provide stable funding used for specific projects or dedicated offers to selected Customers. Additionally, the Bank issued bonds in EUR for AT2 capital purposes and in the second quarter of 2025 bonds in EUR for MREL requirements. The complete Group's funding structure as of 31 December 2025 is presented in the chart below:



The Bank monitors concentration of the funding sources from non-bank Customers and presents analysis on the ALCO Committee on the monthly basis. The Bank established internal critical values for funding concentration both for corporate and retail segment. There was no excess event of the concentration critical value during last calendar year of the observation.

As of 31 December 2025 Bank and Group liquidity gap chart based on the daily liquidity gap report, which considers modeling of the products is presented below:



The limitations in the funds transfer between Group units come from the need to comply liquidity norms, interest rate, capital etc, but above all from the need to comply with the internally set up exposure limits for the counterparty and regulatory limitations for capital exposure for single counterparty.

Derivative instruments exposure and potential collateral calls

Due to currency structure of the Bank's balance sheet there is required to match appropriate level both on assets and liabilities side of the balance sheet. The Bank ensures funding that fits to the required level of assets either via funding drawn in that currency or via using derivatives transactions such as FX SWAP or CIRS.

Closing currency gaps throughout derivatives enables to close Bank's needs in the various currencies and term structure adequate to the liquidity risk profile of the respective currencies, and that has positive impact for the liquidity profile in respective currency. The Bank monitors liquidity in PLN and basic foreign currencies: EUR, CHF, USD and all remaining currencies as total. In case of the gap of liabilities in foreign currencies or surplus the Bank concludes off-balance sheet exchange of currencies transactions with the BNPP Group's units: FX SWAPS or CIRS obtaining required currencies or PLN. Obtaining foreign currencies in case needed is done from the currencies Bank has excess of liabilities and complementary from PLN. As of 31 December 2025 the Bank practically didn't need funding of mortgage CHF portfolio with derivatives due to high level of provisions in CHF related to legal risk for CHF mortgage portfolio.

Off-balance sheet transactions collaterals are mainly assets Level 1 type: cash and government securities. The change of collateral change is performed exclusively within that type of assets. In the ISDA and ZBP agreements there might be some clauses about "Credit Event upon merger", as that may result in the worsening of the rating. However, that is not implicating additional collateral requirement, but the possible closing of the transaction.

The Bank does not have any agreements with the counterparties that would require additional collateral in case of worsening the Bank's rating.

Currency mismatch in the Liquidity Coverage Ratio

The Bank calculates LCR measure in the following currencies: PLN, EUR, CHF and all currencies together in the Bank approach as well as consolidated approach. Apart of PLN the main currency is EUR. For the EUR and CHF Bank shows mismatch in the Liquidity Coverage Ratio, at the end of the year for those currencies Group had surplus of Liabilities over Assets.

Table 49. EU LIQ2 - Net Stable Funding Ratio.

	Unweighted value by residual maturity				Weighted value	
	a	b	c	d		
	No maturity	< 6 months	6 months to < 1yr	≥ 1yr		
Available stable funding (ASF) Items						
1	Capital items and instruments	14 490 554	-	-	3 379 809	17 870 363
2	Own funds	14 490 554	-	-	3 379 809	17 870 363
3	Other capital instruments	-	-	-	-	-
4	Retail deposits	-	79 104 522	690 012	13 297	74 410 931
5	Stable deposits	-	51 278 682	372 367	9 993	49 078 490
6	Less stable deposits	-	27 825 840	317 645	3 304	25 332 441
7	Wholesale funding:	-	62 749 778	1 220 661	6 348 641	35 816 779
8	Operational deposits	-	11 111 937	-	-	5 555 969
9	Other wholesale funding	-	51 637 841	1 220 661	6 348 641	30 260 811
10	Interdependent liabilities	-	-	-	-	-
11	Other liabilities:	-	10 131 327	-	-	-
12	NSFR derivative liabilities	-	-	-	-	-
13	All other liabilities and capital instruments not included in the above categories	-	10 131 327	-	-	-
14	Total available stable funding (ASF)	-	-	-	-	128 098 073
Required stable funding (RSF) Items						
15	Total high-quality liquid assets (HQLA)	-	-	-	-	1 229 640
EU-15a	Assets encumbered for more than 12m in cover pool	-	2 720 838	-	-	2 312 713
16	Deposits held at other financial institutions for operational purposes	-	-	-	-	-
17	Performing loans and securities:	-	20 138 077	12 964 767	65 415 671	66 480 291
18	Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut	-	-	-	-	-
19	Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions	-	9 821 451	1 256 532	1 001 987	2 612 398
20	Performing loans to non-financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:	-	9 860 132	11 341 733	44 006 153	46 109 994
21	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	-	191 675	180 152	9 480 844	6 348 462
22	Performing residential mortgages, of which:	-	441 330	361 502	20 342 480	17 692 523
23	With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk	-	-	-	-	-
24	Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products	-	15 164	5 000	65 052	65 377
25	Interdependent assets	-	-	-	-	-
26	Other assets:	-	1 078 007	-	4 363 658	4 915 895
27	Physical traded commodities	-	-	-	-	-
28	Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs	-	0	0	0	0
29	NSFR derivative assets	-	26 467	0	0	26 467
30	NSFR derivative liabilities before deduction of variation margin posted	-	0	0	0	0
31	All other assets not included in the above categories	-	1 051 540	0	4 363 658	4 889 428
32	Off-balance sheet items	-	35 250 249	0	0	1 762 512
33	Total RSF	-	-	-	-	76 701 052
34	Net Stable Funding Ratio (%)	-	-	-	-	167.01%



Funding contingency plans outline

The Bank prepared and approved contingency procedures for liquidity management. They refer to immediate liquidity – intraday liquidity management- as well as mid and long term liquidity. In the Liquidity Contingency Plan, the Bank defined the set of various indicators, which are monitored on the daily basis and monthly basis as measures of the situation that threatens Bank's liquidity. They refer to the internal measures and to the external ones of the financial environment. Market liquidity risk (product) is observed in the Early Warning Indicators set in the Liquidity Contingency Plan throughout price changes of the products versus normal market situation. Stress tests results are as well observed in the EWI set on the monthly basis and presented on the ALCO Committee meetings. There is a team established to manage the liquidity contingency plan, possible actions defined in the regulation and specific tasks related to specific Bank's units. Liquidity contingency plan is being reviewed once a year and updated if needed. Additionally, once a year Bank performs the test of the liquidity contingency plan. As far as long term liquidity situation is concern the Bank monitors the situation on the monthly ALCO Committee the longer term liquidity situations, long term liquidity measures, liquidity gap profile and mid and long term funding maturity profile, including maturity profile of the off balance sheet transactions used for managing of the balance sheet currency mismatch.

15. LEVERAGE RATIO

The Group discloses information on its leverage ratio pursuant to Article 451 of the Regulation (EU) No 575/2013.

The calculation of the leverage ratio of the Group as at the end of 2025 was based on the provisions of CRR Regulation. The leverage ratio is the percentage of the Tier I capital ratio and the total exposure measure as at the end of the reporting period, while the total exposure measure is the sum of the exposure values determined for all assets and off-balance sheet items not deducted in determining the Tier I capital measure.

The reconciliation of the total exposure for the calculation of the leverage ratio with the value of assets in the published consolidated annual report, pursuant to Art. 451 of CRR Regulation, is presented in accordance with the formulas defined in Regulation (EU) No 2024/3172.

Items included in template EU LR2 and not disclosed in Table 52 do not apply to the Bank.

Table 50. EU LR1 – LRSum: Summary reconciliation of accounting assets and leverage ratio exposures as of 31 December 2025.

	a
	Applicable amount
1 Total assets as per published financial statements	180 725 265
2 Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation	0
3 (Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference)	0
4 (Adjustment for temporary exemption of exposures to central banks (if applicable))	0
5 (Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting framework but excluded from the total exposure measure in accordance with point (i) of Article 429a(1) CRR)	0
6 Adjustment for regular-way purchases and sales of financial assets subject to trade date accounting	0
7 Adjustment for eligible cash pooling transactions	0
8 Adjustment for derivative financial instruments	778 556
9 Adjustment for securities financing transactions (SFTs)	0
10 Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures)	16 165 788
11 (Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital)	-
EU-11a (Adjustment for exposures excluded from the total exposure measure in accordance with point (c) and (ca) of Article 429a(1) CRR)	0
EU-11b (Adjustment for exposures excluded from the total exposure measure in accordance with point (j) of Article 429a(1) CRR)	0
12 Other adjustments	773 347
13 Total exposure measure	198 442 956

Table 51. EU LR2 - LRCom: Leverage ratio common disclosure.

	CRR leverage ratio exposures	
	a	b
	31 December 2025	30 June 2025
On-balance sheet exposures (excluding derivatives and SFTs)		
1 On-balance sheet items (excluding derivatives, SFTs, but including collateral)	178 763 766	165 570 667
3 (Deductions of receivables assets for cash variation margin provided in derivatives transactions)	-10 547	0
6 (Asset amounts deducted in determining Tier 1 capital)	-	-

7	Total on-balance sheet exposures (excluding derivatives and SFTs)	178 753 219	165 570 667
Derivative exposures			
8	Replacement cost associated with SA-CCR derivatives transactions (ie net of eligible cash variation margin)	902 072	1 107 251
EU-8a	Derogation for derivatives: replacement costs contribution under the simplified standardised approach	-	-
9	Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions	2 621 878	2 822 635
13	Total derivatives exposures	3 523 949	3 929 886
Securities financing transaction (SFT) exposures			
14	Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions	-	-
15	(Netted amounts of cash payables and cash receivables of gross SFT assets)	-	-
16	Counterparty credit risk exposure for SFT assets	-	-
EU-16a	Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429e(5) and 222 CRR	-	-
17	Agent transaction exposures	-	-
EU-17a	(Exempted CCP leg of client-cleared SFT exposure)	-	-
18	Total securities financing transaction exposures	-	-
Other off-balance sheet exposures			
19	Off-balance sheet exposures at gross notional amount	36 800 385	36 569 308
20	(Adjustments for conversion to credit equivalent amounts)	20 634 597	20 657 210
22	Off-balance sheet exposures	16 165 788	15 912 098
Excluded exposures			
EU-22k	(Total exempted exposures)	-	-
EU-22l	(Exposures deducted in accordance with point (q) of Article 429a(1) CRR)	-	-
EU-22m	(Total exempted exposures)	-	-
Capital and total exposure measure			
23	Tier 1 capital	14 105 949	14 065 258
24	Total exposure measure	198 442 956	185 412 651
Leverage ratio			
25	Leverage ratio (%)	7.11%	7.59%
EU-25	Leverage ratio (excluding the impact of the exemption of public sector investments and promotional loans) (%)	7.11%	7.59%
25a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) (%)	7.11%	7.59%
26	Regulatory minimum leverage ratio requirement (%)	3.00%	3.00%
EU-26a	Additional own funds requirements to address the risk of excessive leverage (%)	0.00%	0.00%
EU-26b	of which: to be made up of CET1 capital	0.00%	0.00%
27	Leverage ratio buffer requirement (%)	0.00%	0.00%
EU-27a	Overall leverage ratio requirement (%)	3.00%	3.00%
Choice on transitional arrangements and relevant exposures			
EU-27b	Choice on transitional arrangements for the definition of the capital measure	Fully phased in	Fully phased in
Disclosure of mean values			
28	Mean of daily values of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivable	107 016	77 527
29	Quarter-end value of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables	-	-
30	Total exposures (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	198 549 972	185 490 178
30a	Total exposures (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	198 549 972	185 490 178
31	Leverage ratio (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	7.10%	7.58%
31a	Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)	7.10%	7.58%

Table 52. EU LR3 - LRSpl: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures).

		a	
		CRR leverage ratio exposures	
EU-1	Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:	178 753 219	
EU-2	Trading book exposures	-	
EU-3	Banking book exposures, of which:	178 753 219	
EU-4	Covered bonds	-	
EU-5	Exposures treated as sovereigns	61 172 835	
EU-6	Exposures to regional governments, MDB, international organisations and PSE, not treated as sovereigns	240 658	
EU-7	Institutions	11 608 199	
EU-8	Secured by mortgages of immovable properties	43 640 135	
EU-9	Retail exposures	21 861 471	
EU-10	Corporates	32 538 785	

EU-11	Exposures in default	1 535 572
EU-12	Other exposures (eg equity, securitisations, and other non-credit obligation assets)	6 155 564

Excessive leverage risk is defined as the risk of an insufficient leverage ratio being achieved, caused by a decrease in the own funds as a result of expected or incurred losses (decrease in the numerator) or by an unexpected and unmanageable increase in total exposure (increase in the denominator).

Excessive leverage risk management is identified as an important element of the Bank's management, having its source in the development of business activity. Hence, the excessive leverage risk management process is incorporated into the Bank's risk management concept and is included in the capital management process, in the stress testing process, in the limits system and the management information system.

Identification of the risk of excessive leverage takes place as part of the risk identification process in the Bank. The risk of excessive leverage is measured by the value of the leverage ratio, which is one of the basic indicators monitored by the Bank. This ensures the Bank to have the necessary information to avoid breaching the safe level of leverage. The leverage ratio is taken into account in the capital planning, where it directly depends on the financial amounts assumed in the financial plan and in the Bank's capital plan. Moreover, as part of ICAAP process for coverage of capital risk (i.a.excessive leverage risk) internal capital is calculated. Value of internal capital due to excessive leverage is taken into account in the capital planning and in capital goals.

The Bank provides ongoing monitoring of the financial leverage ratio, including forecasts of the ratio and includes the ratio in stress tests program. The leverage ratio is subject to a system of limits. The limits are adapted to the risk profile and take into account the risk appetite. The limits apply to current and forecasted values, both on an individual and consolidated basis.

As at 31 December 2025, the Group's leverage ratio was 7.11% and decreased compared to 30 June 2025 by 0.48 pp. due to the increase in the value of the total exposure amount.

16. ENCUMBERED AND UNENCUMBERED ASSETS

An asset should be considered encumbered when it is the subject of a pledge or any contract to protect, hedge or support the credit quality of a transaction, which cannot be freely withdrawn, as withdrawal or replacement by other assets requires prior approval by the other party of transactions.

As a part of liquidity management, the Bank secures liabilities by encumbering assets due to:

- lombard and technical credit,
- REPO operations,
- the Bank Guarantee Fund,
- other operations to obtain liquidity or to guarantee settlements.

The Bank also uses assets encumbering as an important parameter that reduces the cost of obtaining financing. The level of encumbrance of the Bank's assets is low (below 2% of total assets) and is irrelevant to the Bank's business model.

The Bank has collaterals established in the settlement systems, in the relation with central counterparties or other institutions creating infrastructure as a condition for the access to the service.

Table 53. EU AE1 – Encumbered and unencumbered assets.

	Carrying amount of encumbered assets		Fair value of encumbered assets		Carrying amount of unencumbered assets		Fair value of unencumbered assets	
	010	of which notionally eligible EHQLA and HQLA	040	of which notionally eligible EHQLA and HQLA	060	of which EHQLA and HQLA	090	of which EHQLA and HQLA
		030		050		080		100
010 Assets of the reporting institution	3 924 111	1 203 272	-	-	176 801 154	59 693 219	-	-
030 Equity instruments	-	-	-	-	171 703	-	23 000	-
040 Debt securities	1 203 272	1 203 272	1 214 803	1 214 803	59 766 403	59 693 219	59 250 498	59 188 281
050 of which: covered bonds	-	-	-	-	-	-	-	-
060 of which: securitisations	-	-	-	-	-	-	-	-
070 of which: issued by general governments	1 203 272	1 203 272	1 214 803	1 214 803	28 135 339	28 135 339	28 964 233	28 964 233
080 of which: issued by financial corporations	-	-	-	-	29 359 101	29 359 101	30 224 048	30 224 048

090	of which: issued by non-financial corporations	-	-	-	-	73 184	-	62 217	-
120	Other assets	2 720 838	-	-	-	116 863 049	-	-	-

Table 54. EU AE2 – Collateral received and own debt securities issued.

	Fair value of encumbered collateral received or own debt securities issued	Unencumbered		
		Fair value of collateral received or own debt securities issued available for encumbrance		
		of which notionally eligible EHQLA and HQLA	of which EHQLA and HQLA	
	010	030	040	060
130 Collateral received by the reporting institution	-	-	57 742 732	-
140 Loans on demand	-	-	-	-
150 Equity instruments	-	-	-	-
160 Debt securities	-	-	-	-
170 of which: covered bonds	-	-	-	-
180 of which: securitisations	-	-	-	-
190 of which: issued by general governments	-	-	-	-
200 of which: issued by financial corporations	-	-	-	-
210 of which: issued by non-financial corporations	-	-	-	-
220 Loans and advances other than loans on demand	-	-	0	-
230 Other collateral received	-	-	57 742 732	-
240 Own debt securities issued other than own covered bonds or securitisations	-	-	-	-
241 Own covered bonds and asset-backed securities issued and not yet pledged	-	-	-	-
250 TOTAL ASSETS, COLLATERAL RECEIVED AND OWN DEBT SECURITIES ISSUED	3 924 111	1 203 272	-	-

Table 55. EU AE3 – Sources of encumbrance.

010	Carrying amount of selected financial liabilities	Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and securitisations encumbered
		010	030
		3 265 227	3 924 111

17. INFORMATION ON THE REMUNERATION POLICY

In fulfilment of the disclosure obligation arising from CRR Regulation information on the Remuneration Policy for 2025 is presented below.

The Bank implemented the *Remuneration Policy for persons having material impact on the risk profile of BNP Paribas Bank Polska S.A.* (hereinafter referred to as “the Remuneration Policy”), *Regulations of awarding and payment of variable remuneration components to Members of the Management Board of BNP Paribas Bank Polska S.A.* and *Regulations of awarding and payment of the variable remuneration components to persons having material impact on the Bank's risk profile other than the Members of the Management Board of BNP Paribas Bank Polska S.A.* are valid at the Bank. The above regulations constitute a document superior to other documents at the Bank regarding remuneration policy and rules applicable to employees whose professional activity has a significant impact on the Bank's risk profile.

The basic assumptions of the Remuneration Policy:

1. The Remuneration Policy supports appropriate and effective risk management and ensures that persons identified as having material impact on the Bank's risk profile are not encouraged to take excessive and inadequate risk.
2. The Remuneration Policy meets the requirements in relation to the principles set out in the Regulation of the Minister of Finance, Funds and Regional Policy of 8 June 2021 on the risk management system and the internal control system and the remuneration policy in banks, and Directive of the European Parliament and of the Council (EU) 2019/878 of 20 May 2019 amending Directive 2013/36/EU as regards exempted entities, financial holding companies, mixed financial holding companies, remuneration, supervisory measures and powers and capital conservation measures.

3. The main goals of the Remuneration Policy:
 - to support appropriate and effective governance of the Bank, the strategy of risk management at the Bank and to reduce conflict of interests;
 - to set forth basic principles for allocating and paying remuneration to employees identified as having material impact on the Bank's risk profile;
 - to encourage persons identified as having material impact on the Bank's risk profile to achieve targets set for them by using relevant remuneration categories, including performance-based remuneration;
 - to ensure that persons identified as having material impact on the Bank's risk profile are not encouraged to take excessive and inadequate risk;
 - to establish a legal framework for documentation defining a detailed mechanism of the allocation, acquisition of rights to remuneration and its payment under the principles specified in the Policy,
 - to ensure a sound, balanced and controllable Policy considering the principles of non-discrimination in employment, equal treatment in remuneration and gender neutrality.
4. Variable remuneration is not paid using constructs or methods designed to avoid the application of the principles of the Remuneration Policy and applicable laws and regulations.
5. Remuneration paid to persons having material impact on the Bank's risk profile shall be adequate, that is it shall reflect their contribution in achieving the Bank's goals, amount of labour and best market practice with respect to rewarding persons in similar positions adopted on the Polish market, and shall ensure proper balance between fixed remuneration and variable remuneration.
6. In order to guarantee the independence of persons holding control functions, the Policy sets out the following special conditions for remuneration paid to such persons:
 - the amount of fixed remuneration shall be sufficient to ensure the Bank's ability to attract skilled and experienced staff;
 - variable remuneration of persons holding control functions may not depend on financial results achieved in the Bank's areas controlled by them;
 - a majority of criteria and targets on which the acquisition of the right to variable remuneration depends shall be related to the position held;
 - the variable remuneration shall not be paid to persons holding control functions if the rating they received is lower than "satisfies requirements".
7. Remuneration shall be paid in a way non-discriminating any category of the Bank's employees, while retaining the right to equal remuneration for equal work.
8. The Supervisory Board is responsible for the approval of the Remuneration Policy and amendments thereto and periodically evaluates the implementation and application of the Remuneration Policy at the Bank.
9. All decisions pertaining to remuneration, including decisions on the allocation of variable remuneration, acquisition of the right to deferred variable remuneration and payment thereof, as well as the application of adjustment mechanisms with respect to this remuneration (Malus), shall be the responsibility of:
 - the Supervisory Board (after Remuneration Committee recommendation) – with respect to remuneration of Members of the Management Board;
 - the Management Board – with respect to remuneration of other Persons having material impact on the Bank's Risk Profile, after positive opinion of the Supervisory Board to annual financial statement.
10. The Remuneration Committee of the Supervisory Board supports the Supervisory Board in the process of approving the Remuneration Policy and evaluating its implementation and application at the Bank, and issues opinions and recommendations on the remuneration of Members of the Management Board. The Remuneration Committee consists of at least three members. The Remuneration Committee meets at least once a year. In 2025, 6 meetings of the Remuneration Committee were held and 2 votes in circular mode on decisions taken by the Remuneration Committee.
11. The Policy shall be reviewed by the Remuneration Committee at least once a year, in particular with regard to:
 - the functioning of the Policy in accordance with its goals;
 - compliance of the Policy with the Polish law and European regulations;
 - consistence of the Bank practice with the market practice.
12. A report on the Policy review performed at least once in the year and shall be submitted to the Supervisory Board for approval. On 12 March 2025, the Supervisory Board adopted the Report on the assessment of the functioning of the remuneration policy at the Bank in 2024. The Report was adopted by the Ordinary General Shareholders' Meeting on 15 April 2025.

13. On 12 March 2025 the Supervisory Board amended changes to the Remuneration Policy consisting mainly of simplifying the policy records and adapting to the updated Collective Labour Agreement, i.e. taking into account the category of job classification and salary ranges.
14. The variable remuneration amount is determined on the basis of individual performance and the performance of the Bank as a whole. The main criteria included in the objectives of the Bank's Management Board:
- strategic financial goals of the Bank (net ROE, net profit, NBI, C/I, new production of sustainable financing(,
 - financial, specific goals defined for the area / business (e.g. business line NBI, area cost, impairment, business line ROE, NPL)
 - other strategic and non-financial goals
 - risk area specific objectives
15. In accordance with the resolution of the Extraordinary General Meeting of the Bank of 11 December 2018, the maximum level of the ratio of variable remuneration to fixed remuneration for the Members of the Management Board and the Executive Director of the Human Resources Area is 200%. For other employees covered by the Remuneration Policy, the maximum level of the ratio of variable to fixed remuneration is 100%.
16. Goals shall be set individually for each person having material impact on the Bank's risk profile, taking into account:
- adjustment of these goals to the Bank's risk profile;
 - possibility of using risk adjustment mechanisms;
 - principles of transparency and openness.
17. Targets shall be set individually for each person having material impact on the Bank's risk profile taking into account:
- possibility of using risk adjustment mechanisms;
 - principles of transparency and openness;
 - adjustment of these targets to the Bank's Risk Profile.
18. An evaluation of the individual performance of particular persons having material impact on the Bank's risk profile shall be performed after the end of each year during the evaluation period. Such an evaluation shall in particular take into consideration an annual compliance and risk assessment performed in accordance with separate internal regulations.
19. In order to create conditions encouraging special care for the long-term good of the Bank, employees whose variable remuneration exceeds EUR 50,000 or 1/3 of the total remuneration, at least 50% of the variable remuneration is assigned in the form of the Bank's shares.
20. Variable Remuneration in the form of the Bank's shares is subject to a retention period of one year.
21. In order to adopt the risk profile that will be appropriate for a long-term business strategy of the Bank and to adjust the variable remuneration to the risk profile, individual performance and the Bank's performance, as well as to secure the compliance with the principle of not rewarding for poor performance, the Bank shall apply ex ante and ex post mechanisms of assessment and adjustment of risk and variable remuneration.
22. Employees having a significant impact on the Bank's risk profile are subject to individual risk assessment, which includes an analysis of the overall assessment of the employee's behavior made by the supervisor (manager) and independent risk management functions at the Bank, taking into account the following criteria:
- awareness of the basic risks / threats related to the performed work, taking into account the risks occurring in everyday activities in the appropriate time perspective; the criterion takes into account the rules in force at the Bank, including those resulting from the requirements of the BNP Paribas Group regarding risk limits,
 - notifying, in a transparent manner and in a timely manner, the relevant units about noticed changes in the risk profile,
 - activity in optimizing control methods.
- Where deficiencies of minor or moderate significance are identified, the premium is reduced, in the case of major deficiencies the bonus is not due.
23. Ex ante mechanisms shall be used prior to the allocation of variable remuneration to which persons having material impact on the Bank's risk may potentially acquire the right, in order to adjust this remuneration to all current and future risks, and they have an immediate effect on the maximum variable remuneration to which such persons may acquire the right for a particular evaluation period and on his/her risk-based behavior. Ex ante mechanisms shall include in particular:
- an assessment whether the variable remuneration reflects the Bank's results, the organizational unit's results and the level of accomplishment of targets by persons having material impact on the Bank's risk profile;

- risk measurement taking into account measures mitigating it in order to maintain the desired risk profile;
 - risk assessment taking into account both quantitative and qualitative risk adjustments;
 - compliance assessment,
 - inclusion of the cost of capital and avoidance of situations where the acquisition by persons having a material impact on the Bank's risk profile of the right to variable remuneration and the payment of that remuneration – both in the deferred part and in the remaining part – would restrict the possibilities of strengthening the regulatory capital, the solvency ratio and the Bank's equity.
24. Ex post mechanisms shall be used before the final determination of the amount of variable remuneration payable in order to guarantee that persons having a material impact on the Bank's risk profile are rewarded taking into account long-term effectiveness and consequences of decisions made in the past. Ex post mechanisms shall include in particular:
- application of the deferral and retention period and separation of the deferred part of the variable remuneration;
 - payment of a portion of variable remuneration in the form of the Bank's shares;
 - application of the Malus mechanism:
 - significant deterioration of the Bank's financial results, resulting in a change in the assessment of the original circumstances of determining the variable remuneration, in particular:
 - financial loss resulting from circumstances on which the person having a significant impact on the Bank's risk profile had an influence, including participation in activities which resulted in significant losses of the Bank, or was responsible for such activities (such a circumstance will not be a change in the law),
 - the situation referred to in Article 142 sec. 1 of the Banking Law.
 - a significant negative change in the Bank's primary funds, resulting in a change in the assessment of the original circumstances of establishing the variable remuneration:
 - decrease in the capital adequacy ratio below the internal warning threshold of the Bank,
 - reduction of the solvency ratio below the supervisory standard,
 - lowering one of the liquidity measures (M1, M2, M3 and M4) below the supervisory standards.
 - significant failure of a given person having a significant impact on the Bank's risk profile regarding the principles of risk management, resulting in a change in the assessment of the original circumstances of determining the variable remuneration for the assessment period;
 - proven misconduct of a given person having a significant impact on the Bank's risk profile or committing material errors or failing to meet the applicable reputation standards, e.g. by acting in breach of the adopted code of conduct, codes of ethics, compliance guidelines or the Bank's core values;
 - a person having a significant impact on the Bank's risk profile did not meet the relevant standards regarding the guarantee of safe and prudent management of the Bank;
 - failure by a given person having a significant impact on the Bank's risk profile to meet the applicable standards in terms of competence and proper conduct;
 - determination of the variable remuneration on the basis of incorrect, misleading information or as a result of a deliberate action of a given person having a significant impact on the Bank's risk profile to the detriment of the Bank, having a significant impact on the assessment of the achievement of its goals in a given assessment period or deferral period;
 - withholding or reducing payment of variable remuneration in case of the Bank does not meet the combined buffer requirement within the meaning and on the terms set out in Article 55 and 56 of the Macroprudential Act.
25. The non-deferred part of the variable remuneration is payable after the level of achievement of the goals by individual employees identified as having an impact on the Bank's risk profile for a given assessment period has been assessed and the value of the variable remuneration has been determined. The deferred part of the variable remuneration is payable after the end of each annual accounting period falling within the given deferment period and after the verified amount of the variable remuneration has been determined. The amount of deferred variable remuneration shall be determined taking into account the circumstances, set out in the Remuneration Policy, resulting in its reduction or inability to acquire the right to deferred variable remuneration.
26. Variable remuneration that exceeds the equivalent of EUR 50,000 or 1/3 of an employee's total remuneration shall be deferred. A deferred part of at least 40% of variable remuneration is determined after the end of the assessment period for which the remuneration is due. The deferral period amounts to a minimum of five years for senior executives and a minimum of four years and a maximum of five years for employees other than senior executives. The maximum deferral period of five years is applied in the case of an allocation of variable remuneration that exceeds a particularly high amount. Personal attitudes:

- a significant failure of a particular person having material impact on the Bank's risk profile concerning the risk management principles, resulting in a change of the original circumstances of determining the variable remuneration for the evaluation period;
- proven misconduct of a particular person having material impact on the Bank's risk profile or significant errors made or a failure to meet applicable standards related to reputation, e.g. through non-compliance with the code of conduct, codes of ethics, compliance guidelines or core values of the Bank;
- a particular person having material impact on the Bank's risk profile does not meet relevant standards for the warranty of safe and prudent management of the Bank;
- failure to meet by a particular person having material impact on the Bank's risk profile the applicable standards related to competence and proper conduct;
- determination of variable remuneration on the basis of incorrect, misleading information or as a result of deliberate action of a particular person having material impact on the Bank's risk profile to the detriment of the Bank, having a considerable effect on the assessment of the accomplishment of its targets in a particular evaluation period or deferral period.

27. Persons covered by the Remuneration Policy are obliged not to use their own hedging strategies or insurance with respect to their remuneration and responsibility, which would neutralize the measures taken with respect to these persons under the Remuneration Policy, excluding the mandatory insurance arising from specific law provisions.

Quantitative information for 2025 on the amount of remuneration of people covered by the Remuneration Policy

The information on compensation presented below includes the total of fixed and variable compensation, as well as benefits paid in 2025 to the employees covered by the Remuneration policy in 2025. As of the date of publication of this document, the variable remuneration for 2025 has not been awarded yet. Quantitative data on variable remuneration components for 2025 will be published along with the information on the capital adequacy of BNP Paribas Bank Polska S.A. Capital Group prepared as at 31 March 2026.

At the request of the relevant member state or competent authority, the bank will be ready to provide information on the total compensation for each member of the management body or senior management.

The Bank shall benefit from the derogation provided for in Article 94 (3) of Directive 2013/36/EU from the requirements of Article 94 (1) (l) and (m) of Directive 2013/36/EU.

Table 56. EU REM1 – Remuneration awarded for the financial year (ths PLN, the information on the number of employees is expressed as a full number).

		a				b		c		d	
		MB Supervisory function		MB Management function		Other senior management		Other identified staff			
1	Fixed remuneration	Number of identified staff		12		8		13		141	
2		Total fixed remuneration		1 971		13 417		9 875		58 884	
3		Of which: cash-based		1 971		12 418		9 289		57 030	
4		(Not applicable in the EU)									
EU-4a	Variable remuneration	Of which: shares or equivalent ownership interests									
5		Of which: share-linked instruments or equivalent non-cash instruments									
EU-5x		Of which: other instruments									
6		(Not applicable in the EU)									
7		Of which: other forms		999		586		1 855			
8		(Not applicable in the EU)									
9		Number of identified staff									
10		Total variable remuneration									
11	Of which: cash-based										
12	Of which: deferred										
EU-13a	Of which: shares or equivalent ownership interests										
EU-14a	Of which: deferred										
EU-13b	Of which: share-linked instruments or equivalent non-cash instruments										
EU-14b	Of which: deferred										
EU-14x	Of which: other instruments										
EU-14y	Of which: deferred										
15	Of which: other forms										
16	Of which: deferred										
17	Total remuneration (2 + 10)		1 971		13 417		9 875		58 884		

Table 57. EU REM2 – Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff) (ths PLN, the information on the number of employees is expressed as a full number).

	a	b	c	d
	MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	-	-	-
2	Guaranteed variable remuneration awards -Total amount	-	-	-
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	-	-	-
Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year	-	-	-
5	Severance payments awarded in previous periods, that have been paid out during the financial year	-	-	-
Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	-	-	4
7	Severance payments awarded during the financial year - Total amount	-	-	934
8	Of which paid during the financial year	-	-	934
9	Of which deferred	-	-	-
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	-	-	-
11	Of which highest payment that has been awarded to a single person	-	-	-

Table 58. EU REM3 – Deferred remuneration (thn PLN).

	a	b	c	d	e	f	EU - g	EU - h
	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to explicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
Deferred and retained remuneration								
1 MB Supervisory function	446	111	335				62	11
2 Cash-based	189	49	140					
3 Shares or equivalent ownership interests	257	62	195				62	11
4 Share-linked instruments or equivalent non-cash instruments								
5 Other instruments								
6 Other forms								
7 MB Management function	6 130	1 301	4 829				630	260
8 Cash-based	2 725	672	2 054					
9 Shares or equivalent ownership interests	3 405	630	2 775				630	260
10 Share-linked instruments or equivalent non-cash instruments								
11 Other instruments								
12 Other forms								
13 Other senior management	2 109	433	1 676				209	111
14 Cash-based	935	224	711					
15 Shares or equivalent ownership interests	1 174	209	965				209	111
16 Share-linked instruments or equivalent non-cash instruments								
17 Other instruments								
18 Other forms								
19 Other identified staff	3 925	974	2 951				435	239
20 Cash-based	1 716	538	1 178					
21 Shares or equivalent ownership interests	2 209	435	1 774				435	239
22 Share-linked instruments or equivalent non-cash instruments								
23 Other instruments								
24 Other forms								
25 Total amount	12 610	2 819	9 791				1 336	621

Table 59. EU REM4 - Remuneration of 1 million EUR or more per year.

EUR		a
		Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	1

Table 60. EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) (ths PLN, the information on the number of employees is expressed as a full number).

	a	b	c	d	e	f	g	h	i	j	
	Management body remuneration			Business areas							
	MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total	
1	Total number of identified staff									174	
2	Of which: Members of the MB										
3	Of which: other senior management										
4	Of which: other identified staff										
5	1 971	13 417	15 388	2 734	10 354	2 143	13 924	27 089	12 514		
6	Of which: variable remuneration										
7	1 971	13 417	15 388	2 734	10 354	2 143	13 924	27 089	12 514		

In 2025, the list of employees, whose professional activity has an impact on Bank risk profile was prepared taking into account requirements of the Regulation of the Minister of Finance, Funds and Regional Policy of 8 June 2021 on the risk management system and the internal control system and the remuneration policy in banks and Commission Delegated Regulation (EU) No 2021/923 of 25 March 2021 supplementing Directive 2013/36/EU of the European Parliament and of the Council with regard to regulatory technical standards setting out the criteria to define managerial responsibility, control functions, material business units and a significant impact on a material business unit's risk profile, and setting out criteria for identifying staff members or categories of staff whose professional activities have an impact on the institution's risk profile that is comparably as material as that of staff members or categories of staff referred to in Article 92(3) of that Directive.

18. TRANSITIONAL PROVISIONS

Transitional provisions pertaining to calculation of own funds

By way of derogation from Art. 35 of CRR Regulation, the deduction of unrealized gains and losses measured at fair value of other comprehensive income in accordance with Article 468(1) of CRR Regulation has been applied in the amount of PLN 189 257 ths; the amount has been calculated taking into account the changes implemented by Regulation (EU) 2024/1623 of the European Parliament and of the Council of 31 May 2024 amending CRR Regulation as regards requirements for credit risk, credit valuation adjustment risk, operational risk, market risk and the output floor. Reported capital ratios, including the leverage ratio and Tier I capital, take into account the application of Art. 468 of the CRR Regulation.

Table 61. Comparison of Banks' own funds and capital and leverage ratios with and without the application of the temporary treatment in accordance with Article 468 of the CRR

	31 December 2025	30 September 2025	30 June 2025	31 March 2025	31 December 2024
Available capital (amounts)					
1 Common Equity Tier I (CET1) capital	13 455 949	13 442 923	13 415 258	12 195 684	12 162 053
2 Common Equity Tier I (CET1) capital if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	13 266 692	13 193 754	13 112 414	11 846 904	11 774 892
3 Tier I capital	14 105 949	14 092 923	14 065 258	12 845 684	12 812 053
4 Tier I capital if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	13 916 692	13 843 754	13 762 414	12 496 904	12 424 892
5 Total capital	17 485 758	17 437 407	17 112 200	15 932 570	15 962 074
6 Total capital if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	17 296 501	17 188 238	16 809 356	15 583 791	15 574 913
Risk-weighted assets (amounts)					
7 Total risk-weighted assets	103 722 212	99 575 811	98 100 861	98 425 014	92 814 926
8 Total risk-weighted assets if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	103 833 196	99 721 929	98 278 455	98 629 545	93 041 965
Capital ratios					
9 Tier I (as a percentage of risk exposure amount)	12,97%	13,50%	13,67%	12,39%	13,10%
10 Common Equity Tier I (as a percentage of risk exposure amount) if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	12,78%	13,23%	13,34%	12,01%	12,66%
11 Tier I (as a percentage of risk exposure amount)	13,60%	14,15%	14,34%	13,05%	13,80%
12 Tier I (as a percentage of risk exposure amount) if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	13,40%	13,88%	14,00%	12,67%	13,35%
13 Total capital (as a percentage of risk exposure amount)	16,86%	17,51%	17,44%	16,19%	17,20%
14 Total capital (as a percentage of risk exposure amount) if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	16,66%	17,24%	17,10%	15,80%	16,74%
Leverage ratio					
15 Leverage ratio total exposure measure	198 442 956	185 643 214	185 412 651	180 681 082	181 407 830
16 Leverage ratio	7,11%	7,59%	7,59%	7,11%	7,06%
17 Leverage ratio if temporary treatment of unrealized gains and losses measured at fair value of other comprehensive income has not been applied pursuant to article 468 of CRR Regulation	7,01%	7,46%	7,42%	6,92%	6,85%

Transitional provisions pertaining to capital requirement calculation due to credit risk

In the calculation of the capital requirement as at 31 December 2025, the Bank applied transitional arrangements for:

- equity exposures in accordance with Article 495a of the CRR Regulation;
- unconditional cancellable commitments in accordance with Article 495d of the CRR Regulation;
- property revaluation requirements in accordance with Article 495f of the CRR Regulation;
- temporary treatment of public debt issued in the currency of another Member State in accordance with Article 500a of the CRR Regulation.

The Bank's application of the above solutions increased the total capital adequacy ratio as at 31 December 2025 at the consolidated level by 28 bp.

19. STATEMENT OF THE MANAGEMENT BOARD

Hereby, the Management Board of BNP Paribas Bank Polska S.A.

- declares that to the best of their knowledge, the information disclosed in accordance with part eight of CRR Regulation has been prepared in accordance with internal control processes;
- declares that, to the best of their knowledge, the adequacy of risk management arrangements ensures that the risk management systems used are appropriate from the point of view of the risk profile and strategy of the Bank and the Group;
- approves this *Capital adequacy information of the BNP Paribas Bank Polska S.A. Group as of 31 December 2025*, which includes key indicators and figures that provide external stakeholders with a comprehensive view of risk profile determined by the Management Board and approved by the Supervisory Board.

SIGNATURES OF MEMBERS OF THE MANAGEMENT BOARD OF BNP PARIBAS BANK POLSKA S.A

04.03.2026	Przemysław Gdański <i>President of the Management Board</i>	<i>qualified electronic signature</i>
04.03.2026	Natalie Yacoubian <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
04.03.2026	Małgorzata Dąbrowska <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
04.03.2026	Wojciech Kemblowski <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
04.03.2026	Piotr Konieczny <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
04.03.2026	Magdalena Nowicka <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
04.03.2026	Volodymyr Radin <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>

Warsaw, 4 March 2026