



Report on the results of periodic collective suitability reassessment of Members of the Supervisory Board of BNP Paribas Bank Polska S.A.

I. Actual status

In accordance with the applicable legislation, in particular the Banking Law Act and the Guidelines of the European Banking Authority and the European Securities and Markets Authority on the Assessment of the Suitability of Members of the Management Body and Key Function Holders of 2 July 2021 and the internal regulation implementing it, that is the Policy on the Assessment of Suitability of Members of the Supervisory Board at BNP Paribas Bank Polska S.A. (hereinafter: "the Bank's Policy"), the Bank has an obligation to conduct once a year:

- 1) periodic (annual) collective assessment of the suitability of the members of the Supervisory Board as a whole body in order to verify whether the composition of the Supervisory Board reflects an appropriate set of competences and skills to ensure the effective implementation of supervision over the Bank's operations.
- 2) a secondary collective assessment of the suitability of the Supervisory Board members in connection with the appointment of the Supervisory Board members for the next term of office.

The suitability assessment is performed by the Nomination Committee supported by the Advisory Team.

The Nomination Committee has conducted a periodic collective suitability reassessment, taking into account the following composition of the Supervisory Board of BNP Paribas Bank Polska S.A.:

1. Lucyna Stańczak-Wuczyńska – Chairwoman, Independent Member
2. Francois Benaroya – Vice-chairman
3. Jean – Charles Aranda - Member
4. Małgorzata Chruściak – Independent Member
5. Sophie Heller - Member
6. Vincent Metz – Member
7. Piotr Mietkowski - Member
8. Khatleen Pauwels – Member
9. Jacques Rinino – Independent Member



10. Mariusz Warych - Member
11. Monika Kaczorek – Independent Member
12. Bożena Leśniewska - Independent Member

II. Basis for the collective suitability assessment

As part of the assessment process, the following documents and information collected from the Supervisory Board Members and gathered by the Advisory Team have been taken into consideration:

- 1) suitability self-assessment form filled in by the assessed Supervisory Board Members, according to the template which constitutes an attachment to the Policy,
- 2) declarations on compliance with suitability requirements, signed by the assessed Supervisory Board Members, including on whether the information provided for the previous suitability assessment (no criminal record and no arrears in taxes) is up to date,
- 3) financial disclosure statements of the assessed Supervisory Board Members,
- 4) statements of the assessed Supervisory Board Members on the performance of duties of a Supervisory Board Member;
- 5) report on a review of databases and publicly available registers,
- 6) reports on results of individual suitability assessment of the Supervisory Board Members along with attachments,
- 7) other publicly available data or data held by the Bank.

III. Summary of collective suitability assessment results

The Nomination Committee has noted that all required documents necessary for the periodic suitability assessment have been submitted by the Supervisory Board Members in full. Their reliability has been confirmed based on the available sanctions lists.

On the basis of the documents gathered, the Nomination Committee has stated that the Supervisory Board of BNP Paribas Bank Polska S.A. in the following composition;

1. Lucyna Stańczak-Wuczyńska – Chairwoman, Independent Member
2. Francois Benaroya – Vice-chairman
3. Jean – Charles Aranda - Member
4. Małgorzata Chruściak – Independent Member
5. Sophie Heller - Member
6. Vincent Metz – Member
7. Piotr Mietkowski - Member
8. Khatleen Pauwels – Member
9. Jacques Rinino – Independent Member
10. Mariusz Warych - Member



11. Monika Kaczorek – Independent Member

12. Bożena Leśniewska - Independent Member

meets the criteria of suitability assessment with regard to:

- 1) Reputation, integrity and ethics,
- 2) Expertise, experience and skills,
- 3) Independence,
- 4) Diversity,
- 5) Conflict of interests,
- 6) Dedicating the time necessary to perform position-related tasks, independence of judgement.

As part of the assessment, the Nomination Committee has concluded that the competencies of the Members of the Bank's Supervisory Board complement each other in such a way as to allow for proper level of collective supervision over all areas of the Bank, and that the Supervisory Board as a whole has the appropriate level of expertise, skills and experience to understand the measures taken by the Bank, including the main risks they entail.

The Nomination Committee has not identified any actual conflicts of interest. At the same time it has confirmed that each Member of the Supervisory Board is able to dedicate sufficient time to perform his/her duties on the Supervisory Board, including participation in the Supervisory Board Committees.

The assessment took into account the reprimand issued by the Polish Financial Supervision Authority against the Bank for conducting banking activities in violation of the law and the penalty issued by the Inspector General of Financial Information in the field of counteracting money laundering and terrorist financing. Taking into account the entirety of the supervisory activities carried out over the actions taken to eliminate them in the future, the Nomination Committee positively assesses the effectiveness of the ongoing supervision over the Bank's operations in all areas of its operations.

When conducting suitability reassessment, the Nomination Committee took into account the fact that the process of periodic suitability reassessment coincided with the planned appointment of the Members of the Bank's Supervisory Board for a new, five-year term of office. As the periodic evaluation of collective suitability of the Members of the Bank's Supervisory Board already took place, the Nomination Committee resigned from conducting an additional (secondary) assessment of the suitability of the Members of the Bank's Supervisory Board due to their reappointment for the new term. At the same time, the Nomination Committee also assessed the composition of the Supervisory Board in terms of meeting the competence criteria and independence criteria required when forming the composition of the Supervisory Board Committees.

At the same time, the Nomination Committee concluded that the Supervisory Board in the aforementioned composition ensures an appropriate level of diversity as required by the Bank's Policy. The proportion of women on the Supervisory Board of the Bank is 50%.



Having performed suitability assessment of the Supervisory Board Members, the Nomination Committee concludes that they jointly meet the requirements regarding collective suitability assessment of the Supervisory Board Members.

The Nomination Committee recommends to the General Meeting the adoption of a **positive** reassessment of the collective suitability of the Supervisory Board Members.

The Nomination Committee declares that the collective suitability assessment process has been performed in a full, fair and impartial manner, taking into account all circumstances relevant to the results of the assessment.

Warsaw, 20 February 2026