

Lucyna Stańczak Wuczyńska

Ms Lucyna Stańczak-Wuczyńska obtained the Master of Economics degree from the SGH Warsaw School of Economics (Finance and Statistics faculty) and is a graduate from the Advanced European Studies in the College of Europe in Brugge, Belgium.

She has been associated with the banking sector since the beginning of her professional career, of nearly thirty years. In 1992-1997 she worked for IBP Bank S.A. in corporate banking, then in Credit Lyonnais Bank Polska in corporate finance area. In 1997 she was appointed Vice President in Structured Finance in ABN Amro Bank Polska.

Since 2000, she has worked in the European Bank for Reconstruction and Development ("EBRD"), first as a Senior Banker responsible for investments in energy and infrastructure, and then, from 2008, as EBRD Country Director for Poland. In 2014 she moved to London and until 2020 she was acting as Regional Director, EU-Banks Financial Institutions, covering the financial sector in CEE and SEE and the portfolio of over EUR 4 billion in debt and equity.

In her professional career, Ms Lucyna Stańczak-Wuczyńska has been holding various roles in the corporate governance space. She was a non-executive director (or observer) in numerous supervisory boards, including membership in audit and risk committees, in companies Polkomtel Sp. z o.o., Alior Bank S.A., Polskie Inwestycje Rozwojowe, and the Advisory Board Member in the private equity fund Concordia 21. Currently she is a non-executive board director in Erste Bank Hungary in Budapest.

Sustainability and Green Economy Transition have always been an important area in Ms Lucyna Stańczak-Wuczyńska's professional life. In May 2021, she was appointed as the Board Director of the Chapter Zero Poland, which is a part of the international Climate Governance Initiative established by the World Economic Forum, bringing together members of supervisory boards and CEOs of the most important companies around the climate change agenda.

In 2015 Ms Lucyna Stańczak-Wuczyńska was named one of Poland's top ten Women in Finance by the Institute of Innovative Economy in Warsaw and the Polish Banking Association.

Ms Lucyna Stańczak-Wuczyńska has been a member of the Supervisory Board of BNP Paribas Bank Polska S.A. since 29 June 2020.

Ms Lucyna Stańczak-Wuczyńska meets the requirements of Art. 22aa of the Banking Law Act dated 29 August 1997 (as amended).

Francois Benaroya

Mr Francois Benaroya graduated from the École Polytechnique and the École Nationale de la Statistique et de l'Administration Économique in Paris. He also holds a Master's degree in Economics from Tilburg University in the Netherlands. Additionally, he is a graduate of the Kennedy School of Government at Harvard University.

He has been associated to the banking sector since the beginning of his over thirty-year career, which started in 1994 when he served as Deputy Director of the Emerging Markets Department at the French Ministry of Finance. From 1997 to 1999, he was an economic advisor for Russia and the Commonwealth of Independent States at the French Embassy in Moscow. From 1999 to 2001, he worked as Director of the International Trade Analysis Department at the French Ministry of Economy, Finance, and Industry, and later as Deputy Director of the Minister's Cabinet for European Affairs. Since 2004, when he became



deputy director of Corporate Development, his career has been linked with the BNP Paribas Group. From 2007 to 2011, he worked for the Ukrainian bank within the BNP Paribas Group, Ukrsibbank, initially as Deputy Director of Retail Banking, then as Director of Retail Banking and Vice President of the Bank's Management Board. He later held the position of Director of Retail Banking in the International Retail Banking business line of BNP Paribas Group. In 2014, he assumed the role of Managing Director for the Integration of BNP Paribas Bank Polska and Bank BGŻ. From April 2015, he served as Vice President of the Management Board of BNP Paribas Bank Polska S.A., responsible for the Integration Area, and from September 2015, for the Retail and Business Banking Area. He was also a member of the Supervisory Board of TFI BNP Paribas until 30 September 2017, when he resigned to take up a position in the management of International Retail Banking (IRB), now known as Europe Méditerranée within the BNP Paribas Group. Since January 2023, he has been CEO of Europe-Mediterranean, responsible for the management of BNP Paribas' universal banks outside the eurozone, including in Algeria, Morocco, Turkey, Ukraine and Poland. He is also Chairman of the Supervisory Board of Ukrsibbank and a member of the Supervisory Board of TEB AS. François Benaroya is also the author of several articles on international economics and co-author of the book *L'Echange International* (PUF, Que sais-je, 1999), written in collaboration with Jean-Pierre Landau.

Mr. François Benaroya has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 23 January 2018.

Mr. François Benaroya meets the requirements of Art. 22aa of the Banking Law Act dated 29 August 1997 (as amended).

Jean-Charles Aranda

Mr Jean-Charles Aranda graduated with honours from the University of Bordeaux in France, where he received an MA in Internal Audit and Management Controlling. He is a chartered accountant. Mr Jean-Charles Aranda started his career in 1998 at the Paris office of KPMG, where he was the manager responsible for banking financial audit. Between 2004 and 2009 he acted as Head of Mission at the BNP Paribas Inspection Generale's central accounting team. He was charged with, among others, the creation of a new audit team dedicated to financial audits. In 2009 he was appointed CFO of BNP Paribas El Djazaïr in Algeria. In January 2013 he was promoted to the post of COO of that bank. Between August 2016 and April 2017, he held the post of Managing Director of the Management Accounting and Capital Management Line of BNP Paribas Bank Polska S.A. Since April 2017 till July 2023 he has been a member of the Management Board, then Vice President of the Management Board of BNP Paribas Bank Polska S.A., supervising the Finance Area. From 2017 he was a member and then Vice-Chairman of the Supervisory Board of BNP Paribas TFI S.A.

Mr Jean-Charles Aranda has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 1 August 2023.

Mr Jean-Charles Aranda meets the requirements of Art. 22aa of the Banking Law dated 29 August 1997 (as amended).

Małgorzata Chruściak

Graduate of the Faculty of Law and Administration of the University of Warsaw. She also completed coaching and mentoring post-graduate studies at SWPS in cooperation with Laboratorium Psychoedukacji and is an active business coach and mentor. Entered into the list of the Warsaw Bar Association as Attorney since 2003. She is a lawyer with over 20 years of experience in supporting



business gained in several biggest international law firms (White & Case, CMS Cameron McKenna and EY Law) including in her capacity as a Partner and the head of banking practise. She has been considered a leading expert for years, recommended in the most prestigious lawyers rankings (Chambers Europe, IFRL and Legal 500). She cooperates with the European Financial Congress (EFC), in particular in connection with preparing the EFC standpoint regarding the FX loan issue. Since 2017 till 2025 she has been a member of the EY Law team, where she has been supporting development of the banking and finance legal practice at EY Law Poland. She specializes in consulting in the scope of banking and finance as well as restructuring processes. Moreover, she is a member of the Warsaw Chamber of Advocates, the European Mentoring and Coaching Council and the Restructuring Practitioners Association. She is also a coach and a mentor recognized by the European Coaching and Mentoring Council. In 2020, she established her own business 'Mentoring for lawyers' and now combines her legal practice with coaching / mentoring skills.

Ms Małgorzata Chruściak has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 1.July.2021.

Ms. Małgorzata Chruściak meets the requirements of Article 22aa of the Banking Law Act of 29 August 1997 (as amended).

Sophie Heller

Ms. Sophie Heller graduated from the ESSEC Business School with an MBA degree. She started her professional career in 1988 as associate consultant in Bain & Company. She was the founder of Points Ciel, where she served as Chief Marketing Officer from 1992 to 1997. Between 1997 and 1998 she was the CEO of Consodata, then the Vice President for Marketing and e-Business in Jakala in the years 2000-2003. From 2003 to 2006 she was the Chief Marketing Officer in Equilon, an innovative consumer lending entity of the BNP Paribas Group, then between 2006 and 2009 she served as Chief Marketing Officer in Mediatis, a multi-channel direct sales organization. In the years 2009-2016 she worked at ING Direct, first as a Vice President for Marketing and Communication, then as CEO of ING Direct. In 2016 she became the COO of Retail Banking and Services in the BNP Paribas Group. She has broad experience in financial services (general management, digital, innovation) and an entrepreneurial background.

Ms Sophie Heller has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 30.June.2023.

Ms. Sophie Heller meets the requirements of Art. 22aa of the Banking Law dated 29 August 1997 (as amended).

Monika Kaczorek

Graduate of the Institute of Applied Linguistics at the University of Warsaw. She completed post-graduate studies in Marketing and Market Analysis at the Warsaw School of Economics and Business Psychology for Managers at the Kozminski University. She qualified as an auditor in 2001. Between 1994 and 2000 she worked for Mazars Group - an international audit and advisory network. In 2005 she became a Partner and Vice-President of the Board of Mazars Audyt. She headed the audit practice and was the head of quality and risk management (internal audit, risk and quality control management of the Mazars network in Poland). She led a number of teams that audited standalone and consolidated financial statements, including those of financial institutions and listed companies, and provided other assurance and advisory services. She was a member of the Mazars International IFRS Task Force and the Mazars Group Quality Control teams. She has many years of experience in auditing individual and



consolidated financial statements, coordinating assurance and advisory services, supervising international strategic projects such as mergers, acquisitions, due diligence, IPO processes. In the years 2015-2023 she was a member of the National Council of Statutory Auditors and in the years 2019-2023 she was the Vice President of the National Council of Statutory Auditors. She has been an independent member of the Supervisory Board of TUIR Unum Życie S.A. insurance company since 2021 and Chairman of the Audit Committee since 2023. She is a member of the Council of the Reporting Standards Foundation of the Association of Listed Companies and a member of the jury of the "Best Annual Report" competition. She is also involved in projects and training related to ESEF, ESG and improving the presentation of financial statements of listed companies to ensure compliance with IFRS and usefulness for stakeholders.

Ms Monika Kaczorek has been a member of the Supervisory Board of BNP Paribas Bank Polska S.A. since 3 July 2024.

Ms Monika Kaczorek meets the requirements of Article 22aa of the Banking Law Act of 29 August 1997 (as amended).

Bożena Leśniewska

Bożena Leśniewska holds a Master's degree in Polish Philology from the Jagiellonian University in Krakow. She has also completed several post-graduate programmes, including the Academy of Leadership Psychology at the Warsaw University of Technology, ESG Business School at Collegium Civitas, entrepreneurship programmes at the University of Lyon and Cranfield University, Advanced Management at INSEAD and Strategic Leadership for Executives at HEC-Paris. She has been involved in the telecommunications industry for most of her career spanning over thirty years. In 1992, she started working for DHL International Ltd. In 1996, she joined Polkomtel S.A., where she was responsible for the distribution market. In 2006 she joined the Orange Polska team at PTK Centertel as Business Accounts Branch Director. From 2008 she was Business Accounts Branch Director and then Chief Sales Officer at PTK Centertel and Telekomunikacja Polska S.A. at the same time. In this position she was responsible for managing sales strategy and commercial results. During this time, she led the integration of B2C and B2B sales structures and the creation of one of the largest and most diversified sales networks in Poland. Subsequently, she was responsible for the digital transformation in Orange Polska. Bożena Leśniewska has been responsible for the business market and Integrated Solutions, BlueSoft and Craftware since 2017 as Vice President of the Management Board of Orange Polska. She is a member of the Responsible Leadership Council of the Responsible Business Forum, the Think Tank Strategy Council, the Orange Foundation Council. She is also member and former President of LeaderShe Association, an active mentor in mentoring programmes, including the Vital Voices Foundation and the Perspektywy Foundation, and co-authored the first studies for women in Europe - the Women's Leadership Academy at Koźmiński University.

Ms Bożena Leśniewska has been a member of the Supervisory Board of BNP Paribas Bank Polska S.A. since 15 April 2025.

Ms Bożena Leśniewska meets the requirements of Article 22aa of the Banking Law of 29 August 1997 (as amended).

Vincent Metz

Mr Vincent Metz obtained the Master of Economics degree from the University Paris - École Polytechnique and the Master of Science degree in Pure Mathematics from École Normale Supérieure de Lyon. He began his career in 1993 in Compagnie Bancaire (since 1997 in Paribas) where he held the position of the Head of Financial Models in Planning and Development Department. Since 1999 he worked in CETELEM Group, where he held several positions. He served as the Head of External Growth,



Director of Analytical CRM and Global B2C in Sales Department, Head of Planning and Development in the Finance Division. In 2009 he was appointed Director of Product Marketing in the Sales and Marketing Department of BNP Paribas Personal Finance. He continued his carrier in BNP Paribas Personal Finance as the Head of Marketing Analytics and Steering in Sales and Marketing Department, Deputy Head of Key Partners Department and Deputy CEO – PF Inside Region. Currently, Mr Vincent Metz is the Head of Latin America and PF Inside Regions, as well as Member of the Executive Committee of BNP Paribas Personal Finance. He supervises BNP Paribas Personal Finance in six countries. He is an expert in the management of development projects (external growth, partnerships) and is a multi-specialist in specialized financial services, with various experiences in sales & marketing, finance and risk.

Mr Vincent Metz has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 29.June.2020.

Mr Vincent Metz meets the requirements of Art. 22aa of the Banking Law Act dated 29 August 1997 (as amended).

Piotr Mietkowski

Piotr Mietkowski obtained an MSc in Economics from University Paris Dauphine and graduated from Sciences Po Paris with a postgraduated degree in International Economic Relationship. He began his professional career as an economist, focusing on emerging markets and European affairs. He has then joined Business Development Department of BNP Paribas and afterwards continued his career in Corporate Finance Department, where he became responsible for Central and Eastern Europe region. Piotr Mietkowski is currently a Managing Director for CEE, Greece, Turkey and Israel at the BNP Paribas Group and a Member of the Supervisory Board at BNP Paribas Bank Polska S.A.

Mr Piotr Mietkowski has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 1 September.2015.

Mr Piotr Mietkowski meets requirements of Art. 22aa of the Banking Law Act dated 29 August 1997 (as amended).

Kathleen Pauwels

Ms Khatleen Pauwels obtained a Master's degree as a Commercial Engineer from the Economische Hogeschool Sint-Aloysius (EHSAL) in Brussels in 2000. She then joined Siemens IT Services in 2000, with the specific mission of setting up the company's e-business portfolio, subsequently holding several positions in Siemens Business Services as Project Manager, Sales Portfolio Manager and Proposal Manager. She was also in charge of the IT outsourcing pre-sales team, shaping outsourcing deals for the larger accounts.

In 2007, Ms Pauwels joined Fortis Bank as IT Sourcing Engagement Manager, and in 2010 became Head of the BNP Paribas Fortis IT Resource Management and Strategic Sourcing team. From 2013 onwards she coordinated a number of initiatives for Channels- and CRM process improvements, before being appointed Head of the operational teams for Channels & Data Management in 2015.

In 2018 she took charge of the operational department dealing with Customers and Accounts Management. As from January 2020 she took over as Head of the Bank's Operations department (called Client Service Center), simultaneously joining the Executive Committee.

Ms. Khatleen Pauwels has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 1 July.2021.



Ms Khatleen Pauwels meets the requirements of Article 22aa of the Banking Law Act of 29 August 1997 (as amended).

Jacques Rinino

Jacques Rinino graduated from the Paris University – Pantheon Sorbonne, where he was awarded a Master's degree in Economy. In 1976 he joined Banque PARIBAS (now BNP Paribas) where he held different positions. From 1992 to 1997 he was the Head of the Commercial Banking Group and Private Banking Group of Greater China Paribas Hong Kong Branch. In the period 1998-2001 he was the Head of Risk for Corporate Branch activities for Europe-Mediterranean-Middle East-Africa in the BNP Paribas Head Office. In the period 2001-2014 he took position of the Head of Risk of BNP Paribas IRB, in charge of risk for retail banking in Europe-Mediterranean and retail banking in the US (Bank of the West – First Hawaiian Bank). He supervised the risk in leasing (BNP Paribas Leasing Solutions), ARVAL and BNP Paribas Personal Finance and was the member of the Global Risk Management EXCO. From 2011 to 2013 he served on the Board of BNP Paribas Lease Group. In the period 2014-2016 he was the senior advisor to BNP Paribas management of IRB in the scope of corporate strategy development for retail banking in Europe and Asia. From 2014 to 2020 he was the member of the Board of TEB AS Bank in Turkey, chairman of the Audit Committee and the Risk Committee. In the period 2020-2021 he was the chairman of TEB ShA Board, a subsidiary of TEB in Kosovo, and from 2021 to January 2023 – independent Board member and chairman of the Risk Committee in BICICI, a BNP Paribas subsidiary in Ivory Coast. Since 2016 he has been the president of BORGNIS CONSEIL, a consultancy in financial and corporate services.

Mr Jacques Rinino has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 1 January.2024.

Mr Jacques Rinino meets the requirements of Art. 22aa of the Banking Law dated 29 August 1997 (as amended).

Mariusz Warych

A graduate in economics at the Faculty of Economics & International Trade of the University of Łódź (1996). He holds a diploma in Finance and Accounting from Hogeschool van Utrecht in the Netherlands (1995). He participated in the ACCA Coursework (Association of Chartered, Certified Accountants) in 1997-1998. He holds also a CIA diploma (Certified Internal Auditor) in 2007. He has been running business under the firm of "Orbicom Mariusz Warych". In his professional career, he was Enterprise Risk Management Director in Deloitte Advisory (2011-2012), Member of the Supervisory Board and Audit Committee in Jastrzębska Spółka Węglowa S.A. (2011-2012), Director of Internal Audit for Central & Eastern Europe and Russia in AVIVA (2008-2011), Regional Coordinator for Central Europe in KBC GROUP (2004-2008), Finance Director in Citileasing and Handlowy-Leasing (2003-2004), External Auditor in Ernst & Young (New York, London, Toronto, Vancouver, Warsaw) (1996-2002). Since 2009, he has been Chairman of the Polish Club of the Chief Audit Officers. Furthermore, he was Financial Advisor to Canadian – Polish Congress (British Columbia Branch) in Vancouver, Canada, where he was also an editor in the Polish radio NOFA. He specializes in management, supervision and assessment of effectiveness of business activity, identification and solving financial and operational deficiencies, management of risk of implementation of business objectives, internal audit, business training and independent membership in Boards and Audit Committees. Furthermore, he holds the function of Member of the Supervisory Board and Chairman of the Supervisory Board Audit Committee at Selena FM S.A. Since June 2013, he has been a Member of the Supervisory Board.

Mr Mariusz Warych has been a member of the Supervisory Board of BNP Paribas Bank Polska.S.A. since 28 June.2013.



Mr Mariusz Warych meets requirements of Art. 22aa of the Banking Law Act dated 29 August 1997 (as amended).