

Annual report on the representation of each gender within the Company Bodies and the measures taken to ensure gender balance within those bodies for 2025

A. COMPANY IDENTIFICATION DETAILS AND INFORMATION ABOUT THE REPORT

Reporting year	2025
Business name (full company name)	BNP Paribas Bank Polska S.A.
KRS number	0000011571
NIP (Tax Identification Number) / REGON (statistical number)	526-10-08-546
Registered office and address	ul. Kasprzaka 2, 01-211 Warsaw
Listing market	GPW regulated market
Contact person (name, surname, position)	Ewa Młynarska, Director of the Employee Relations and Compliance HR Department
Email address / contact telephone number	ewa.mlynarska@bnpparibas.pl, +48 691 222 175
Report preparation date	21/10/2026
Website address where the report was published immediately after its preparation	PL version - https://www.bnpparibas.pl/relacje-inwestorskie/lad-korporacyjny EN version - https://www.bnpparibas.pl/en/investor-relations/corporate-governance

Is the report a separate section of the report on the company's activities?

NO

B. COMPOSITION OF THE COMPANY BODIES IN THE REPORTING PERIOD

No.	Function	Gender (F/M)	Primary body	Date of taking up the post in year N	Date of termination of office in year N (no entry = by the end of the year)	Status	Effective body	Effective end date	Number of days in year N	Taken into account as at 31/12/2025
1	President of the Management Board	M	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
2	Vice-President of the Management Board	M	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
3	Vice-President of the Management Board	F	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
4	Vice-President of the Management Board	M	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
5	Vice-President of the Management Board	M	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
6	Vice-President of the Management Board	F	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
7	Vice-President of the Management Board	M	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
8	Vice-President of the Management Board	F	Management Board	01/01/2025		Basic	Management Board	31/12/2025	365	YES
9	SB Chairwoman/ SB Independent Member	F	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
10	SB Vice-Chairperson	M	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
11	SB Member	M	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
12	SB Independent Member	F	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES

13	SB Member	F	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
14	SB Independent Member	F	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
15	SB Independent Member	F	Supervisory Board	15/04/2025		Basic	Supervisory Board	31/12/2025	261	YES
16	SB Member	M	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
17	SB Member	M	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
18	SB Member	F	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
19	SB Independent Member	M	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES
20	SB Member	M	Supervisory Board	01/01/2025		Basic	Supervisory Board	31/12/2025	365	YES

C. UNDERREPRESENTED GENDER SHARE INDICATORS

Time-weighted average method

The indicator takes into account the actual number of days each person spent in their role in 2025, eliminating any dependence of the result on a random date of measurement.

Item	Management Board	Supervisory Board	Total	%
Total person-days in 2025	2920	4276	7196	
Total person-days - women	1095	2086	3181	44.2%
Total person-days - men	1825	2190	4015	55.8%

Percentage of underrepresented gender (weighted average)

44.2%

D. MEASURES TAKEN TO ENSURE GENDER BALANCE WITHIN THE COMPANY BODIES

BNP Paribas Bank Polska S.A. is fostering an environment based on the principles of diversity, equality and mutual respect, combating all forms of discrimination and unequal treatment. An essential element of these actions is ensuring that women are adequately represented on statutory bodies. As part of the GOBeyond Strategy for 2022-2025, the bank undertook to ensure a 30% share of female members of the Management Board and maintain the share of the underrepresented gender in the composition of the Supervisory Board at a level of at least 30%.

As at 31 December 2025, women accounted for 50% of the Supervisory Board and 37.5% of the Management Board of the Bank.

E. REASONS FOR FAILING TO ACHIEVE THE TARGET AND A COMPREHENSIVE DESCRIPTION OF THE CORRECTIVE ACTIONS TAKEN AND PLANNED

not applicable

F. Has the company adopted a gender balance policy in accordance with its statutory obligation, or are the rules on gender balance set out in the company's other internal regulations?

The Gender Balance Policy will be adopted at the next general meeting. Prior to the adoption of the policy, the rules on gender balance were set out in other internal regulations of the Bank.

G. Does the company publish the gender balance policy on its website in accordance with its statutory obligation, or have other internal company regulations containing rules on gender balance been published on the website?

The Gender Balance Policy will be adopted at the next general meeting and will immediately be published on the Bank's website.

H. SUPPLEMENTARY INFORMATION

not applicable



BNP PARIBAS

I. SIGNATURE(S) OF PERSON(S) AUTHORISED TO REPRESENT THE COMPANY

Name and surname	GDAŃSKI Przemysław	<i>signed with a qualified electronic signature</i>
Position	Prezes Zarządu	
Name and surname	NOWICKA Magdalena	<i>signed with a qualified electronic signature</i>
Position	Wiceprezes Zarządu	

Legal basis

Legal basis for the report: Article 90gi of the Act on public offering, conditions for the introduction of financial instruments into organised trading, and public companies