BNP PARIBAS

Intention to conduct employment restructuring at BNP Paribas Bank Polska S.A.

current report no. 41/2026

report date: 10 November 2026

The Management Board of BNP Paribas Bank Polska S.A. (the "Bank") hereby informs that in connection with the adoption of the Bank's operational model and employment structure to the evolving business environment as well as the continued digitization and automation of processes, in order to further improve the Bank's efficiency and competitiveness, it took the decision about intention to conduct employment restructuring.

In the resolution taken by the Management Board on 10 November 2026 the collective redundancies are to be carried out in 2027-2029 and to cover no more than 400 employees of the Bank.

The Bank will publish another current report on the matter mentioned above after completion of the consultations with the trade unions as required by applicable laws.

Legal basis

Article 17, item 1 of the Market Abuse Regulation (MAR)