



Candidates for the Supervisory Board of Bank BGŻ BNP Paribas S.A.

Józef Wancer

Józef Wancer is a graduate of Economics at the City College of New York as well as Management and Interpersonal Relationships at Webster University in Vienna.

For nearly 25 years he worked at Citibank as vice president and on managerial positions, among others, at Citibank branches in Japan, Austria, the United Kingdom and France. In the early 1990s, he began his management activity in Poland. He was an independent consultant who participated in establishing Citibank in Warsaw. In 1992 he organized Bank Rolno-Przemysłowy and from 1993 to 1994 he was general director of Legler Polonia. For four years (1991-1994) he was member of the Supervisory Board of Powszechny Bank Kredytowy (PBK). In the years 1995-2000 he was vice president and president of the Management Board of Raiffeisen Centrobank in Warsaw. Then, he held the position of president of the Management Board of Bank BPH from 2000-2010. From 2010 to 2013 he was an advisor to the Management Board of Deloitte Poland and from 2011 to 2013 a deputy chairman of the Supervisory Board of Alior Bank.

From September 2013 to 31 August 2015 he has been associated with Bank, where he was president of the Management Board.

Besides, Józef Wancer holds the following positions:

- Member of the Supervisory Board of KRUK S.A.,
- Member of the Board and Chairman of the Finance Committee of the Auschwitz-Birkenau Foundation,
- Member of the Board of Directors of the American Chamber of Commerce in Poland,
- Member of the Council of the Business Centre Club.

For his outstanding achievements in banking in the transformation period, Józef Wancer was honoured with the Gold Cross of Merit and the Order of Polonia Restituta.

Jean-Paul Sabet

Mr Sabet is a graduate of the Hautes Etudes Commerciale Business School in Paris.

He began his career working for companies from the Paribas S.A. group. First he worked, among others, in the Industrial Department of Paribas S.A. and at the Private Equity Department. He served on boards of various companies from the Paribas S.A. group. In the years 1996 through 1998, he was an Executive Director and member of the Executive Board of Société Centrale d'Investissements S.A., and then in the years 1998-2003 he held the position of a Management Board member of Klépierre S.A., a company focused on commercial real estate investment.

In the years 2004-2006, he was a member of the Retail Banking Management Committee of the BNP Paribas in France, in charge of finance and strategy. From 2006, he worked for Banca Nazionale del Lavoro S.p.A., where he supervised the process of integration of that company with the BNP Paribas group, and between 2008 and 2009, he held the position of the COO of that company.



Since 2010 Jean-Paul Sabet has been working in the International Retail Banking (IRB) area which groups together BNP Paribas retail banking activities outside the Eurozone. Since January 2013, he has held the position of the IRB Deputy Director, exercising control over the strategy and development of the segment.

He oversees, inter alia, the group's retail banking business in Central & Eastern Europe and Asia, as well as in Turkey. Additionally, he has been a supervisory board member of L.D.C. S.A. (since 1988), chairman of the supervisory board of JSC "UkrSibbank" (since April 2013) and a member of the board of directors of the following companies: BNPP Yatirimlar Holding A.S. (chairman since 2010), TEB A.S. (deputy chairman since 2010), Banca Nazionale del Lavoro S.p.A. (member since 2010), TEB Holding A.S. (member since 2010), BNP Paribas Fortis Yatirimlar Holding A.S. (member since 2011).

Jean-Paul Sabet was the chairman of the Supervisory Board of BNP Paribas Bank Polska S.A. from 4 April 2013 to 30 April 2015. In the Bank BGŻ he held the position of the chairman of the Supervisory Board from September 2014 to April 2015. He was the chairman of the Supervisory Board of Bank BGŻ BNP Paribas till August 2015.

Stefaan Decraene

Stefaan Decraene is a graduate of Applied Economics at the Catholic University of Leuven, Belgium.

He began his career in 1988 at Bacob Bank where he held several positions (Credit Analyst, Corporate Banker, Regional Director for SMEs, Antwerp and Limbourg, and Manager Corporate Banking) until 1998. In that year he was appointed Director, Investment Banking at Artesia Banking Corporation and then became Chairman of the Management Board of Artesia Securities from 2000 to July 2001.

From July to November 2001 he worked as head of Wholesale Banking at Dexia Bank Belgium, from November 2001 to August 2002 he served as chairman of the Management Board at Artesia Bank Netherlands and then, from August 2002 to July 2003, was a member of the Management Board of Dexia Bank Netherlands.

At Dexia Bank Belgium, he was a member of the Management Board from July 2003 to January 2006, served as chairman of the Management Board from January 2006 to August 2011, and was a member of the Management Board of Dexia S.A. (Head of Retail and Commercial Banking for Belgium, Turkey and Luxembourg), and head of AMS (Asset Management, Insurance and Investment Services) from November 2008 to August 2011. He was also president of Febelfin from December 2008 till August 2011.

He holds also the following positions:

- Member of the Board of Directors of Bank of the West, BancWest Corporation since 2011,
- Member of the Board of Directors of TEB Holding in Turkey,
- Non-executive Member of the Board of Directors of BNP Paribas Fortis in Belgium since 2013.

He is head of International Retail Banking at BNP Paribas and a member of the BNP Paribas Group Executive Committee.



Jacques d'Estais

Jacques d'Estais is a graduate of École des Sciences Économiques et Commerciales (ESSEC).

He began his career at the BNP Paribas Group in 1983 as client advisor in the corporate banking department, before joining the treasury department in 1986.

At the beginning of 1988, Jacques d'Estais began work in BNP Paribas' London office as general manager of interest rate options. In 1991, he took the helm of equity derivatives activity.

From 1995, he worked in Japan as General Manager of Capital Markets Japan. In January 1999, he moved back to London and became General Secretary of Fixed Income.

In June 2000, Jacques d'Estais was appointed Global Head of Fixed Income for BNP Paribas. In December 2005, he was made Head of Corporate and Investment Banking (CIB) and subsequently was appointed Head of Investment Solutions in February 2009.

In December 2011, he was appointed a member of the BNP Paribas Group's Executive Committee, assuming the post of Deputy Chief Operating Officer, with supervision over International Financial Services, Retail Banking and Personal Finance.

From April 2015, Jacques d'Estais has been deputy COO, supervising the International Financial Services area, which includes Personal Finance (Cetelem), Retail Banking outside the Eurozone, Insurance (Cardif), Asset Management (BNPP Investment Partners), Private Banking and Property Management (BNPP Real Estate). From October 2014, he has been on the Board of Directors of LCH Clearnet Group.

He also holds the following posts in BNP Paribas Group companies: member of the Management Board of BNP Paribas Suisse S.A. (from April 2009) and representative of Klequatorze as Chairperson of the Supervisory Board of BNP Paribas Securities Services (BP2S) (from June 2011). In addition, he is a member of the Management Board of BNP Paribas Cardif (from March 2009), deputy Chairperson of the Supervisory Board of BNP Paribas Real Estate (from July 2014), President of the Management Board of BNP Paribas Investment Partners (board member from May 2009, appointed as president in March 2012), member of the Management Board of BNP Paribas Personal Finance (from March 2012), director of BancWest Corp (from January 2013) and member of the Management Board of TEB Holding (from March 2015).

Alain Van Groenendael

Alain Van Groenendael is a graduate of ICHEC Brussels Management School in 1984 (BA degree in Business and Finance) and College in Brussels as Commercial Engineer in 1985.

He has about 30 years' experience in International Retail Banking.

He has worked for Citibank in Belgium, the United Kingdom and France, lately as CEO for Western Europe, Consumer Banking.

Alain was chairman and CEO of Finaref, a financial services company of the P.P.R. (Pinault-Printemps-Redoute) Group.

He joined BNP Paribas Personal Finance in 2008, as deputy CEO, head of International and Marketing and Sales. Since June 2015, he has been chairman of BNP Paribas Personal Finance.



Besides, Alain Van Groenendael holds the following mandates:

- Member of the Boards of Directors of companies belonging to the RCS Group - a South African-based consumer finance group, including: RCS Investment Holdings Limited, RCS Collections Proprietary Limited, RCS Home Loans, and RCS Cards Proprietary Limited (Republic of South Africa),
- Member of the Supervisory Board of Commerz Finanz (Germany),
- Member of the Board of Directors of Ekspres Bank (Denmark),
- Member of the Board of Directors of Banco Cetelem (Spain),
- Member of the Board of Directors of U.C.I., S.A. (Spain),
- Member of the Board of Directors of Union de Creditos Inmobiliarios, S.A. EFC (Spain),
- Member of the Board of Directors of Findomestic Banca (Italy),
- Member of the Board of Directors of Banco BNP Paribas Personal Finance (Portugal),
- Member of the Board of Directors of Creation Consumer Finance Limited (UK),
- Member of the Board of Directors of Creation Financial Services Limited (UK),
- Member of the Board of Directors of Cetelem Bank (Russia),
- Member of the Supervisory Board of Cetelem Slovensko (Slovakia),
- Member of the Board of Directors of TEB Tüketici Finansman A.S (Turkey).

Thomas Mennicken

Thomas Mennicken graduated from the Université Libre de Bruxelles (Solvay Business School) in 1990.

At the beginning of his career he was trader at JP Morgan in Brussels and New York. He started his career with BNP Paribas in 1994 as head of the Bond Option Desk at Paribas Capital Markets in Paris. In 1997 he moved to London to head up the Market Risk Analytics at Paribas Group Risk Management. In 2000 he became head of Market & Counterparty Risk Analytics and in 2007, head of Risk Architecture at BNP Paribas Group Risk Management.

In May 2009, he was appointed member of the Executive Board and Chief Risk Officer of BNP Paribas Fortis.

In June 2014, he took the position of head of Corporate & Institutional Banking BNP Paribas Fortis and head of Corporate Banking Europe.

On 19 November 2014 he was appointed head of the newly created CIB Corporate Clients Financing & Advisory EMEA business line at the BNP Paribas Group level.

Thomas Mennicken holds the following mandates:

- Member of the Board of Directors of BNP Paribas Fortis,
- Member of the Executive Committee of BNP Paribas Fortis.



Piotr Mietkowski

Piotr Mietkowski is a graduate of Economics and Finance at the Université Paris Dauphine. He completed postgraduate studies in the Institut d'études politiques de Paris. He has over 20 years of corporate finance experience.

He joined BNP Paribas in 1993, first in Business Development Department and since 1998, in Corporate Finance.

Piotr Mietkowski was engaged in the following transactions:

- Heineken – acquisition of a 51% stake in Pivovarna Lasko (2015),
- BNP Paribas – €900m acquisition of BGZ in Poland (2014),
- HFSF – recapitalization of the Greek banks (2013-2014),
- CEZ – analysis related to its attempted new nuclear development project (2013),
- Neuca and Penta Investments – acquisition of Polish operations of Mediq International (2013),
- KGHM – acquisition of Quadra FNX (2012),
- PPC – analysis and negotiations related to its call option in DEPA (2011),
- State Oil Company of the Azerbaijan Republic (SOCAR) – acquisition of 100% of Esso Schweiz (Switzerland) from Exxon Mobil (2011),
- Tauron – acquisition of GZE (2011),
- Dalkia – sale of Dalkia Polska (2010),
- Advisory to EnBW for the swap of its stake in PT with J&T's stake in PRE (2010),
- Istrabenz – sale of Droga Kolinska (2010),
- Kraft – sale of assets in Romania (2010),
- Serbian Government – privatisations of DDOR (2007), Continental Banka (2005), Novosadska Banka (2005) and Jubanka (2005).

At present he holds the position of managing director - head of Corporate Finance Central and Eastern Europe, CIS & Israel (CIB Corporate Finance – Paris).

Monika Nachyła

Monika Nachyła is a graduate of the Foreign Trade Faculty at the Warsaw School of Economics. She completed post-graduate studies in social psychology at the University of Social Sciences and Humanities in 2007 as well as a post-graduate degree in agriculture at the Warsaw University of Life Sciences in 2015.

During 1991-1993, she worked as auditor for Arthur Andersen Polska and from 1993 to 1995 as senior auditor and project leader at Salustro Reydel France. During 1995-2000, she was finance director at Sanofi (currently Sanofi-Aventis). In 2000-2007, Monika Nachyła was vice-president for portfolio management and vice-president for fund operations (member of the Management Committee) at private equity firm Innova Capital. From 2007 to 2011, she was a partner at private equity fund Enterprise Investors. During 2011-2013, she was an independent member of the Supervisory Board and member of the Internal Audit Committee at BGŻ S.A. From April to July 2013, she was vice-president of the Management Board and acting President of the Management Board at BGŻ S.A., with responsibility for management of the bank. From July 2013 to April 2015, she was vice-president of the Management Board responsible for strategy and growth, including supervision over the agribusiness division (from July 2013 to September 2014), and carried out project supervision in the operational



risk area. From August 2013 to June 2014, she supervised the process of merging BGŻ with Rabobank Polska. From the end of April 2015, she has been actively participating in the integration of BGŻ with BNP Paribas Bank Polska S.A.

Monika Nachyła also served as board member and chairperson of the corporate governance committee at the Polish Private Equity and Venture Capital Association. She was a member of a special working group at the European Venture Capital Association (EVCA), formed in order to develop reporting guidelines, still in effect today, for the private equity industry. As a member of a working group at the publication Private Equity International, she authored a study on IR reporting requirements for private equity firms.