



BNP PARIBAS

Candidate for the Supervisory Board of BNP Paribas Bank Polska S.A.

Ms Sofia Merlo

Graduated from HEC Paris (1985), Sofia Merlo began her career at Paribas in September 1985 as an account manager in the large corporates division, before continuing in various sales positions, cross-business and branch manager roles, working with clients from all sectors (corporates, associations, private banking).

In 1995, she took up an initial position in Human Resources as Head of Recruitment. In late 1996, she was appointed Director of the Bordeaux Corporate business centre, representing the bank in the Aquitaine region. She then rejoined the Group's Human Resources department in late 2000, first as a career manager, before being promoted Group Head of Career Management in mid-2004.

In 2009, she became Sales Director for French Private Bank before being promoted in 2010 Head of the French Private Bank and simultaneously joining in 2010 the G100 which gathers the 100 Top Executives of BNP Paribas Group.

She was appointed in January 2012, Co-Head of the Wealth Management business worldwide.

Ms Sofia Merlo is also a member of the Board of Directors of BNP Paribas Fortis, member of the Board of BMCI Morocco and member of the Board of Linedata Services.

She is also a member of the Club XXI^e Siècle since 2016 and of its board since February 2018.

Within her professional activities, Sofia Merlo is engaged in promoting the women entrepreneurship in France but also at international level. In 2015, with Women Initiative Foundation, she launched the BNP Paribas Women Entrepreneur Program at Stanford that gathered women entrepreneurs from all over the world.

Ms Sofia Merlo meets requirements of Art. 22aa of the Banking Law Act dated 29 August 1997 (as amended).