

**CAPITAL ADEQUACY
INFORMATION OF
BNP PARIBAS BANK POLSKA S.A.
CAPITAL GROUP
AS OF 30 SEPTEMBER 2021**



BNP PARIBAS

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1. INTRODUCTION

In accordance with the Regulation of the European Parliament and of the Council (EU) No 575/2013 as of 26 June 2013 on prudential requirements for credit institutions and investment firms, amending Regulation (EU) No 648/2012 (Office Journal EU. L No. 176, p. 1), hereinafter referred to as "Regulation (EU) No 575/2013", BNP Paribas Bank Polska S.A. hereinafter referred to as "Bank", is obliged to publish in a publicly accessible manner information about the qualitative and quantitative information on the capital adequacy excluding irrelevant information, proprietary or confidential.

The document is the implementation of the Information policy of BNP Paribas Bank Polska S.A regarding capital adequacy. The presented scope of information was developed in accordance with applicable regulations regarding disclosure of information and guidelines of the European Banking Authority in this regard:

- Commission Implementing Regulation (EU) 2021/637 of 15 March 2021 laying down implementing technical standards with regard to public disclosures by institutions of the information referred to in Titles II and III of Part Eight of Regulation (EU) No 575/2013 of the European Parliament and of the Council and repealing Commission Implementing Regulation (EU) No 1423/2013, Commission Delegated Regulation (EU) 2015/1555, Commission Implementing Regulation (EU) 2016/200 and Commission Delegated Regulation (EU) 2017/2295 (hereinafter "Regulation (EU) No 2021/637")
- Guidelines of the European Banking Authority on materiality, proprietary and confidentiality and disclosure frequency under Articles 432(1), 432(2) and 433 of Regulation (EU) No 575/2013 (EBA/GL/2014/14)
- Guidelines of the European Banking Authority of 2 June 2020 on reporting and disclosure of exposures subject to measures applied in response to the COVID-19 crisis (EBA/GL/2020/07)
- Guidelines of the European Banking Authority of 11 August 2020 amending Guidelines EBA/GL/2018/01 on uniform disclosures under Article 473a of Regulation (EU) No 575/2013 (CRR) on the transitional period for mitigating the impact of the introduction of IFRS 9 on own funds to ensure compliance with the CRR 'quick fix' in response to the COVID-19 pandemic (EBA/GL/2020/12).

Unless otherwise specified, all figures in the document are presented as at September 30, 2021, in thousands PLN, based on the data of the BNP Paribas Bank Polska S.A. Capital Group.

As at 30 September 2021, the Bank's Capital Group comprised the Bank, as the parent, and its subsidiaries:

- Bankowy Fundusz Nieruchomościowy Actus Sp. z o.o.
- BNP Paribas Towarzystwo Funduszy Inwestycyjnych S.A.
- BNP Paribas Leasing Services Sp. z o.o.
- BNP Paribas Group Service Center S.A.
- Campus Leszno sp. z o.o.
- BNP Paribas Solutions Sp. z o.o.
- BGŻ Poland ABS1 DAC.

For the purposes of prudential consolidation, the following shall not be included:

- Bankowy Fundusz Nieruchomościowy Actus Sp. z o.o.
- BNP Paribas Group Service Center S.A.
- Campus Leszno sp. z o.o.
- BNP Paribas Solutions Sp. z o.o.
- BGŻ Poland ABS1 DAC.

Exclusion from prudential consolidation of companies, with the exception of BGŻ Poland ABS1 DAC, results from taking into account the conditions set out in BGŻ Poland ABS1 DAC is controlled by the Bank due to the meeting the conditions contained in IFRS10.

2. KEY METRICS

Implementing the requirement specified in art. 447 and art. 438(d) of the Regulation (EU) No 575/2013, the Bank publishes aggregate data on own funds, own funds requirements, risk-weighted exposures, combined buffer requirement, leverage ratio and liquidity ratios - liquidity coverage ratio and net stable funding ratio.

Table 1. EU KM1 - Key metrics template as of 30 September 2021

	a	b	c	d	e	
	30 September 2021	30 June 2021	31 March 2021	31 December 2020	30 September 2020	
Available own funds (amounts)						
1	Common Equity Tier 1 (CET1) capital	11 487 203	11 634 275	11 737 129	11 445 875	11 270 368
2	Tier 1 capital	11 487 203	11 634 275	11 737 129	11 445 875	11 270 368
3	Total capital	15 703 566	15 837 456	16 012 501	15 748 450	13 243 898
Risk-weighted exposure amounts						
4	Total risk-weighted exposure amount	89 374 691	87 584 796	85 123 839	84 447 701	83 885 088
Capital ratios (as a percentage of risk-weighted exposure amount)						
5	Common Equity Tier 1 ratio (%)	12.85%	13.28%	13.79%	13.55%	13.44%
6	Tier 1 ratio (%)	12.85%	13.28%	13.79%	13.55%	13.44%
7	Total capital ratio (%)	17.57%	18.08%	18.81%	18.65%	15.79%
Additional own funds requirements based on SREP (as a percentage of risk-weighted exposure amount)						
EU-7a	Additional CET1 SREP requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-7b	Additional AT1 SREP requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-7c	Additional T2 SREP requirements (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-7d	Total SREP own funds requirements (%)	8.00%	8.00%	8.00%	8.00%	8.00%
Combined buffer requirement (as a percentage of risk-weighted exposure amount)						
8	Capital conservation buffer (%)					
EU-8a	Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%)	2.50%	2.50%	2.50%	2.50%	2.50%
9	Institution specific countercyclical capital buffer (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-9a	Systemic risk buffer (%)	0.00%	0.00%	0.00%	0.00%	0.00%
10	Global Systemically Important Institution buffer (%)	0.00%	0.00%	0.00%	0.00%	0.00%
EU-10a	Other Systemically Important Institution buffer	0.25%	0.25%	0.25%	0.25%	0.25%
11	Combined buffer requirement (%)	2.75%	2.75%	2.75%	2.75%	2.75%
EU-11a	Overall capital requirements (%)	10.75%	10.75%	10.75%	10.75%	10.75%
12	CET1 available after meeting the total SREP own funds requirements (%)	5 007 538	5 284 378	5 565 651	5 323 417	5 188 699
Leverage ratio						
13	Leverage ratio total exposure measure	141 450 480	137 687 380	134 408 249	131 683 522	132 794 542
14	Leverage ratio	8.12%	8.30%	8.73%	8.69%	8.49%
Additional own funds requirements to address risks of excessive leverage (as a percentage of leverage ratio total exposure amount)						
EU-14a	Additional CET1 leverage ratio requirements (%)	-	-	-	-	-
EU-14b	Additional AT1 leverage ratio requirements (%)	-	-	-	-	-
EU-14c	Total SREP leverage ratio requirements (%)	-	-	-	-	-
Total SREP leverage ratio requirements (%)						
EU-14d	Applicable leverage buffer	3.00%	3.00%	nd	nd	nd
EU-14e	Overall leverage ratio requirements (%)	-	-	-	-	-
Liquidity Coverage Ratio						
15	Total high-quality liquid assets (HQLA) (Weighted value -average)	36 335 210	37 026 734	38 502 951	38 187 147	40 475 225
EU-16a	Cash outflows - Total weighted value	30 770 446	28 976 361	30 507 564	31 480 720	35 530 560
EU-16b	Cash inflows - Total weighted value	11 551 881	10 732 988	10 409 878	10 524 249	12 085 807
16	Total net cash outflows (adjusted value)	19 218 565	18 243 374	20 097 686	20 956 470	23 444 754
17	Liquidity coverage ratio (%)	189.06%	202.96%	191.58%	182.22%	172.64%
Net Stable Funding Ratio						
18	Total available stable funding	97 485 346	94 951 440	-	-	-
19	Total required stable funding	70 381 744	66 282 126	-	-	-
20	NSFR ratio (%)	138.51%	143.25%	-	-	-



3. OVERVIEW OF RISK-WEIGHTED AMOUNTS

Pursuant to of the Regulation (EU) no 575/2013, the Bank publishes information on risk exposure amounts.

Table 2. EU OV1 – Overview of risk weighted exposure amounts as of 30 September 2021

		Risk weighted exposure amounts (RWEAs)		Total own funds requirements
		a	b	c
		30 September 2021	30 June 2021	30 September 2021
1	Credit risk (excluding CCR)	77 519 655	76 101 357	6 201 572
2	Of which the standardised approach	77 519 655	76 101 357	6 201 572
3	Of which the foundation IRB (FIRB) approach	-	-	-
4	Of which slotting approach	-	-	-
EU 4a	Of which equities under the simple risk weighted approach	-	-	-
5	Of which the advanced IRB (AIRB) approach	-	-	-
6	Counterparty credit risk - CCR	1 956 553	1 659 443	159 668
7	Of which the standardised approach	1 923 404	1 616 518	153 872
8	Of which internal model method (IMM)	-	-	-
EU 8a	Of which exposures to a CCP	39 296	60 566	3 144
EU 8b	Of which credit valuation adjustment - CVA	33 150	42 925	2 652
15	Settlement risk	-	-	-
16	Securitisation exposures in the non-trading book (after the cap)	-	-	-
17	Of which SEC-IRBA approach	-	-	-
18	Of which SEC-ERBA (including IAA)	-	-	-
19	Of which SEC-SA approach	-	-	-
EU 19a	Of which 1250%/ deduction	-	-	-
20	Position, foreign exchange and commodities risks (Market risk)	1 510 499	1 436 012	120 840
21	Of which the standardised approach	1 510 499	1 436 012	120 840
22	Of which IMA	-	-	-
EU 22a	Large exposures	-	-	-
23	Operational risk	8 387 983	8 387 983	671 039
EU 23a	Of which basic indicator approach	185 874	185 874	14 870
EU 23b	Of which standardised approach	8 202 110	8 202 110	656 169
EU 23c	Of which advanced measurement approach	-	-	-
24	Amounts below the thresholds for deduction (subject to 250% risk weight) (For information)	1 791 551	1 650 399	143 324
29	Total	89 374 691	87 584 796	7 153 119

4. LIQUIDITY REQUIREMENTS

In the quarterly report the Bank discloses information on liquidity requirements pursuant to Art. 451a paragraph 2 of the Regulation (EU) No 575/2013.

Disclosing the information required in template EU LIQ1, the Bank provides the values and numerical data required for each of four calendar quarters (January-March, April-June, July-September, October-December) preceding the disclosure date. Values and figures are calculated as the arithmetic mean of the month-end observations in the twelve months preceding the end of each quarter.

Table 3. EU LIQ1 - Quantitative information of LCR

Scope of consolidation: consolidated		a	b	c	d	e	f	g	h
		Total unweighted value (average)				Total weighted value (average)			
EU 1a	Quarter ending on (DD Month YYYY)	30 September 2021	30 June 2021	31 March 2021	31 December 2020	30 September 2021	30 June 2021	31 March 2021	31 December 2020
EU 1b	Number of data points used in the calculation of averages	12	12	12	12	12	12	12	12
HIGH-QUALITY LIQUID ASSETS									
1	Total high-quality liquid assets (HQLA)					36 335 210	37 026 734	38 502 951	38 187 147
CASH - OUTFLOWS									
2	Retail deposits and deposits from small business customers, of which:	66 146 842	65 492 494	65 992 785	65 724 098	5 293 683	5 186 917	5 203 708	5 228 450
3	Stable deposits	41 258 317	41 316 728	41 797 896	40 711 693	2 062 916	2 065 836	2 089 895	2 035 585

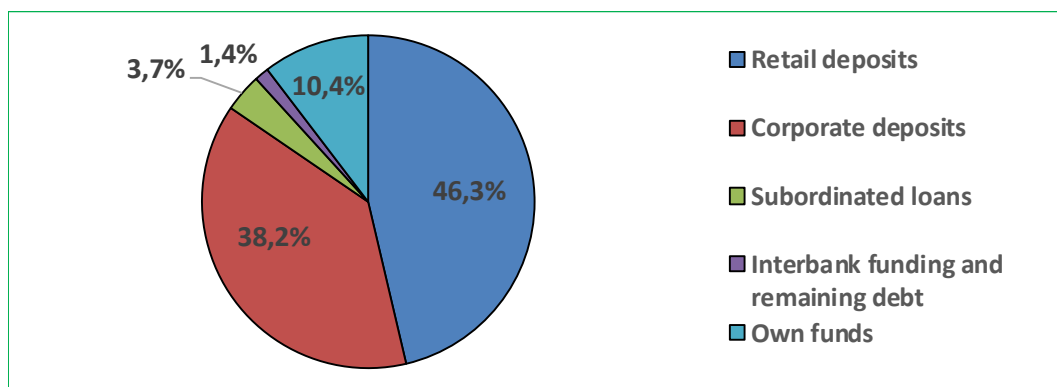


4	Less stable deposits	23 905 001	23 102 872	22 935 771	23 300 513	3 230 767	3 121 080	3 113 813	3 192 865
5	Unsecured wholesale funding	33 453 962	31 922 497	29 583 678	27 232 843	12 564 642	12 274 368	12 832 810	13 066 885
6	Operational deposits (all counterparties) and deposits in networks of cooperative banks	11 155 673	11 020 384	-	-	2 788 918	2 755 096	-	-
7	Non-operational deposits (all counterparties)	22 267 437	20 868 029	29 545 716	27 192 193	9 744 872	9 485 187	12 794 848	13 026 234
8	Unsecured debt	30 852	34 085	37 961	40 650	30 852	34 085	37 961	40 650
9	Secured wholesale funding	-	-	-	-	-	-	-	-
10	Additional requirements	37 919 925	37 237 605	38 593 744	38 503 011	12 484 832	11 515 077	12 471 047	12 760 880
11	Outflows related to derivative exposures and other collateral requirements	9 331 802	8 403 006	9 226 104	9 830 487	9 331 802	8 403 006	9 226 104	9 830 487
12	Outflows related to loss of funding on debt products	-	-	-	-	-	-	-	-
13	Credit and liquidity facilities	28 588 123	28 834 598	29 367 640	28 672 524	3 153 030	3 112 070	3 244 943	2 930 393
14	Other contractual funding obligations	2 937 544	2 770 509	2 196 440	2 398 937	427 289	-	-	424 506
15	Other contingent funding obligations	17 166 012	15 937 235	15 417 338	14 317 864	-	-	-	-
16	TOTAL CASH OUTFLOWS					30 770 446	28 976 361	30 507 564	31 480 720
CASH - INFLOWS									
17	Secured lending (e.g. reverse repos)	-	-	-	-	-	-	-	-
18	Inflows from fully performing exposures	3 680 309	3 812 998	2 859 908	2 213 970	2 720 286	2 830 835	1 695 214	1 314 436
19	Other cash inflows	8 831 594	7 902 153	8 714 664	9 209 814	8 831 594	7 902 153	8 714 664	9 209 814
EU-19a	(Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies)					-	-	-	-
EU-19b	(Excess inflows from a related specialised credit institution)					-	-	-	-
20	TOTAL CASH INFLOWS	12 511 903	11 715 150	11 574 572	11 423 784	11 551 881	10 732 988	9 879 358	10 524 249
EU-20a	Fully exempt inflows	-	-	-	-	-	-	-	-
EU-20b	Inflows subject to 90% cap	-	-	-	-	-	-	-	-
EU-20c	Inflows subject to 75% cap	12 511 903	11 715 150	11 574 572	11 423 784	11 551 881	10 732 988	10 409 878	10 524 249
TOTAL ADJUSTED VALUE									
EU-21	LIQUIDITY BUFFER					36 335 210	37 026 734	38 502 951	38 187 147
22	TOTAL NET CASH OUTFLOWS					19 218 565	18 243 374	20 097 686	20 956 470
23	LIQUIDITY COVERAGE RATIO					189.06%	202.96%	191.58%	182.22%

The Bank collects diversified sources of funds, that ensure stable liquidity situation. The Bank holds as well high liquid assets portfolio, that can be used as the source of liquidity in case of need and ensure access to the liquidity within one day. Above mentioned elements enable stable liquidity management both in the normal situation as well as in the crisis or emergency one. A high share of liquid assets (Level 1 only) ensures compliance with the regulatory and internal liquidity requirements.

The LCR ratios as at the end of each quarter remained on safe and high level. There was significant increase of the LCR at the end of June, despite a slight decrease of the liquidity buffer, which results from the operational part of corporate current accounts value, for which outflow value in the LCR measure is significantly smaller, than for non-operational ones. Implementation of the operational part of the corporate deposit model at the end of 2nd quarter resulted in the increase of the LCR measure. Throughout nine months of 2021, the LCR fluctuated between 173.5% and 203% with the average value of 188.2%.

The non-bank deposits base constitutes the largest share in the Bank's funding, and it comes from all segments of clients, though the retail segment has its dominant contribution. The stability of deposit base is ensured by the attractive and comprehensive offer to the customers on one side, and it is monitored and analysed in terms of the stability of modelled liabilities for each business lines from the other. Bank also cooperates with the supranational financial institutions that provide stable funding used in specific projects or it is used in offers to selected customers. The complete funding structure as at the end of 3Q 2021 is presented on the chart below.



The Bank monitors concentration of the funding sources from non-bank customers and presents relevant analysis to the ALCO Committee on a monthly basis. The Bank established limits for funding concentration both for corporate and retail segment. There was no excess of the concentration limit during the observed period.

Due to the currency structure of the balance sheet, the Bank provides financing tailored to the profile of its foreign currency assets, either through financing obtained directly in a given currency or through CIRS or FX swap transactions.

Closing the currency mismatch through derivative transactions allows the Bank to close the Bank's needs in various currencies and in an appropriate term structure. The Bank monitors liquidity in PLN and main foreign currencies: EUR, CHF, USD and other currencies in total. In the event of a shortage of liabilities in foreign currencies, the Bank enters into off-balance sheet foreign exchange transactions with the BNPP Group entities: FX Swap and CIRS, mainly with through the foreign currencies, in which the Bank has a surplus of liabilities. As at September 30, 2021, the Bank used funds in CHF collected through the above-mentioned transactions in order to finance the portfolio of its mortgage loans in this currency. Due to the uncertainty as to the further development of the situation regarding this portfolio, the Bank secured financing with a relatively short maturity so as to be able to quickly adjust the balance sheet structure to any changes in the outstanding of its CHF mortgage portfolio.

Off balance sheet exposure and potential collateral calls:

Collaterals for off-balance sheet transactions are mainly assets of the Level 1 type, i.e. cash and government securities. The change of collateral type is performed exclusively within this type of assets. In ISDA-type agreements and ZBP framework agreements there might be clauses on the "Credit Event Upon Merger", which means that in the event of such an event, the counterparty's rating may deteriorate. Such an event does not entail any posting of the additional collateral, but it may cause the possible closing of the transaction.

5. TRANSITIONAL PROVISIONS

The purpose of this chapter is to present a comparison of the Bank's own funds, capital and leverage ratios with and without the application of transitional arrangements for IFRS 9 or analogous expected credit losses, and with and without the provisional treatment in accordance with Article 468 of the Regulation (EU) No 575/2013.

In accordance with the Regulation of the European Parliament and of the Council (EU) No 2017/2395 of 12 December 2017 amending Regulation (EU) No 575/2013 as regards transitional arrangements for mitigating the impact of the introduction of IFRS 9 on own funds and for the large exposures treatment of certain public sector exposures denominated in the domestic currency of any Member State (hereinafter "Regulation (EU) No 2017/2395") and in regards with EBA/GL/2020/12, the Bank discloses the amounts of own funds, Common Equity Tier 1 capital and Tier 1 capital, risk weighted assets as well as the Common Equity Tier 1 capital ratio, the Tier 1 capital ratio, the total capital ratio and the leverage ratio the Bank would have in case the transitional measures resulting from the introduction of IFRS 9 and the corresponding expected credit losses, as well as the temporary treatment of unrealized gains and losses measured at fair value through other comprehensive income in connection with the COVID-19 pandemic in accordance with Article 468 of the Regulation (EU) No 575/2013 were not applied.

The Bank does not apply the transitional treatment of recognising unrealized gains and losses measured at fair value through other comprehensive income, in line with Article 468 of the Regulation (EU) No 575/2013. Reported capital ratios including leverage ratio

and Tier 1 capital already fully reflect the effect of unrealized gains and losses measured at fair value through other comprehensive income.

The Bank, as the parent company, after analysing the requirements of Regulation (EU) No 2017/2395, decided to apply the transitional provisions provided for in this regulation, which means that for the purposes of assessing the capital adequacy of the BNP Paribas Bank Polska S.A. Group the full impact of IFRS 9 implementation is not taken into consideration. The Bank fulfilled its obligations under the Regulation (EU) No 2017/2395 by notifying the Polish Financial Supervision Authority of its intention to apply the transitional provisions in a letter with reference number BZOW/15/2018 of January 29, 2018.

Table 4. Comparison of Banks' own funds and capital and leverage ratios with and without the application of transitional arrangements for IFRS 9 or analogous ECLs, and with and without the application of the temporary treatment in accordance with Article 468 of the CRR as of 30 September 2021

	30 September 2021	30 June 2021	31 March 2021	31 December 2020	
Available capital (amounts)					
1	Common Equity Tier I (CET1) capital	11 487 203	11 634 275	11 737 129	11 445 875
2	Common Equity Tier I (CET1) capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	11 286 810	11 433 882	11 536 736	11 165 325
2a	CET1 capital as if the temporary treatment of unrealised gains and losses measured at fair value through OCI (other comprehensive income) in accordance with Article 468 of the CRR had not been applied	11 487 203	11 634 275	11 737 129	11 445 875
3	Tier I capital	11 487 203	11 634 275	11 737 129	11 445 875
4	Tier I capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	11 286 810	11 433 882	11 536 736	11 165 325
4a	Tier 1 capital as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	11 487 203	11 634 275	11 737 129	11 445 875
5	Total capital	15 703 566	15 837 456	16 012 501	15 748 450
6	Total capital as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	15 503 173	15 637 063	15 812 108	15 467 900
6a	Total capital as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	15 703 566	15 837 456	16 012 501	15 748 450
Risk-weighted assets (amounts)					
7	Total risk-weighted assets	89 374 691	87 584 796	85 123 839	84 447 701
8	Total risk-weighted assets as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	89 492 201	87 482 701	84 840 989	84 288 532
Capital ratios					
9	Tier I (as a percentage of risk exposure amount)	12.85%	13.28%	13.79%	13.55%
10	Common Equity Tier I (as a percentage of risk exposure amount) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	12.61%	13.07%	13.60%	13.25%
10a	CET1 (as a percentage of risk exposure amount) as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	12.85%	13.28%	13.79%	13.55%
11	Tier I (as a percentage of risk exposure amount)	12.85%	13.28%	13.79%	13.55%
12	Tier I (as a percentage of risk exposure amount) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	12.61%	13.07%	13.60%	13.25%
12a	Tier 1 (as a percentage of risk exposure amount) as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	12.85%	13.28%	13.79%	13.55%
13	Total capital (as a percentage of risk exposure amount)	17.57%	18.08%	18.81%	18.65%
14	Total capital (as a percentage of risk exposure amount) as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	17.32%	17.87%	18.64%	18.35%
14a	Total capital (as a percentage of risk exposure amount) as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	17.57%	18.08%	18.81%	18.65%
Leverage ratio					
15	Leverage ratio total exposure measure	141 450 480	137 687 380	134 408 249	131 683 522
16	Leverage ratio	8.12%	8.45%	8.73%	8.69%

17	Leverage ratio as if IFRS 9 or analogous ECLs transitional arrangements had not been applied	7.98%	8.30%	8.58%	8.48%
17a	Leverage ratio as if the temporary treatment of unrealised gains and losses measured at fair value through OCI in accordance with Article 468 of the CRR had not been applied	8.12%	8.45%	8.73%	8.69%

6. STATEMENT OF THE MANAGEMENT BOARD

Hereby, the Management Board of BNP Paribas Bank Polska S.A.

- declares that to the best of their knowledge, the information disclosed in accordance with part eight of Regulation (EU) No 575/2013 has been prepared in accordance with internal control processes;
- declares that, to the best of their knowledge, the adequacy of risk management arrangements ensures that the risk management systems used are appropriate from the point of view of the risk profile and strategy of the Bank and the entire Bank Capital Group;
- approves this "Capital adequacy information of BNP Paribas Bank Polska S.A. Capital Group as of 30 September 2021".

SIGNATURES OF MEMBERS OF THE MANAGEMENT BOARD OF BNP PARIBAS BANK POLSKA S.A.

16.11.2021	Przemysław Gdański <i>President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Magdalena Nowicka <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Agnieszka Wolska <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Jean-Charles Aranda <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Andre Boulanger <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Przemysław Furlepa <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Wojciech Kemblowski <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Kazimierz Łabno <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>
16.11.2021	Volodymyr Radin <i>Vice-President of the Management Board</i>	<i>qualified electronic signature</i>

Warsaw, November 16, 2021