

Summary results of periodic suitability assessment

In accordance with the KNF Methodology and “the Policy on the Assessment of Suitability of Members of the Supervisory Board of BNP Paribas Bank Polska S.A.” in place at the Bank, the Nomination Committee performed a secondary (annual) suitability assessment of the Bank's Supervisory Board. In compliance with the applicable regulations, the Bank as the systemically important institution, is obliged to carry out periodic assessment of the suitability of the Supervisory Board on a regular basis at every year.

I. Actions undertaken to make the suitability assessment:

- 1) gathering documentation necessary for performing a suitability assessment (for details see item II),
- 2) verifying reliability of the candidate using any available sanction lists,
- 3) analysis of the obtained documents and information (for details see item III)

II. List of documents being the basis for performing the suitability assessment:

- 1) CV
- 2) Self-assessment questionnaire
- 3) Representations:
 - i. on compliance with suitability requirements,
 - ii. on financial situation and property value of the Supervisory Board Member,
 - iii. on no tax arrears.

III. Summary results of the secondary suitability assessment:

The documents submitted by the Supervisory Board Members for the purpose of secondary suitability assessment are complete.

The reliability has been confirmed based on the available sanction lists.

Based on the analysis of the documents and sanction lists it is hereby confirmed that the Supervisory Board of BNP Paribas Bank S.A., composed of:

1. Lucyna Stańczak-Wuczyńska – Chairperson of the Supervisory Board;
2. Francois Benaroya – Vice-Chairperson of the Supervisory Board;
3. Magdalena Dziejguć – Member of the Supervisory Board;
4. Jarosław Bauc – Member of the Supervisory Board;
5. Jean-Paul Sabet – Vice-Chairperson of the Supervisory Board;
6. Mariusz Warych – Member of the Supervisory Board;
7. Vincent Metz – Member of the Supervisory Board;
8. Stefaan Decraene – Member of the Supervisory Board;
9. Piotr Mietkowski – Member of the Supervisory Board;
10. Małgorzata Chruściak – Member of the Supervisory Board;
11. Geraldine Conti – Member of the Supervisory Board;
12. Khatleen Pauwels – Member of the Supervisory Board.

meets the criteria of assessment with regard to:

1. Reputation, integrity and ethics,
2. Knowledge, experience and abilities,
3. Conflict of interests,
4. Spending the time necessary to perform position-related tasks,
5. Independence of judgement.

Based on the information included in the questionnaires of the self-assessment of suitability and the aforementioned documentation, the Nomination Committee has concluded that the respective Members of the Bank's Supervisory Board have the necessary expertise, skills and experience to perform the functions of Members of the Supervisory Board of BNP Paribas Bank Polska S.A. and give the warranty of due performance of these duties, thus meeting the statutory requirements specified, among others, in Article 22aa of the Banking Law Act.

The Nomination Committee has concluded that the individual competencies of the particular Members of the Bank's Supervisory Board complement each other in such a way as to allow for proper level of collective supervision over all areas of the Bank, and that the Bank's Supervisory Board as a whole has the appropriate level of expertise, skills and experience to understand the measures taken by the Bank, including those relating to the main risks. The detailed results of the assessment are presented in Enclosure no 1.

Moreover, the Nomination Committee concluded that the composition of the Supervisory Board ensures a proper level of diversity. The gender diversity goal with respect to the Supervisory Board has been exceeded and as at 31 January 2022 the participation of women in the Supervisory Board reached 41.7%.

The Nomination Committee recommended that a positive assessment of the suitability of the Members of the Bank's Supervisory Board be adopted.

Warsaw, 17th February 2022