

SOPHIE HELLER

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

Sophie Heller graduated from the ESSEC Business School with an MBA degree.

She started her professional career in 1988 as associate consultant in Bain & Company. She was the founder of Points Ciel, where she served as Chief Marketing Officer from 1992 to 1997. Between 1997 and 1998 she was the CEO of Consodata, then the Vice President for Marketing and e-Business in Jakala in the years 2000-2003. From 2003 to 2006 she was the Chief Marketing Officer in Equilon, an innovative consumer lending entity of the BNP Paribas Group, then between 2006 and 2009 she served as Chief Marketing Officer in Mediatis, a multi-channel direct sales organization. In the years 2009-2016 she worked at ING Direct, first as a Vice President for Marketing and Communication, then as CEO of ING Direct. In 2016 she became the COO of Retail Banking and Services in the BNP Paribas Group. She has broad experience in financial services (general management, digital, innovation) and an entrepreneurial background.

Sophie Heller meets the requirements of Art. 22aa of the Banking Law dated 29 August 1997 (as amended).

Jean-Charles Aranda

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

Jean Charles Aranda graduated with honours from the University of Bordeaux in France, where he received an MA in Internal Audit and Management Controlling. He is a chartered accountant.

Jean-Charles Aranda started his career in 1998 at the Paris office of KPMG, where he was the manager responsible for banking financial audit. Between 2004 and 2009 he acted as Head of Mission at the BNP Paribas Inspection Generale's central accounting team. He was charged, among other things, with the creation of a new audit team dedicated to financial audits. In 2009 he was appointed CFO of BNP Paribas El Djazair in Algeria. In January 2013 he was promoted to the post of COO of that bank. Between August 2016 and April 2017 he held the post of Managing Director of the Management Accounting and Capital Management Division of BNP Paribas Bank Polska S.A. Since April 2017 till now he has been a member of the Management Board, then Vice President of the Management Board of BNP Paribas Bank Polska S.A., supervising the Finance Area. From 2017 he has been a member and then Deputy Chairman of the Supervisory Board of BNP Paribas Towarzystwo Funduszy Inwestycyjnych S.A.

On 24 March 2023, Jean-Charles Aranda submitted resignation from his function as a Member of the Management Board of BNP Paribas Bank Polska S.A., effective from 31 July 2023, due to taking up a new position in the BNP Paribas Group.

Jean-Charles Aranda meets the requirements of Art. 22aa of the Banking Law dated 29 August 1997 (as amended).