

Draft Resolutions included in the Agenda  
of the Ordinary General Meeting of BNP Paribas Bank Polska S.A.  
on 15 April 2025

RESOLUTION No. 1  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on the election of the Chairperson of the Ordinary General Meeting of BNP Paribas Bank Polska S.A.

The Ordinary General Meeting resolves to elect [•] as the Chairperson.

**RESOLUTION No. 2**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on the adoption of the agenda of the Ordinary General Meeting of BNP Paribas Bank Polska S.A.**

§ 1

The Ordinary General Meeting resolves to adopt the following agenda of the meeting:

1. Opening of the Meeting.
2. Election of the Chairperson of the Meeting.
3. Confirmation that the Meeting has been convened in a proper manner and that it is capable of passing resolutions.
4. Acceptance of the Agenda of the Meeting.
5. Statement of the President of the Management Board of the Bank, presentation of the Management Board's report on the activities of the Bank's Group, including the Management Board's report on the Bank's activities, as well as the financial statements of the Bank for the financial year 2024 and the consolidated financial statements of the Bank's Group for 2024.
6. Statement of the Chairwoman of the Supervisory Board of the Bank, presentation of the 2024 report of the Supervisory Board.
7. Review and approval of the Report of the Supervisory Board, including, inter alia, (i) the Separate Financial Statements of BNP Paribas Bank Polska S.A. for the year ended 31 December 2024, (ii) the Consolidated Financial Statements of the BNP Paribas Bank Polska S.A. Group for the year ended 31 December 2024, (iii) the Management Board's Report on the activities of the BNP Paribas Bank Polska S.A. Group in 2024 (including the Management Board's Report on the activities of BNP Paribas Bank Polska S.A. in 2024 and the 2024 BNP Paribas Bank Polska S.A. Group Sustainability Report), (iv) the Management Board's motion on the distribution of profit for the financial year 2024, and (v) the assessment of adequacy and effectiveness of the internal control system in 2024, (vi) the assessments referred to in Rule 2.11 of the Best Practice for WSE Listed Companies 2021, together with the assessment of the Bank's compliance with the Principles of Corporate Governance for the Supervised Institutions.
8. Review and approval of:
  - 1) Separate Financial Statements of BNP Paribas Bank Polska Spółka Akcyjna for the year ended 31 December 2024.
  - 2) Consolidated Financial Statements of the BNP Paribas Bank Polska Spółka Akcyjna Group for the year ended 31 December 2024.
  - 3) Management Board's Report on the activities of the BNP Paribas Bank Polska S.A. Group in 2024 (including the Management Board's Report on the activities of BNP Paribas Bank Polska S.A. in 2024 and the 2024 BNP Paribas Bank Polska S.A. Group Sustainability Report).
9. Passing a resolution on BNP Paribas Bank Polska S.A. profit distribution for the financial year 2024.
10. Passing resolutions on granting a vote of acceptance to the Members of the Management Board of BNP Paribas Bank Polska S.A. for the fulfilment of their duties in 2024.

11. Passing a resolution on the approval of the individual and collective periodical suitability assessment of the Supervisory Board Members.
12. Passing a resolution on the assessment of adequacy of the Bank's internal regulations regarding the functioning of the Supervisory Board and the effectiveness of its operations.
13. Passing resolutions on granting a vote of acceptance to the Members of the Supervisory Board of BNP Paribas Bank Polska S.A. for the fulfilment of their duties in 2024.
14. Passing a resolution on the approval of the independent assessment of the application of the Remuneration Policy at BNP Paribas Bank Polska S.A. in 2024, submitted by the Supervisory Board of the Bank.
15. Passing a resolution on the opinion on the Supervisory Board's report on the remuneration of the Management Board and Supervisory Board Members of BNP Paribas Bank Polska S.A. in 2024.
16. Passing resolutions on the approval of an individual suitability assessment of a candidate for a Member of the Supervisory Board of BNP Paribas Bank Polska S.A. and on changes in the composition of the Supervisory Board of BNP Paribas Bank Polska S.A.
17. Passing a resolution on the collective suitability assessment of the Supervisory Board Members of BNP Paribas Bank Polska S.A.
18. Passing a resolution on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska S.A.
19. Passing resolutions on amendments to the Articles of Association of BNP Paribas Bank Polska S.A.
20. Passing a resolution on the adoption of the consolidated text of the Articles of Association of BNP Paribas Bank Polska S.A.
21. Passing a resolution on using the reserve capital of BNP Paribas Bank Polska S.A.
22. Presentation of the changes introduced by the Supervisory Board to the By-Laws of the Supervisory Board of BNP Paribas Bank Polska S.A.
23. Closing of the Meeting.

## § 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 3**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on the review and approval of the 2024 Report of the Supervisory Board of BNP Paribas Bank Polska S.A.**

Acting pursuant to Article 382 § 3 and Article 395 § 5 of the Code of Commercial Companies and Partnerships, Rule 2.11 of the Best Practice for WSE Listed Companies 2021 and § 27 of the Principles of Corporate Governance for the Supervised Institutions, in conjunction with § 12 para. 2 item 8 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

Following the review, the Ordinary General Meeting approves the 2024 Report of the Supervisory Board of BNP Paribas Bank Polska S.A.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 4**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
(draft)

**on the review and approval of the Separate Financial Statements of BNP Paribas Bank Polska S.A. for the year ended 31 December 2024**

Acting pursuant to Article 393 item 1 and Article 395 § 2 item 1 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 1 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

Following the review, the Ordinary General Meeting approves the Separate Financial Statements of BNP Paribas Bank Polska S.A. for the year ended 31 December 2024, including:

- separate statement of profit or loss for the period from 1 January 2024 to 31 December 2024, showing a net profit of PLN 2,320,798 thousand (two billion, three hundred and twenty million, seven hundred and ninety-eight thousand zlotys),
- separate statement of other comprehensive income for the period from 1 January 2024 to 31 December 2024, showing a total comprehensive income of PLN 2,346,678 thousand (two billion, three hundred and forty-six million, six hundred and seventy-eight thousand zlotys),
- separate statement of financial position prepared as at 31 December 2024, showing total assets at PLN 163,087,501 thousand (one hundred and sixty-three billion, eighty-seven million, five hundred and one thousand zlotys),
- separate statement of changes in equity for the period from 1 January 2024 to 31 December 2024, showing an increase in equity of PLN 2,499,200 thousand (two billion, four hundred and ninety-nine million, two hundred thousand zlotys),
- separate statement of cash flows for the period from 1 January 2024 to 31 December 2024, showing a net cash inflow of PLN 2,408,579 thousand (two billion, four hundred and eight million, five hundred and seventy-nine thousand zlotys)

and

- explanatory information to the separate financial statements.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 5**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
(draft)

**on the review and approval of the Consolidated Financial Statements of the BNP Paribas Bank Polska S.A. Group for the year ended 31 December 2024**

Acting pursuant to Article 395 § 5 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 2 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

Following the review, the Ordinary General Meeting approves the Consolidated Financial Statements of the BNP Paribas Bank Polska S.A. Group for the year ended 31 December 2024, including:

- consolidated statement of profit or loss for the period from 1 January 2024 to 31 December 2024, showing a net profit of PLN 2,358,268 thousand (two billion, three hundred and fifty-eight million, two hundred and sixty-eight thousand zlotys),
- consolidated statement of other comprehensive income for the period from 1 January 2024 to 31 December 2024, showing a total comprehensive income of PLN 2,384,177 thousand (two billion, three hundred and eighty-four million, one hundred and seventy-seven thousand zlotys),
- consolidated statement of financial position prepared as at 31 December 2024, showing total assets at PLN 167,539,589 thousand (one hundred and sixty-seven billion, five hundred and thirty-nine million, five hundred and eighty-nine thousand zlotys),
- consolidated statement of changes in equity for the period from 1 January 2024 to 31 December 2024, showing an increase in equity of PLN 2,532,781 thousand (two billion, five hundred and thirty-two million, seven hundred and eighty-one thousand zlotys),
- consolidated statement of cash flows for the period from 1 January 2024 to 31 December 2024, showing a net cash inflow of PLN 2,418,403 thousand (two billion, four hundred and eighteen million, four hundred and three thousand zlotys)

and

- explanatory information to the consolidated financial statements.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 6  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on the review and approval of the Management Board's Report on the activities of the BNP Paribas Bank Polska S.A. Group in 2024 (including the Management Board's Report on the activities of BNP Paribas Bank Polska S.A. in 2024 and the 2024 BNP Paribas Bank Polska S.A. Group Sustainability Report)

Acting pursuant to Article 393 item 1, Article 395 § 2 item 1 and § 5 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 items 1 and 2 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

Having reviewed the Management Board's Report on the activities of the BNP Paribas Bank Polska S.A. Group in 2024 (including the Management Board's Report on the activities of BNP Paribas Bank Polska S.A. in 2024 and the 2024 BNP Paribas Bank Polska S.A. Group Sustainability Report), the Ordinary General Meeting approves the report.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 7  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on the distribution of the profit of BNP Paribas Bank Polska Spółka Akcyjna and payment of a dividend for the financial year 2024**

Acting pursuant to Article 395 § 2 item 2 and Article 348 §§ 4 and 5 of the Code of Commercial Companies and Partnerships, and § 12 para. 1 item 3 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The net profit of BNP Paribas Bank Polska S.A. generated in 2024 in the amount of PLN **2,320,797,922.26** (two billion, three hundred and twenty million, seven hundred and ninety-seven thousand, nine hundred and twenty-two zlotys and twenty-six groszes) shall be distributed as follows:

- profit in the amount of PLN 1,162,334,504.88 (one billion, one hundred and sixty-two million, three hundred and thirty-four thousand, five hundred and four zlotys and eighty-eight groszes) shall be distributed as a dividend,
- profit in the amount of PLN 658,463,417.38 (six hundred and fifty-eight million, four hundred and sixty-three thousand, four hundred and seventeen zlotys and thirty-eight groszes) shall be allocated to the reserve capital,
- profit in the amount of PLN 500,000,000 (five hundred million zlotys) shall remain undistributed.

§ 2

The dividend amount per share is PLN 7.86 (seven zlotys and eighty-six groszes).

§ 3

The dividend record date is 22 April 2025.

§ 4

The dividend payment date is 9 May 2025.

§ 5

The Management Board of the Company is authorised to establish a procedure for submitting payment instructions for dividend distribution to minority shareholders.

§ 6

The Resolution shall come into force on the day it has been passed.



RESOLUTION No. 8  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Przemysław Gdański - President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 9  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of his duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Andre Boulanger - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 10  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of her duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Małgorzata Dąbrowska - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 11  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of his duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Wojciech Kembłowski - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 12  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of his duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Piotr Konieczny - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 13  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of her duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Magdalena Nowicka - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 14  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Volodymyr Radin - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 15  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

**on granting a vote of acceptance to the Member of the Management Board of the Bank for the fulfilment of her duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Agnieszka Wolska - Vice President of the Management Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.



RESOLUTION No. 16  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on the approval of the individual and collective periodical suitability assessment of the Supervisory Board Members of BNP Paribas Bank Polska S.A.

Acting pursuant to § 12 para. 2 item 8 of the Articles of Association of BNP Paribas Bank Polska S.A., in conjunction with the Policy on the assessment of suitability of the Supervisory Board Members of BNP Paribas Bank Polska S.A., and Recommendation Z of the Polish Financial Supervision Authority (Recommendation No. 7) concerning internal governance rules in banks, the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting approves the positive individual and collective periodical suitability assessment of the Supervisory Board Members of BNP Paribas Bank Polska S.A. conducted by the Supervisory Board's Nomination Committee and positively assessed by the Supervisory Board *in gremio*.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 17**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
(draft)

**on the assessment of adequacy of the Bank's internal regulations regarding the functioning of the Supervisory Board and the effectiveness of its operations**

Acting pursuant to Recommendation Z of the Polish Financial Supervision Authority (Recommendation No. 8.9) concerning internal governance rules in banks, in conjunction with § 12 para. 2 item 8 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting, taking into consideration:

- 1) Report on the independent assessment of the Bank's internal regulations regarding the functioning of the Supervisory Board of BNP Paribas Bank Polska S.A. in terms of Recommendation Z, prepared by an external entity,
- 2) Report on the self-evaluation of the Supervisory Board adopted by Resolution of the Supervisory Board No. 10/2024 dated 12 March 2025 on the self-evaluation of the Supervisory Board regarding the adequacy of internal regulations concerning the functioning of the Supervisory Board and the effectiveness of its operations,
- 3) List of regulations on the functioning of the Supervisory Board, as described in the Report of the Supervisory Board on the self-assessment of the adequacy of internal regulations,
- 4) Content of the regulations published on the Bank's website in the Investor Relations/Corporate Governance section,

assesses that the Bank's internal regulations are adequate and enable the Supervisory Board to operate effectively. The Supervisory Board performs its function effectively and efficiently, and duly fulfils its duties in accordance with the law, including the Code of Commercial Companies and Partnerships, the Banking Law and the Bank's Articles of Association, as well as the recommendations of the Polish Financial Supervision Authority and the corporate governance principles adopted by the Bank.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 18  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of her duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Lucyna Stańczak-Wuczyńska - Chairwoman of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 19  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr François André Benaroya – Vice Chairman of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 20  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Jean-Charles Aranda – Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 21  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Jarosław Bauc – Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 22  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of her duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Małgorzata Chruściak - Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 23  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of her duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Magdalena Dziewguć - Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.



RESOLUTION No. 24  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of her duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Sophie Heller - Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 25**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of her duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Monika Kaczorek - Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 26  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Vincent Metz – Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 27**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Piotr Mietkowski – Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 28**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of her duties in the financial year 2024**

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Ms Khatleen Pauwels - Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of her duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 29  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Jacques Rinino – Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

RESOLUTION No. 30  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on granting a vote of acceptance to the Member of the Supervisory Board of the Bank for the fulfilment of his duties in the financial year 2024

Acting pursuant to Article 395 § 2 item 3 of the Code of Commercial Companies and Partnerships, in conjunction with § 12 para. 1 item 4 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting grants a vote of acceptance to Mr Mariusz Warych – Member of the Supervisory Board of BNP Paribas Bank Polska S.A., for the fulfilment of his duties in the financial year 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 31**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
(draft)

**on the independent assessment of the application of the Remuneration Policy at BNP Paribas Bank Polska S.A. in 2024**

Acting pursuant to § 28 paras. 3 and 4 of the Principles of Corporate Governance for the Supervised Institutions issued by the Polish Financial Supervision Authority, in conjunction with § 12 para. 2 item 8 of the Articles of Association of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

Following the review, the Ordinary General Meeting adopts the Report on the independent assessment of the Remuneration Policy at BNP Paribas Bank Polska S.A. in 2024, including the Remuneration Policy for persons having material impact on the risk profile of BNP Paribas Bank Polska S.A., and considers that the remuneration policy supports the development and security of BNP Paribas Bank Polska S.A. operations

§ 2

The Resolution shall come into force on the day it has been passed.



**RESOLUTION No. 32**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on the opinion on the Supervisory Board's report on the remuneration of the Management Board and Supervisory Board Members of BNP Paribas Bank Polska S.A. in 2024**

Acting pursuant to Article 90g paras. 1 and 6 of the Act of 29 July 2005 on Public Offering and the Conditions for Introducing Financial Instruments to an Organised Trading System and on Public Companies, and Article 395 § 2<sup>1</sup> of the Code of Commercial Companies and Partnerships, the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting issues a positive opinion on the Supervisory Board's report on the remuneration of the Management Board and Supervisory Board Members of BNP Paribas Bank Polska S.A. in 2024.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 33**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

on the approval of an individual suitability assessment of a candidate for a Member of the Supervisory Board of BNP Paribas Bank Polska S.A. and on changes in the composition of the Supervisory Board of BNP Paribas Bank Polska S.A.

Acting pursuant to § 12 para. 2 items 2 and 8 of the Articles of Association of BNP Paribas Bank Polska Spółka Akcyjna, in conjunction with the Policy on the assessment of suitability of the Management Board Members of BNP Paribas Bank Polska Spółka Akcyjna and § 16 para. 1 of the Articles of Association of BNP Paribas Bank Polska Spółka Akcyjna, the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting approves the Nomination Committee's positive assessment of Ms Bożena Leśniewska as a candidate for a Member of the Supervisory Board.

§ 2

Ms Bożena Leśniewska is hereby appointed a Member of the Supervisory Board of BNP Paribas Bank Polska S.A.

§ 3

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 34**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on the collective suitability assessment of the Supervisory Board Members of BNP Paribas Bank Polska S.A. in relation to changes in the composition of the Supervisory Board**

Acting pursuant to § 12 para. 2 items 2 and 8 of the Articles of Association of BNP Paribas Bank Polska Spółka Akcyjna, in conjunction with the Policy on the assessment of suitability of the Management Board Members of BNP Paribas Bank Polska S.A., the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting of BNP Paribas Bank Polska S.A. approves the positive additional collective suitability assessment of the Supervisory Board Members of BNP Paribas Bank Polska S.A. conducted by the Nomination Committee, in relation to changes in the composition of the Supervisory Board.

§ 2

The Resolution shall come into force on the day it has been passed.

**RESOLUTION No. 35**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
(draft)

**on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska S.A.**

Acting pursuant to § 12 para. 2 item 7 of the Bank's Articles of Association, the Ordinary General Meeting resolves as follows:

§ 1

1. The Members of the Supervisory Board of the Bank shall receive the following monthly remunerations:

- 1) Chairperson of the Supervisory Board – PLN 46,000 (forty-six thousand zlotys),
- 2) Chairperson of the Supervisory Board who chairs at least one Supervisory Board committee – PLN 50,000 (fifty thousand zlotys),
- 3) Deputy Chairperson of the Supervisory Board – PLN 22,000 (twenty-two thousand zlotys),
- 4) Chairperson of the Audit Committee – PLN 33,000 (thirty-three thousand zlotys),
- 5) Member of the Supervisory Board who is a member of at least two Supervisory Board committees – PLN 28,000 (twenty-eight thousand zlotys),
- 6) Member of the Supervisory Board who is a member of at least one Supervisory Board committee – PLN 22,000 (twenty-two thousand zlotys),
- 7) Member of the Supervisory Board who is not a member of any Supervisory Board committee – PLN 16,000 (sixteen thousand zlotys).

2. A Member of the Supervisory Board shall receive the remuneration referred to in para. 1, irrespective of the frequency of the convened meetings and their attendance at the meetings of the Supervisory Board, unless the Member of the Supervisory Board waives their remuneration. The remuneration amounts referred to in para. 1 shall not be cumulative.

3. If the appointment, dismissal or other termination of the term of office of a Member of the Supervisory Board, or the appointment or dismissal of the Chairperson or Deputy Chairperson of the Supervisory Board or of the Chairperson of the Audit Committee or of a committee member takes place during a calendar month, the remuneration (for that month) shall be calculated in proportion to the number of days in service.

4. The remuneration shall be paid in arrears by the tenth day of each month following the month for which it is due.

5. The remuneration amount shall be charged to the Bank's overhead costs.

6. The Members of the Supervisory Board shall have the right to waive their remuneration. To this end, such a Member of the Supervisory Board shall notify the Chairperson of the Supervisory Board of their decision no later than one month prior to the remuneration payment date. A

Member of the Supervisory Board, who has waived their remuneration, may request that their remuneration be reinstated by notifying the Chairperson of the Supervisory Board of their decision no later than one month prior to the date of payment of the reinstated remuneration.

7. No Member of the Supervisory Board, who is at the same time employed at any entity of the BNP Paribas S.A. group or any subsidiary of any entity of the BNP Paribas S.A. group, shall not receive remuneration for serving as a Member of the Bank's Supervisory Board.

8. A Member of the Supervisory Board shall be entitled to the refund of costs incurred in connection with the Member's participation in the work of the Board, in particular travel, hotel and meal costs, according to the rules applicable in the Bank.

9. The Bank shall deduct, from the above remuneration amounts, advance payments towards income tax and, where applicable, social security and health insurance premiums, according to the applicable regulations.

## § 2

The following resolutions are hereby repealed: Resolution No. 8 of the Extraordinary General Meeting dated 17 June 2021 on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska Spółka Akcyjna, Resolution No. 37 of the Ordinary General Meeting dated 27 June 2022 amending Resolution No. 8 of the Extraordinary General Meeting dated 17 June 2021 on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska S.A., Resolution No. 36 of the Ordinary General Meeting dated 30 June 2023 amending Resolution No. 8 of the Extraordinary General Meeting of BNP Paribas Bank Polska S.A. dated 17 June 2021 on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska S.A. and Resolution No. 37 of the Ordinary General Meeting dated 27 June 2022 amending Resolution No. 8 of the Extraordinary General Meeting of BNP Paribas Bank Polska S.A. dated 17 June 2021 on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska S.A., Resolution No. 5 of the Extraordinary General Meeting dated 2 July 2024 amending Resolution No. 8 of the Extraordinary General Meeting of BNP Paribas Bank Polska S.A. dated 17 June 2021 on determining the remunerations of the Members of the Supervisory Board of BNP Paribas Bank Polska S.A. ("Resolution No. 8"), Resolution No. 37 of the Ordinary General Meeting dated 27 June 2022 amending Resolution No. 8 and the Resolution of the Ordinary General Meeting of BNP Paribas Bank Polska S.A. dated 30 June 2023 amending Resolution No. 8.

## § 3

The Resolution shall come into force on 1 May 2025.

**RESOLUTION No. 36**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
(draft)

**on amendments to the Articles of Association of BNP Paribas Bank Polska S.A.**

§ 1

Acting pursuant to Article 430 § 1 of the Code of Commercial Companies and Partnerships, the General Meeting amends the Articles of Association of BNP Paribas Bank Polska Spółka Akcyjna as follows:

1. In the existing § 5 para. 3 item 16), the following phrase shall be deleted:  
"provide services in respect of transport of cash values"
2. In the existing § 5 para. 3 item 19), the following phrase shall be deleted:  
"trade in fiscal marks and numismatic values"
3. The existing § 5 para. 3 item 20) shall read as follows:  
"issue electronic identification means within the meaning of the Act on Trust Services and Electronic Identification"
4. In the existing § 6 item 2), the following phrase shall be deleted:  
"contract credits and cash loans"
5. In the existing § 6 item 5), the following phrase shall be deleted:  
"implement, on its own or in cooperation with other entities, other business undertakings both in Poland and abroad"
6. In the existing § 6 item 6), the following phrase shall be deleted:  
"use distinguishing trademarks to mark offered services"
7. In the existing § 6 item 7), the following phrase shall be deleted:  
"provide training services"
8. The existing § 12 para. 1 item 1) shall read as follows:  
"examine and approve the report of the Management Board of the Bank on the Bank's operations, including sustainability reporting and financial statements for the previous financial year,"
9. The existing § 12 para. 1 item 2) shall read as follows:  
"examine and approve the activity report of the Management Board of the Bank on the Bank's group, including sustainability reporting and consolidated financial statements of the group for the previous financial year,"
10. The existing § 20 para. 1 item 1 sec. g) shall read as follows:

“appointment of an audit firm to audit the Bank’s financial statements, consolidated financial statements of the Group and the attestation of sustainable development reporting,”

11. The existing § 20 para. 1 item 1) sec. j) shall read as follows:

“giving consent to conducting operations the purpose of which is to contract a liability or dispose of assets with the total value in relation to one entity exceeding 10% of shareholders’ equity, with the exception of banking operations referred to in § 5 para. 2, operations referred to in § 6 para. 1 item 3, and contracting lombard loans,”

12. The existing § 20 para. 1 item 2) sec. a) shall read as follows:

“evaluation of the report of the Management Board of the Bank on the Bank’s operations, including sustainability reporting and the Bank’s financial statements for the previous financial year, as regards their compliance with books of accounts and documents, as well as the facts, evaluation of the motions of the Management Board of the Bank concerning the profit distribution or loss coverage,”

13. The existing § 20 para. 1 item 2) sec. b) shall read as follows:

“evaluation of the report on operations, including sustainability reporting and financial statements for the previous financial year for the Bank group, as regards their compliance with books of accounts and documents, as well as the facts,”

14. The existing § 20 para. 6 shall read as follows:

“The majority of the Audit Committee members fulfil conditions of independence stipulated in the Act on Statutory Auditors, Audit Firms and Public Oversight, and at least one of them has qualifications knowledge and skills in accounting or auditing of financial statements or attestation of sustainability reporting. The above independence requirement is deemed satisfied if the terms and conditions set forth in this paragraph are fulfilled by persons specified in § 16 para. 4.”

15. The existing § 22 para. 2 item 2a) shall read as follows:

“acceptance of the report on the activity of the Bank, including sustainability reporting, Bank’s financial statements and report on the activity of the Group, including sustainability reporting and consolidated financial statements of the Group,”

16. The existing § 22 para. 3 shall read as follows:

“The resolution of the Management Board mentioned in para. 2 item 12 is not required in the event of providing bank services determined in § 6 item 3), plus taking out lombard loans.”

17. The existing § 28 shall read as follows:

“The bank’s own funds are the sum of Common Equity Tier I capital, Additional Tier I capital and Tier II capital.”

18. The existing § 32 shall read as follows:

“1. Additional capital is established from net profit deductions in a financial year and a surplus obtained at issuing shares above their nominal value, remaining after covering the costs of issuance, from additional capital payments made by shareholders in exchange for assigning special rights to their existing shares without increasing the share capital.”

2. Reserve capital is established from net profit deductions in a financial year, earmarked for covering the balance sheet loss and other purposes or expenditures.
3. The general risk fund is earmarked for unidentified risk related to banking operations and is established from net profit deductions in the amount resolved by the General Meeting.
4. Special purpose funds may be established from net profit deductions on the basis of resolutions of the General Meeting. The General Meeting, when establishing a special purpose fund, determines its purpose.
5. The General Meeting decides on the use of the supplementary and reserve capitals, and a part of the supplementary capital in the amount of one-third of the share capital may be used only to cover balance sheet losses.
6. The following are allocated to cover the balance sheet loss:
  - 1) Reserve capital,
  - 2) Supplementary capital,
  - 3) General risk fund for unidentified risk related to banking operations,
  - 4) Special purpose funds indicated in para. 4, if they are established."

§ 2

The Resolution shall come into force on the day it has been passed.



RESOLUTION No. 37  
of the Ordinary General Meeting of  
BNP Paribas Bank Polska S.A.  
dated 15 April 2025  
(draft)

on the adoption of the consolidated text of the Articles of Association of BNP Paribas Bank Polska Spółka Akcyjna

§ 1

Acting pursuant to Article 430 § 1 of the Code of Commercial Companies and Partnerships and § 12 para. 2 item 1) of the Articles of Association of BNP Paribas Bank Polska Spółka Akcyjna, the General Meeting resolves to adopt the following consolidated text of the Articles of Association:

**"ARTICLES OF ASSOCIATION  
OF BNP PARIBAS BANK POLSKA SPÓŁKA AKCYJNA**

I. GENERAL PROVISIONS

**§ 1**

*(deleted)*

**§ 2**

1. The Bank operates under the name of "BNP Paribas Bank Polska Spółka Akcyjna". The Bank may use the short name of "BNP Paribas Bank Polska S.A."
2. The Bank shall have legal personality.
3. The seat of the Bank shall be the capital city of Warsaw.
4. The Bank shall operate both inside and outside the territory of the Republic of Poland.
5. The Bank may establish, transform, and liquidate branches, representative offices, and other organisational units both in Poland and abroad.

**§ 3**

*(deleted)*

II. SUBJECT MATTER AND SCOPE OF THE BANK'S ACTIVITY

**§ 4**

The Bank shall carry out banking activity for the benefit of natural persons, legal persons, and organisational units without legal personality, as long as they have legal capacity.

**§ 5**

1. The subject matter of the Bank's activity shall be to carry out banking operations and provide financial services.
2. The Bank shall perform the following banking operations:
  - 1) taking of deposits payable on demand or at a specified maturity, and operation of such deposits' accounts,



- 2) operation of other bank accounts,
  - 3) granting credits and cash loans,
  - 4) issuing and confirming bank guarantees, and opening and confirming letters of credit,
  - 5) issuing of bank securities,
  - 6) performance of bank monetary settlements,
  - 7) operations involving cheques and bills of exchange, and operations relating to warrants,
  - 8) providing payment services:
    - a) issuing payment instruments, including payment cards
    - b) providing the payment initiation service
    - c) providing the account information service,
    - d) enabling the acceptance of payment instruments and the execution of payment transactions initiated by or through the merchant using the payer's payment instrument, consisting in particular in the handling of authorisations, sending the payer's or merchant's payment orders to the issuer of the payment instrument or payment systems, aimed at transferring to the merchant the funds owed to it, excluding activities consisting in clearing and settlement of these transactions within the framework of a payment system within the meaning of the Act on Settlement Finality (acquiring),
  - 9) (deleted),
  - 10) purchasing and selling cash receivables,
  - 11) (deleted),
  - 12) purchasing and selling foreign currencies,
  - 13) granting and confirming suretyships,
  - 14) performance of commissioned activities related to the issue of securities,
  - 15) intermediation in money transfers and foreign exchange settlements,
  - 16) issue of electronic money,
  - 17) consultancy in relation to structured deposits.
3. In addition to the performance of the banking operations, the Bank, within the scope laid down in the Act on Banking Law, may also:
- 1) (deleted),
  - 2) (deleted),
  - 3) (deleted),
  - 4) swap debt for debtor's assets on terms agreed with the debtor,
  - 5) purchase and sell real property,
  - 6) provide financial consulting and advisory services,
  - 7) carry out brokerage activity (run a brokerage undertaking) by performing the following operations:
    - a) receiving and transmitting orders to buy or sell financial instruments,
    - b) executing orders referred to in sec. a) for the account of the principal,
    - c) management of portfolios that include one or more financial instruments,
    - d) investment consulting,
    - e) the offering of financial instruments,
    - f) storing or registering of financial instruments, including maintaining securities accounts and cash accounts,
    - g) preparing investment analysis, financial analysis and other recommendations of a general nature relating to transactions in financial instruments,
    - h) buying or selling financial instruments on own account,
  - 8) perform non-brokerage operations consisting in:
    - a) (deleted),
    - b) executing orders to buy or sell financial instruments not admitted to organised trade, for the account of the ordering party,
    - c) buying or selling financial instruments on own account,

- d) consulting services for enterprises regarding capital structure, enterprise strategy or other issues related to such structure or strategy,
  - e) consulting and other services regarding merger, division or takeover of enterprises,  
with the proviso that the subject of the activities defined in sec. b) may also be bonds issued by the Bank Gospodarstwa Krajowego in favour of funds created, entrusted or transferred to this bank under separate legal acts, guaranteed by the Treasury and bonds issued by the Bank Guarantee Fund or an entity managing assets mentioned in Article 224, para. 1 of the Act of 10 June 2016 on the Bank Guarantee Fund, Deposit Guarantee System and Compulsory Restructuring, and with the proviso that the activities specified in sec. c) are not performed as part of acting as the market maker on shares or derivative instruments in which the underlying instrument are shares.
  - 9) (deleted),
  - 10) fulfil the function of a depository within the meaning of the provisions of law regarding the organisation and operation of pension funds,
  - 11) perform the function of a depository within the meaning of the provisions of law regarding investment funds and management of alternative investment funds and running registers and lists of participants in investment funds,
  - 12) operation of securities deposit,
  - 13) (deleted),
  - 14) provide financial-settlement and advisory services in respect of financial markets instruments,
  - 15) provide factoring and forfaiting services and intermediation in the provision thereof,
  - 16) (deleted),
  - 17) provide insurance intermediation services within the scope authorised by the provisions of the Insurance Distribution Act,
  - 18) provide financial leasing and act as intermediary in provision of leasing,
  - 19) (deleted),
  - 20) issue electronic identification means within the meaning of the Act on Trust Services and Electronic Identification,
  - 21) provide services of reporting to the trade repositories within the meaning of the Regulation of the European Parliament and of the Council (EU) No 648/2012 on OTC derivatives, central counterparties and trade repositories,
  - 22) keep securities accounts (fiduciary activities).
4. If in the light of the legal provisions in force it is required to obtain a special permit to perform any of the operations listed in this Article, the Bank shall perform them only after having obtained the permit and only within the scope specified in the permit.
5. The Bank may, under a contract, outsource some operations falling into the scope of its activity to other entities, including other banks.

## § 6

Additionally, the Bank may:

- 1) issue bonds, including capital bonds, convertible bonds, bonds with the pre-emption right as to subscription for the Bank's shares, as well as subscription warrants,
- 2) (deleted),
- 3) carry out deposit operations in the interbank market,
- 4) receive suretyships and guarantees,
- 5) (deleted),
- 6) (deleted),
- 7) (deleted),
- 8) perform upon mandate, activities being in the scope of activity of other banks or lending institutions or financial institutions, in particular the members of the majority shareholder's group,

- 9) act as a bondholders' agent within the meaning of the Act on Bonds.

## IIa. OTHER RIGHTS OF THE BANK

### **§ 6a**

1. The Bank has the right to perform actions provided for domestic banks and related to handling applications in proceedings regarding childcare allowance referred to in the provisions of the Law on State Aid in Childcare.
2. The Bank has the right to provide to its affiliated entities or its parent entity services related to use of the Bank's systems, infrastructure and information technology, including data processing services, ICT security services, services securing data processing, software and IT infrastructure maintenance services and advisory services in the above scope.

## III. BANK'S GOVERNING BODIES

### **§ 7**

The Bank shall have the following bodies:

- 1) General Meeting,
- 2) Supervisory Board,
- 3) Management Board of the Bank.

### 1. GENERAL MEETING

#### **§ 8**

1. The General Meeting may be convened in the form of an ordinary General Meeting or extraordinary General Meeting. The General Meeting shall be convened by the Management Board.
2. The Ordinary General Meeting shall be held once a year, not later than within 6 months from the end of each financial year.
3. The Extraordinary General Meeting shall be convened as required by the Management Board of the Bank upon its own initiative or upon the motion of the Supervisory Board, or at the request of a shareholder or shareholders representing jointly at least 1/20 of the share capital. The request of the shareholder or shareholders should be submitted to the Management Board of the Bank in writing or in the electronic form.
4. The Supervisory Board shall have the right to convene:
  - Ordinary General Meeting, should the Management Board of the Bank fail to do so within the time limit laid down in para. 2;
  - Extraordinary General Meeting, if the Supervisory Board deems advisable to convene it.
5. A shareholder or shareholders representing jointly at least 1/20 of the Bank's share capital may demand that Extraordinary General Meeting be convened, as well as that certain matters be put on the agenda of this General Meeting. Shareholders representing at least half of the Bank's share capital or having at least half of total votes at the Bank may convene an Extraordinary General Meeting. Shareholders shall appoint the chairperson of such Extraordinary General Meeting.
6. The General Meeting is convened through an announcement made on the Bank's website and in the manner specified for the submission of current information in accordance with the provisions on public offer and terms of introduction of financial instruments to



organised trading, and on public companies, at least twenty-six days before the date of the General Meeting.

7. Cancelling or changing of the date of the General Meeting, which has been convened at the request of the shareholders of the Bank, may only be possible at the consent of the shareholders that requested such a meeting. In any other cases the General Meeting may be cancelled if there are extraordinary obstacles for it to be held. In case the General Meeting date is changed or the meeting cancelled, the new date should be fixed in such a manner that the shareholders of the Bank are notified of the new date of the General Meeting not later than three weeks in advance of such date.

### **§ 9**

1. All matters put on the General Meeting's agenda by the Management Board of the Bank shall be presented to the Supervisory Board for consideration beforehand. A shareholder or shareholders representing jointly at least 1/20 of the Bank's share capital may demand that certain matters be put on the agenda of the next General Meeting. A shareholder or shareholders shall submit such a request in writing or by electronic mail to the Management Board of the Bank, which in turn shall present it together with its opinion to the Supervisory Board.
2. The request mentioned in para. 1, containing the statement of reasons or the draft resolution concerning the proposed item on the agenda, should be submitted to the Management Board of the Bank not later than 21 days before the appointed date of the General Meeting.
3. Removal of an item from the agenda or resignation from processing a matter put on the agenda at the request of the shareholders of the Bank shall require a resolution to be passed by the General Meeting of the Bank and consent of all the shareholders of the Bank, who had requested to put such an item on the agenda of the General Meeting.

### **§ 10**

1. Shareholders may attend General Meetings in person or by proxy.
2. The power of attorney to participate in the General Meeting and to exercise the voting right must be drawn up in the written form, otherwise invalid, and it should be enclosed with the minutes. The representatives of shareholders and their proxies should present excerpts from registers or other documents mentioning persons authorised to represent those entities. The power of attorney to participate in the General Meeting and to exercise the voting right may also be in the electronic form. The provision of a power of attorney in the electronic form does not require a secure digital signature verifiable with the use of a valid qualified certificate. Detailed principles of the shareholders' participation in the General Meeting and the procedure applied during the General Meeting, as well as the method of communication of shareholders with the Bank using the electronic communication media, including the notification on the provision of a power of attorney in the electronic form, are contained in the Regulations of the General Meeting.
3. The voting shall be open. Secret ballot shall be ordered in the case of voting on elections or applications for dismissal of members of the Bank's bodies or liquidators, or for holding them liable, as well as on staff matters. Apart from the above, secret ballot shall be held upon demand of at least one of the shareholders present or one of shareholder proxies present.
4. Each share shall confer one vote at the General Meeting.

### **§ 11**

The General Meeting shall be opened by the Chairperson or Vice Chairperson of the Supervisory Board. Should none of them be able to open the General Meeting, the meeting shall be opened by a member of the Supervisory Board. Should those persons be absent, the General Meeting shall be opened by the President of the Management Board of the Bank or the person appointed by the Management Board of the Bank. The General Meeting shall elect a Chairperson from among the persons entitled to vote at the General Meeting or their proxies.

## **§ 12**

1. The subject matter of the Ordinary General Meeting shall be to:
  - 1) examine and approve the report of the Management Board of the Bank on the Bank's operations, including sustainability reporting and financial statements for the previous financial year,
  - 2) examine and approve the activity report of the Management Board of the Bank on the Bank's group, including sustainability reporting and consolidated financial statements of the group for the previous financial year,
  - 3) pass a resolution on profit distribution or covering a loss,
  - 4) grant members of the Bank's bodies the vote of acceptance for the performance of their duties.
2. The competencies of the General Meeting include, moreover, passing of resolutions in the following matters:
  - 1) amendment to the Articles of Association of the Bank;
  - 2) appointing and dismissing the members of the Supervisory Board;
  - 3) increasing or decreasing the share capital of the Bank;
  - 4) issuing convertible bonds and bonds with pre-emption right as to subscription for the Bank's shares, subscription warrants, as well as capital bonds that are convertible into the Bank's shares;
  - 5) redemption of shares and determination of detailed conditions of such redemption;
  - 6) merger or liquidation of the Bank, choice of liquidators or the method of liquidation;
  - 7) determination of the principles of remuneration and the remuneration of the Members of the Supervisory Board;
  - 8) matters submitted by the Supervisory Board or Management Board of the Bank;
  - 9) matters submitted by the shareholders in compliance with the regulations in force and these Articles of Association;
  - 10) approval of the procedure on the appointment and dismissal of the Supervisory Board Members;
  - 11) other matters reserved by law and the provisions of these Articles of Association.
3. Purchase or sale of real property, share in real property, or the right of perpetual usufruct shall not require a resolution of the General Meeting.

## **§ 13**

1. The General Meeting may pass resolutions only if it has been convened in compliance with § 8 and if shareholders representing at least 50% of the share capital are present. If less than 50% of the share capital is represented at the General Meeting, the Management Board convenes a General Meeting with the same agenda once again, setting a new date of such a meeting on the first possible date allowed by the law. Should this be the case, the next General Meeting shall be valid irrespective of the percentage of share capital represented, notwithstanding unconditionally binding provisions of the Code of Commercial Companies and Partnerships.
2. Except as provided for in absolutely binding law and these Articles of Association, the resolutions of the General Meeting shall be passed with a simple majority of votes cast. The resolutions of the General Meeting on amendments to the Articles of Association, including in particular a change of the Bank's business name, its registered office, profile



of activities referred to in § 5 para. 2, increase or decrease of the Bank's share capital, issue of convertible bonds and bonds with pre-emption right as to subscription for the Bank's shares, subscription warrants, as well as capital bonds that are convertible into the Bank's shares, and also liquidation or dissolution of the Bank, sale of the entire or part of the banking enterprise, are adopted with the majority of three fourths of votes cast. A resolution on the merger of the Bank with another bank or credit institution, requires the resolution of the General Meeting adopted with the majority of two thirds of votes.

#### **§ 14**

1. The Bank may issue registered shares and bearer shares.
2. Bearer shares shall not be convertible into registered shares unless the obligation to convert results from the law.
- 3.

#### **§ 15**

General Meetings of Shareholders shall be held at the Bank's registered office.

### **2. SUPERVISORY BOARD**

#### **§ 16**

1. The Supervisory Board of the Bank shall be composed of five to twelve members appointed for a joint five-year term of office by the General Meeting. The term of office is calculated in financial years (the first financial year of the term of office is each time the financial year in which the holding of a position began, even if it began during a financial year). The number of members of the Supervisory Board of the particular term of office shall be determined by the General Meeting. At least half of the members of the Supervisory Board of the Bank should have good knowledge of the banking market in Poland, i.e. they should have a good command of Polish and have gained the required experience on the Polish market.
2. The Supervisory Board elects the Chairperson and the Vice Chairpersons from among its members.
3. At least two members of the Supervisory Board should be independent members. Independent members of the Supervisory Board should not be related to the Bank, the Bank shareholders or employees in a manner which could significantly affect or give rise to a justified assumption that it significantly affects the ability of the independent member of the Supervisory Board to make unbiased decisions.
4. A person who jointly meets the following conditions is deemed to be an independent member of the Supervisory Board:
  - a) s/he does not hold and has not held within the last five years, the function of a member of the management board or another managerial function, regardless of the legal form of employment, whether in the Bank, its subsidiaries and parent entity;
  - b) s/he is not and has not been employed in the Bank, its subsidiaries or parent entity, or in associated entities of the Bank, within the last three years;
  - c) s/he does not receive any additional remuneration apart from the consideration due for the membership in the Supervisory Board, or any other financial benefits from the Bank, its subsidiaries or its parent entity, with the exception of benefits owed to him/her as a consumer who has entered into an agreement on standard terms with the Bank, its subsidiary or parent entity;
  - d) s/he is not a shareholder or member of the management, managerial personnel or employee of the shareholder holding shares representing more than 5% of the general number of votes at the General Meeting of the Bank, nor is a member of the management, managerial personnel or employee of the shareholder of the Bank

- holding such number of shares which makes it possible to effectively control the Bank;
- e) s/he has not had, during the year preceding the election for the Supervisory Board and does not currently have, any material commercial or business connections with the Bank, its subsidiaries and parent entity which could significantly affect his/her independence;
  - f) s/he is not and has not been within the last three years a statutory auditor or employee, member of the management, managerial personnel or shareholder of an entity providing statutory auditor's services to the Bank, its subsidiaries or parent entity;
  - g) s/he is not a member of a management board in another company in which a member of the Management Board of the Bank is a member of the supervisory board;
  - h) s/he does not have material connections with members of the Management Board of the Bank manifested in the joint shareholding in other companies or governing bodies of those companies;
  - i) s/he is not and has not been, within the last three years, a spouse, partner or relative of a member of the Management Board of the Bank, or an employee holding a position in the Bank who is directly subordinated to the Management Board of the Bank or a member of the Management Board of the Bank.
5. Whenever due to the expiry of mandates of certain members of the Supervisory Board, or whenever the General Meeting is incapable of appointing one or more members of the Supervisory Board, the number of members of the Supervisory Board is lower than that specified in the resolution of the General Meeting appointing members of the Supervisory Board of the Bank, but not lower than 5 (five), the Supervisory Board will be able to adopt valid resolutions until its composition is supplemented. In such a case the Management Board immediately convenes the General Meeting in order to supplement the composition of the Supervisory Board. If the number of independent members of the Supervisory Board is lower than the number of independent members of the Supervisory Board specified in para. 3, and the number of the members of the Supervisory Board is not less than 5 (five), the Supervisory Board will be able to adopt valid resolutions until its composition is supplemented with an appropriate number of independent members. In such a case the Management Board shall immediately convene the General Meeting in order to supplement the composition of the Supervisory Board with the appropriate number of the independent members.
6. Members of the Supervisory Board may perform their duties only personally, and members of the Supervisory Board may participate in the adoption of resolutions by the Supervisory Board, casting their votes in writing via another member of the Supervisory Board. The vote cast in writing via another member of the Supervisory Board may not concern matters introduced to the agenda at the meeting of the Supervisory Board. The adoption of resolutions under this procedure may not concern the election of the Chairperson and the Vice Chairperson of the Supervisory Board, appointment of a member of the Management Board as well as a dismissal and suspension of those persons in their duties.
7. A member of the Supervisory Board can be reappointed for the Supervisory Board but for no more than three successive terms of office and not earlier than a year before the end of the current term.

### **§ 17**

1. Without prejudice to the provisions of § 16 para. 1, the mandate of the member of the Supervisory Board shall expire at the latest on the date of convening the General Meeting approving the financial statements of the Bank for the last full year of fulfilling the functions of the members of the Supervisory Board. The mandate of a member of the Supervisory Board appointed before the end of a given term of office of the Supervisory Board, shall expire at the same time when the mandates of the other member of the



Supervisory Board expire. The mandate of a member of the Supervisory Board shall also expire due to the member's death or resignation from the Supervisory Board or recalling the member from the Supervisory Board.

2. The appointment of a new member for the Supervisory Board to replace the member whose mandate expired during the term of office of the Supervisory Board takes place in accordance with the rules specified in § 16.

### **§ 18**

1. The Supervisory Board acts pursuant to the By-laws passed by the Board itself.
2. The meetings of the Supervisory Board are convened and chaired by the Chairperson, and in his or her absence, the Vice Chairperson. The meetings of the Supervisory Board are convened in the form of a written notification sent no later than fourteen days before the proposed date of the meeting to all members of the Supervisory Board and other invited persons. The notification of the calling of the Supervisory Board to a meeting should specify the proposed date and time, place and agenda of the meeting as well as the method of using the means of remote direct communication.
3. The meetings of the Supervisory Board are convened as necessary, no less frequently, however than once a quarter.
4. A member of the Supervisory Board, as well as the Management Board of the Bank, may request that the Chairperson or the Vice Chairperson of the Supervisory Board convene a meeting of the Supervisory Board, quoting the proposed agenda. The Chairperson, and if necessary the Vice Chairperson, convenes meetings of the Supervisory Board within two weeks of receiving the request. If the Chairperson or the Vice Chairperson of the Supervisory Board fail to convene the meeting within two weeks of receiving the request mentioned in this para. 4, the applicant may convene a meeting of the Supervisory Board independently, specifying the proposed date and time, the place and agenda of the meeting.
5. The meetings of the Supervisory Board are minuted.

### **§ 19**

1. For the validity of the resolutions of the Supervisory Board, it is required that all of the members of the Supervisory Board be notified in writing about the meeting and at least a half of the members of the Supervisory Board be present in the meeting, including the Chairperson or Vice Chairperson. If due to the absence of the Chairperson and the Vice Chairperson in the meeting of the Supervisory Board, the Supervisory Board cannot pass valid resolutions, the meeting of the Supervisory Board shall be convened again, providing for fourteen-day's prior notice sent immediately after the end of the first meeting of the Supervisory Board, with the same agenda. At the further meeting of the Supervisory Board, the presence of the Chairperson or Vice Chairperson is not necessary for passing valid resolutions by the Supervisory Board. During a meeting, the Supervisory Board may not pass resolutions on issues not included in the agenda unless all Members of the Supervisory Board are present and no one opposed the passing of the resolution.
2. Resolutions of the Supervisory Board are adopted by an ordinary majority of votes of Board members present at the meeting. In the case where the number of votes is equal, the Chairperson of the Supervisory Board shall have the casting vote.
3. Resolutions concerning matters specified in § 20 para. 1 item 1 section k) below are adopted provided a majority of independent members of the Supervisory Board cast their votes for such resolutions.

## § 20

1. The competencies of the Supervisory Board, besides the rights and duties provided for in legal regulations and provisions of these Articles of Association, include also:
  - 1) adoption of resolutions concerning:
    - a) the annual financial plan of the Bank,
    - b) appointment and dismissal of members of the Management Board of the Bank and approval of internal division of responsibilities between the members of the Management Board,
    - c) approval of making equity investments by the Bank, if the value of such an investment (understood as the purchase price or sale price of a specific asset) exceeds the equivalent of 40,000,000 (forty million) zlotys, except entering into securities underwriting agreements, whereas the term "equity investment" should be understood as the purchase and sale of shares/interest, joining and withdrawal from commercial law companies,
    - d) expression of consent to the acquisition or disposal of real estate, a share in real estate or perpetual usufruct, if their value amounts at least to 10,000,000 (ten million) zlotys, however, the resolution of the Supervisory Board is not required when the acquisition or disposal of the real estate, interest in real estate or perpetual usufruct right is related to the satisfying of the Bank's claims against its debtor, securing the Bank's receivables, or is subject to a lease agreement (*umowa leasingu*), in which the Bank is the financing party, including in particular any acquisition in the performance of the lease agreement, disposal after the termination of the lease terms or during the same, as well as disposal after the termination of the lease agreement concerning particular real estate, interest in real estate or perpetual usufruct right, regardless of the value of such real estate, interest therein or perpetual usufruct right,
    - e) approving motions of the Management Board of the Bank concerning the establishment of a Bank branch abroad,
    - f) adoption of regulations for granting credits, loans, bank guarantees or suretyships to members of governing bodies of the Bank, persons in managerial positions and entities related to them organisationally and in terms of capital,
    - g) appointment of an audit firm to audit the Bank's financial statements, consolidated financial statements of the Group and the attestation of sustainable development reporting,
    - h) specification of principles of remuneration and amount of remuneration for members of the Management Board,
    - i) approval of the management strategy of the Bank, as prepared by the Management Board,
    - j) giving consent to conducting operations the purpose of which is to contract a liability or dispose of assets with the total value in relation to one entity exceeding 10% of shareholders' equity, with the exception of banking operations referred to in § 5 para. 2, operations referred to in § 6 para. 1 item 3, and contracting lombard loans,
    - k) giving consent to conducting transactions with the Bank affiliated entities which may not be classified jointly as typical transactions conducted as part of the current activities of the Bank, concluded on market conditions,
    - l) (deleted)
    - m) establishment of the consolidated text of the Articles of Association immediately after the General Meeting which resolved the amendments to the Articles of Association and introduction of other editorial amendments specified in the General Meeting's resolution,
  - 2) exercising continuous supervision over the Bank's operations, and in particular:

- a) evaluation of the report of the Management Board of the Bank on the Bank's operations, including sustainability reporting and the Bank's financial statements for the previous financial year, as regards their compliance with books of accounts and documents, as well as the facts, evaluation of the motions of the Management Board of the Bank concerning the profit distribution or loss coverage,
  - b) evaluation of the report on operations, including sustainability reporting and financial statements for the previous financial year for the Bank group, as regards their compliance with books of accounts and documents, as well as the facts,
  - c) suspension - for valid reasons - of individual or all members of Management Board of the Bank in their duties,
  - d) delegation of members of the Supervisory Board for a period not exceeding three months to perform temporarily the duties of members of the Management Board of the Bank who have been dismissed, who resigned or cannot hold their functions for other reasons,
  - e) submission of an annual written report to the General Meeting on the results of the evaluation mentioned in sections a), b) and f),
  - f) supervision over the implementation of the internal control system and evaluation of the adequacy and efficiency of the Bank's internal control system.
2. The Supervisory Board provides opinions to any motions and issues that require a resolution of the General Meeting except for draft resolutions relating to organisational and formal matters. The members of the Supervisory Board participate in the General Meetings. Failure to provide the opinion by the Supervisory Board does not limit the right of the Management Board to convene the General Meeting or include specific issues in the agenda of that General Meeting.
  3. The Supervisory Board represents the Bank in the agreements and disputes with the members of the Management Board of the Bank, acting through two members authorised by the Supervisory Board.
  4. The Supervisory Board may adopt resolutions in writing or using means of direct remote communication.
  5. The Supervisory Board creates internal committees composed of members of the Supervisory Board, and in particular the Audit Committee, Remuneration Committee, Nomination Committee and Risk Committee. The organisation, competencies and scope of the responsibilities of the internal committees are specified in the By-laws of the Supervisory Board.
  6. The majority of the Audit Committee members fulfil conditions of independence stipulated in the Act on Statutory Auditors, Audit Firms and Public Oversight, and at least one of them has qualifications knowledge and skills in accounting or auditing of financial statements or attestation of sustainability reporting. The above independence requirement is deemed satisfied if the terms and conditions set forth in this paragraph are fulfilled by persons specified in § 16 para. 4.

### 3. MANAGEMENT BOARD OF THE BANK

#### § 21

1. The Management Board of the Bank consists of four to nine members. The members of the Management Board of the Bank are appointed for a joint term of three years. The term of office is calculated in financial years (the first financial year of the term of office is each time the financial year in which the holding of a position began, even if it began during a financial year).

2. The members of the Management Board of the Bank are: President, First Vice President, Vice Presidents and/or Members of the Management Board, who are appointed, dismissed and suspended in their activities by the Supervisory Board.
3. Members of the Management Board of the Bank should possess knowledge, skills and experience adequate to the functions they perform and the duties entrusted to them and are of a good repute due to the performance of those duties.
4. At least half of the members of the Management Board of the Bank should have good knowledge of the banking market in Poland, i.e. they should permanently reside in Poland, have a good command of Polish and have gained the required experience on the Polish market.

## § 22

1. The Management Board of the Bank runs the Bank's affairs and represents the Bank against third parties.
2. The competencies of the Management Board of the Bank include any matters that have not been reserved in legal regulations or these Articles of Association to the competencies of the other governing bodies of the Bank. In particular the following matters require a resolution of the Management Board of the Bank:
  - 1) preparing a draft of the management strategy of the Bank and submission of the same to the Supervisory Board for approval;
  - 2) preparing the financial plan and accepting the report from the plan execution;
    - 2a) acceptance of the report on the activity of the Bank, including sustainability reporting, Bank's financial statements and report on the activity of the Group, including sustainability reporting and consolidated financial statements of the Group;
  - 3) determination of the human resources policy, in particular with regard to the principles of remuneration, the employment structure and profile, and the principles of the social policy,
  - 4) determination of the Bank product policy,
  - 5) determination of the organisational structure of the Bank,
  - 6) setting up and winding down the Bank committees, and determination of their competencies,
  - 7) appointing commercial representatives,
  - 8) determination of the area of management supervised by the particular members of the Management Board of the Bank,
  - 9) passing and submitting to the Supervisory Board for approval of the By-laws of the Management Board of the Bank,
  - 10) determination of the principles of functioning of the internal control and audit,
  - 11) subject to § 20 para. 1 item 1 section d), decisions on purchasing or selling real estate or the perpetual usufruct right, if their value is lower than 10,000,000 (in words: ten million) zlotys but higher than 5,000,000 (five million) zlotys, however the resolution of the Management Board of the Bank is not required when the acquisition or disposal of the share in real estate, interest in real estate or perpetual usufruct right is related to the satisfaction of the Bank's claims against its debtor, securing the Bank's receivables, or is subject to a lease agreement (*umowa leasingu*), in which the Bank is the financing party, including in particular any acquisition in the performance of the lease agreement, disposal after the termination of the lease terms or during the same, as well as disposal after the termination of the lease agreement concerning particular real estate, interest in real estate or perpetual usufruct right, regardless of the value of such real estate, interest therein or perpetual usufruct right,
  - 12) without prejudice to item 11 and para. 3 and para. 4 below, making decisions on assuming obligations and managing a right, if the total value of the same with regard to one entity exceeds 5% of equity,

- 13) providing the Supervisory Board with a quarterly report on equity investments made in the value lower than the amount specified in § 20 para. 1 item 1 section c),
  - 14) the allocation of shares in exchange for capital bonds in connection with an increase in share capital through the conversion of capital bonds into shares in the event of an initiating event.
3. The resolution of the Management Board mentioned in para. 2 item 12 is not required in the event of providing bank services determined in § 6 item 3), plus taking out lombard loans.
  4. The decisions referred to in para. 2 item 11) and 12), can be taken by the Bank's committees and other persons holding managerial positions on the basis of authorisations granted under the resolution of the Management Board of the Bank.
  5. The Management Board of the Bank operates based on By-laws passed by the Management Board and approved by the Supervisory Board.

### **§ 23**

The resolutions of the Management Board of the Bank are adopted by absolute majority of votes cast, in the presence of at least a half of the Members of the Management Board of the Bank. In the case of an equal number of votes the President of the Management Board of the Bank shall have the casting vote.

### **§ 24**

1. The appointment of a commercial representative requires the consent of all members of the Management Board of the Bank. Each member of the Management Board of the Bank may cancel the commercial representation.
2. The powers of attorney are granted by two members of the Management Board of the Bank acting jointly, one member of the Management Board acting with a commercial representative, or two commercial representatives acting jointly as well as proxies within the powers of attorney granted to them.

### **§ 25**

1. The President of the Management Board of the Bank manages the current activities of the Bank and represents the Management Board of the Bank before third parties, plus coordinates the work of the other members of the Management Board of the Bank, convenes the meetings of the Management Board and chairs the meetings, plus applies to the Supervisory Board for appointing further members of the Management Board of the Bank. The President of the Management Board of the Bank shall supervise in particular, the Legal Line, Internal Audit Line and Compliance Line.
2. The basic duties of the member of the Management Board of the Bank appointed upon consent of the Polish Financial Supervision Authority include the management of risk, including credit risk.

### **§ 26**

1. The declarations of will on behalf of the Bank are submitted by:
  - 1) two members of the Management Board acting jointly or one member of the Management Board together with the commercial representative or proxy acting within the power of attorney granted,
  - 2) two commercial representatives acting jointly,
  - 3) proxies acting jointly or alone within the powers of attorney granted.
2. Commercial representation granted in the Bank is a joint commercial representation authorising to act jointly with another commercial representative of a member of the Management Board.



#### IV. ORGANISATION OF THE BANK

##### **§ 27**

1. Bank's objectives and tasks are carried out by:
  - 1) branches, representative offices, brokerage house, other organisational units,
  - 2) areas, business lines, departments, offices and other organisational sections
  - 3) other than specified in items 1) and 2), organisational forms.
2. The organisational structure of the Bank is determined in the organisational regulations adopted according to the Bank's internal regulations.

#### V. BANK CAPITAL AND FUNDS

##### **§ 28**

The bank's own funds are the sum of Common Equity Tier I capital, Additional Tier I capital and Tier II capital.

##### **§ 29**

1. The share capital of the Bank shall amount to PLN 147,799,870 (one hundred forty seven million seven hundred ninety nine thousand eight hundred seventy zlotys) and is divided into 147,799,870 (one hundred forty seven million seven hundred ninety nine thousand eight hundred seventy zlotys) registered shares and bearer shares with a nominal value of PLN 1.00 (one zloty), including:
  - a) 15,088,100 (fifteen million eighty eight thousand, one hundred) A series shares, from number 00000001 to number 15088100;
  - b) 7,807,300 (seven million eight hundred and seven thousand, three hundred) B series shares, from number 0000001 to number 7807300;
  - c) 247,329 (two hundred and forty seven thousand, three hundred and twenty nine) C series shares, from number 000001 to number 247329;
  - d) 3,220,932 (three million two hundred and twenty thousand, nine hundred and thirty two) D series shares, from number 0000001 to number 3220932;
  - e) 10,640,643 (ten million six hundred and forty thousand, six hundred and forty three) E series shares, from number 00000001 to number 10640643;
  - f) 6,132,460 (six million one hundred and thirty-two thousand, four hundred and sixty) F series shares, from number 0000001 to number 6132460;
  - g) 8,000,000 (eight million) G series shares, from number 0000001 to number 8000000;
  - h) 5,002,000 (five million two thousand) H series shares from number 0000001 to number 5002000;
  - i) 28,099,554 (twenty-eight million ninety-nine thousand five hundred fifty-four) I series shares from number 00000001 to number 28099554;
  - j) 2,500,000 (two million five hundred thousand) J series shares from number 0000001 to number 2500000;
  - k) 10,800,000 (ten million eight hundred thousand) K series shares from number 00000001 to number 10800000;
  - l) 49,880,600 (forty-nine million eight hundred eighty thousand six hundred) L series shares, from number 00000001 to number 49880600;
  - m) 302,636 (three hundred and two thousand sixty hundred thirty-six) M series shares from number 00000001 to number;
  - n) 78.316 (seventy-eight thousand three hundred and sixteen) N series shares from number 00000001 to number.

2. All registered shares which have previously been deposited in the depository maintained by an investment company indicated by the Bank in accordance with Article 6 para. 1 of the Act on Trading in Financial Instruments, will be converted into bearer shares subject to their dematerialisation. The conversion of the registered shares deposited in the depository mentioned in the previous sentence into bearer shares will take place automatically, upon their dematerialisation. The dematerialisation of shares, in accordance with Article 5 para. 1 of the Act on Trading in Financial Instruments takes place upon the registration of shares on the basis of an agreement with the National Depository for Securities. All dematerialised shares of the Bank shall be the subject of an application for their admission to trading on the regulated market operated by the Warsaw Stock Exchange. The shares which have not been dematerialised remain registered shares in the form of a document.
3. The Bank may issue other shares.
4. The Bank's shares may be issued in the form of global share certificates.
5. Shareholders have the pre-emption right to claim new shares proportionally to the number of shares held.
6. In the event that a request is submitted to the Management Board of the Bank, by a shareholder entered into share register, for a duplicate of a share certificate that has been destroyed or lost, the provisions of the decree on the redemption of lost documents dated 10 December 1946 (Journal of Laws of 1947, No. 5, item 20) shall not apply. The request must include the series, number of the share it refers to and statement regarding loss or destruction of the share certificate. The Management Board of the Bank shall make an announcement on the destruction or loss of the share certificate, calling on those who are in possession of the share certificate to submit it to the Bank together with their claims thereto, within the period specified by the Management Board of the Bank, which shall in no case be shorter than one week, or else the share certificate will be cancelled by the Management Board of the Bank and the duplicate will be issued to the person entered in the share register as being entitled to it. If a person who claims to have rights to the share certificate submits the share certificate within the deadline, the Management Board of the Bank shall inform the requester of this fact, close the proceedings concerning the issuance of a duplicate of the share certificate and return the share certificate to the person who submitted it. If the person who does not claim to have rights to the share certificate submits the share certificate, the Management Board of the Bank shall award it to the person entered in the share register as being entitled to it. The costs of making the announcements and issuing the duplicate shall be incurred by the requester. The same rules shall apply to multiple-share certificates.

### **§ 29a**

1. Pursuant to "Resolution No. 5 of the Extraordinary General Meeting of 31 January 2020 on issuance of subscription warrants, conditional increase of share capital by way of issuance of Series M Shares, depriving the existing shareholders of pre-emption right to subscription warrants and pre-emption right to Series M Shares, amendments to the Articles of Association and dematerialisation of, and applying for admission of, Series M Shares, to trade on the regulated market", the Bank's share capital has been conditionally increased by the amount not exceeding PLN 576,000 (in words: five hundred seventy-six thousand zlotys) by way of issuance of no more than 576,000 (in words: five hundred seventy-six thousand) ordinary bearer Series M Shares.
2. Persons entitled to take up Series M Shares are holders of subscription warrants, series A1, A2, A3, A4, A5 and A6 issued by the Bank under the Resolution, referred to in para. 1 above. The rights to take up Series M Shares arising from the Warrants may be exercised on the following dates:

- a) rights arising from Series A1 Warrants - in a period from 01 April 2021 to 30 September 2021,
- b) rights arising from Series A2 Warrants - in a period from 31 March 2022 to 30 September 2022,
- c) rights arising from Series A3 Warrants - in a period from 31 March 2023 to 30 September 2023,
- d) rights arising from Series A4 Warrants - in a period from 31 March 2024 to 30 September 2024,
- e) rights arising from Series A5 Warrants - in a period from 31 March 2025 to 30 September 2025,
- f) rights arising from Series A6 Warrants - in a period from 31 March 2026 to 30 September 2026.

### **§ 29b**

1. Pursuant to 'Resolution No. 39 of the Ordinary General Meeting of the Bank dated 27 June 2022 on the issuance of subscription warrants, conditional increase of share capital by way of the issuance of Series N Shares, depriving the existing shareholders of the pre-emption right to subscription warrants and pre-emption right to Series N Shares, amendments to the Articles of Association and applying for admission of Series N Shares to trade on the regulated market', the Bank's share capital has been conditionally increased by the amount not exceeding PLN 1,200,000 (in words: one million two hundred thousand zlotys) by way of the issuance of no more than 1,200,000 (in words: one million two hundred thousand) ordinary bearer Series N Shares.
2. Persons entitled to take up Series N Shares are holders of subscription warrants, series B1, B2, B3, B4, B5, B6, B7, B8 issued by the Bank under the Resolution, referred to in para. 1 above. The rights to take up Series N Shares arising from the Warrants may be exercised on the following dates:
  - a) rights arising from Series B1 Warrants - in a period from 31 March 2024 to 30 September 2024,
  - b) rights arising from Series B2 Warrants - in a period from 31 March 2025 to 30 September 2025,
  - c) rights arising from Series B3 Warrants - in a period from 31 March 2026 to 30 September 2026,
  - d) rights arising from Series B4 Warrants - in a period from 31 March 2027 to 30 September 2027,
  - e) rights arising from Series B5 Warrants - in a period from 31 March 2028 to 30 September 2028,
  - f) rights arising from Series B6 Warrants - in a period from 31 March 2029 to 30 September 2029,
  - g) rights arising from Series B7 Warrants - in a period from 31 March 2030 to 30 September 2030,
  - h) rights arising from Series B8 Warrants - in a period from 31 March 2031 to 30 September 2031.

### **§ 30**

1. The Bank's shares may be redeemed.
2. The method, procedure and terms of redemption of shares is determined each time by the General Meeting.
3. Pursuant to Article 77 of Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms, the reduction, redemption or repurchase of Common Equity Tier 1 instruments requires prior authorisation by the Polish Financial Supervision Authority.



### § 31

1. Series B registered shares are preference shares.
2. The preference mentioned in para. 1 covers the right to acquire the payment of full nominal amount per share in the case of liquidation of the Bank after creditors' claims have been satisfied, before the payments per ordinary shares, where the payments may be insufficient to cover the nominal value of those shares as a result of the execution of the right of preference.
3. In the case where B series registered shares are converted into bearer shares, the preference mentioned in para. 2 shall expire.

### § 32

1. Additional capital is established from net profit deductions in a financial year and a surplus obtained at issuing shares above their nominal value, remaining after covering the costs of issuance, from additional capital payments made by shareholders in exchange for assigning special rights to their existing shares without increasing the share capital.
2. Reserve capital is established from net profit deductions in a financial year, earmarked for covering the balance sheet loss and other purposes or expenditures .
3. The general risk fund is earmarked for unidentified risk related to banking operations and is established from net profit deductions in the amount resolved by the General Meeting.
4. Special purpose funds may be established from net profit deductions on the basis of resolutions of the General Meeting. The General Meeting, when establishing a special purpose fund, determines its purpose.
5. The General Meeting decides on the use of the supplementary and reserve capitals, and a part of the supplementary capital in the amount of one-third of the share capital may be used only to cover balance sheet losses.
6. The following are allocated to cover the balance sheet loss:
  - 1) Reserve capital,
  - 2) Supplementary capital,
  - 3) General risk fund for unidentified risk of banking activity,
  - 4) Special purpose funds indicated in para. 4, if they are established.

## VI. PROCEDURE OF ISSUANCE OF INTERNAL REGULATIONS

### § 33

1. The internal regulations of the Bank are issued in the following forms:
  - 1) Resolutions of the General Meeting – in matters which fall within the competence of the General Meeting,
  - 2) Resolutions of the Supervisory Board - in matters which fall within the competence of the Supervisory Board,
  - 3) Resolutions of the Management Board of the Bank,
  - 4) Circular letters of members of the Management Board of the Bank,
  - 5) Circular letters of the Bank's executive and managing directors and other persons in posts equivalent to managing directors,
  - 6) Circular letters of the persons authorised by the President of the Bank's Management Board,
  - 7) Circular letters of the directors of basic organisational sections of the Bank Head Office,

- 8) (deleted)
  - 9) Internal regulations of areas (if the President of the Bank's Management Board makes such a decision and if the area is managed by an executive director) / lines/ other organisational forms equivalent to lines / basic organisational sections of the Bank's Head Office / issued by the supervising members of the Management Board/executive directors.
2. The power to issue internal regulations shall be conferred upon:
- 1) General Meeting - in the scope provided for in legal provisions as well as in the provisions of the Bank's Articles of Association,
  - 2) Supervisory Board - in the scope provided for in legal provisions as well as in the provisions of the Bank's Articles of Association,
  - 3) Management Board of the Bank - in the scope provided for in legal provisions and to issue policies and methodologies, unless the Articles of Association of the Bank provide otherwise,
  - 4) member of the Management Board of the Bank - with respect to the subordinated management area, including the issuance of circular letters introducing by-laws of organisational units in their subordinated area, models of official letters and forms, official instructions, fees and commissions tables, interest rate tables, as well as policies and methodologies to the extent specified by a resolution referred to in para. 3,
  - 5) executive directors - with respect to the managed management area, and managing directors of the Bank and other persons in posts equivalent to managing directors of the Bank and the director of the Brokerage House - with respect to the subordinated organisational sections, units or other organisational forms, including also the issuance of model agreements, general terms and conditions of agreements, regulations, regulations of promotions and competitions, models of official letters and forms, and official instructions, as well as to issue internal regulations describing the course of processes in the Bank, to the extent specified in the resolution referred to in para. 3,
  - 6) person authorised by the President of the Management Board of the Bank - within the scope determined in the contents of the authorisation,
  - 7) (deleted)
  - 8) director of the basic organisational section of the Bank's Head Office - within the content-related competence of such a section, including to the issuance of models of official letters and forms and official instructions, as well as to issue internal regulations describing the course of processes in the Bank, to the extent specified in the resolution referred to in para. 3.
3. The detailed principles and methods of preparing, advising on, issuing (also approving) and circulating internal regulations within the Bank are determined by the resolution of the Management Board of the Bank.

### **§ 34**

A company social benefit fund is created in the Bank. The principles of creation and utilisation of that fund are specified in separate regulations.

## VII. PRINCIPLES OF FUNCTIONING OF THE INTERNAL CONTROL SYSTEM

### § 35

1. The Bank has a system of internal audit which has been adapted to the organisational structure, which includes organisational units and basic organisational sections of the Bank and Bank's subsidiaries.
2. The purpose of the Bank's system of internal control is supporting the decision making processes which contributes to ensuring the following:
  - 1) effectiveness and efficiency of the Bank's operations,
  - 2) reliability of financial reporting,
  - 3) following the principles of risk management in the Bank,
  - 4) compliance of the Bank's operations with legal provisions, internal regulations and market standards.
3. The following have been separated under the Bank's internal control system:
  - 1) control function whose responsibilities shall include ensuring the observing of control mechanisms relating in particular to risk management in the Bank, which covers positions, groups of people or organisational units responsible for performance of tasks allocated to such function,
  - 2) independent compliance unit whose responsibility shall include identification, assessment, control and monitoring the risk of non-compliance of the Bank's operations with the legal provisions, internal regulations and market standards, as well as presenting respective reports,
  - 3) independent internal audit unit whose responsibilities shall include examining and assessment, in an independent and objective manner, of adequacy and effectiveness of the risk management system and internal control system, excluding the internal audit unit.
4. The Bank has an individual organisational unit executing internal audit, and its task is audit and evaluation, in an independent and objective manner, of the adequacy and efficiency of the internal audit system and providing opinions on the Bank's management system including effectiveness of managing risk concerning the Bank's operations. Detailed principles of the internal audit system are stipulated in the Bank's internal regulations.
5. Operationally, the Managing Director of the Internal Audit Line shall report directly to the President of the Management Board.

## VIII. FINANCIAL MANAGEMENT OF THE BANK, PROFIT DISTRIBUTION, ACCOUNTING

### § 36

The financial management of the Bank is conducted on the basis of annual financial plans approved by the Supervisory Board. Detailed principles of financial management of the Bank are determined by the Management Board of the Bank.

### § 37

The balance sheet profit of the Bank, decreased by deductions resulting from tax liabilities and equivalent payments pursuant to appropriate legal regulations, is appropriated for the following:

- 1) additional capital,
- 2) reserve capital,
- 3) general risk fund for unidentified risk related to banking operations,
- 4) dividend,
- 5) other purposes,

on the basis of and in the amount determined in the resolution of the General Meeting.

### § 38

The Bank keeps accounting on the basis of regulations in force in that respect.

**§ 39**

1. The annual financial statements, including the balance sheet, profit and loss account, and other components of the financial statements, as well as the report on the Bank's operations, are drawn up in accordance with rules and within deadlines specified in separate regulations.
2. The financial year shall be the calendar year.

IX. FINAL PROVISIONS

**§ 40**

1. In the case of liquidation of the Bank and appointment of liquidators, the rights and duties of the Management Board of the Bank shall cease.
2. The General Meeting and the Supervisory Board retain their rights during the entire duration of the liquidation until its conclusion.

**§ 41**

In all matters not regulated in these Articles of Association, legal regulations in force shall apply."

**§ 2**

The Resolution shall become effective on the date of its adoption

**RESOLUTION No. 38**  
**of the Ordinary General Meeting of**  
**BNP Paribas Bank Polska S.A.**  
**dated 15 April 2025**  
**(draft)**

**on using the reserve capital of BNP Paribas Bank Polska S.A.**

Acting pursuant to Article 396 § 5 of the Code of Commercial Companies and Partnerships, the Ordinary General Meeting resolves as follows:

§ 1

The Ordinary General Meeting resolves to use the reserve capital to pay interest on series A perpetual capital bonds issued by BNP Paribas Bank Polska Spółka Akcyjna on 28 November 2024 (Capital Bonds), on the dates and under the terms specified in the terms of issue of the Capital Bonds, up to the amount of such capital.

§ 2

The Resolution shall come into force on the day it has been passed, with effect from the date of registration of the amendment to § 32 of the Bank's Articles of Association.