

**PROHIBITION OF SALES TO EEA RETAIL INVESTORS** – The Notes are not intended to be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the European Economic Area (EEA). For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client as defined in point (11) of Article 4(1) of Directive 2014/65/EU, as amended (**MiFID II**); or (ii) a customer within the meaning of Directive 2016/97/EU, (as amended, the **Insurance Distribution Directive**), where that customer would not qualify as a professional client as defined in point (10) of Article 4(1) of MiFID II. Consequently no key information document required by Regulation (EU) No 1286/2014 (as amended, the **EU PRIIPs Regulation**) for offering or selling the Notes or otherwise making them available to retail investors in the EEA has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the EEA may be unlawful under the EU PRIIPs Regulation.

**PROHIBITION OF SALES TO UK RETAIL INVESTORS** – The Notes are not intended to, be offered, sold or otherwise made available to and should not be offered, sold or otherwise made available to any retail investor in the United Kingdom (UK). For these purposes, a retail investor means a person who is one (or more) of: (i) a retail client, as defined in point (8) of Article 2 of Regulation (EU) No 2017/565 as it forms part of the domestic law of the UK by virtue of the European Union (Withdrawal) Act 2018 (the **EUWA**); or (ii) a customer within the meaning of the provisions of the Financial Services and Markets Act 2000, as amended (the **FSMA**) and any rules or regulations made under the FSMA to implement Directive (EU) 2016/97, where that customer would not qualify as a professional client, as defined in point (8) of Article 2(1) of Regulation (EU) No 600/2014 as it forms part of the domestic law of the UK by virtue of the EUWA. Consequently, no key information document required by Regulation (EU) No 1286/2014 as it forms part of the domestic law of the United Kingdom by virtue of the EUWA (the **UK PRIIPs Regulation**) for offering or selling the Notes or otherwise making them available to retail investors in the UK has been prepared and therefore offering or selling the Notes or otherwise making them available to any retail investor in the UK may be unlawful under the UK PRIIPs Regulation.

**MIFID II Product Governance/PROFESSIONAL INVESTORS AND ELIGIBLE COUNTERPARTIES ONLY TARGET MARKET** – Solely for the purposes of each manufacturer’s product approval process, the target market assessment in respect of the Notes has led to the conclusion that: (i) the target market for the Notes is eligible counterparties and professional clients only, each as defined in MiFID II; and (ii) all channels for distribution of the Notes to eligible counterparties and professional clients are appropriate. Any person subsequently offering, selling or recommending the Notes (a **distributor**) should take into consideration the manufacturers’ target market assessment; however, a distributor subject to MiFID II is responsible for undertaking its own target market assessment in respect of the Notes (by either adopting or refining the manufacturers’ target market assessment) and determining appropriate distribution channels.

## **FINAL TERMS**

**Bank Polska Kasa Opieki S.A.**

**Legal entity identifier (LEI): 5493000LKS7B3UTF7H35**

**Issue of EUR 500,000,000 4.0101 per cent.**

**Tier 2 Subordinated Callable Fixed-to-Floating Notes due 2036**

**under the EUR 5,000,000,000 Euro Medium Term Note Programme**

## **PART A – CONTRACTUAL TERMS**

Terms used herein shall be deemed to be defined as such for the purposes of the Terms and Conditions of the Notes (the **Conditions**) set forth in the base prospectus of the Issuer dated 6 May 2025, as supplemented by the supplement(s) to it dated 3 June 2025 and 14 November 2025 (the **Base Prospectus**) issued in relation to the EUR 5,000,000,000 Euro Medium Term Note Programme of Bank Polska Kasa Opieki S.A. which together constitute a base prospectus for the purposes of the Prospectus Regulation.

The expression **Prospectus Regulation** means Regulation (EU) 2017/1129 (as amended).

**This document constitutes the Final Terms of the Notes described herein for the purposes of Article 8 of the Prospectus Regulation and must be read in conjunction with the Base Prospectus and any supplements thereto in order to obtain all the relevant information.**

Full information on the Issuer and the offer of the Notes described herein is only available on the basis of a combination of these Final Terms and the Base Prospectus.

The Base Prospectus is available for viewing at the Issuer's website [www.pekao.com.pl](http://www.pekao.com.pl), and at the offices of the Paying Agents specified in the Base Prospectus. Copies may, upon oral or written request, also be obtained from the Paying Agents upon provision of proof of holding and identity (in a form satisfactory to the relevant Paying Agent).

These Final Terms do not constitute, and may not be used for the purposes of, an offer or solicitation by anyone in any jurisdiction in which such offer or solicitation is not authorised or to any person to whom it is unlawful to make such offer or solicitation; and no action is being taken to permit an offering of the Notes or the distribution of these Final Terms in any jurisdiction where such action is required.

25 November 2025

- |    |     |  |   |
|----|-----|--|---|
| 1. | (a) | Series Number:   | 5   |
|    | (b) | Tranche Number:  | 1   |
|    | (c) | Date on which the Notes will be consolidated and form a single Series:   | Not Applicable  |
| 2. |     | Specified Currency or Currencies:  | Euro ( <b>EUR</b> )   |
| 3. |     | Aggregate Nominal Amount:  |   |
|    | (a) | Series:  | EUR 500,000,000   |
|    | (b) | Tranche:   | EUR 500,000,000   |
| 4. |     | Issue Price:   | 100% of the Aggregate Nominal Amount                                |
| 5. | (a) | Specified Denominations:   | EUR 100,000 and integral multiples of EUR 100,000 in excess thereof |
|    | (b) | Calculation Amount (in relation to calculation of interest in respect of | EUR 100,000   |

Notes in global form or registered definitive form see Conditions):

6. (a) Issue Date: 27 November 2025
- (b) Interest Commencement Date: Issue Date
7. Maturity Date: 27 February 2036
8. Interest Basis: From and including the Issue Date up to but excluding the First Optional Redemption Date, the Notes will bear interest at the fixed rate of 4.0101 per cent. per annum  
(see paragraph 13 below)
- If not redeemed on the First Optional Redemption Date, for the period from (and including) the First Optional Redemption Date up to (but excluding) the Maturity Date, the Notes will bear interest at 3 month EURIBOR + 1.55 per cent. per annum  
(see paragraph 14 below)
9. Redemption Basis: Subject to any purchase and cancellation or early redemption, the Notes will be redeemed on the Maturity Date at 100% of their nominal amount
10. Change of Interest Basis: For the period from (and including) the Interest Commencement Date, up to (but excluding) the First Optional Redemption Date, paragraph 13 below applies and for the period from (and including) the First Optional Redemption Date to (but excluding) the Maturity Date, paragraph 14 below applies
11. Put/Call Options: Issuer Call pursuant to Condition 8.6 (*Redemption at the option of the Issuer (Issuer Call)*) is Applicable  
(See paragraph 16 below)
- Issuer Call - Capital Disqualification Event pursuant to Condition 8.3 (*Early Redemption due to Capital Disqualification Event*) is Applicable
- Issuer Call - MREL Disqualification Event pursuant to Condition 8.4 (*Early Redemption*)

*due to MREL Disqualification Event*) is Not Applicable

Clean-up Call pursuant to Condition 8.7 (*Clean-up Call Option*) is Not Applicable

Investor Put pursuant to Condition 8.8 (*Redemption at the option of the Noteholders (Investor Put)*) is Not Applicable

(further particulars specified below)

12. Status of the Notes:

- |     |                      |   |
|-----|----------------------|---|
| (a) | Senior:              | Not Applicable  |
| (b) | Subordinated:        | Applicable  |
|     | • Status:            | Tier 2 Subordinated Notes   |
|     | • Events of Default: | Condition 11.3 ( <i>Events of Default relating to Senior MREL Notes, Senior Non-Preferred MREL Notes or Senior Subordinated Notes and Tier 2 Subordinated Notes</i> ) applies |

**PROVISIONS RELATING TO INTEREST (IF ANY) PAYABLE**

- |     |   |   |
|-----|---|---|
| 13. | Fixed Rate Note Provisions:   | Applicable from and including the Issue Date up to but excluding the First Optional Redemption Date   |
| (a) | Rate(s) of Interest:  | 4.0101 per cent. per annum payable in arrear on each Interest Payment Date up to but excluding the First Optional Redemption Date   |
| (b) | Interest Payment Date(s):   | 27 February in each year commencing on 27 February 2027 up to and including the First Optional Redemption Date. There will be a long first interest period from, and including the Interest Commencement Date up to, but excluding, 27 February 2027 (the <b>Long First Interest Period</b> ) |
| (c) | Fixed Coupon Amount(s) (and in relation to Notes in global or registered definitive form see Conditions): | EUR 4,010.10 per Calculation Amount, payable on each Interest Payment Date from and including 27 February 2028 up to and including the First Optional Redemption Date   |

- |     |   |  |
|-----|---|--|
| (d) | Broken Amount(s) (and in relation to Notes in global or registered definitive form see Conditions):                                     | EUR 5,020.87 per Calculation Amount in respect of the Long First Interest Period, payable on the Interest Payment Date falling on 27 February 2027   |
| (e) | Day Count Fraction:   | Actual/Actual (ICMA)   |
| (f) | Determination Date(s):  | 27 February in each year up to and including the First Optional Redemption Date  |
| 14. | Floating Rate Note Provisions:  | Applicable from and including the First Optional Redemption Date to but excluding the Maturity Date  |
| (a) | Specified Period(s)/Specified Interest Payment Dates:   | If not redeemed on the First Optional Redemption Date, interest will be payable on 27 May 2031 and then, if not redeemed on an Optional Redemption Date other than the First Optional Redemption Date, on a quarterly basis, subject to adjustment in accordance with the Business Day Convention set out in (b) below |
| (b) | Business Day Convention:  | Modified Following Business Day Convention   |
| (c) | Additional Business Centre(s):  | Not Applicable   |
| (d) | Manner in which the Rate of Interest and Interest Amount is to be determined:   | Screen Rate Determination  |
| (e) | Calculation Agent responsible for calculating the Rate of Interest and Interest Amount (if not the Issuing and Principal Paying Agent): | Not Applicable   |
| (f) | Screen Rate Determination:  | Applicable   |
|     | • Reference Rate:   | 3 month EURIBOR  |
|     | • Term Rate   | Applicable   |
|     | • Overnight Rate  | Not Applicable   |
|     | • Index Determination:  | Not Applicable   |
|     | • D   | Not Applicable   |

	• Observation Method	Not Applicable
	• Lag Period:	Not Applicable
	• Observation Shift Period:	Not Applicable
	• Interest Determination Date(s):	Two T2 Business Days prior to the first day in each Interest Period
	• Relevant Screen Page:	EURIBOR01
(g)	ISDA Determination	Not Applicable
(h)	Linear Interpolation:	Not Applicable
(i)	Margin(s):	1.55% per annum
(j)	Minimum Rate of Interest:	0.00% per annum
(k)	Maximum Rate of Interest:	Not Applicable
(l)	Day Count Fraction:	Actual/360
15.	Zero Coupon Note Provisions:	Not Applicable

#### PROVISIONS RELATING TO REDEMPTION


16.	Issuer Call:	Applicable
	(a) Optional Redemption Date(s):	27 February 2031 (the <b>First Optional Redemption Date</b> ), and any Specified Interest Payment Date thereafter, except for the Maturity Date
	(b) Optional Redemption Amount:	EUR 100,000 per Calculation Amount
	(c) Notice period:	Minimum period: 15 days Maximum period: 45 days
17.	Investor Put:	Not Applicable
18.	Clean-up Call Option:	Not Applicable
19.	MREL Disqualification Event:	Not Applicable

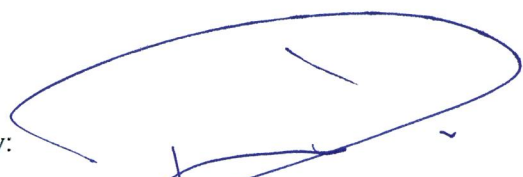
- |     |  |                                    |
|-----|--|------------------------------------|
| 20. | Capital Disqualification Event:  | Applicable                         |
|     | (a) Optional Redemption Amount<br>(Capital Disqualification Event):      | EUR 100,000 per Calculation Amount |
| 21. | Redemption for tax reasons:  | Applicable                         |
|     | (a) Early Redemption Amount<br>payable on redemption for tax<br>reasons: | EUR 100,000 per Calculation Amount |
| 22. | Final Redemption Amount:   | EUR 100,000 per Calculation Amount |
| 23. | Early Redemption Amount payable on<br>Event of Default:                  | EUR 100,000 per Calculation Amount |

#### **GENERAL PROVISIONS APPLICABLE TO THE NOTES**

- |     |  |   |
|-----|--|---|
| 24. | Form of Notes:   |   |
|     | (a) Form:  | Bearer Notes: Temporary Global Note<br>exchangeable for a Permanent Global Note<br>which is exchangeable for Definitive Notes<br>upon an Exchange Event |
|     | (b) New Safekeeping Structure:                                   | No  |
|     | (c) New Global Note  | Yes   |
| 25. | Additional Financial Centre(s):                                  | Not Applicable  |
| 26. | Talons for future Coupons to be attached to<br>Definitive Notes: | No  |
| 27. | Substitution and Variation:                                      | Applicable  |

**SIGNED** on behalf of **Bank Polska Kasa Opieki S.A.:**

By:   
*Duly authorised*

By:   
*Duly authorised*



## PART B – OTHER INFORMATION

- 1. LISTING AND ADMISSION TO TRADING**
- Application has been made by the Issuer (or on its behalf) for the Notes to be listed on the Official List of the Luxembourg Stock Exchange and admitted to trading on the regulated market of the Luxembourg Stock Exchange with effect from the Issue Date.

Application will be made by the Issuer (or on its behalf) for the Notes to be listed on the Warsaw Stock Exchange as soon as reasonably practicable after the Issue Date.

**2. RATINGS**

The Notes to be issued are expected to be rated BBB- by S&P Global Ratings Europe Limited (S&P).

S&P is established in the European Union and is registered under Regulation (EC) No. 1060/2009 (as amended) (the **CRA Regulation**). As such S&P is included in the list of credit rating agencies published by the European Securities and Markets Authority on its website in accordance with the CRA Regulation. A list of rating agencies registered under the CRA Regulation can be found at <https://www.esma.europa.eu/credit-rating-agencies/cra-authorisation>.

In accordance with S&P's ratings definitions available as at the date of these Final Terms on <https://www.spglobal.com/ratings/en/regulatory/article/-/view/sourceId/504352>, a long-term obligation rated 'BBB' exhibits adequate protection parameters. However, adverse economic conditions or changing circumstances are more likely to weaken the obligor's capacity to meet its financial commitments on the obligation. S&P ratings from 'AA' to 'CCC' may be modified by the addition of a plus (+) or minus (-) sign to show relative standing within the rating categories.

**3. INTERESTS OF NATURAL AND LEGAL PERSONS INVOLVED IN THE ISSUE**

Save for any fees payable to the Managers, so far as the Issuer is aware, no person involved in the issue of the Notes has an interest material to the offer. The Managers and their affiliates have engaged, and may in the future engage, in investment banking and/or commercial banking transactions with, and may perform other services for, the Issuer and its affiliates in the ordinary course of business.

**4. REASONS FOR THE OFFER AND TOTAL EXPENSES**

- |       |   |   |
|-------|---|---|
| (i)   | Reasons for the offer:                                      | The net proceeds (or an amount equivalent to such net proceeds) from the issue of Notes will be applied by the Issuer for general corporate purposes of the Issuer. |
| (ii)  | Estimated net proceeds:                                     | EUR 499,107,500   |
| (iii) | Estimate of total expenses related to admission to trading: | EUR 7,025   |

## **5. YIELD (Fixed Rate Notes only)**

Indication of yield:	4.005 per cent. per annum for the period from, and including, the Issue Date to, but excluding, the First Optional Redemption Date. The yield is calculated at the Issue Date of the Notes on the basis of the relevant Issue Price. The yield indicated will be calculated as at the Issue Date to the First Optional Redemption Date and will not be an indication of future yield.
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## **6. OPERATIONAL INFORMATION**

- |        |  |   |
|--------|--|---|
| (i)    | ISIN Code:   | XS3238272572  |
| (ii)   | Common Code:   | 323827257   |
| (iii)  | CFI:   | DTVXFB  |
| (iv)   | FISN:  | BANK POLSKA KAS/VAR MTN 20360227 JR   |
| (v)    | Any clearing system(s) other than Euroclear and Clearstream, Luxembourg and the relevant identification number(s): | Krajowy Depozyt Papierów Wartościowych S.A., ul. Książęca 4, 00-498 Warsaw, Poland, 0000081582.   |
| (vi)   | Delivery:  | Delivery against payment  |
| (vii)  | Names and addresses of additional Paying Agent(s) (if any):  | Not Applicable  |
| (viii) | Intended to be held in a manner which would allow Eurosystem eligibility:  | Yes. Note that the designation “yes” simply means that the Notes are intended upon issue to be deposited with one of the ICSDs as common safekeeper and does not necessarily mean that the Notes will be recognised as eligible collateral for Eurosystem monetary policy and intra-day credit operations by the Eurosystem either upon issue or at any or all times during their life. Such recognition will depend upon the ECB being satisfied that Eurosystem eligibility criteria have been met. |
| (ix)   | Trade Date   | 20 November 2025  |

## **7. DISTRIBUTION**

- |      |                         |   |
|------|-------------------------|---|
| (i)  | Method of distribution: | Syndicated  |
| (ii) | If syndicated:          | Bank Polska Kasa Opieki S.A. (no underwriting commitment)<br>BNP PARIBAS<br>Erste Group Bank AG |

- |        |   |                                       |
|--------|---|---------------------------------------|
|        |   | J.P. Morgan SE                        |
| (iii)  | Stabilisation Manager(s) (if any):            | BNP PARIBAS                           |
| (iv)   | If non-syndicated, name of relevant Dealer:   | Not Applicable                        |
| (v)    | U.S. Selling Restrictions:                    | Reg. S Compliance Category 2; TEFRA D |
| (vi)   | Prohibition of Sales to EEA Retail Investors: | Applicable                            |
| (vii)  | Prohibition of Sales to UK Retail Investors:  | Applicable                            |
| (viii) | Prohibition of Sales to Belgian Consumers:    | Applicable                            |

## 8. THIRD PARTY INFORMATION

The ratings definition of S&P Global Ratings Europe Limited has been extracted from [https://www.standardandpoors.com/en\\_US/web/guest/article/-/view/sourceId/504352](https://www.standardandpoors.com/en_US/web/guest/article/-/view/sourceId/504352)

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