

Supervisory Board's assessment of ING Bank Śląski S.A. policy concerning charitable and sponsorship initiatives in 2017.

Basing on the information received from the Bank Management Board, the Supervisory Board states that ING Bank Śląski S.A. was involved in the following charitable and social activities in 2017:

1. support for actions intended to educate on the economy and entrepreneurship,
2. education and support for children and teenagers, and
3. promotion of Polish modern art and education in that regard.

The Bank carried out those actions on its own, in cooperation with social partners and courtesy of two corporate foundations: ING for Children Foundation and ING Polish Art Foundation.

1. SUPPORT FOR ACTIONS INTENDED TO EDUCATE ON THE ECONOMY AND ENTREPRENEURSHIP

Center for Citizenship Education – Entrepreneurial Youth Programme

In 2017, the Bank partnered in the Entrepreneurial Youth programme. The programme is about practical and innovative education which enables participants to put economic issues into practice. As part of the project, students solve economy and entrepreneurship tasks on a dedicated online platform. Next, they carry out their own projects with the assistance of teachers and mentors. The programme helps them to understand e.g. how to manage their own funds, it teaches them how to save and shows them selected banking services, etc. The programme has been run by the Center for Citizenship Education for 9 years; ING has been engaged in it since mid-November 2017. ING for Children Foundation is, as part of a trilateral cooperation, inter alia, the author of the new programme concept. ING Bank Śląski S.A. provides specialist knowledge and funding, among others. In 2017, 130 teams from 66 schools, that is 610 students in total, enrolled for the programme. Marcin Giżycki, Vice-President of the Management Board of ING Bank Śląski S.A., has become the patron of the programme.

Spring Association – Noble Box Project

In 2017, the Bank participated in the programme to build the entrepreneurial spirit and develop the skills of the Noble Box volunteers and charges to have an impact on their own finance. Apart from financial support, the Bank helped to reach even a greater number of people with the information on the Noble Box Project. In the pre-Christmas season, the Bank organised a campaign called “Happy Christmas. Because together”. It consisted in sending the Christmas cards prepared by the Bank and written at branches by our clients to the addressees they indicated. Clients visiting our branches could send for free through our agency greeting cards to their family and friends. The campaign was not only about sharing wishes but also the Noble Box concept. On our ING Community (www.ing.pl), we published an interview with the Reverend Jacek Stryczek promoting ING cooperation with the Noble Box Project and also a talk with Marcin Iwuć about the support for the Noble Box Project. Bank clients decided to send 10,000 cards to the addressees in Poland and abroad.

Spring Association – Academy of the Future

In 2017, the Bank as the Social Investor continued to support the Academy of the Future. The Academy, with mentors' assistance, helps children to overcome school failures. The Academy of the Future has been created and is organised by the Spring Association. Over 2 thousand children participate in the Academy's programme. The Bank supports 10 schools.

Warsaw Institute of Banking – BAKCYL Programme

Since 2015, the Bank has been part of the BAKCYL project – a joint project of the banking sector organised by the Warsaw Institute of Banking to support finance education of teenagers from junior high schools. In the project, Bank employees volunteer to teach finance at schools (junior high schools) within the cycle of 4 themes: Your money, Put your mind into borrowing, Wise investment, Lifelong finances. In grades from 6 to 8 (primary school) – the cycle of 3 themes: Your money, From saving to investing and Rules of safe borrowing. Among the most active ING volunteers who conducted over 20 lessons were: Agnieszka Kamińska-Lis, Andrzej Żbikowski and Jarosław Głogowski.

2. EDUCATION AND SUPPORT FOR CHILDREN AND TEENAGERS

ING Voluntary Services Programme

As part of our ING Voluntary Services Programme, the Bank encourages employees to show activeness in the fields of financial education, entrepreneurship and a local community. The formula of the voluntary services programme is open and everyone can get involved the way they like. Our Bank ensures for every employee the option of devoting 8 hours of work per year to voluntary activities. The ING volunteers closely cooperate with ING for Children Foundation. In 2017, more than 100 people, new volunteers and experienced ING Voluntary Services Programme leaders, took part in the training courses of ING for Children Foundation held in Wisła, Warsaw and Katowice. The purpose of the training courses was to provide volunteers with substantive and organisational support. The training courses covered, inter alia, cooperation with a social partner, social project management, diverse forms of both entrepreneurship and financial education.

Good Idea

Since 2006, employees have been taking part in the Good Idea voluntary competition. They can win there the subsidies for a voluntary project from ING for Children Foundation. In 2017, the Bank encouraged employees to take up initiatives in financial education for children and youth. The majority of winning projects focused on such actions.

Charity collections

Following the long-standing tradition of social initiatives, employees engaged in charity collections for children. An Orange Schoolbag collection of school supplies was organised in September, while in December the employees prepared Christmas gifts in the Santa's Helpers initiative.

Team of ING runners

A team of Bank employees participated in the "Run Warsaw" event – a 10 km run in Warsaw. In 2017, the event gathered over 1,000 Bank employees. It is already a tradition that the runners and walkers engage in ING for Children Foundation's activities. Thanks to ING employees' participation in "Run Warsaw", in

2017, the Foundation received PLN 93,600 from the Bank. The money, by way of the “Orange Power” competition, was transferred to the social organisations recommended by ING employees; the organisations arranged sports-and-educational projects for children.

Blood donation initiatives

Blood donation drives were held traditionally in spring and autumn of 2017. 56 Bank employees attended 4 such drives, donating 26 litres of blood in total.

ING for Children Foundation

ING for Children Foundation pursues the social mission of ING by supporting development, education and self-reliance of children and youth. In 2017, the Foundation launched its website (www.ingdzieciom.pl) with the ING volunteer zone where volunteers may find many practical facts and inspirations. In 2017, as part of supporting the development and education of young people, the Foundation together with the Bank started cooperation with the Center for Citizenship Education within the *Entrepreneurial Youth* programme.

At its centre in Wisła, the Foundation has been welcoming children from all over Poland to the *Smile Camps* for 13 years now. In 2017, 22 Smile Camps took place – educational and rehabilitation camps, winter and summer camps for 1,076 people. In 2017, via the Foundation’s website, the centres and institutions interested could enrol for the Smile Camps competition.

The Foundation runs the *ING Internet Clubs* programme. 30 internet clubs with free internet access operate all over Poland. Social objectives pursued by the internet clubs include, first and foremost, development of young information society, didactic assistance in performance of school and extracurricular tasks, propagating of internet usage as an alternative way to spend free time. In 2017, the Foundation conducted a survey of the clubs’ and children’s potential and needs. Based on the survey results, the Foundation will prepare a proposal of the clubs’ offer for the following years.

ING for Children Foundation is a public benefit organisation. In keeping with its Charter effective in 2017, the Foundation’s operations centre around children and teenagers and embrace science, education, leisure time, health promotion, social assistance and volunteering. ING Bank Śląski S.A. made a donation to ING for Children Foundation for its statutory activities on the basis of the Management Board decision and upon approval of the Foundation’s annual action plan. Moreover, the Foundation receives funds from donations made by ING Bank Śląski S.A. employees as part of an internal campaign and under the “1% of the tax” programme. As a public benefit organisation, ING for Children Foundation compiles the annual financial statements and the report on operations which are available at www.ingdzieciom.pl and www.pozYTEK.gov.pl.

3. PROMOTION OF POLISH MODERN ART AND EDUCATION IN THAT REGARD.

ING Polish Art Foundation

ING Polish Art Foundation promotes Polish contemporary art. It builds its art collection and delivers artistic projects.

Collection

In 2017, there were 9 new works added to the collection. The Foundation began works on documenting the collection, including interviews with the artists whose works are part of the collection.

In 2017, ING Polish Art Foundation in cooperation with the Gallery of Contemporary Art in Opole prepared the exhibition entitled "The Present?". As part of the exhibition, a series of educational workshops for children and youth and guided curator tours were organised.

Education

ING Polish Art Foundation published a contemporary art book for children entitled "Snowman in the Fridge". The book was composed of stories about the adventures of two kids learning the works of eminent contemporary artists. The publication was available for sale as of December 2017. To promote the book, the Foundation organised a cycle of meetings and workshops in, inter alia, the National Museum in Warsaw, Zachęta – the National Art Gallery and in the Raster Gallery. In 2017, the Foundation continued a number of educational activities addressed to our Bank employees. These were weekly collection tours as well as meetings with artists whose works are displayed in the Bank's offices plus common visits to exhibitions and activities for children.

Award of ING Polish Art Foundation

As part of the seventh edition of the Warsaw Gallery Weekend, the biggest cyclical review of modern art in Poland organised by private galleries, the Foundation granted two awards. By doing so, the ING Polish Art Foundation decided not only to support the artists, but also express its recognition for the galleries which co-work directly with artists and build their position in the world of art.

Professional Artist

In 2017, the first edition of the educational programme Professional Artist was held. Professional Artist is a project addressed to the students of the final year of studies in artistic faculties, who after graduation want to be artists in the art market.

The Management Board of ING Bank Śląski S.A. decided to transfer funds for the statutory activities of ING Polish Art Foundation upon reviewing the annual action plan of the Foundation.

Information about the operations of ING for Children Foundation and ING Polish Art Foundation is available in the *Management Board Report on Operations of ING Bank Śląski S.A. Group for 2017, including the Report on Operations of ING Bank Śląski S.A.* Additionally, ING for Children Foundation and ING Polish Art Foundation publish all information on their websites. Information about current events is published on Facebook profiles of both Foundations which are open to the public, on the intranet and in *Baśka* magazine. It is also published as press releases.

Charitable and social activities are an essential element of ING Bank Śląski S.A. operations. The Bank encourages its employees to engage in the employee voluntary activities. *The Labour By-Law of ING Bank Śląski S.A.* guarantees Bank employees 8 hours per year for volunteering. Detailed information and indicators are available in the *Management Board Report*.

CHARITABLE DONATIONS

In 2017, ING Bank Śląski S.A. made financial and in-kind donations. The Bank made 32 donations.

The donations were made pursuant to the *ING Bank Śląski S.A. Donation Policy*; the Policy sets out the purposes to be supported by the Bank donations, in selected community investment areas:

- operations centred around children and youth, including holidays for children and youth,

- science, higher education, school system, education and schooling (including in particular financial education),
- health protection and disease prevention.

Among the donations made by the Bank were the donations in the financial education area: for the Center for Citizenship Education to support the development of the Entrepreneurial Youth programme, for the Warsaw Institute of Banking to develop the BAKCYL programme and for the Spring Association to support the development of financial competence of families from the Noble Box Project and to educate children in the Academy of the Future Project. In the tertiary education area – for, inter alia: the Silesian University of Technology to develop the “My idea for business” initiative, and in the healthcare area – for: the Professor Zbigniew Religa Foundation of Cardiac Surgery Development in Zabrze and the Polish Gastroenterology Foundation.

In line with the approach adopted in 2016, the Bank continued to support local charity organisations in the pre-Christmas season by reallocating for that purpose the funds earmarked for buying souvenirs for corporate and strategic clients. The funds were donated to 13 local organizations, such as hospices for children, rehabilitation centres, including: Fundacja Wrocławskie Hospicjum dla Dzieci (Children Hospice in Wrocław Foundation), Stowarzyszenie Osób Niepełnosprawnych Promyk in Zielona Góra (Association for the Disabled Sunbeam, Zielona Góra), or Dom Aniołów Stróżów in Katowice (House of Guardian Angels, Katowice).

In 2017, the Bank also transferred in-kind donations such as phased-out IT equipment (in a good technical condition) and office furniture. In-kind donations were made pursuant to the *Procedure for the sale/donation/ reprocessing of assets at ING Bank Śląski S.A.* In-kind donations were given mainly to kindergartens, schools, hospitals and charities.

Sponsorship

In 2017, ING Bank Śląski S.A. was involved in sponsorship activities targeted at the selected sectors of the economy, entrepreneurs, as well as SME owners and management. They were designed to empower people to stay a step ahead in life and in business.

The most important sponsored events were:

- European Economic Congress in Katowice,
- European Start-up Days in Katowice,
- Open Eyes Economy in Cracow,
- Impact Fintech in Katowice,
- 50th anniversary of the Silesian University in Katowice,
- National Energy Summit in Gdańsk,
- European Executive Forum in Warsaw,
- Europe Retail Congress in Warsaw, and
- Investment Forum & Private Equity Awards Gala in Warsaw.

ING Bank Śląski S.A. once again cooperated with the organisers of Run Warsaw and was the General Partner to this event in 2017.

Furthermore, regional branches of ING Bank Śląski S.A. supported local initiatives designed to build and tighten the relationships with existing and prospective clients as well as local communities.

Additionally, last year, ING Bank Śląski S.A. together with ING Services organised a global hackathon – 24H CodING Hackathon. During that event, the best programmers from 11 countries had a chance to meet in Katowice, in the Old Zinc Rolling Mill. The event gathered employees of ING Group from all over the world as well as representatives of IT service providers, start-ups and students. The teams worked on the design of the open ecosystem of financial services. The event gathered 372 participants.

Summary of the assessment

ING Bank Śląski S.A. was involved in charitable and social activities in the specific areas and addressed most of its actions to children, teenagers and local communities. The Bank ran the programmes on its own, in cooperation with social partners and with its corporate foundations.

The Bank supported employee initiatives (volunteering, charity collections, blood donation initiatives) and was a social partner in all-Poland and local projects.

The Bank was a donor, especially in educational projects addressed to children and teenagers. The Bank implemented the *ING Bank Śląski S.A. Donation Policy* which is applicable to all financial donations and the *Procedure for the sale/ donation/ reprocessing of assets at ING Bank Śląski S.A.* which governs in-kind donations. These regulations ensured a process-based approach to donations and their effective application in charitable and social activities.

The Bank communicated its charitable actions in a transparent manner by publishing information on the current events and annual summaries in the annual report and the Integrated Report of ING Bank Śląski S.A. for 2016-2017. Multiple communication tools were used to provide internal and external stakeholders with information in an accessible form.

Based on the foregoing, it may be concluded that the ING Bank Śląski S.A. policy on the charitable and social activities was rational and took account of social needs.

In 2017, for the eleventh time, the Bank was listed in RESPECT Index – an index of socially responsible companies, kept by the Warsaw Stock Exchange. It is an evidence of the highest standards of Bank's corporate social responsibility. 24 practices of ING Bank Śląski S.A. from various areas were also listed in the report *2017 Responsible Business in Poland. Best Practice* by Responsible Business Forum. Actions designed to implement a corporate social responsibility strategy were recognised by the members of the Executive Club with the title of the Business Ethics Leader. The Bank was also awarded with the Golden Banker in the Socially Sensitive Bank category – for ING volunteering initiatives.

The Bank operates a transparent and effective information policy; details of social, charitable and sponsorship activities launched by the Bank are published in the Management Board's annual report. Thus, the Bank satisfies recommendation I.R.2 of the Code of Best Practice for WSE Listed Companies in 2016.