

Brunon Bartkiewicz

Education

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| 2011 | Graduate School of Business Stanford University Standard Executive Program |
| 1986 | Main School of Planning and Statistics in Warsaw (currently, Warsaw School of Economics) Foreign Trade Faculty Master's degree in Economics |

Professional experience

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| 04.2016 - present | ING Bank Śląski S.A. President of the Management Board |
| 2014 - 04.2016 | ING Bank N.V. Chief Innovation Officer |
| 2012 - 2014 | ING Bank N.V. Head of ING Retail Banking International Rest of Europe: France, Italy, Spain, Poland, Turkey, Romania |
| 2010 - 2012 | ING Direct Head Office General Manager |
| 2004 - 2009 | ING Bank Śląski S.A. President of Management Board |
| 2000 - 2004 | ING Direct N.V. Head Office Amsterdam General Manager, ING Direct Member of Executive Committee ING Direct N.V. |
| 1991 - 2000 | Bank Śląski S.A: 05.1995 - 06.2000 - President of the Management Board 03.1994 - 05.1995 - First Vice-President, performing the functions of Executive President 04.1992 - 03.1994 - Member of Management Board 04.1991 - 04.1992 - Bank Executive Director Supervisory Boards of CERA, BSK Brokerage House, ING BSK Asset Management, NN-P |
| 1990 - 1991 | Penetrator S.A. Cracow Executive Vice-President |
| 1986 - 1990 | Digital Laboratories International S.A. Warsaw-Cracow |
| 1986 - 1989 | Main School of Planning and Statistics in Warsaw |

Michał Bolesławski

Education

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| 2000 | Warsaw School of Economics, Finance and Banking |
| 1999 | Harvard University and Kennedy School of Government USA |

Professional experience

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| 07.2008 - present | ING Bank Śląski S.A. Vice-President of the Management Board |
| 2006 - 2008 | ING Bank Śląski S.A. Wholesale Banking Division – area of corporate clients Bank Executive Director |
| 2003 - 2005 | ING Bank Śląski S.A. Wholesale Clients Service Department Department Director Deputy Department Director |
| 2001 - 2003 | ING Bank Śląski S.A. Strategic Clients Service Department Business Manager |
| 2001 | ING Bank N.V. Project Manager |
| 2000 - 2001 | ING Nationale-Nederlanden Polska S.A. Project Officer |
| 2000 | National Bank of Poland Analyst |

Joanna Erdman

Education

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|------|--|
| 1995 | Warsaw School of Economics: Finance and Statistics |
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Professional experience

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|-------------------|---|
| 04.2013 – present | ING Bank Śląski S.A. Vice-President of the Management Board |
| 2010 – 2013 | ING Bank Śląski S.A. Strategic Clients Division Bank Executive Director |
| 2007 – 2010 | ING Bank Śląski S.A. Strategic Clients Division Strategic Clients Department Director |

2001 – 2007
ING Bank Śląski S.A.
Wholesale Banking Division – Strategic Clients
Area
Strategic Clients Centre Director

1996 – 2001
ING Bank N.V.
Corporate Banking
Officer, Senior Officer

1995 – 1996
Bank Pekao S.A.
Marketing Department, Officer

Macin Giżycki

Education

1999 - 2001
The University of Economics in Katowice
Banking and Finance Faculty - Master's Degree

1996 - 1998
The Poznań School of Banking
Banking and Finance Faculty – Bachelor's Degree

Professional experience

08.2016 - present
ING Bank Śląski S.A.
Vice-President of the Management Board

06.2016 - 07.2016
Brokerage Office Division
Bank Executive Director

01.2013 - 07.2016
Retail Banking Division
Lending and Insurance Business Line
Bank Executive Director

08.2006 - 12.2012
Retail Banking Division
Products and Processes
Bank Executive Director)

1996 - 2006
Director of the Partners Network Development Project
Deputy Director for Retail Network Management
Director of the Sales Network Department
Head of the Sales Monitoring and Costs Standards Section
Manager of the Budgeting and Branch Network Monitoring Team
Organization and Marketing Officer, SME Inspector and Cash
Management Inspector in Branch No. 1 in Bielsko-Biała

08.2015 - present
Nowe Usługi S.A.
Member of the Supervisory Board

08.2015 - 05.2016
ING Securities S.A.
President of the Management Board

01.2015 - 07.2015
ING Securities S.A.
Member of the Management Board

Other activities

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| 09.2018 | BIK S.A. (Credit Information Bureau) Chairman of the Supervisory Board |
| 09.2017 | BIK S.A. (Credit Information Bureau) Deputy Chairman of the Supervisory Board |
| 06.2017 | BIK S.A. (Credit Information Bureau) Member of the Supervisory Board |

Bożena Graczyk

Education

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| 2010 - 2011 | Advanced Management Program, IESE Business School, University of Navarra, Spain |
| 2005 | Diploma of The Accountants Association of Poland certified auditor qualifications |
| 1996 - 1997 | Program Executive MBA in International Business, University of Bristol, UK and École Nationale des Ponts et Chaussées, France |
| 1992 | University of Limburg as part of Tempus Programme |
| 1992 - 1993 | University of Łódź, the Centre of European Studies |
| 1989 - 1994 | University of Łódź, Foreign Trade Faculty, a master degree in economics |

Professional experience

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| 06.2017 - present | ING Bank Śląski S.A. Vice-President of the Management Board |
| 1994 - 05.2017 | KPMG Partner, Financial Services (since 2001), Head of the Financial Risk Management Team, Head of Accounting Advisory Services |
| 1996 - 1997 | KPMG Hiszpania taking part in the audit of financial statements of various financial institutions |

Sławomir Soszyński

Education

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| 2012 - 2014 | Kozminski University, Warsaw MBA |
| 1997 - 2002 | Nicolaus Copernicus University, Toruń Master of Science, theoretical physics and information technology |

Professional experience

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| 10.2019 – present | ING Bank Śląski S.A. Vice-President of the Management Board |
| 2017 – 09.2019 | J.P. Morgan Poland Services Spółka z o.o., Warsaw (Poland) Management Board Member and Site Manager – Global Corporate Centre in Warsaw |
| 2015 – 2017 | J.P. Morgan, London (UK) Executive Director, Global Architect – Corporate Technology and Technology Infrastructure |
| 2014 – 2015 | OSTC Group, Warsaw (Poland) Group Chief Information Officer |
| 2008 – 2013 | Citi, London (UK), Singapore, Warsaw (Poland) EMEA Consumer Chief Technology Officer and EMEA Chief Architect |
| 2005 – 2008 | Citi, London (UK), New York (USA) Technology Senior Auditor – Global Audit Department |
| 2003 – 2005 | Citi Handlowy S.A., Warsaw (Poland) Business Information Security Officer – Information Security Department |

Lorenzo Tassan-Bassut

Education

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|-------------------|--|
| 2017 r. | Stanford University Center for Professional Development Program Leading a Disruption World |
| 2008 r. - 2009 r. | INSEAD/ CEDEP General Management Program |
| 1986 r. - 1992 r. | Hogeschool Enschede, Holandia University degree, Engineer in Computer Engineering |

Professional experience

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| 01.2019 r. - nadal | ING Bank Śląski S.A. Vice-President of the Management Board |
| 09.2013 r. - 2018 r. | TMB Bank Public Company Limited, Bangkok, Thailand Chief Operating Officer |
| 2010 r. - 2013 r. | ING Bank (EurAsia), ZAO, Moscow, Russia Chief Operating Officer Managing Director |
| 2007 r. - 2010 r. | ING Bank N.V., Hungary Branch, Budapest Chief Operating Officer Assistant Managing Director |

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| 2004 r. - 2007 r. | ING Bank N.V., Hong Kong Branch Wholesale Banking Asia Chief Operating Officer |
| 2000 r. - 2004 r. | ING Bank N.V., Hong Kong Branch Wholesale Banking Asia Regional Head of IT Infrastructure Asia Chief Operating Officer |
| 1998 r. - 2000 r. | ING Bank N.V., Curaçao Branch, The Netherlands Antilles Head of IT (South America) Deputy COO |
| 1992 r. - 1998 r. | ABN AMRO Bank N.V., Curaçao, The Netherlands Antilles Head of Infrastructure and Communication |