

Segregation of responsibilities of ING Bank Śląski S.A. Management Board Members

| Until 31 March 2026 | | As of 1 April 2026 | |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mr Michał Bolesławski | President of the Bank Management Board , in charge of the CEO Division | Mr Michał Bolesławski | President of the Bank Management Board , in charge of the CEO Division |
| Ms Joanna Erdman | Vice-President of the Bank Management Board , in charge of the CRO Division | Ms Joanna Erdman | Vice-President of the Bank Management Board , in charge of the CRO Division |
| Mr Marcin Giżycki | Vice-President of the Bank Management Board , in charge of the Private Individual Clients Division | Mr Marcin Giżycki | Vice-President of the Bank Management Board , in charge of the Private Individual Clients Division |
| Ms Bożena Graczyk | Vice-President of the Bank Management Board , in charge of the CFO Division and of a subsidiary – ING Bank Hipoteczny S.A. | Ms Bożena Graczyk | Vice-President of the Bank Management Board , in charge of the CFO Division and of a subsidiary – ING Bank Hipoteczny S.A. |
| Mr Marcin Kościński | Vice-President of the Bank Management Board , in charge of the Business Clients Division and of the following subsidiaries: ING Usługi dla Biznesu S.A. and ING Investment Holding (Polska) S.A., Wholesale Banking Division* | Mr Marcin Kościński | Vice-President of the Bank Management Board , in charge of the Business Clients Division and of the following subsidiaries: ING Usługi dla Biznesu S.A. and ING Investment Holding (Polska) S.A. |
| Mr Maciej Ogórkiewicz | Vice-President of the Bank Management Board , in charge of the CIO Division | Mr Maciej Ogórkiewicz | Vice-President of the Bank Management Board , in charge of the CIO Division |
| Mr Wojciech Sieńczyk | Vice-President of the Bank Management Board , in charge of the Private Banking Clients and Investment Division and of a subsidiary – Nowe Usługi S.A. | Mr Wojciech Sieńczyk | Vice-President of the Bank Management Board , in charge of the Private Banking Clients and Investment Division and of a subsidiary – Nowe Usługi S.A. |
| Ms Alicja Żyła | Vice-President of the Bank Management Board , in charge of the COO Division and of a subsidiary – SAIO S.A. | Ms Agnieszka Wolska | Vice-President of the Bank Management Board , in charge of the Wholesale Banking Division |
| | | Ms Alicja Żyła | Vice-President of the Bank Management Board , in charge of the COO Division and of a subsidiary – SAIO S.A. |

*supervision until 31 March 2026