

Information on the Gender Pay Equity Index

As part of the monitoring of the pay index, we analysed the total remuneration of employees for 2022.

The index has been calculated for the total salaries of the employees remaining in employment as at 31 December 2022, in keeping with the manner of reporting to the Warsaw Stock Exchange. The method of calculation is an average of salaries weighted by the number of women and men in each pay grade. Other assumptions used in the calculation include: conversion of salaries to full-time for part-time employees, annualisation of salaries for employees working less than a year in 2022.

In 2022, the ratio of female to male salaries at ING Bank Śląski Capital Group was 96%. The change in the pay gap from 99% in 2021 to 96% last year was mainly influenced by changes in the workforce structure, particularly transfers of employees between pay grades (promotions) and an increase in the number of newly hired employees in 2022 that were not entitled to 2021 bonus payout in 2022.

In addition to the gender pay gap ratio, the bank conducts an in-depth analysis on equal pay for equal work, which shows a pay mismatch rate of 0.5 per cent for the same jobs, grades, competencies.

ING Bank Śląski S.A. is taking steps to ensure that the gender pay gap is reduced over time. One of the annual objectives of the Management Board of ING Bank Śląski S.A. in recent years has been to ensure that there is an appropriate gender balance in senior management succession plans. From 2022 onwards, we started analysing the salaries of employees occupying positions with the same profiles, identifying those who earn statistically more or less for a given profile, also relative to the opposite sex – the results of the analyses are one of the elements analysed by managers when making decisions on salary increases. The Bank has a number of diversity and inclusion initiatives in place to equalise opportunities for women and men and to build awareness among managers and employees of the Bank's gender non-discrimination policy.

For each staff group and pay grade, the wage gap develops as shown in the table below:

| Wage gap (total remuneration of employees) | | | |
|--|-----------------|---------------|-------------------------------------|
| Employee category | Number of women | Number of men | Ratio of wage between women and men |
| | | 2022 | |
| Senior management | 61 | 135 | 94% |
| Management | 291 | 246 | 95% |
| Other employees | 5,205 | 2,687 | 96% |
| Total | 5,557 | 3,068 | 96% |

