

Information on the Gender Pay Equity Index

As part of the monitoring of the remuneration index, we analysed the total remuneration of employees for 2021. The analysis conducted showed that the ratio of female to male remuneration at ING Bank Śląski S.A. Group for 2021 was 99%.

The indicator has been calculated for the total salaries of employees remaining in employment as at 31 December 2021. The method of calculation is an average of salaries weighted by the number of women and men in each staff grade. Other assumptions used in the calculation include: conversion of salaries to full-time for part-time employees, annualisation of salaries for part-time employees 2021. This methodology complies with the Best Practice of WSE Listed Companies 2021 (rule 1.4.2).

The apparent variation in remuneration, especially in relation to senior managers and executives, is due to the fact that the positions analysed in these groups should be considered as individual and highly specialised positions in separate areas of the bank's activities (sales, support, control functions including finance, human resources, legal affairs and risk management). The differentiation in remuneration for these positions is based on objective considerations related to seniority, area of activity and the associated required level of competence and positioning in the succession plan.

ING Bank Śląski S.A. plans to take additional measures to ensure that the gender pay gap ratio is analysed over time and eliminated where justified. These include the ongoing review of internal regulations to include provisions on gender equality, ongoing monitoring of the gap and raising awareness among managers and staff of the Bank's gender non-discrimination policy.

For each staff group and 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 wages between women and men
2021			
Senior management	62	127	93%
Management	299	254	94%
Other employees	5,422	2,719	99%
Total	5,783	3,100	99%

