

Information on the Gender Pay Equity Index

Starting from 2024, we calculate the gender pay gap index based on two methodologies:

ZBP Methodology

the current approach developed jointly by the banking sector at the forum of Polish Bank Association (ZBP)

The average proportion of women's pay to men, weighted by the employment structure in particular job grades. Other assumptions used in the calculation include the conversion of full-time remuneration for part-time employees and the annualization of remuneration of employees covered by the analysis. The variable remuneration included in the calculation is the remuneration paid in 2023.

**The adjusted index amounted
95% in 2023.**

EBA Methodology

methodology included in the Guidelines of the European Banking Authority (EBA)

The ratio of the difference between the average salary of men and women to the average salary of men. Other assumptions used in the calculation include the conversion of full-time salaries for employed employees part-time and annual remuneration of employees covered by the analysis. The variable remuneration included in the calculation is the remuneration awarded for 2023.

**The unadjusted index amounted
32% in 2023.**

The new method of calculating the index results from the entry into force of the EBA Guidelines and the obligation to report the gender pay gap to the Polish Financial Supervision Authority and the National Bank of Poland in accordance with these guidelines.

At the same time, we continue to calculate the gender pay gap index based on a previously developed approach to enable comparison of results over time, also taking into account the bank's ambitions for the coming years as part of the key priorities of the business strategy for the period 2022 - 2024.

With respect to the employee groups and job grades, the gender pay gap is as shown in the table below:

Staff category	Number of Women	Number of Men	Ratio of total remuneration of women to men
Year 2023			
Senior Management Staff	60	139	93%
Management Staff	298	255	96%
Other Staff	5077	2763	95%
Total	5435	3157	95%



Year 2022			
Senior Management Staff	61	135	94%
Management Staff	291	246	95%
Other Staff	5 205	2 687	96%
Total	5 557	3 068	96%
Year 2021			
Senior Management Staff	62	127	93%
Management Staff	299	254	94%
Other Staff	5 422	2 719	99%
Total	5 783	3 100	99%

The change in the pay gap from 96% in 2022 to 95% in 2023 was mainly influenced by changes in the workforce structure, particularly transfers of employees between job grades (promotions). An important element influencing the index is the bonus paid, which - in accordance with the applicable regulations - is not awarded to the newly employed staff and women on long-term absences.

ING Bank Śląski S.A. is taking steps to ensure that the gender pay gap is reduced over time. From 2022 onwards, we started analysing the salaries of employees occupying positions with the same job profiles, identifying those who earn statistically more or less for a given profile, also relative to the opposite gender - 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. 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.

