

Michał Bolesławski

President of the Management Board

Mr. Michał Bolesławski complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

2019	Harvard Business School, PLD 25 Alumnus
2000	Warsaw School of Economics Master of Arts in Finance and Banking (graduated with distinction)
1999	Harvard University and Kennedy School of Government, USA
1998	ESADE (Escuela Superior de Adminis y Direccion de Empresas) CEMS scholarship

Professional experience

since 29.04.2025	ING Bank Śląski S.A. President of the Bank Management Board
01.2023 - 04.2025	ING Bank N.V. Global Head of Business Banking ING Group
01.2021 - 07.2023	ING Bank N.V. Head of Business Banking Netherlands
01.2021 - 01.2023	ING Bank N.V. Head of Business Banking Market Leaders
07.2008 - 12.2020	ING Bank Śląski S.A. Vice-President of the Management Board
01.2006 - 07.2008	ING Bank Śląski S.A. Corporate Division Bank Executive Director
01.2005 - 12.2005	ING Bank Śląski S.A. Corporate Sales Network Director
09.2004 - 12.2004	ING Bank Śląski S.A. Corporate Sales Network Interim Director
04.2003 - 08.2004	ING Bank Śląski S.A. Corporate Clients Department Deputy Department Director
10.2001 - 03.2003	ING Bank Śląski S.A. Business Manager
09.2001 - 10.2001	ING Barings Project Manager
09.2000 - 08.2001	ING Group Project Officer
05.2000 - 08.2000	General Inspectorate of Banking Supervision Microanalyst

Other activities

2023 - present	ING Belgium Board of Directors, Non-executive director
2019 - 2020	ING Investment Holding (Poland)

	Supervisory Board Chairman
2018 - present	ING Polish Art Foundation 2021 – present – Supervisory Board Member 2018 – 2021 – Supervisory Board Chairman
2013 - 2020	ING Services for Business Supervisory Board Chairman
2012 - 2020	ING Lease (Poland) Supervisory Board Chairman
2012 - 2020	ING Commercial Finance Poland Supervisory Board Chairman

Joanna Erdman

Vice-President of the Management Board

Ms. Joanna Erdman complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

2023	Wharton University Advanced Risk Management Program
2022	University of Cambridge Sustainable Finance
2022	Global Association of Risk Professionals (GARP) Sustainability and Climate Risk
2019	London Business School Senior Executive Programme
1995	Warsaw School of Economics Finance and Statistics

Professional experience

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

Other activities

06.2020 - present	ING Commercial Finance Polska S.A. Member of the Supervisory Board
06.2020 - present	ING Lease (Polska) Sp. z o.o. Member of the Supervisory Board
06.2020 - present	BIK S.A. (Credit Information Bureau) 08.2023 - present - Member of the Supervisory Board 08.2022- 08.2023 - Chair of the Supervisory Board 09.2021- 08.2022 - Deputy Chair of the Supervisory Board 06.2020 - 09.2021 - Member of the Supervisory Board
06.2020 - 04.2021	Responsible Business Forum Member of the Management Board
12.2018 - present	ING Investment Holding (Polska) S.A. 09.2023 - present - Deputy Chair of the Supervisory Board

	06.2023 - 09.2023 - Member of the Supervisory Board 12.2018 - 06.2023 - Deputy Chair of the Supervisory Board
03.2018 - present	ING Bank Hipoteczny S.A. Member of the Supervisory Board
06.2016 - 04.2021	ING for Children Foundation 06.2019 - 04.2021 - Supervisory Board Chair 06.2016 - 06.2019 - Member of the Supervisory Board
08.2015 - present	Nowe Usługi S.A. 06.2020 - present - Member of the Supervisory Board 08.2015 - 06.2020 - Chair of the Supervisory Board

Marcin Giżycki

Vice-President of the Management Board

Mr. Marcin Giżycki complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

2023	Graduate School of Business Stanford University Stanford Executive Program
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	ING Bank Śląski S.A. Brokerage Office Division Bank Executive Director
01.2013 - 07.2016	ING Bank Śląski S.A. Retail Banking Division Lending and Insurance Business Line Bank Executive Director
08.2006 - 12.2012	ING Bank Śląski S.A. Retail Banking Division Products and Processes Bank Executive Director
1996 - 2006	ING Bank Śląski S.A. Director of the Partners Network Development Project Performing managing functions within the retail banking in different bank organizational units

Other activities

04.2025 - present	Polski Standard Płatności S.A. Member of the Supervisory Board
05.2021 - present	ING for Children Foundation Member of the Supervisory Board
12.2018 - present	ING Investment Holding (Polska) S.A. Member of the Supervisory Board
03.2018 - present	ING Bank Hipoteczny S.A. 04.2018 - present - Deputy Chair of the Supervisory Board 03.2018 - 04.2018 - Member of the Supervisory Board
05.2017 - 06.2020	BIK S.A. (Credit Information Bureau) 08.2019 - 06.2020; 05.2017 - 09.2017 - Member of the Supervisory Board 08.2018 - 08.2019 - Chair of the Supervisory Board 09.2017 - 08.2018 - Deputy Chair of the Supervisory Board

08.2015 - present	Nowe Usługi S.A. 06.2020 – present - Chair of the Supervisory Board 08.2015 - 06.2020 - Member of the Supervisory Board
01.2015 - 05.2016	ING Securities S.A. 08.2015 - 05.2016 - President of the Management Board 01.2015 - 07.2015 - Member of the Management Board
05.2009 - 04.2013	Visa Polska Executive Committee Committee Member - representing ING Bank Śląski S.A.

Bożena Graczyk

Vice-President of the Management Board

Ms. Bożena Graczyk complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

2024	Graduate School of Business Stanford University Stanford Executive Program
2010 - 2011	University of Navarra, Spain Advanced Management Program IESE Business School
2005	Diploma of The Accountants Association of Poland certified auditor qualifications
1996 - 1997	University of Bristol, UK and École Nationale des Ponts et Chaussées, France Program Executive MBA in International Business
1992	University of Limburg as part of Tempus Programme
1992 - 1993	University of Łódź the Centre of European Studies
1989 - 1994	University of Łódź Faculty of Economics and Sociology, a master degree in economics

Professional experience

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 Spain taking part in the audit of financial statements of various financial institutions

Other activities

02.2023 - present	Diversity & Inclusion Committee at the Polish Bank Association Member of the Executive Committee
10.2022 - present	SAIO S.A. Member of the Supervisory Board
10.2022 - present	ING Usługi dla Biznesu S.A. Member of the Supervisory Board
12.2018 - present	ING Investment Holding (Polska) S.A. Member of the Supervisory Board
04.2018 - 08.2022	Solver Sp. z o.o. w likwidacji 06.2020 - 08.2022 - Chair of the Supervisory Board 04.2018 - 06.2020 - Member of the Supervisory Board
03.2018 - present	ING Bank Hipoteczny S.A. 06.2021 - present - Chair of the Supervisory Board 03.2018 - 06.2021 - Member of the Supervisory Board

06.2017 - present	ING Commercial Finance Polska S.A. Member of the Supervisory Board
06.2017 - present	ING Lease (Polska) Sp. z o.o. Member of the Supervisory Board

Marcin Kościński

Vice-President of the Management Board

Mr Marcin Kościński complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

2006	Poznań University of Economics and Business PhD in Economic Sciences Economic Sciences Faculty
2002	Poznań University of Economics and Business Master degree in Economics Finance and banking (banking)
2022 2025	Specialised training courses: INSEAD Business School The London School of Economics, Executive Education - Digital Marketing Strategy

Professional experience

since 29.04.2025	ING Bank Śląski S.A. Vice-President of the Management Board
01.2016 - 04.2025	ING Bank Śląski S.A. Bank Executive Director – Corporate Sales Network
08.2013 - 12.2015	ING Lease Polska Sp. z o.o. Advisor to the President President of the Management Board of ING Lease Polska Sp. z o.o.
01.2004 - 07.2013	ING Bank Śląski S.A. Senior Corporate Client Advisor Director of Corporate Branch Regional Corporate Director
06.2003 - 01.2004	Fortis Bank Polska S.A. Warszawa, Corporate Banking Customer Advisor
05.2002 - 06.2003	ING Bank Śląski S.A. Corporate Banking Centre in Poznań Customer Advisor for Small Business Services Customer Advisor for Corporate Services Customer Advisor - Assistant

Other activities

01.2016 - present	ING Usługi dla Biznesu S.A. 09.2023 – present – Vice-Chairman of the Supervisory Board 05.2023 – 09.2023 – Supervisory Board Member 01.2016 – 11.2022 – Supervisory Board Member
09.2022 - 04.2025	ING Investment Holding (Polska) S.A. 09.2022 – 04.2025 – Member of the Management Board 09.2013 – 12.2015 – Member of the Management Board

Ewa Łuniewska

Vice-President of the Management Board

Ms. Ewa Łuniewska complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

1991	Warsaw School of Economics Foreign Trade Faculty
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Professional experience

01.2021 - 04.2025	ING Bank Śląski S.A. Vice-President of the Management Board
01.2016 - 12.2020	ING Lease (Polska) Sp. z o.o. President of the Management Board
01.2016 - 11.2018	ING Investment Holding (Polska) S.A. Member of the Management Board
2006 - 2015	ING Bank Śląski S.A. Corporate Sales Network Division Bank Executive Director
09.2001 - 2005	ING Bank Śląski S.A. Strategic Clients Division Strategic Clients Department Director
2000 - 2001	ING Bank N.V. Corporate Banking Department Cash Management Department Structured Lending & Syndicated Loans Department Executive Committee Member, Managing Director
04.1997 - 1999	ING Bank N.V. Capital Markets & Structured Finance Department Deputy Director, Director
1991 - 1996	ING Bank N.V. Corporate Banking Department Officer, Senior Officer, Team Head

Other activities

01.2025 - present	Polish Bank Association Council for Micro-, Small- and Medium Enterprises in Warsaw Member of the Council and of the Executive Committee of the Council
01.2025 - present	The Netherlands Polish Chamber of Commerce in Warsaw Board Member
10.2022 - present	SAIO S.A. Member of the Supervisory Board
02.2021 - present	ING Usługi dla Biznesu S.A. 09.2023 - present - Chair of the Supervisory Board 05.2023 - 09.2023 - Member of the Supervisory Board 04.2021 - 05.2023 - Chair of the Supervisory Board 02.2021 - 04.2021 - Member of the Supervisory Board
02.2021 - present	ING Investment Holding (Polska) S.A. 09.2023 - present - Chair of the Supervisory Board

	06.2023 - 09.2023 - Member of the Supervisory Board 05.2021 - 06.2023 - Chair of the Supervisory Board 02.2021 - 05.2021 - Member of the Supervisory Board
02.2021 - present	ING Commercial Finance Polska S.A. 07.2022 - present - Chair of the Supervisory Board 05.2022 - 07.2022 - Member of the Supervisory Board 03.2021 - 05.2022 - Chair of the Supervisory Board 02.2021 - 03.2021 - Member of the Supervisory Board
02.2021 - present	ING Lease (Polska) Sp. z o.o. Chair of the Supervisory Board
07.2020 - 12.2020	Polish Leasing Association Chair of the Executive Committee
10.2018 - 12.2020	Rel Delta Sp. z o.o. w likwidacji Rel Echo Sp. z o.o. w likwidacji Rel Hektor Sp. z o.o. w likwidacji Rel Project 2 Sp. z o.o. w likwidacji Liquidator
06.2016 - present	ING Polish Art Foundation 02.2021 - present - Chair of the Supervisory Board 06.2016 - 02.2021 - Member of the Supervisory Board
01.2016 - 12.2020	ING Finance Sp. z o.o. ING Aktywa Sp. z o.o. Rel Fokstrot Sp. z o.o. Rel Jota Sp. z o.o. Rel Project 1 Sp. z o.o. Member of the Management Board
01.2016 - 10.2018	Rel Delta Sp. z o.o. w likwidacji Rel Echo Sp. z o.o. w likwidacji Rel Hektor Sp. z o.o. w likwidacji Rel Project 2 Sp. z o.o. w likwidacji Member of the Management Board
01.2016 - 09.2017	Rel Kolor Sp. z o.o. Member of the Management Board
05.2014 - 08.2015	Nowe Usługi S.A. Member of the Supervisory Board
01.2012 - 12.2015	Usługi dla Biznesu S.A. Member of the Supervisory Board

Michał H. Mrożek

Vice-President of the Management Board

Mr. Michał H. Mrożek complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

1984 - 1989	Georgetown University School of Foreign Service, Washington, D.C. Joint degree - Bachelor Cum Laude and Masters Dean Citation in International Trade & Finance
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Professional experience

07.2020 - present	ING Bank Śląski S.A. Vice-President of the Management Board
2019 - 06.2020	HSBC France HBFR, Branch in Poland Director General & Head of Wholesale Banking
2015 - 2019	HSBC Bank Polska S.A., Warsaw, Poland CEO & President of the Management Board
2011 - 2014	Citibank N.A. (National Association), New York, NY, United States Managing Director - Strategy & International
2004 - 2011	Citibank Handlowy S.A., Warsaw, Poland Deputy CEO of Management Board - Corporate & Commercial Banking
2002 - 2004	Citibank Handlowy S.A., Warsaw, Poland Head of Strategic Planning & Corporate Development
1998 - 2002	Citibank Handlowy S.A., Warsaw, Poland Deputy Director of Corporate Banking - Sector Head
1995 - 1998	Bank Handlowy w Warszawie S.A., Warsaw, Poland Corporate Banking Department Director
1992 - 1995	Price Waterhouse (International Privatization Group), Washington, D.C., United States Department Director
1991 - 1992	Price Waterhouse (International Privatization Group), Washington, D.C., United States Manager
1989 - 1991	Bank Austria, New York, NY, United States Credit Analyst

Other activities

10.2022 - present	SAIO S.A. Member of the Supervisory Board
2019 - 10.2021	LEWIATAN Association of Banks and Financial Institutions in Warsaw Vice-President
2018 - 2019	Board of Directors of the Polish Banks Association in Warsaw Chair
2013 - present	Member of the Board of Trustees of the Kosciuszko Foundation, New York
2013 - present	Member of the Board of Trustees of the Jan Karski Educational Foundation, New York & Warsaw Recipient of the "Bene Merito" award 2013 by the Polish government Minister of Foreign Affairs in recognition

	of contributions made to the promotion and strengthening of Poland on the international arena
2011	Recipient of the "Bronze Cross of Merit" awarded 2011 by President of Poland in recognition for contributions to the development of the Polish banking sector

Maciej Ogórkiewicz

Vice-President of the Management Board

Mr Maciej Ogórkiewicz complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

1997 - 2002	Silesian University of Technology in Gliwice Master of Science Computer Science
2006 2007 2008 2011 2008 2023	Specialised training courses: ISC2 - Certified Information Systems Security Professional ISACA - Certified Information Security Manager ISACA - Certified Information Systems Auditor ISACA - Certified in Risk and Information Systems Control Cisco Certified Internetwork Expert - Security Google Cloud Certified Professional Cloud Security Engineer

Professional experience

since 29.04.2025	ING Bank Śląski S.A. Vice-President of the Management Board
09.2024 - 04.2025	ING Hubs Poland Global IT Security Cluster Lead (CISO Hub Lead) ING Hubs Poland Management Team Member
10.2022 - 04.2025	ING Bank N.V. Global Head of Security Detection and Response Global Head of Attack Surface Management Global Head of Security Assessment Services
02.2019 - 02.2020	ING Bank N.V. Business Line (Retail Banking) Chief Information Security Officer
07.2017 - 09.2022	ING Bank Śląski S.A. Chief Information Security Officer Director of IT Security Department
06.2010 - 06.2017	ING SERVICES POLSKA sp. z o.o. Deputy Director of ING Global Security Operations Center Head of IT Risk Management IT Security Expert
08.2003 - 05.2010	Solidex S.A. Vice-President of the Management Board Member of the Management Board Director of Services and Implementation Department Consulting Engineer Authorized Cisco Instructor (CCSI) Security Network Administrator System and Infrastructure Maintenance Team Manager Deputy Technical Director Advisor for Strategic Projects SOLIDny EXpert
03.2002 - 08.2003	"MEDIASYSTEMS" s.c. Computer Network Administrator Manager of IT Team IT Security Specialist

Alicja Żyła

Vice-President of the Management Board

Ms. Alicja Żyła complies with all the requirements set out in the provisions of Article 22aa of the Polish Banking Law Act of 29 August 1997.

Education

11.1997 - 05.1998	ING International Management Development Programme Marketing Training for ING Staff ING Group Amsterdam Tilburg University of Business Studies
1991 - 1996	University of Economics, Katowice Master degree in Economics, International Economic Relationships/ European Integration
1994 - 1995	Students internships/trainings: Ministry of Finance Foreign Trade Institute Stalexport S.A. University in Trier, Germany

Professional experience

09.2021 - present	ING Bank Śląski S.A. Vice-President of the Management Board
03.2021 - 08.2021	ING Lease (Polska) Sp. z o.o. President of the Management Board
11.2018 - 02.2021	ING Lease (Polska) Sp. z o.o. Vice-President of the Management Board Product Development, Operations & IT, Finance
2008 - 2018	ING Bank Śląski S.A. Operations Division Bank Executive Director Retail, Mid-Corporates and Wholesale Banking Operations
2006 - 2008	ING Bank Śląski S.A. Retail Division Products Development Department Director responsible for Current Accounts, Payment, Cards, Savings and Investments
2004 - 2006	ING Bank Śląski S.A. Retail Division Small Enterprises Department Section Manager Project Manager Retail 2006 – redesign of operational model, centralization of Operations
2000 - 2004	ING Bank Śląski S.A. Retail Division Small Enterprises Market Manager Implementation of standard product bundles, transfer of small enterprises segment from Wholesale to Retail
1998 - 2000	ING Bank Śląski S.A. Retail Division Retail Loans Department Product Manager

1996 - 1998	ING Bank Śląski S.A. Human Resources Department Personnel Development Section Project of recruitment and training for new retail branches
1995 - 1996	ING Bank Śląski S.A. Human Resources Department Temporary employment

Other activities

02.2025 - present	ING for Children Foundation Member of the Supervisory Board
10.2022 - present	SAIO S.A. Chair of the Supervisory Board
07.2021 - 08.2021	ING Polish Art Foundation Member of the Supervisory Board
05.2021 - 08.2021	Polish Leasing Association Deputy Chair of the Executive Committee
08.2019 - 08.2021	NN Investment Partners TFI S.A. Member of the Supervisory Board
12.2009 - 06.2020	KIR S.A. (Polish Clearing House) Member of the Supervisory Board