Management Board of ING Bank Śląski S.A.

Report on gender representation on the governing bodies of ING Bank Śląski S.A. and the measures taken to ensure gender balance on those bodies

This report on gender representation on the Bank's governing bodies and the measures taken to ensure gender balance on those bodies is prepared pursuant to Article 90gi *of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies.*

I. Information on the number of persons holding positions on the Bank's governing bodies in 2025

The table below lists the individuals who held positions on the Supervisory Board and Management Board of ING Bank Śląski S.A. during the 2025 reporting period, indicating their gender and the positions held. Changes in the composition of these bodies during the reporting period are reflected in the data presented.

SUPERVISORY BOARD

Position	Period (from–to)	Gender
Chair	01.01.2025 - 31.12.2025	Female
First Vice-Chair	01.01.2025 - 31.12.2025	Female
Vice-Chair	01.01.2025 - 31.12.2025	Male
Member	01.01.2025 - 31.12.2025	Female
Member	01.01.2025 - 24.09.2025	Female
Member	01.01.2025 - 31.12.2025	Male
Member	01.01.2025 - 31.08.2025	Male
Member	01.01.2025 - 31.12.2025	Male
Member	01.01.2025 - 31.12.2025	Male

MANAGEMENT BOARD

Position	Period (from–to)	Gender
President of the Management Board	01.01.2025 - 29.04.2025	Male
President of the Management Board	29.04.2025 - 31.12.2025	Male
Vice-President of the Management Board	01.01.2025 - 31.12.2025	Female
Vice-President of the Management Board	01.01.2025 - 29.04.2025 10.05.2025 - 31.12.2025	Female
Vice-President of the Management Board	01.01.2025 - 31.12.2025	Male
Vice-President of the Management Board	01.01.2025 - 31.12.2025	Female
Vice-President of the Management Board	01.01.2025 - 29.04.2025	Male
Vice-President of the Management Board	01.01.2025 - 31.12.2025	Male
Vice-President of the Management Board	01.01.2025 - 31.12.2025	Female
Vice-President of the Management Board	29.04.2025 - 31.12.2025	Male
Vice-President of the Management Board	29.04.2025 - 31.12.2025	Male

As at the end of the reporting period, i.e. 31 December 2025, the composition of the Bank's governing bodies was as follows:

Supervisory Board composition		
Position	Men	Women
Chair	0	1
First Vice-Chair	0	1
Vice-Chair	1	0
Member	3	1

Management Board composition		
Position	Men	Women
President of the Management Board	1	0
Vice-President of the Management Board	4	4

II. INFORMATION ON THE IMPLEMENTATION OF THE DIVERSITY POLICY IN 2025

In accordance with the provisions of the *Diversity Policy for Members of the Management Board and Supervisory Board of ING Bank Śląski S.A.*, at its meeting on 11 June 2025, the Remuneration and Nomination Committee reviewed information on gender representation on the Supervisory Board and Management Board of ING Bank Śląski S.A. According to the data presented, the diversity indicator, defined as the number and percentage of women serving on each body, was as follows:

Supervisory Board composition		
Total	Number of women	Percentage of women
9	4	44%

Management Board composition		
Total	Number of women	Percentage of women
9	4	44%

Combined Board composition		
Total	Number of women	Percentage of women
18	8	44%

As at the end of the reporting period, i.e. 31 December 2025, the composition of the Bank's governing bodies was as follows:

Supervisory Board composition		
Total	Number of women	Percentage of women
7	3	43%

Management Board composition		
Total	Number of women	Percentage of women
9	4	44%

Combined Board composition		
Total	Number of women	Percentage of women
16	7	44%

III. INFORMATION ON THE MEASURES TAKEN TO ENSURE GENDER BALANCE ON THE BANK'S GOVERNING BODIES

ING Bank Śląski takes measures to ensure gender balance on its management and supervisory bodies in accordance with the principles set out in the *Diversity Policy for Members of the Management Board and Supervisory Board of ING Bank Śląski S.A.* adopted by the General Meeting.

The Policy seeks to ensure representation of both genders in candidate selection and succession planning, in accordance with the principle of equal treatment and on the basis of objective, merit-based criteria. These processes take account of the benefits of diversity, including gender diversity, alongside candidates' knowledge, competencies, professional experience and age.

Under the Diversity Policy, the Remuneration and Nomination Committee of the Supervisory Board sets a target for the proportion of the underrepresented gender on the Management Board and Supervisory Board and adopts an action plan to achieve that target.

To support gender balance on the Bank's governing bodies:

1) candidate selection processes for the Management Board and Supervisory Board take account of the principle of diversity and the aim of ensuring representation of both genders;
2) succession planning takes account of candidates of both genders;
3) the Remuneration and Nomination Committee monitors the representation of women and men on the Bank's governing bodies;
4) a target is set for the proportion of the underrepresented gender, and an action plan is adopted to achieve that target;
5) candidates' suitability is assessed on the basis of objective, merit-based criteria, taking account of the benefits of diversity.

In 2025, the Bank continued to apply the measures set out in the *Diversity Policy for Members of the Management Board and Supervisory Board of ING Bank Śląski S.A.*, particularly in relation to succession planning and the selection of candidates for the Bank's governing bodies, as well as monitoring progress towards the targets for the proportion of the underrepresented gender.

On behalf of the Management Board

Michał Bolesławski	Bożena Graczyk
President of the Management Board	Vice-President of the Management Board