

Report on remunerations of the Supervisory Board and Management Board Members of ING Bank Śląski S.A. for the year 2021

This report was drafted pursuant to the Act of 29 July 2005 on Public Offering and on the Terms of Introducing Financial Instruments into Organized Trading and on Public Companies (as amended) which introduced the duty to prepare annual reports on the remuneration of the Management Board and of the Supervisory Board, and to have that report assessed by the statutory auditor. The structure and the scope of the report derive explicitly from Article 90g(2) of the said Act.

At the same time, in accordance with Resolution No. 6 of the Ordinary General Meeting of ING Bank Śląski Spółka Akcyjna of 15 April 2021 on the opinion to the Supervisory Board report on the remuneration of Supervisory Board members, the General Meeting issued a positive opinion on the report on the remuneration of the Supervisory Board and the Management Board of ING presented by the Supervisory Board. Bank Śląski SA for 2019 and 2020.

I. INTRODUCTION

Following the Act of 16 October 2019 Amending the Act on Public Offering and on the Terms of Introducing Financial Instruments into Organized Trading and on Public Companies and Certain Other Act the *ING Bank Śląski S.A. Supervisory Board and Management Board Members Remuneration Policy* was introduced. As a result of the annual review of the internal regulations the Supervisory Board of ING Bank Śląski S.A., pursuant to the Resolution no. 105/XXI/2020 of 20 November 2020, approved changes to the *Executive Remuneration Bylaw for Members of the Management Board of ING Bank Śląski S.A.* effective as of 1 January 2021. Respective amendments have been introduced to the *ING Bank Śląski S.A. Supervisory Board and Management Board Members Remuneration Policy*. The most important change assumed the extension of the deferral period of variable remuneration of members of the Management Board to 5 years (excluding the President of the Management Board, to whom the deferral period of 6 years applies).

As regards the remuneration of other employees, the *ING Bank Śląski S.A. Group Employees Remuneration Policy* has been in effect since 1 January 2017. The document sets out the key assumptions of the remuneration policy applied in order to attract and retain employees by ensuring a salaries level that is competitive on the market, and it defines the remuneration components. Detailed principles arising from the Policy are specified in greater detail by:

- 1) *Variable Remuneration Policy for Identified Staff¹ of ING Bank Śląski S.A.,*
- 2) *ING Bank Śląski S.A. Employees Remuneration Bylaw* including enclosures thereto:
 - a) *ING Bank Śląski S.A. Employee Evaluation Bylaw (Step Up),*
 - b) *ING Bank Śląski S.A. Identified Staff Evaluation Bylaw.*

¹ Identified Staff - persons employed at the Bank, identified as having material impact on the risk profile of ING Bank Śląski S.A. on the basis of the criteria indicated in the Enclosure 1 to the *Variable Remuneration Policy for Identified Staff of ING Bank Śląski S.A.* according to the provisions of the Regulation of the Minister for the Development and Finance and the RTS Regulation.



II. TOTAL REMUNERATION OF THE BANK GOVERNING BODIES' MEMBERS

Pursuant to Article 90g Section 2 Item 1 of the Act, we disclose the amount of the total remuneration sub-divided into components referred to in Article 90d Section 3 Item 1, and the proportions of those remuneration components. At the same time, we account for the provisions of Section 5, whereby where the remuneration of the management board and of the supervisory board members includes cash payments or non-monetary benefits awarded to close ones of those persons, the report on remuneration should include information on the value of those benefits.

1. Structure of the Supervisory Board Members' remuneration

Due to the supervisory function of the Supervisory Board, the Supervisory Board members are only awarded **fixed remuneration** that is not conditional on the Bank's performance. The fixed remuneration of the Supervisory Board Members consists of the base remuneration for the membership of the Supervisory Board and a monthly allowance for each additional function held by the Supervisory Board members on the Supervisory Board or its committees, which is set as a percentage of the base salary and which is as follows:

- a. Chairperson of the Supervisory Board – 100%,
- b. Deputy Chairperson of and Secretary to the Supervisory Board and Members who are Chairpersons of the Supervisory Board Committees – 25%,
- c. Members of the Committees other than Chairpersons of the Supervisory Board Committees – 15%.

The remuneration of a Supervisory Board Member for a given month is paid on the last working day of a given month.

2. Structure of the Management Board members' remuneration

The total remuneration is set out in the *Executive Remuneration Bylaw for Members of the Management Board of ING Bank Śląski S.A.* It consists of fixed remuneration and variable remuneration, or the annual bonus. Fixed remuneration is composed of:

- a. the **base remuneration** which is determined in conjunction with a benchmark according to a selected job valuation methodology, based on a role description in reference to the knowledge, challenges, issues and responsibilities in a given position, as well as the professional experience.

The terms of remuneration of the Management Board Members are determined upon taking into account the market data, including the median for comparable positions at comparable organisations, and upon accounting for the Bank's operations and its financial situation.

The base salary of the members of the Management Board for a given month is paid in arrears on the last business day of the month.

- b. **fringe benefits**, which comprise:
 - life insurance,
 - contributions to the investment fund,
 - medical care,
 - a company car,
 - benefits related to termination of the employment contract,



- in justified cases the Supervisory Board may, upon the Committee's recommendation, decide to cover, temporarily, additional costs related to a long-term foreign contract of a Management Board Member, such as the costs of accommodation or education of the Management Board Member's children.
- c. **variable remuneration**, i.e. the annual bonus awarded by the Supervisory Board in the amount of up to 100% of base remuneration for a given period, upon accounting for bonus thresholds. The bonus is divided into upfront and deferred part subject to deferral for five years from the date on which the Supervisory Board determined the variable remuneration (in case of the President of the Management Board, the deferral period is six years). The annual non-deferred and deferred annual bonus is sub-divided into two parts (rounded up to the total number of financial instruments):
 - at least 50% in financial instrument which entitles the holder to receive funds in an amount conditional on the value of the ING Bank Śląski S.A. shares, and
 - the remaining portion is paid out in cash.

The variable remuneration for a given year is determined by the Supervisory Board in the year following the assessment year. Only the non-deferred part in the form of cash is payable, within seven business days following approval of the Bank's annual financial statements by the ING Bank Śląski S.A. General Meeting.

As regards the variable remuneration granted in phantom shares the retention period applies during which a Management Board Member may not exercise the rights related to the granted phantom shares of ING Bank Śląski S.A. The said period lasts one year and begins on the day of receiving the phantom shares. The cash for the Bank Management Board Members is paid not later than 30 April of consecutive calendar year.

The deferred bonus - in cash and in the form of financial instruments - is awarded in subsequent years according to the deferral scheme.

3. A breakdown of total remuneration for the year 2021 by components is presented in Enclosure 1 herewith. The base salary and other benefits constituting the components of the fixed remuneration were paid in 2021. Variable remuneration determined for 2021, however, will be paid in the following years:
 - the upfront part in cash - in the year 2022,
 - the upfront part in the form of financial instruments - in the year 2023,
 - deferred parts in cash - in the years 2023-2027 (2028 - in the case of the President of the Management Board),
 - deferred parts in the form of financial instruments - in the years 2024-2028 (2029 - in the case of the President of the Management Board).



III. COMPLIANCE WITH THE REMUNERATION POLICY

Pursuant to Article 90g Section 2 Item 2 of the Act, we explain how the total remuneration complies with the adopted remuneration policy and how it helps achieve the long-term performance of the company

1. Compliance with the ING Bank Śląski S.A. Group Remuneration Policy

- 1) The remuneration policy at ING Bank Śląski S.A. Group relies on performance management. It supports the process of attracting, motivating and retaining talented employees, and is conducive to their development, while treating all employees in a fair manner. The remuneration policy:
 - a. supports the implementation of the business strategy, as well as the long-term interests of the Bank and its clients,
 - b. supports the correct and effective risk management in order to maintain and protect a safe capital base of the Bank and it does not encourage taking excessive risks beyond the risk appetite approved by the Supervisory Board of ING Bank Śląski S.A.,
 - c. is gender-neutral which means that it does not create conditions for unjustified privilege of either gender in terms of pay conditions.
- 2) The Bank identifies social- and environmental risks diagnosed as part of the sustainability strategy. The remuneration policy is aligned with the strategy adopted at the Bank for a given period and it supports corporate social responsibility which is reflected by the goals set for the employees for a given year. At the same time, the Policy does not promote actions that are against sustainable growth.
- 3) The purpose of the remuneration policy is to ensure that the conflicts of interest relating to remuneration are identified and mitigated properly. The process for awarding variable remuneration involves adequate risk-mitigating actions, that is a multi-level decision-making process as well as clear and transparent rules of performance assessment; those rules are communicated to all employees.
- 4) ING Bank Śląski S.A. does not provide for any form of remuneration that might be perceived by the employees as an incentive to favour their own interests or the Bank's interests to the detriment of the clients. The principles of remunerating persons who act on the Bank's behalf do not encourage people to take excessive risks of improper product sale.
- 5) The variable remuneration remains at an adequate proportion to the fixed remuneration. Its level vis-à-vis fixed remuneration should be high enough to encourage people to care about the long-term and stable development of the Bank. It is agreed that the fixed remuneration to variable remuneration ratio shall be 1 to 1.
- 6) As regards the fixed remuneration of the Bank Supervisory Board and Management Board Members, a rule was adopted to tie those salaries to the average remuneration of other Bank employees. The monthly fixed remuneration for the individual:
 - a. Supervisory Board members represents no more than 10-fold average base remuneration of an employee of ING Bank Śląski S.A.
 - b. Management Board members represents no more than 40-fold average base remuneration of an employee of ING Bank Śląski S.A.
- 7) The remuneration system is open and transparent, and its rules are communicated to all employees of the Bank.



- 8) In an effort to ensure a competitive level of remuneration, it follows the market median. The Bank reviews the remuneration levels on an annual basis. The analysis focuses on market data – pay reports as well as economic information.
- 9) The Supervisory Board of ING Bank Śląski S.A. approves the Remuneration Policy and oversees compliance therewith, based on the recommendations of the Remuneration and Nomination Committee of the ING Bank Śląski S.A. Supervisory Board. The review results, along with the recommendation of adequate measures in the remuneration area, are presented to the Management Board by the HR units. Based on the review results, Management Board accept the directions and changes, if any, to the remuneration policy for a given calendar year, and presents the Policy to the Remuneration and Nomination Committee for recommendation and to the Supervisory Board for approval.
- 10) Each year, the Supervisory Board draw up a report on the implementation of the remuneration policy. The General Meeting assess, based on the report, whether or not the Policy is conducive to the development and safety of the Bank's operations.
- 11) The Risk Committee verify whether or not the elements of the remuneration system account for the risk, capital and liquidity. A representative of the Risk Committee takes part in the meetings of the Remuneration and Nomination Committee and vice versa.
- 12) The General Meeting assess each year whether or not the Remuneration Policy is conducive to the development and safety of ING Bank Śląski S.A. operations.
- 13) The remuneration policy is subject to an annual independent internal audit.
- 14) The control functions and the CFO Division units take an active part and cooperate during the review of the Bank's remuneration policy with a view to ensuring its alignment with the strategy and the risk management framework; they also assess the correctness of the capital base and the fulfilment of conditions necessary to activate the bonus pool.

2. Supporting the implementation of the strategy

- 1) The Supervisory Board and Management Board Members Remuneration Policy is aligned with the values and long-term interests of ING Bank Śląski S.A., and – as such – it is conducive to the effective management of the Bank's risks and to the company's stability. Furthermore, the Policy supports sustainable growth of the bank, which is understood as actions taken in areas that are meaningful for the society and for the economy, as well as responsibility for and care of the results of those actions, and which is part and parcel of the business strategy. The means to achieve those goals include the following in particular:
 - a. introducing variable remuneration components for the Management Board members the final amount of which is conditional on the Bank's performance,
 - b. making the payment of the variable remuneration components to the Management Board members dependent on the Bank's fulfillment of certain capital requirements, and
 - c. inclusion of criteria arising from the adopted Sustainable Growth Strategy in the non-financial targets which are set by the Supervisory Board for the Management Board members each year.
- 2) The *Procedure concerning Risk Requirements for Management Board Members Who Are Risk Takers* has been in effect since 2019 to ensure the long-term stability of ING Bank



Śląski S.A. and further reinforcement of relations between minimum standards in the risk management area and individual remuneration.

The risk requirements apply to Management Board Members who are Risk Takers, notably:

- a. President of the Management Board – CEO Division
- b. Vice-President of the Bank Management Board – Retail Clients Division
- c. Vice-President of the Bank Management Board – Business Clients Division
- d. Vice-President of the Bank Management Board – Wholesale Banking Division
- e. Vice-President of the Management Board – CIO Division
- f. Vice-President of the Management Board – COO Division

The procedure allows the Management Board Member in charge of the risk area to make a decision to apply the variable remuneration adjustment ratio. As required, each Management Board Member who is a Risk Taker receives a written notice specifying the risk requirements for a given calendar year. An assessment of the risk requirement fulfilment is performed upon the end of the year; the result of that assessment may lower the variable remuneration of the employee if the risk requirements are not met.

- 3) Furthermore, the Management Board Members are required not to apply their own hedging strategies or insurance concerning remuneration and liability that would neutralise the measures taken by the Bank as part of implementing the policy of variable remuneration components, save for mandatory insurance arising from special provisions.

IV. PERFORMANCE CRITERIA

Pursuant to Article 90g Section 2 Item 3 of the Act, we provide information on the manner of applying performance criteria

Performance criteria are applied at several levels at ING Bank Śląski S.A.:

1. Performance included in the targets agreed with the employee for a given year

The targets of the Management Board Members may be non-financial or financial and are determined in three categories of equal weight:

- **Job**, where goals are set regarding e.g. financial performance of the Bank, financial performance of the business line, risk and compliance, operational excellence, client and its satisfaction, delivery of the strategic projects, motivation and engagement of employees,
- **Orange Code**, under which the individual goals are set regarding the way that the targets are achieved,
- **Stretch Ambition**, which are individually defined goals beyond job expectations the effect of which is e.g. a new quality for the client.

The targets of the Management Board Members who hold control functions arise from their functions and are not tied with results obtained in the areas they control. Upon the end of the assessment period, the Supervisory Board will evaluate the performance of the individual Management Board Members. The evaluation of the task performance is the basis for determining the individual level of variable remuneration.



2. Risk requirements set in regard to Management Board Members other than Members holding control functions

The Management Board Member in charge of the risk area sets individual risk requirements for Management Board Members other than those holding control functions. They ensure focusing on the long-term stability of ING Bank Śląski S.A. and further reinforcement of relations between minimum standards in the risk management area and individual remuneration of the Management Board Members whose activities have a material impact on the Bank's risk profile. On the basis of the assessment of risk requirements fulfilment, the Management Board Member in charge of the risk area makes a decision on the risk ratio corresponding to the level of adjustment of variable remuneration for a given Management Board Member.

3. Bank's results that are the basis for the decision to disburse the bonus pool

The annual bonus disbursement is conditional on the Bank's achieving at least 80% of the profit before tax in a given financial year subject to the assessment, as assumed in the plan for that year. The Bank's result taken into consideration accounts for the Bank's risk costs and the costs of liquidity risk in a long-term perspective, adjusted for the costs of free capital.

In addition, pursuant to the *Capital Management Policy at ING Bank Śląski S.A.*, ING Bank Śląski S.A. tests capital to ensure that the entire bonus pool for all employees does not restrain the Bank's ability to maintain an adequate capital base. Should it be the case, a decision may be taken not to disburse the bonus pool.

4. Performance subject to assessment in the long-term perspective

In order to adjust the variable remuneration to the additional risks that were identified or that materialised after the remuneration was awarded, the Bank will defer the variable remuneration of the Management Board Members in accordance with the table below. It is also a rule that at least 50% of the variable remuneration of the President of the Management Board is deferred.

VARIABLE REMUNERATION AMOUNT	DEFERRAL METHOD
does not exceed PLN 40,000 and not one third of the total annual remuneration Member of the Management Board	no deferral
from PLN 40,001 to PLN 0.5 million	40% subject to deferral
in excess of EUR 0.5 million*	60% subject to deferral

* equivalent expressed in Polish zlotys according to the average exchange rate of the National Bank of Poland on 15 February of the year in which the variable remuneration is determined (or on the following day on which the exchange rate is announced)

The deferral period is five years from the day of disbursement of the non-deferred annual bonus. The Management Board Member may be eligible for deferred annual bonus in each year of the deferral period, in five equal parts, unless the conditions to the decrease or non-payment occur, as mentioned in Chapter V. For the President of the Management Board, the deferral period is six years and the deferred annual bonus is divided into six equal parts.

5. Ex-post performance verification

The Supervisory Board may decide to reduce, or not to pay, variable remuneration subject to deferral on the basis of:

- a. verification of performance assessment and/ or
- b. ex-post risk adjustment and capital test.



Verification of performance assessment helps determine whether or not there were any reasons to change the results for the assessment period, given the effects of the work of a given Management Board Member.

Based on the ex-post risk adjustment, the Bank has the right to either reduce or not to pay variable remuneration under the following circumstances:

- a. the occurrence of events that result in the Bank's breach, or threaten the Bank's breach, of the standards set out in Article 142 Section 1 of the Banking Law so that it is necessary to implement the Recovery Plan,
- b. the disbursement of variable remuneration on the basis of data that proved to be false,
- c. if the Management Board Member in question fails to fulfil the relevant standards concerning competence and reputation,
- d. if there is a conflict of interest in relation to the disbursement of a part of variable remuneration in phantom equity of ING Bank Śląski S.A. due to failure to comply with rules concerning the use of inside information and other actions that may influence the price of the ING Bank Śląski S.A. shares in a short-term perspective.

V. CHANGES TO EMPLOYEES' REMUNERATION OVER A COURSE OF 5 YEARS

Pursuant to Article 90g Section 2 Item 4 of the Act, we provide information on the change, on an annual basis, of remuneration, company's results and average remuneration of employees of that company other than members of the management board or of the supervisory board, over at least five most recent financial years, as a total, in a manner that allows comparisons

A breakdown concerning the change of remuneration, the company's results and average remuneration of employees other than members of the management board or of the supervisory board is presented in Enclosure 2 herewith.

VI. REMUNERATION FROM GROUP MEMBERS

Pursuant to Article 90g Section 2 Item 5 of the Act, we present the level of remuneration from members of the same group of companies within the meaning of the Accounting Act of 29 December 1994 (Journal of Laws of 2019, Items 351, 1495, 1571, 1655 and 1680 and Journal of Laws of 2020, Item 568)

As a rule, the Management Board Members who also hold other functions in the subsidiaries of the ING Bank Śląski S.A. Group perform their tasks in those companies without remuneration. The following subsidiaries are members of the ING Bank Śląski S.A. Group:

- ING Investment Holding (Poland) S.A.
- ING Commercial Finance Polska S.A.
- ING Lease (Polska) Sp. z o.o.
- ING Usługi dla Biznesu S.A.
- Nowe Usługi S.A.
- Solver Sp. z o.o.
- ING Bank Hipoteczny S.A.

and corporate foundations:

- ING for Children Foundation, and
- ING Polish Art Foundation.



Likewise, members of the Supervisory Board who also hold other functions in ING Bank N.V. perform their tasks on the Supervisory Board without payment. Members of the Supervisory Board waive their right to remuneration in writing.

VII. AWARD OF REMUNERATION IN INSTRUMENTS

Pursuant to Article 90g Section 2 Item 6 of the Act, we present the number of financial instruments awarded or offered, as well as the main terms and conditions of exercising the rights to those instruments, including the exercise price and date, and changes thereto

1. Terms and conditions of awarding a part of variable remuneration in financial instruments

The annual bonus of a Management Board Member is sub-divided into two parts (rounded up to the integer number of a financial instruments), and at least 50% is awarded in phantom equity which entitles the holder to receive funds in an amount conditional on the value of the ING Bank Śląski S.A. shares. The number of phantom shares is determined in accordance with the following formula:

$$n = z/c$$

where:

- n means the number of phantom shares; if the number of shares so determined is not an integer number, it is rounded up to the nearest integer number
- z means the annual bonus base value of a Management Board Member (deferred and/or non-deferred) to be disbursed in phantom shares
- c means the median price of the Bank's shares using the closing rate at the Warsaw Stock Exchange from the period started on 10 January and ended on 20 February in the year following the Assessment Period

however, in the case of:

- the non-deferred part – the calculation is unconditional,
- the deferred part – the calculation is preliminary and it represents the maximum number of phantom shares to which a given Management Board Member might be entitled. The number of shares awarded may be reduced if the annual bonus base value is lowered in accordance with the rules of ex ante risk adjustment and assessment verification, upon accounting for ex post risk.

2. Terms and conditions of disbursement of a part of variable remuneration in financial instruments

- 1) The final number of phantom shares, which is disbursed as the annual deferred bonus to which a given Management Board Member may be entitled for a given year, will be calculated upon the end of each subsequent calendar year in a given Assessment Verification Period (deferral period). For the purpose of that calculation, the price of the Bank's shares is adopted at the same level as for the preliminary calculation (parameter "c" in the formula above).
- 2) The Bank Management Board Members receive information on the number of phantom shares awarded as part of their deferred and non-deferred bonus not later than by 30 April of the following year.



- 3) The Bank disburses funds in an amount being the product of the number of phantom shares and the price of the Bank's shares. The following formula is applied to that effect:

$$w = l * c$$

where:

w means the monies due to a Management Board Member

l means the number of phantom shares for which the Holding Period expired

c means the median price of the Bank's shares using the closing rate at the Warsaw Stock Exchange from the period started on 10 January and ended on 20 February in the disbursement year

- 4) The holding period applies to a bonus awarded in phantom shares. The period is one year from the phantom equity receipt date. The funds are paid to the Management Board Members not later than by 30 April of the following calendar year. If the exercise date of rights arising from the ING Bank Śląski S.A. phantom shares falls during the closed period, the exercise will take place on the first business day following the end of that period.
- 5) Based on the ex post assessment verification, a new annual bonus base value may be determined; however, it may not be higher than the value determined after the assessment period. The value of the bonus already awarded during a given bonus award period is deducted from the new base value. The amount resulting from that calculation is split into equal parts, the number of which corresponds to the number of calendar years during the deferral period for which no deferred annual bonus was paid during a given bonus award period (i.e. the current year and the consecutive deferral years). The lower bonus base value applies to the current year and to the consecutive years of the deferral period.
- 6) A Management Board Member who does not have the right to acquire the deferred Annual Bonus will not acquire the right to that part of the bonus until the end of a given deferral period.
3. Enclosure 3 herewith presents the number of awarded or offered financial instruments.

VIII. RETURN OF VARIABLE REMUNERATION COMPONENTS

Pursuant to Article 90g Section 2 Item 7 of the Act, we provide information on the use of the possibility to demand the return of the variable remuneration components

1. The remuneration policy does not envisage a mechanism for the return of the variable remuneration components. In accordance with the effective regulations, there is a mechanism in place so that the deferred bonus is not paid out at all or it is paid out at a lower amount.
2. The Bank uses to that effect advanced measurement methods to estimate the capital base. It also applies the stress-testing policy which ensures an adequate risk management and a proper assessment of current and future capital requirements. The information on that measurement is communicated to the Committee and to the Supervisory Board by the Finance Division of ING Bank Śląski S.A.



3. Upon the end of each calendar year during the deferral period, the Supervisory Board verifies, based on the Committee's recommendation, the assessment of target completion during the assessment period. Such a verification is conducted by 30 April. The Supervisory Board may decide to reduce, or not to pay, the annual bonus during a given bonus award period if:
 - 1) there are circumstances justifying an adjustment (as described in Section IV item 5 hereof)
 - 2) the Management Board Member fails to submit a written statement to confirm that s/he does not apply hedging strategies or insurance
 - 3) there are other material circumstances that would make the annual bonus payment unacceptable under the principles of common sense and fairness.

IX. EXCEPTIONS

Pursuant to Article 90g Section 2 Item 8 of the Act, we provide information concerning exceptions to the procedure for implementing the remuneration policy and exceptions applied in accordance with Article 90f, including an explanation of the premises and the mode, and indication of elements to which exceptions were applied.

During the period covered by this report, there were no deviations from the remuneration policy or implementation procedure.



Enclosure 1

Management Board

Remuneration due and awarded to the members of the Management Board of ING Bank Śląski S.A. for 2021

Name and last name	Period from – to	Base salary	Cash benefits ¹	In kind benefits ²	Fixed Remuneration	Upfront variable remuneration - cash	Upfront variable remuneration - phantom shares		Deferred variable remuneration - cash	Deferred variable remuneration - phantom shares		Variable remuneration granted for the year 2021 ³	Variable to fixed remuneration ratio	Total variable remuneration - deferred cash as at 31.12.2021 ⁴
							value	number		value	number			
Brunon Bartkiewicz <i>Member of the Supervisory Board of ING Bank Hipoteczny S.A. (Chair of the Supervisory Board until 30.06.2021)</i>	01.01.2021 - 31.12.2021	2 514 000	430 656	13 977	2 958 633	452 479	452 782	1 642	678 719	678 621	2 461	2 262 600	76%	2 007 427
Joanna Erdman <i>Member of the Supervisory Board of ING Bank Hipoteczny S.A., ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o.</i>	01.01.2021 - 31.12.2021	1 348 800	202 320	33 086	1 584 206	355 953	356 269	1 292	237 302	237 421	861	1 186 944	75%	797 245
Marcin Giżycki <i>Deputy Chair of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	01.01.2021 - 31.12.2021	1 327 200	199 080	51 846	1 578 126	390 097	390 462	1 416	260 065	260 032	943	1 300 656	82%	818 771
Bożena Graczyk <i>Chair of the Supervisory Board of ING Bank Hipoteczny S.A., Member of of the Supervisory Board of ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o., Member of the Audit and Risk Committee of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	01.01.2021 - 31.12.2021	1 320 000	228 566	14 115	1 562 681	388 014	388 256	1 408	258 676	258 654	938	1 293 600	83%	825 045
Ewa Łuniewska <i>Chair of the Supervisory Board of ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o.</i>	01.01.2021 - 31.12.2021	952 200	142 830	44 226	1 139 256	251 278	251 484	912	167 518	167 656	608	837 936	74%	167 518
Michał Mrozek	01.01.2021 - 31.12.2021	1 245 000	186 750	44 351	1 476 101	328 611	328 970	1 193	219 074	218 946	794	1 095 600	74%	76 775
Stawomir Soszyński	01.01.2021 - 31.12.2021	1 110 556	182 274	14 115	1 306 945	290 909	291 192	1 056	193 939	193 852	703	969 892	74%	181 304
Lorenzo Tassan-Bassut⁵	01.01.2021 - 31.01.2021	99 389	-	61 333	160 722	15 940	16 269	59	10 626	10 479	38	53 314	33%	182 189
Alicja Żyła	01.09.2021 - 31.12.2021	310 423	43 164	8 458	362 045	75 830	76 107	276	50 554	50 738	184	253 229	70%	50 554
Total		10 227 568	1 615 640	285 506	12 128 714	2 549 110	2 551 791	9 254	2 076 473	2 076 398	7 530	9 253 770		5 106 827

¹Cash benefits include contributions to the investment fund (15% of the monthly base salary net of the Management Member and equivalent of the life insurance premium in case resignation from the life insurance in-kind benefit)

²In-kind benefits include medical care (incl. family members), life insurance, usage of the company car for private purposes, benefits pursuant to an international assignment contract (incl. housing, medical insurance and benefits for family members such as schooling) and other benefits granted by the Supervisory Board

³Variable remuneration for the year 2021 rok, determined by the Supervisory Board on the basis of the assessment of individual targets accomplishment is subject to payment as from the year 2022 according to the deferral scheme described in the Report.

Variable remuneration paid in 2021 granted for previous years amounted to: Brunon Bartkiewicz - PLN 1,1 million, Joanna Erdman - PLN 0,8 million, Marcin Giżycki - PLN 0,7 million, Bożena Graczyk - PLN 0,7 million, Michał Mrozek - PLN 0,1 million, Stawomir Soszyński - PLN 0,3 million, Lorenzo Tassan-Bassut - PLN 0,2 million.

⁴The amount of deferred remuneration includes the deferred parts of the remuneration from 2017-2021, which will be paid after December 31, 2021

⁵Management Board Member on international assignment. The variable remuneration granted in EUR. In the table the value thereof in PLN was calculated based on the exchange rate EUR 1 = PLN 4,5091

Supervisor Board**Remuneration due and awarded to members of the Supervisory Board of ING Bank Śląski S.A. for 2021**

Name and last name	Period from - to	Fixed remuneration	Other benefits⁶
Aleksander Galos <i>Independent member</i>	01.01.2021 - 31.12.2021	271 343	-
Aleksander Kutela (until 29.11.2021) <i>Independent member</i>	01.01.2021 - 31.12.2021	205 367	-
Antoni Reczek (until 29.11.2021) <i>Independent member</i>	01.01.2021 - 31.12.2021	317 988	5 168
Dorota Dobija <i>Independent member</i>	29.11.2021 - 31.12.2021	20 631	-
Monika Marcinkowska <i>Independent member</i>	29.11.2021 - 31.12.2022	18 634	-
Małgorzata Kotakowska <i>Member having ties with ING Group</i>	01.01.2021 - 31.12.2021	-	-
Michał Szczurek <i>Member having ties with ING Group</i>	01.01.2021 - 31.12.2021	-	-
Susan Poot (until 30.09.2021) <i>Member having ties with ING Group</i>	01.01.2021 - 30.09.2021	-	-
Remco Nieland <i>Member having ties with ING Group</i>	01.01.2021 - 31.12.2021	-	-
Total		833 962	5 168

⁶Reimbursement of ZUS contributions due to exceeding the annual basis for retirement and disability contributions based on the decision of the Social Insurance Institution

Enclosure 2

Changes in the salaries of employees over the period of 5 years												
Bank performance and remuneration data	2016		2017		2018		2019		2020		2021	
	amount	amount	change	amount	change	amount	change	amount	change	amount	change	
Gross profit (in mln PLN) - solo ING Bank Śląski S.A.	1 578	1 859	18%	2 010	8%	2 217	10%	1 883	-15%	2 971	58%	
Gross profit (in mln PLN) - total Grupa kapitałowa ING Banku Śląskiego S.A.	1 645	1 882	14%	2 031	8%	2 258	11%	1 912	-15%	3 015	58%	
Gross profit (in mln PLN) - solo ING Bank Śląski S.A.	1 209	1 403	16%	1 524	9%	1 659	9%	1 338	-19%	2 308	73%	
Gross profit (in mln PLN) - total Grupa kapitałowa ING Banku Śląskiego S.A.	1 253	1 403	12%	1 524	9%	1 659	9%	1 338	-19%	2 308	73%	
C/I ¹ - solo ING Bank Śląski S.A.	48,6%	44,2%	-9%	43,6%	-1%	42,4%	-3%	44,0%	4%	43,3%	-2%	
C/I ¹ - total Capital Group of ING Bank Śląski S.A.	48,5%	44,8%	-8%	44,5%	-1%	43,1%	-3%	44,3%	3%	43,2%	-3%	
ROE ² - solo ING Bank Śląski S.A.	11,5%	12,6%	10%	12,4%	-2%	11,7%	-6%	7,7%	-34%	13,8%	79%	
ROE ² - total Capital Group of ING Bank Śląski S.A.	11,7%	12,7%	9%	12,5%	-2%	11,6%	-7%	7,6%	-34%	13,6%	79%	
Average annual monthly base salary of employees of ING Bank Śląski S.A. who are not members of the management board or the supervisory board	6 685	6 990	5%	7 565	8%	7 882	4%	8 409	7%	8 677	3%	
Average monthly base and variable remuneration granted for a given year to the Management Board members of ING Bank Śląski S.A. for the period of performing the function / without additional benefits/												
Kotakowska Małgorzata (until 31.03.2016)	275 415	-	-	-	-	-	-	-	-	-	-	
Bartkiewicz Brunon (from 19.04.2016)	392 700	353 296	-10%	277 803	-21%	377 494	36%	343 580	-9%	398 050	16%	
Bolesławski Michał (until 31.12.2020)	208 894	188 460	-10%	187 135	-1%	212 026	13%	190 361	-10%	-	-	
Boda Mirosław (until 31.05.2017)	189 520	172 051	-9%	-	-	-	-	-	-	-	-	
Kesler Justyna (until 31.12.2018)	191 520	174 717	-9%	159 708	-9%	-	-	-	-	-	-	
Erdman Joanna (from 01.04.2013)	176 558	181 276	3%	181 700	0%	202 320	11%	184 336	-9%	211 312	15%	
Juliá Vilar Ignacio (until 30.04.2016)	194 361	-	-	-	-	-	-	-	-	-	-	
Giżycki Marcin (from 01.08.2016) ³	197 860	150 461	-24%	149 372	-1%	191 568	28%	190 423	-1%	218 988	15%	
Roesink Patrick (from 01.07.2015 to 31.03.2020)	132 605	125 587	-5%	117 888	-6%	131 558	12%	127 838	-3%	-	-	
Graczyk Bożena (from 01.06.2017)	-	185 613	-	184 498	-1%	205 370	11%	186 296	-9%	217 800	17%	
Tassan-Bassut Lorenzo (from 01.01.2019 to 31.01.2021)	-	-	-	-	-	130 159	-	127 964	-2%	152 703	19%	
Soszyński Sławomir (from 01.09.2019)	-	-	-	-	-	162 000	-	147 600	-9%	173 371	17%	
Mrozek Michał (from 01.07.2020)	-	-	-	-	-	-	-	164 000	0%	195 050	19%	
Łuniewska Ewa (from 01.01.2021)	-	-	-	-	-	-	-	-	-	149 178	-	
Żyła Alicja (from 01.09.2021)	-	-	-	-	-	-	-	-	-	140 913	-	
Average monthly remuneration of Supervisory Board members ING Bank Śląski S.A. for the period of performing the function												
Antoni Reczek (from 10.04.2014 until 29.11.2021) <i>Independent member</i>	24 719	26 555	7%	27 120	2%	28 560	5%	29 040	2%	28 908	0%	
Aleksander Galos (from 10.04.2014) <i>Independent member</i>	14 119	16 385	16%	19 610	20%	21 420	9%	21 780	2%	22 612	4%	
Aleksander Kutela (from 10.04.2014 until 29.11.2021) <i>Independent member</i>	14 119	14 523	3%	17 077	18%	18 445	8%	18 755	2%	18 670	0%	
Dorota Dobija (from 29.11.2021) <i>Independent member</i>	-	-	-	-	-	-	-	-	-	18 755	-	
Monika Marcinkowska (from 29.11.2021) <i>Independent member</i>	-	-	-	-	-	-	-	-	-	16 940	-	
Diederik van Vassenaer (from 31.03.2015 to 31.03.2016) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Brunon Bartkiewicz (until 04.03.2016) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Roland Boekhout (until 15.03.2017) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Christopher Steane (from 31.03.2016 until 05.04.2018) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Małgorzata Kotakowska (from 01.04.2016) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Michał Szczurek (from 05.04.2018) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Ad Kas (until 02.04.2020) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Norman Tambach (until 02.04.2020) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Susan Poot (from 01.05.2020 until 30.09.2021) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	
Remco Nieland (from 01.05.2020) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-	

¹ C/I - (ang. Cost to Income ratio) cost share ratio calculated as the relation of operating costs to the result on basic activity

² ROE - (ang. Return On Equity) return on equity calculated as the ratio of net profit attributable to shareholders of ING Bank Śląski S.A. from 4 consecutive quarters to the average level of equity for 5 consecutive quarters

³ including remuneration due to function in the Management Board of ING Securities S.A.

Note: There is a presentation discrepancy in relation to the individualized data presented in the Annual Report, namely this statement takes into account the variable remuneration awarded for a given financial year without any other benefits, while the Annual Report includes:

- in the part concerning remuneration due for a given year - the amount of a provision for variable remuneration for the Bank's Management Board for a given year,
- in the part concerning remuneration paid in a given year - variable remuneration paid in a given financial year for previous years.

The Annual Report also includes data on the value of other benefits.

Enclosure 3

Number of granted or determined financial instruments						
Name and last name	Number of phantom shares as at 01.01.2021 (deferred rights) ¹	Number of phantom shares vested based on the assessment verification and ex post risk adjustment for previous years, i.e. 2017-2018 and 2020 (upfront part)	Number of phantom shares granted for the year 2021		Number of phantom shares subject to vesting after 31 December 2021 ²	
			Number of upfront phantom shares	Number of deferred phantom shares		
Brunon Bartkiewicz <i>Member of the Supervisory Board of ING Bank Hipoteczny S.A.(Chair of the Supervisory Board until 30.06.2021)</i>	9 814	2 950	1 642	2 461	10 967	
Joanna Erdman <i>Member of the Supervisory Board of ING Bank Hipoteczny S.A., ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o.</i>	4 995	2 072	1 292	861	5 076	
Marcin Giżycki <i>Deputy Chair of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	5 129	2 196	1 416	943	5 292	
Bożena Graczyk <i>Chair of the Supervisory Board of ING Bank Hipoteczny S.A., Member of of the Supervisory Board of ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o., Member of the Audit and Risk Committee of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	5 043	2 070	1 408	938	5 319	
Ewa Łuniewska (from 01.01.2021) <i>Chair of the Supervisory Board of ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o.</i>	-	-	912	608	1 520	
Michał Mrozek	1 116	670	1 193	794	2 433	
Sławomir Soszyński	2 221	1 205	1 056	703	2 775	
Lorenzo Tassan-Bassut (until 31.01.2021)	1 344	486	59	38	955	
Alicja Żyła (from 01.09.2021)	-	-	276	184	460	
Total	29 662	11 649	9 254	7 530	34 797	

¹Number of phantom shares includes upfront phantom shares and deferred phantom shares determined as part of the variable remuneration for the year 2020

²Number of phantom shares includes upfront phantom shares and deferred phantom shares determined as part of the variable remuneration for the year 2021