

**The report on the evaluation of the payroll policy
at ING Bank Śląski S.A. in 2025**

The remuneration policy at ING Bank Śląski S.A. is evaluated on the basis of §28.3 of the *Principles of Corporate Governance for Supervised Institutions*.

At ING Bank Śląski S.A., the core principles of the remuneration policy have been laid down in the *ING Bank Śląski S.A. Group Remuneration Policy* which was introduced in 2017. The document lays down the key assumptions for shaping the principles of remuneration so as to attract and retain employees, by ensuring the remuneration that is competitive versus the market. The Policy also defines remuneration components.

The principles of the Policy have been further detailed in the other regulations governing the remuneration policy at ING Bank Śląski S.A.:

- 1) Variable Remuneration Policy for Identified Staff of ING Bank Śląski S.A.,
- 2) ING Bank Śląski S.A. Supervisory Board and Management Board Members Remuneration Policy,
- 3) Executive Remuneration Bylaw for Members of the Management Board of ING Bank Śląski S.A.,
- 4) General Conditions of Remunerating the Employees of ING Bank Śląski S.A. with enclosures:
 - a) General Conditions of ING Bank Śląski S.A. Employee Evaluation (Step Up),
 - b) General Conditions of ING Bank Śląski S.A. Identified Staff Evaluation.

I. RULES OF SHAPING THE REMUNERATION POLICY AT ING BANK ŚLĄSKI S.A.

1. In 2025, the Policy remained unchanged vis-à-vis the previous year. Invariably, the Policy furthered delivery of the business strategy and long-term interests of the Bank and its clients, including the sustainability strategy and corporate social responsibility. The said premise was mirrored in the targets set for employees for a given year.
2. As far as remuneration of members of the Bank governing bodies – that is members of the Supervisory Board and of the Management Board – is concerned, the Bank upheld the policy supporting sustainable growth of the bank, which is understood as actions taken in the areas that are meaningful for the society and for the economy, as well as responsibility for and care of the deliverables of those actions, which is part and parcel of the business strategy. Details of remuneration of ING Bank Śląski S.A. Supervisory Board and Management Board Members can be found in the Report compiled as per Article 90g of the Act on Public Offering and Terms and



Conditions of Introduction of Financial Instruments into the Organised Trading and on Public Companies.

II. REMUNERATION COMPONENTS

1. The approach to remuneration components (divided into fixed and variable ones) did not change in 2025. Fixed remuneration is such a large part of the total remuneration that it allows one to pursue a fully flexible policy of variable remuneration components, including the option of reducing or not granting any variable remuneration at all.
2. Variable remuneration encompasses any and all forms of remuneration and other benefits provided in return for performance.

Variable remuneration encompasses the annual bonus which is set per employee, based on the evaluation of balanced and risk-based performance, considering the quantitative- and qualitative criteria. As part of the variable remuneration, high-performing employees may also be awarded an individual cash reward, the aim of which is to recognize and appreciate their extraordinary achievements at work and high potential.

3. Separate rules of variable remuneration, laid down in the *Variable Remuneration Policy for Identified Staff of ING Bank Śląski S.A.*, apply to the group of employees holding managerial positions that have material impact on the risk profile of the Bank (Identified Staff). The Policy defines the components of variable remuneration that may be awarded to Identified Staff and the principles of that remuneration payout.

The most important ones include:

- 1) financial and non-financial criteria as well as risk-adjusted criteria are used to assess individual performance; non-financial criteria should account for at least 50% of all goals, save for the persons responsible for control functions,
- 2) financial criteria are not used for the persons responsible for control functions. The goals for those persons stem from the functions held by them and they are not tied to the performance of the areas controlled by them,
- 3) a deferral of a part of variable remuneration, which is settled in five instalments during the period of work performance verification, to assess the impact of employee actions on the Bank's long-term results,
- 4) (at least 50% of) variable remuneration is awarded in financial instruments, with own shares (previously phantom stock) being the primary instrument since 1 July 2022,
- 5) with a view to ensuring long-term stability of ING Bank Śląski S.A. and tying further the risk management minimum standards to individual remuneration, since 2019 the Bank has had a *Procedure regarding risk requirements for Identified Staff being Risk Takers*. The Procedure enables the Management Board Member responsible for the risk area (the CRO) to take a decision to apply a risk modifier for variable remuneration. Following the requirements, all Identified Staff members being Risk Takers receive written information providing for the specific risk requirements for a given calendar year. After the end of the year, satisfaction of risk requirements is assessed and the assessment result may reduce the variable remuneration of the employee, should risk requirements not be satisfied.



4. Fringe benefits provided under the Bank's remuneration policy cover a package of benefits and wellbeing activities structured under four pillars: Health, Activity, Energy and Finance.

III. SUPERVISION OVER REMUNERATION POLICY

1. Compliance with the remuneration policy at the Bank is supervised by the following bodies:
 - 1) General Meeting:
 - a) evaluate annually whether or not the remuneration policy established is conducive to the development and safety of the Bank's business,
 - b) pass amendments to the ING Bank Śląski S.A. Supervisory Board and Management Board Members Remuneration Policy,
 - c) provide opinion on the remuneration of the Members of the Management Board and the Supervisory Board.
 - 2) The ING Bank Śląski S.A. Supervisory Board:
 - a) approve the ING Bank Śląski S.A. Group Remuneration Policy and the Variable Remuneration Policy for Identified Staff of ING Bank Śląski S.A.,
 - b) supervise compliance with the aforesaid Policies,
 - c) develop and submit to the General Meeting the report on the evaluation of the remuneration policy at the Bank and the report on the remuneration of Supervisory Board and Management Board Members.
 - 3) ING Bank Śląski S.A. Supervisory Board Remuneration and Nomination Committee – monitor the implementation of the Policy.
 - 4) Control functions actively participate and cooperate in the review of the Bank's remuneration policy to ensure its coherence with the risk management strategy and framework. Control functions also assess correctness of the capital base and fulfilment of conditions necessary for the bonus pool disbursement.
 - 5) The Risk Committee of the Supervisory Board of ING Bank Śląski S.A. have been included in the active supervision of the remuneration policy, monitoring the policy's compliance with the Bank's strategy, values and risk appetite.
2. The Polish Financial Supervision Authority supervise the compliance of the Bank's activity with the regulations concerning the variable remuneration components policy.

IV. REPORT ON THE EVALUATION OF THE REMUNERATION POLICY AT THE BANK IN 2025

1. The remuneration policy at the Bank complies with the Bank's strategy, values and risk appetite as well as it supports the long-term interests of the Bank and its clients. Furthermore, it promotes and supports the process of effective risk management in order to maintain and protect the sound capital base of the Bank. It does not promote excessive risk-taking behaviour that is beyond the risk propensity accepted by the Supervisory Board of the Bank and it is based



on performance management combining individual goals with the long-term business strategy and ensuring sustainable growth.

2. Pay rises

In 2025, ING Bank Śląski S.A. kept its remuneration policy whose aim is to support the strategic goals and systematically mark the pays to the market, considering the economic challenges encountered on the market.

The salaries of ING Bank Śląski S.A. staff were reviewed as part of a standard annual procedure. The Remuneration and Nomination Committee was updated on the level of market salaries vis-à-vis the salaries of the employees of ING Bank Śląski S.A. The update was prepared on the basis of the Hay Group reports. Bearing in mind the results of the payroll review, the Bank Management Board decided to implement a pay rise exercise, starting April 2025.

Pay rises were awarded on a discretionary basis. The total pay rise budget stood at 6% of the base salary fund. The core assumptions behind the pay rise exercise were the following:

- 1) increasing the minimum wage up to PLN 6,000 gross (full-time FTEs),
- 2) introducing a new base salary table in which the minimum salary levels were raised for pay grades 11 through 15.

3. Annual performance bonus

2025 was another year of functioning of the annual Step Up goals settlement system, which combines job performance assessment, creation of a solid corporate culture and our ambitions. Performance evaluation directly translates into payout of bonuses to employees. In keeping with the General Terms and Conditions of ING Bank Śląski S.A. Employee Evaluation (Step Up), the Bank Management Board determined, in consultation with the Supervisory Board, the variable remuneration pool for employees. In February 2025, we paid out bonus to Bank employees from the specific provision. The bonus was paid using a positive adjustment factor of 1.1 applied to bonus potentials, which increased the calculated bonus amount by 10%.

4. Identified Staff annual bonus

In March 2025, the bonus for Identified Staff was settled in accordance with the *Variable Remuneration Policy for Identified Staff of ING Bank Śląski S.A.*:

- 1) variable remuneration for 2024 was set and the non-deferred portion of the bonus was awarded,
- 2) following a positive verification of the assessment with consideration of ex-post risk and capital test, the Bank awarded the relevant portions of deferred variable remuneration for the years:
 - 2018–2023 for the former President of the Management Board who served until 29 April 2025;
 - 2020–2023 for the remaining Identified Staff (including Management Board members)



The base terms and conditions of variable remuneration disbursement were satisfied. The Remuneration and Nomination Committee gave positive advice and, in consequence, the non-deferred 2024 bonus portion and the deferred bonus portions for 2018 through 2023 were paid out to the Identified Staff. Similarly to other employees, a bonus potential adjustment ratio was also applied to the variable remuneration for Identified Staff.

No bonus shall be due should the employment contract be terminated under Article 52 of the Polish Labour Code. The Supervisory Board may also decide to reduce the annual bonus or not to pay it out in a given bonus award period based on verification of assessment of bonus tasks execution, taking ex post risk into account.

5. Incentive Programme for Identified Staff

The incentive programme based on the Bank's own shares was adopted by Resolution No. 29 of the Bank's Ordinary General Meeting of 7 April 2022 at the bank and at companies belonging to the bank group and subject to consolidation, save for ING Bank Hipoteczny S.A.

Own shares are awarded free of charge as an element of variable remuneration for Identified Staff within the meaning of the Regulation of the Minister of Finance, Funds and Regional Policy of 8 June 2021 on the risk management system and internal control system and remuneration policy in banks (Journal of Laws 2021, item 1045).

Programme functioning is preconditioned by acquisition of an adequate number of own shares from the market. According to the Programme assumptions, the Ordinary General Meeting of the Bank authorised the Bank Management Board to acquire own shares under the terms and conditions described below:

- the own shares will be paid in full,
- the own shares will be acquired solely in order to execute the Incentive Programme,
- the maximum number of the acquired own shares shall not exceed 800,000 (in words: eight hundred thousand) shares, or 0.6% of the Bank's share capital and representing 0.6% of the total number of votes in the bank, and in no case shall the total nominal value of the acquired own shares, own shares acquired earlier by the bank and its subsidiaries included, which have not been sold or redeemed, exceed 0.6% of the bank's share capital,
- the total amount that may be allocated for the acquisition of own shares, the costs of their acquisition included, shall not exceed PLN 200 million (in words: two hundred million) and in no case shall exceed the amount of the reserve capital established for this purpose,
- the own shares will be acquired through the agency of an investment firm selected for this purpose,
- the unit acquisition price per one own share shall be no less than PLN 50 (in words: fifty zloty) and no more than PLN 500 (in words: five hundred zloty). The price per one own share shall be determined taking into account Article 5 of the MAR Regulation and the Technical Standards.

Should – for whatever reasons – the share acquisition process from the market prove unfeasible or impossible without taking excessive effort or within the predefined timelines, then for the



needs of further performance of Bank's obligations under the Programme, the Bank Management Board – upon the consent of the Supervisory Board – can take a decision to replace own shares with another financial instrument whose value is shaped by the value of Bank shares or to otherwise perform Bank obligations under the Programme.

The rights to phantom stock allotted before the commencement date of the new programme will be exercised in the manner applicable to date. Notably, the deferred portions of remuneration awarded in phantom stock will not be converted into own shares.

As a result of the transactions carried out as part of the buyback of own shares in tranches:

	Tranche 1	Tranche 2	Tranche 3	Tranche 4	Tranche 5	Tranche 6
Total number of shares repurchased	24,931	22,800	16,292	25,000	22,726	25,000
Share buyback timeline	12.05.2023	05.12.2023	13.03.2024	04.12.2024	19.03.2025	04.12.2025
	-	-	-	-	-	-
	03.07.2023	29.12.2023	05.04.2024	31.12.2024	07.04.2025	31.12.2025
Total value of repurchased shares	PLN 4,201,796	PLN 6,110,408.00	PLN 5,190,328.50	PLN 6,271,279.00	PLN 7,437,381.00	PLN 8,534,080.00
Share of the repurchased shares in share capital	0.01916%	0.01752%	0.01252%	0.01922%	0.01747%	0.01922%

Shares held by the Bank were transferred to the individual securities account of the Management Board members and Identified Staff. The bonus is not payable in the event of termination of employment under Article 52 of the Labour Code. The Supervisory Board may also decide to reduce or withhold the annual bonus for a given bonus period based on a review of the assessment of the performance of bonus tasks, taking into account ex-post risk.

6. Hybrid working model

As of March 2022, we have permanently introduced a hybrid working model at the Bank, which involves alternating the performance of work tasks from the office and from home. In connection with the functioning of this model, employees receive:

- allowance for remote work – compensating for the costs of remote work, and
- office allowance – supporting commuting employees.

In December 2025, by analogy to the previous year, we paid our employees the said allowances in the gross amount of PLN 1,800. All eligible employees were paid the same allowance amount, regardless of their working time. All employees hired on the employment contract basis as at 31 December 2025 received the allowance. The following persons were not eligible for the



payment: persons on maternity leaves, parental leaves, childcare leaves and unpaid leaves (including sabbaticals) as well as persons with whom we closed cooperation. Persons returning from long-term absence and employed in 2026 will receive the allowance on a pro rata basis, calculated from the month of their return to work or from the hiring month. Eligible persons will be verified and the allowance will be paid after the end of a given quarter.

7. Fringe Benefits

In addition to other forms of rewarding and recognising employees, we offer them an extensive catalogue of fringe benefits that increase the attractiveness of the workplace. We select the fringe benefits offered to employees based on trend analyses and employee feedback regarding their expectations of fringe benefits.

The offer of fringe benefits has been structured into four pillars (Health, Energy, Activity and Finance), which define the holistic approach to the benefit package supplementing fixed and variable remuneration which is offered to employees.

With a view to making the offer more transparent and improving the knowledge of its availability among the staff, in 2025 we continued sending employees a monthly Wellbeing Newsletter in which we communicate details of the offer, present events planned for the following month and inform employees of the sites where they can find information of use and interest from the benefits area. Information about benefits and planned events are grouped under defined pillars of our wellbeing strategy.

1) Health

- Medical care

As part of our medical care offering, every employee is provided with access to high-quality medical services (including a dental package and a range of reimbursement programmes), both for themselves and for their family members. Within the medical packages, each employee has the opportunity to undergo a comprehensive health check-up, which in 2025 was used by approximately 2,000 employees.

From July 2025, employees have the option to join a new hospital insurance plan or purchase orthopaedic support packages.

- Oncology prevention

The Cancer Prevention Programme is a comprehensive package of tests dedicated to employees, to support employees and to promote prevention. In 2025 alone, around 400 people underwent preventive tests for breast and gastrointestinal diseases.

We continue to run the “We test genes at ING” programme, under which we offer co-financing for genetic testing. This year, in addition to genetic testing to assess the risk of cancer, employees had the opportunity to choose a second programme for age-related illnesses, such as Alzheimer's disease.

- Other health-support initiatives

In 2025, employees were able to receive reimbursement for a range of preventive vaccinations, including those against tick-borne encephalitis, HPV, hepatitis A, hepatitis



A+B, typhoid fever, pneumococcal disease, tetanus, diphtheria, pertussis, COVID-19, influenza, cholera, yellow fever and rabies. In total, around 280 people benefited from the reimbursement.

Throughout the year, we launched a number of initiatives supporting employee health and activities aimed at raising awareness of healthy habits and overall wellbeing.

2) Energy

Our goal under the Energy pillar is to ensure psychological support for our employees. Our flagship products are extra days off (for special occasions, for holiday, voluntary activity or to care for their next of kin), the offer for staff children, psychological care and support in difficult everyday situations.

- Mental health

In 2025, we continued initiatives under:

- Mental Health Platform, which provides employees with access to therapists, coaches, financial advisers and legal advisers. There is a total of approximately 35,000 participants of the Platform. Within the Platform, employees have unlimited access to workshops and development sessions. The employees can also invite their loved ones to take advantage of such a form of help. The World Mental Health Day which is celebrated in October is another occasion where we enable our employees to take advantage of 50 extra hours for psychotherapy.
- Orange Help-Line – it is a dedicated anonymous helpline which is served by certified psychologists who offered the employees the ability to discuss their well-being, their fears or problems. All employees and their loved ones can take advantage of the support.

- Additional days off

The package of benefits provides for extra days off due to child birth or wedding and their number is higher than the statutory limits (higher than the number of days off provided under the applicable laws). A unique product in the range of days off is the Family Day Off, which employees can use in full or hourly depending on their needs.

We support parents in that we offer:

- an extra paid maternity leave of 10 days,
- an extra paid paternity leave of 5 days,
- the ability to take advantage of 2 days to care for a child up to 18 years of age.

We dedicate a separate package of extra days off to deal with life situations related to disability; those extra days off include:

- 5 extra vacation days for parents who have a child with a certificate of disability,
- 2 extra days off for employees who take care of family members with disability, and
- 3 extra days off for employees who have a certificate of mild disability.

The extra days off to which staff members are entitled include:



- as many as 5 days per calendar year as a reward,
 - a day off for employees who work on a shift basis (that is at night time, on Sundays and statutory holidays),
 - a sabbatical leave which is an extended period of time away from work to rest or study, and
 - an extra day off to celebrate a jubilee.
- Other initiatives

In 2025, we organised special events dedicated to the children of our employees:

- Children's Day in our office buildings in Katowice and Warsaw – children of our employees from all across Poland were able to take part in multiple workshops, events and competitions. Each visitor also received a gift on the occasion.
- Santa Claus Day – in December, all parents received an extra PLN 50 per each child in their Cafeteria account.

We also organised the following events for employees as part of initiatives such as Health Week, Wellbeing Days and Energy Days.

3) Activity

- Sports initiatives and tournaments

Biegnij Warszawo (Run Warsaw) - We have been taking part in Biegnij Warszawo since 2013. The Orange Team consists of employees, their companions and families. Every year, we run and march for the ING for Children Foundation. In 2025, we broke the record for registrations. Over 8,300 people took part in the event and we donated over 170,000 to the Foundation. As usual, we met for a family picnic after the run and walk.

Sports tournaments - in 2025, the following events took place: Football Tournament, Table Tennis Tournament and Beach Volleyball Tournament. More than 350 employees took part this year.

- Mocodajnia

We provide employees with a dedicated space at the Headquarters in Katowice which, depending on their needs, serves as a meeting room, a creative workshop area or a gym. The equipment and activities offered are tailored to the needs reported by our employees.

- Sports budget

The main aim is to support the sporting passions of our employees, promoting a healthy lifestyle and physical activity. In 2025, around 512 employees made use of the budget.

- Aktywni ING [Active ING]

A charity challenge in a sports app for people who like to walk, run and cycle. Our employees raised over 20,000 for the ING for Children Foundation. About 800 people took part in the event. Nearly 1,972 employees are registered on the Aktywni ING platform.



4) Finances

Financial security and financial education of our employees are the goals of our activities under the Finance Pillar. Our flagship products under that Pillar include:

- Employee Pension Programme – as part of the programme, the Bank enables employees to accumulate extra funds for their pension, and the Bank finances the basic contribution,
- Group life insurance with two insurance companies. The ability to use the employer-sponsored insurance plan is a real benefit for the employees. In April 2025, the offer was refreshed, with the option to purchase additional units.
- The Cafeteria plan which has operated at the Bank since 2017. Employees have access to sport cards and a flexible benefit offer. The Cafeteria is accessible to all employees, and the number of points depends on their salary level. The cafeteria is a flexible tool that provides access to all benefits and services without any restrictions. Points in the programme are awarded monthly, and their number depends on the employee's pay grade.
- Education of the employees

In 2025, we carried out a number of educational initiatives on financial matters, aimed at promoting knowledge about retirement savings programmes and tax settlement.

8. Gender pay equity

The Remuneration Policy of ING Bank Śląski S.A. Group is gender neutral, which means that it does not create conditions for any gender to be favoured in an unjustified manner with regard to terms and conditions of remuneration.

The pay gap indicator is calculated by comparing the average pay of women and men across the Bank. However, the full picture of the gender pay gap is more complex, as it is influenced by many factors, such as the employment structure, value and type of work performed by women and men. Therefore, the remuneration analysis is divided into two components: the unadjusted pay gap, calculated in accordance with the methodology resulting from the European Banking Authority Guidelines, and the adjusted pay gap, calculated based on the methodology developed by the banking sector in the open forum of the Polish Bank Association (ZBP) in 2025. The adjusted pay gap provides additional contextual information to help interpret an organisation's individual situation.

- **Unadjusted pay gap** - ING Bank Śląski S.A. calculates the unadjusted pay gap ratio in accordance with the methodology resulting from the European Banking Authority Guidelines. The calculation is based on the difference between the average salary of men and women to the average salary of men. The analysis covers all persons employed at the Bank as at 31.12.2025 on the basis of a contract of employment, excluding employees with a long-term absence (at least 3 months as at 31.12.2025) and those employed in the last 3 months of 2025. Other assumptions adopted for the calculation include the conversion of salaries into full-time equivalents for part-time employees and the annualisation of salaries of employees covered with the analysis. The variable remuneration included in the calculation represents the remuneration awarded for 2025. The unadjusted rate in 2025 was 29%.



- Adjusted pay gap** - the main factor impacting the level of the pay gap at ING Bank Śląski S.A. is the employment structure in each pay grade. In order to determine the level of the adjusted pay gap more precisely, the Bank has carried out a detailed analysis comparing the salaries of people employed within homogeneous groups of employees performing the same work or work of the same value. The calculation is based on the average remuneration of men and women employed within homogeneous groups of employees in accordance with the Bank's remuneration policy, weighted by the employment structure of these groups. Groups of employees represented by only one of the genders and those whose size does not reflect the importance of the level of average remuneration (representation of each gender: less than 3 employees) were excluded from the calculation. The adjusted ratio in 2025 was 2,3%.

The reduction of the pay gap from 31% in 2024 to 29% in 2025 was mainly achieved thanks to the measures taken by the Bank to include pay equality-related indicators in the process of salary increases in 2025. Over the past few years, the pay gap has been systematically reduced.

	luka nieskorygowana	luka skorygowana
2022	-	4%
2023	32%	5%
2024	31%	3%
2025	29%	2%

In addition to the gender pay gap index, since 2022 we have continued our in-depth analysis in equal pay for equal work, which shows the pay mismatch index for the same jobs, grades, competences. In this way, we identify people who earn statistically more or less for a given profile, also relative to the opposite sex. The results of the analyses are one of the key elements taken into account by managers when making decisions on salary increases.

We are implementing a number of diversity and inclusion initiatives aimed at equalising opportunities for women and men and building awareness among managers and employees of our bank's non-discriminatory gender policy. One of the annual objectives of the Management Board in recent years has been to ensure an appropriate gender balance in succession plans for senior managers.

9. Review and update of regulations

As part of the review of remuneration regulations, the following changes were proposed to take effect from 2026:

- The Remuneration Policy for the ING Bank Śląski S.A. Group, resulting from the introduction of new financial benefits in the form of:
 - a functional allowance related to the temporary assignment of new roles or responsibilities to an employee – aligned with the regulations applicable in the consolidating entity,



- a long-service award for employees with many years of service.

2) The Variable Compensation Policy for Identified Staff of ING Bank Śląski S.A., which resulted from:

the establishment of a formal body — the Control Functions Council, which as of the new year will collect and assess information on events as part of the ex-post risk verification process, recommending appropriate consequences to the Bank's governing bodies.

10. Meetings of the Remuneration and Nomination Committee

In 2025, the Remuneration and Nomination Committee of ING Bank Śląski S.A. held 12 regular meetings and 3 by way of circulation.

11. Inspections and audits

From 17 October to 30 October 2025, the Internal Audit Department conducted the Audit of the process of remuneration of persons, who have material impact on the risk profile of ING Bank Śląski S.A. The audit sought to assess the design and operating effectiveness of key internal controls in the process of remuneration of persons, who have material impact on the risk profile at the Bank, as well as the Remuneration Policy at ING Bank Śląski S.A.

The audit findings confirmed that the process of determining and payment of the remuneration to Bank employees (including identified staff members at the Bank) had been regulated by internal remuneration policies which are updated, supervised and monitored on a regular basis by the Supervisory Board who are supported by the Remuneration Committee.

As part of the audit, it was recommended that the "Procedure for Verifying the Calculated Bonus for Identified Staff" be further detailed to include the rules applied for splitting variable remuneration into deferred and non-deferred portions, as well as into cash and financial instruments, and to specify the rounding rules, particularly with regard to the calculation of the deferred portion.

The recommendation was implemented through an update of the Procedure and its subsequent adoption following a positive legal review by the Legal Department.

The Supervisory Board are of the view that in 2025 the Bank respected the principles of its remuneration policy.

