

Report on the ING Bank Śląski S.A. Supervisory Board and Management Board Members remuneration in 2023

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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 (Journal of Laws of 2005, item 184 item 1539 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.

The report on the remuneration of the members of the bodies of ING Bank Śląski S.A. ("Bank") is prepared annually starting from 2021 and presented by the Supervisory Board to the General Meeting. The General Meeting has already given a positive opinion on the content of the report on three occasions, namely:

- 1) By Resolution No. 6 of 15 April 2021 for the years 2019 and 2020
- 2) By Resolution No. 6 of 7 April 2022 for the year 2021
- 3) By Resolution No. 6 of 26 April 2023 for the year 2022.

I. INTRODUCTION

As required under 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 Acts, the Bank introduced the ING Bank Śląski S.A. Supervisory Board and Management Board Members Remuneration Policy. The Policy was adopted by Resolution No 29 of the Ordinary General Meeting of ING Bank Śląski S.A. of 2 April 2020.

As a result of the annual review of the internal regulations, the Supervisory Board of ING Bank Śląski S.A. approved, pursuant to Resolution no. 106/XIV/2022 of 18 November 2022, changes to the Executive Remuneration Bylaw for Members of the Management Board of ING Bank Śląski S.A., effective as of 1 January 2023. The main modifications to the provisions of the regulations concerned a change in the principle of deferral of variable remuneration and an increase in the proportion of the deferred portion of the annual bonus to 60% regardless of its amount in the case of the President of the Management Board. These changes were not reflected in the need to update the Policy.

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) *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.*

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 independent 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:

- a) base remuneration which amounts to PLN 13,300 (in words: thirteen thousand three hundred PLN 00/100) gross a month, and
- b) 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:
 - Chairperson of the Supervisory Board – 100%,
 - Deputy Chairperson of the Supervisory Board and Members who are Chairpersons of the Supervisory Board Committees – 25%,
 - Members other than Chairpersons of the Supervisory Board Committees – 15%.

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.

The remuneration of a Supervisory Board Member is paid regardless of the frequency of the Supervisory Board meetings and it is paid on the last business day of any given month.

Members of the Supervisory Board who also hold other functions in ING Bank N.V. shall perform their tasks on the Supervisory Board without payment.

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.

The base salary paid to Management Board Members in 2023 is included in column 3 of the statement in Appendix 1.

- 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.

The fringe benefits paid to Management Board Members in 2023 are included in columns 4-5 of the table in Enclosure 1.

- c) **variable remuneration**, or the annual bonus. The criteria for the award of variable remuneration are in line with the long-term business strategy, the values and risk appetite of the Bank; they promote and support the effective risk management board process, and support long-term interests of the Bank and its clients. The bonus shall be deferred 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). Where a Management Board Member is awarded variable remuneration below the amounts defined in the Executive Remuneration Bylaw for Members of the Management Board, the deferral is not applied. Where a Management Board Member is awarded a particularly high variable remuneration defined in the said Bylaw, no more than 60% of the awarded variable remuneration is deferred. In the case of the President of the Management Board, 60% of the variable remuneration is deferred irrespective of its value. The annual bonus awarded to the Management Board Members for 2023 is shown in Enclosure 1.

The non-deferred and deferred annual bonus is divided into two parts (rounded up to the integral number of the financial instrument):

- at least 50% in the shares of ING Bank Śląski S.A. or other financial instruments which entitle the holder to receive funds in an amount conditional on the value of the ING Bank Śląski S.A. shares (columns 9-10 and 12-13 of the table in Enclosure 1),
- the remaining portion shall be paid out in cash (columns 8 and 11 of the table in Enclosure 1).

The settlement of the financial instruments granted or offered is attached as Enclosure 2.

With Resolution No. 29 of 7 April 2022, the Ordinary General Meeting of the Bank decided to establish an incentive programme at the Bank addressed at people having material impact on the risk profile of the Bank. Under the Programme, own shares are awarded free of charge as a component of the variable remuneration² for Identified Staff. The new programme replaced the existing solution, under which a portion of variable remuneration was paid out in the financial instrument, that constituted phantom share. In order for the Programme to work, it is necessary to obtain 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.

The Polish Financial Supervision Authority issued a permit on 13 March 2023 for ING Bank Śląski S.A. to buy back up to 800,000 (in words: eight hundred thousand) of the Bank's own shares (i.e. instruments in the Bank's Tier 1 capital), representing in total no more than 0.6% of the Bank's share capital, for a total amount not exceeding PLN 200,000,000 (in words: two hundred million zlotys) between 2023 and 2027 in order to offer them to selected employees of the Bank and employees of the Bank's Group companies as part of an incentive programme.

In 2023, own shares were granted for the first time in settlement of the non-deferred portion due in financial instruments accrued for the period from 1 July 2022 (date of implementation of the programme at the Bank) to 31 December 2022.

As a result of the acquisition of own shares on the regulated market, 7,772 own shares were transferred to the individual brokerage accounts of the members of the Bank Management Board (column 4 of the table in Enclosure 2).

The period from 1 January 2023 and 31 December 2023 is the first full assessment period for which the variable portion of remuneration will be paid out on own shares.

Where it is actually impracticable to purchase the shares on the market or where it is impossible without excessive difficulties or within the assumed time sheet, in order to continue to effect the Bank's obligations under the Programme, the Bank Management Board may decide, upon consent of the Supervisory Board, to replace the own shares with any other financial instruments whose value is conditional on the value of the Bank shares, or the Bank Management Board may decide to effect the Bank's obligations under the Programme in any other way to achieve its objectives.

The rights to phantom share granted prior to the start date of the new programme will be exercised under the existing rules. In particular, the deferred parts of the remuneration granted in phantom stock will not be convertible into own shares. Details of the number of phantom shares vested in 2023 are shown in column 3 of the table in Enclosure 2.

² within the meaning of the Regulation of the Minister for Finance, Funds and Regional Policy of 8 June 2021 on risk management system and internal control system, and remuneration policy at banks (Journal of Laws of 2021, item 1045)

Variable remuneration for a given year is determined by the Supervisory Board in the year following the year subject to assessment. Only the non-deferred portion in the form of cash is paid out, not later than within seven business days following the approval of the annual financial statements of the Bank by the General Meeting of ING Bank Śląski S.A.

A retention period applies to a bonus awarded in financial instruments, during which a Management Board member may not exercise the rights relating to the awarded instruments. The period is one year from the financial instruments' award date.

The Bank Management Board Members receive information on the number of financial instruments awarded as part of their deferred and non-deferred bonus not later than by 30 April of the following year. The own shares awarded to the Bank Management Board Members are recorded in their securities accounts not later than on the last day of the retention period. If the conclusion of the agreement on the acquisition of own shares falls during the closed period, the agreement will be concluded after the end of that period.

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. A breakdown of total remuneration for the year 2023 by components is presented in Enclosure 1 herewith. The base salary and other benefits constituting the components of the fixed remuneration were paid in 2023. Variable remuneration determined for 2023, however, will be paid in the following years:
 - the non-deferred portion in cash - in 2024,
 - the non-deferred portion in the form of financial instruments - in 2025,
 - deferred parts in cash - in the years 2025-2029 (2030 - in the case of the President of the Management Board),
 - deferred parts in the form of financial instruments - in the years 2026-2030 (2031 - 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 ING Bank Śląski S.A. Group Remuneration Policy* 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 that unjustifiably favour either gender in terms of remuneration.

- 2) The Bank identifies social and environmental risks diagnosed as part of its 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 this Remuneration Policy is to ensure that the conflicts of interest relating to remuneration are identified and mitigated properly. Adequate risk mitigation measures, that is, a layered approval process, clear and transparent performance appraisal principles which are communicated to all employees, are part of the variable remuneration process.
- 4) ING Bank Śląski S.A. does not provide for any form of remuneration that could be an incentive for employees to favour their own interests or interests of the Bank, while at the same time acting to the detriment of 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 is in proper relation to 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 no more than 1, which means that variable remuneration may not be greater than the fixed remuneration.
- 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:
 - 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 level of remuneration every year. 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. 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 fulfilment 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 regarding risk requirements for members of the Management Board, in the Risk Taker role* 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

and other Members of the Management Board specified by the Member of the Management Board responsible for the risk area.

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. 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 the risk requirements not be satisfied.

- 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. Bank's results that are the basis for the decision to disburse the annual bonus

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.

2. Performance included in the targets agreed with the Management Board Member for a given year

The targets of the Management Board Members may be non-financial or financial. They are determined in three categories of equal weight, which relate both to the business priorities of their roles and how they are to be achieved. Non-financial criteria account for at least 50% of all goals, except for the Management Board Member in charge of control functions, whose set of tasks includes only non-financial objectives that are not linked to the results achieved in the controlled areas.

The following table provides a description of the categories and groups of targets determined by the Supervisory Board for the Management Board Members for 2023:

<p style="text-align: center;">Job</p> <p style="text-align: center;">weight: 1/3</p>	<p>Financial performance of the Bank and individual business lines: profit before tax, ROE, operating expenses</p> <p>Customers: continued growth in the number of 'primary' customers, maintaining high levels of customer satisfaction, strengthening remote channels</p> <p>Risk: keeping financial, non-financial and KYC processes risks within agreed risk appetite</p> <p>Strategy: implementation of digitisation strategy, continued increase in STP (straight-through-processing) levels in all relevant areas, increase in efficiency of risk and financial processes while maintaining control effectiveness</p> <p>ESG/environmental dimension: development of green products offer, including credit, efforts to achieve net zero carbon, further strengthening of climate and environmental risk framework; strengthening of ESG culture by increasing awareness, knowledge and employee engagement in the sustainability area</p> <p>ESG/social dimension: strengthening the health of the organisation by focusing on four priority areas: strategic clarity, role clarity, customer focus, operational discipline; increasing gender balance within the management team</p>
<p style="text-align: center;">Orange Code</p> <p style="text-align: center;">weight: 1/3</p>	<p>Individually defined objectives</p> <p>The Orange Code determines the way in which objectives are pursued - it defines ING Bank Śląski's identity and defines what they can expect from each other in their daily work. It represents a set of valued norms that employees strive to live up to and by which they can be judged by others</p>

<p style="text-align: center;">Stretch Ambitions weight: 1/3</p>	<p>In 2023, this group of objectives comprised key priorities in ESG and KYC area</p>
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Performance measures have been determined for each annual objective, with the target levels of the financial criteria being consistent with the Strategy and Financial Plan of ING Bank Śląski S.A. adopted by the Supervisory Board for the respective assessment period.

At the end of the assessment period, the Supervisory Board makes an assessment which forms the basis for determining the individual level of variable remuneration. The Supervisory Board assigns individual score to each Management Board Member in each dimension of the objectives according to a three-stage score range, which is reflected in bonus score. The accrual of score is shown in the table below:

Assessment	Accrual of score
Excellent	120%* assigned weight = score
Well done	100%* assigned weight = score
Improvement required	0% or 80%* assigned weight = score (as assessed by the Supervisory Board)

A minimum score of 80 is required to qualify for the bonus, provided that the conditions for triggering the bonus as described in section 1 (Bank's results that are the basis for the decision to disburse the annual bonus) have been met.

Bonus percentage is calculated on a straight line basis in score ranges linked to the bonus potential:

Bonus score		
minimum	target	maximum
the score of 80	the score of 100	the score of 120

Bonus percentage		
25%	80%	100%

The annual bonus base value is the product of the set percentage of the annual bonus and the base salary during the assessment period, taking into account the risk factor corresponding to the level of variable remuneration adjustment resulting from the fulfilment of the risk requirements - see section 3 below (Risk requirements set in regard to Management Board Members other than Members holding control functions) for details. The base value of the bonus is subject to review during the deferral period. The level of target achievement by Management Board Members in 2023 as well as information on the calculated bonus score and bonus percentage is shown in Enclosure 3.

3. 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 modifier corresponding to the level of adjustment of variable remuneration for a given Management Board Member.

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.

VARIABLE REMUNERATION AMOUNT		President of the Management Board	Vice Presidents of the Management Board
(1)	it exceeds neither PLN 40,000 nor 10% of the total annual remuneration of a Management Board Member	no deferral	
(2)	above the threshold set out in item (1) up to PLN 1,200,000	60% subject to deferral	40% subject to deferral
(3)	in excess of PLN 1,200,000		60% subject to deferral

The deferral period is five years from the moment the variable remuneration was determined by the Management Board of ING Bank Śląski S.A. or by the Supervisory Board. The vesting of the deferred variable remuneration takes place annually over a period of five years, in five equal parts, unless there are grounds for reduction or non-payment. The deferral period for the President of the Management Board is six years, and the deferred variable remuneration 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 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 financial instruments 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 4 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, 1680 and 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 (Polska) 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.,
- ING Bank Hipoteczny S.A.,
- SAIO S.A.
- Paymento Financial S.A.

and corporate foundations:

- ING for Children Foundation,
- 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 shall waive their right to remuneration in writing.

VII. AWARD OF REMUNERATION IN FINANCIAL 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

Enclosure 2 herewith presents the number of awarded or offered financial instruments.

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

The non-deferred and deferred variable remuneration is sub-divided into two parts (rounded up to the integer number of financial instruments):

- a) at least 50% is awarded in financial instruments on the terms and conditions set out in the Variable Remuneration Policy of Identified Staff of ING Bank Śląski S.A., with the proviso that own shares are the basic financial instruments,
- b) the remaining portion is paid out in cash to a Management Board Member's bank account designated for the purpose of remuneration payment, not later than within seven business days following the approval of the annual financial statements of the Bank by the General Meetings of ING Bank Śląski S.A.

The Bank applies the rules of variable remuneration deferral. Where the base value of the annual bonus is lower than, or equal to, PLN 40,000 in gross terms and 10% of the total annual remuneration of a Management Board Member, Management Board Members will acquire the right to the bonus in the amount equal to the base value.

The variable remuneration awarded in financial instruments is subject to a retention period. The period is one year from the financial instruments' award date.

2. Terms and conditions of payment of variable remuneration in financial instruments

Upon the end of the assessment period, the number of financial instruments to be awarded for a given period is determined according to the following formula:

$$n = z/c$$

where:

n – means the number of the financial instruments; if the number of financial instruments so determined is not an integer number, it is rounded up to the nearest integer number

z – means the base value of a Participant's annual bonus (deferred and/or non-deferred) to be disbursed in financial instruments

c – means the median price of the Bank's shares using the closing rate at Giełda Papierów Wartościowych w Warszawie S.A. (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:

- 1) the non-deferred part - the calculation is unconditional,
- 2) the deferred part – the calculation is preliminary and it represents the maximum number of financial instruments to which a Participant might be entitled. The number of financial instruments awarded may be reduced if the annual bonus base value is lowered.

As for variable remuneration for 2022, participants were awarded phantom equity for the period from 1 January until 30 June 2022 and, ordinary shares for the period from 1 July until 31 December 2022. In Enclosure 2, the number of financial instruments is shown separately for phantom shares (column 3) and own shares (column 4).

Should there materialise legal events that would result in permanent inability to pay out the annual bonus in financial instruments, including the exclusion of the Bank shares from the stock exchange trade, or consolidation of ING Bank Śląski S.A. with another entity, the Supervisory Board will determine new rules of the annual bonus award and payment so as to achieve an economic and incentive goal that is as close as possible to the goal that would have been achieved had such legal events not materialised.

In such a case, participants will be awarded phantom equity instead of own shares, at a 1:1 ratio. Where own shares are replaced with phantom equity, the own shares will be awarded to the eligible persons at a number proportional to the number of own shares to which they are entitled. Such a number of own shares to which a programme participant is entitled under a given tranche will be rounded down to the nearest integer number.

Phantom equity entitles the holder to receive monies the amount of which results from multiplying the number of phantom equity and the price of own 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 equity for which the retention period expired

c means the median price of the Bank's shares using the closing rate at the Giełda Papierów Wartościowych S.A. (Warsaw Stock Exchange) from the period started on 10 January and ended on 20 February in the disbursement year

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. 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.

The aforementioned circumstances did not arise and therefore no adjustments were made to the variable remuneration of the Management Board Members.

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 2023

Name and last name	Period from – to	Base salary	Cash benefits ¹	In kind benefits ²	Fixed Remuneration	Calculated % of variable remuneration	Upfront variable remuneration - cash	Upfront variable remuneration - financial instrument ³		Deferred variable remuneration - cash	Deferred variable remuneration - financial instrument ³		Variable remuneration granted for the year 2023 ⁴	Variable to fixed remuneration ratio	Total variable remuneration - deferred cash as at 31.12.2023 ⁵
								value	number		value	number			
								9	10		11	12			
Brunon Bartkiewicz <i>Member of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	01.01.2023 - 31.12.2023	2 845 500	499 160	15 164	3 359 823	80,0	455 227	455 438	1 750	682 840	682 896	2 624	2 276 400	68%	2 523 890
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>	01.01.2023 - 31.12.2023	1 548 600	232 290	54 339	1 835 229	80,0	247 690	248 018	953	371 535	371 637	1 428	1 238 880	68%	955 747
Marcin Giżycki <i>Chair of the Supervisory Board of Nowe Usługi S.A., Deputy Chair of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	01.01.2023 - 31.12.2023	1 523 700	228 555	76 027	1 828 282	86,7	264 109	264 414	1 016	396 164	396 361	1 523	1 321 048	72%	1 027 424
Bożena Graczyk <i>Chair of the Supervisory Board of ING Bank Hipoteczny S.A., Member of the Supervisory Board of ING Commercial Finance S.A., ING Lease (Polska) Sp. z o.o., SAIO S.A. and ING Usługi dla Biznesu S.A.</i>	01.01.2023 - 31.12.2023	1 515 600	227 340	24 765	1 767 705	93,3	282 782	282 892	1 087	424 173	424 208	1 630	1 414 055	80%	1 066 280
Ewa Łuniewska <i>Chair of the Supervisory Board of ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o., Member of the Supervisory Board of SAIO S.A.</i>	01.01.2023 - 31.12.2023	1 347 840	202 176	65 051	1 615 067	86,7	350 433	350 817	1 348	233 622	233 705	898	1 168 577	72%	554 519
Michał Mrozek <i>Member of the Supervisory Board of SAIO S.A.</i>	01.01.2023 - 31.12.2023	1 446 900	217 035	48 276	1 712 211	93,3	269 948	270 140	1 038	404 922	404 949	1 556	1 349 958	79%	841 205
Sławomir Soszyński	01.01.2023 - 31.12.2023	1 315 800	216 532	24 696	1 557 028	80,0	315 693	315 944	1 214	210 462	210 542	809	1 052 640	68%	644 614
Alicja Żyła <i>Chair of the Supervisory Board of SAIO S.A.</i>	01.01.2023 - 31.12.2023	1 276 800	191 520	41 361	1 509 681	80,0	306 342	306 575	1 178	204 228	204 296	785	1 021 440	68%	415 890
Total		12 820 740	2 014 608	349 678	15 185 026		2 492 223	2 494 236	9 584	2 927 945	2 928 593	11 253	10 842 998		8 029 569

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 and other benefits granted by the Supervisory Board

³The basic financial instrument in which the variable remuneration is awarded in the own share of ING Bank Śląski S.A. Details on the change in the financial instrument awarded as variable compensation are included in the Report.

⁴Variable remuneration for the year 2023, determined by the Supervisory Board on the basis of the assessment of individual targets accomplishment is subject to payment as from the year 2024 according to the deferral scheme described in the Report.

Variable remuneration paid in 2023 for previous years (cash and cash value of phantom shares) amounted to: Brunon Bartkiewicz - PLN 1,4 million, Joanna Erdman - PLN 0,9 million, Marcin Giżycki - PLN 1,0 million, Bożena Graczyk - PLN 1,0 million, Ewa Łuniewska - PLN 0,5 million, Michał Mrozek - PLN 0,6 million, Sławomir Soszyński - PLN 0,6 million, Alicja Żyła - PLN 0,3 million.

⁵The amount of deferred remuneration includes the deferred parts of the remuneration from 2017-2023, which are subject to payment after 31 December 2023

Supervisory Board

Remuneration due and awarded to members of the Supervisory Board of ING Bank Śląski S.A. for 2023			
Name and last name	Period from - to	Fixed remuneration	Other benefits ⁶
Aleksander Galos <i>Independent member</i>	01.01.2023 - 31.12.2023	379 430,00	256,78
Darota Dobija <i>Independent member</i>	01.01.2023 - 31.12.2023	247 380,00	3 467,35
Monika Marcinkowska <i>Independent member</i>	01.01.2023 - 31.12.2023	223 440,00	5 976,78
Katarzyna Zajdel-Kurowska <i>Independent member</i>	26.04.2023 - 31.12.2023	136 050,00	-
Małgorzata Kolałowska <i>Member having ties with ING Group</i>	01.01.2023 - 31.12.2023	-	-
Michał Szczurek <i>Member having ties with ING Group</i>	01.01.2023 - 31.12.2023	-	-
Stephen Creese <i>Member having ties with ING Group</i>	01.01.2023 - 31.12.2023	-	-
Aris Bogdanerlis <i> Członek niezależny</i>	01.01.2023 - 26.04.2023	-	-
Hans De Munck <i>Member having ties with ING Group</i>	26.04.2023 - 31.12.2023	-	-
Total		986 300	9 700,91

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

Number of granted or determined financial instruments						
Name and last name	Number of financial instruments - 01.01.2023 (deferred rights) ¹	Number of phantom shares based on the assessment verification and ex post risk adjustment for previous years, i.e. 2017-2021 and 2022 (upfront part)	Number of own shares for 2022 (upfront part) that were transferred to the brokerage accounts of the Management Board Members in 2023 (retention period ending in 2024)	Number of financial instruments ² granted for the year 2023		Number of financial instruments subject to vesting after 31 December 2023 r. ³
				Number of upfront financial instruments	Number of deferred financial instruments	
1	2	3	4	5	6	7
Brunon Bartkiewicz <i>Member of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	13 850	3 362	1 438	1 750	2 624	13 424
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>	5 885	2 040	926	953	1 428	5 300
Marcin Giżycki <i>Chair of the Supervisory Board of Nowe Usługi S.A., Deputy Chair of the Supervisory Board of ING Bank Hipoteczny S.A.</i>	6 249	2 109	987	1 016	1 523	5 692
Bożena Graczyk <i>Chair of the Supervisory Board of ING Bank Hipoteczny S.A., Member of the Supervisory Board of ING Commercial Finance S.A., ING Lease (Polska) Sp. z o.o., SAIO S.A. and ING Usługi dla Biznesu S.A.</i>	6 513	2 240	1 058	1 087	1 630	5 932
Ewa Łuniewska <i>Chair of the Supervisory Board of ING Commercial Finance S.A. and ING Lease (Polska) Sp. z o.o., Member of the Supervisory Board of SAIO S.A.</i>	3 330	882	873	1 348	898	3 821
Michał Mrozek <i>Member of the Supervisory Board of SAIO S.A.</i>	4 297	1 204	937	1 038	1 556	4 750
Sławomir Soszyński	4 163	1 217	771	1 214	809	4 198
Alicja Żyła <i>Chair of the Supervisory Board of SAIO S.A.</i>	2 679	752	782	1 178	785	3 108
Total	46 966	13 806	7 772	9 584	11 253	46 225

¹Number of financial instruments include phantom shares (for the period 01/01/2022 - 30/06/2022) and own shares of ING Bank Śląski S.A. (for the period 01/07.2022-31/12/2022) - upfront and deferred - determined as part of variable remuneration for 2022. Details on the change in the financial instrument awarded as variable compensation are included in the Report.

²The basic financial instrument in which the variable remuneration is awarded in the own share of ING Bank Śląski S.A. Details on the change in the financial instrument awarded as variable compensation are included in the Report.

³Number of upfront and deferred financial instruments determined as part of variable remuneration for 2023.

Enclosure 3

Quantitative and qualitative criteria for awarding the variable remuneration components to Members of the Bank's Management Board

Year - 2023		Brunon Bartkiewicz (CEO)							Bożena Graczyk (CFO)			Joanna Erdman (CRO)			Michał Mrożek (Wholesale Banking)				
		Minimum	Target	Maximum	Performance	Weight	Performance %	Assessment	Score points	Performance %	Assessment	Score points	Performance %	Assessment	Score points	Performance %	Assessment	Score points	
On Job	Financial	TOTAL BANK																	
		Profit before tax	2844,4	2932,3	3078,9	4310,3		147%			147%			not applicable			147%		
		Return on equity	15%	16%	16%	25%		159%			159%			not applicable			159%		
		Operational expenses	3186,6	3155,0	2997,3	3329,6		94%			94%			not applicable			94%		
			Manage total FTE																
			BUSINESS LINE																
							33,3	111%	100	33,3	102%	120	40,0	not applicable	100	33,3	141%	120	40,0
		Non-Financial	Customers					93%			100%			not applicable			107%		
			Risk					100%			100%			100%			100%		
			Strategy Execution	Non-financial goals are set within the business units in accordance with ING's strategy for a given year				119%			112%			120%			100%		
			Environment					120%			107%			110%			110%		
			Social (People)					110%			110%			105%			100%		
			Quantitative Performance					100%			100%								
	Orange Code	Individual goals, related to the way in which tasks are performed and supporting their realisation	Goals set as a part of the behavior: - You take it on and make it happen - You help others to be successful - You are always a step ahead				33,3	110%	100	33,3	100%	100	33,3	100%	100	33,3	100%	100	33,3
	Stretch Ambition	Goals that go beyond the requirements of the position, resulting in e.g. new quality for the customer	Key goals to highlight priorities for the year, in line with ING's strategy				33,3	110%	100	33,3	120%	120	40,0	110%	100	33,3	120%	120	40,0
	Total							100,0			100,0			100,0			113,3		
	Final performance of the 2023 goals							100,0			113,3			100,0			113,3		
	% of variable remuneration (80% target, 100% max)							80%			93,3%			80%			93,3%		

Enclosure 3

Quantitative and qualitative criteria for awarding the variable remuneration components to Members of the Bank's Management

Year - 2023		Marcin Giżycki (Retail Banking)							Ewa Luniewska (Business Banking)			Alicja Żyła (COO)			Stawomir Soszyński (CIO)				
		Minimum	Target	Maximum	Performance	Weight	Performance %	Assessment	Score points	Performance %	Assessment	Score points	Performance %	Assessment	Score points	Performance %	Assessment	Score points	
On Job	Financial	TOTAL BANK																	
		Profit before tax	2844,4	2932,3	3078,9	4310,3		147%			147%			147%			147%		
		Return on equity	15%	16%	16%	25%		159%			159%			159%			159%		
		Operational expenses	3186,6	3155,0	2997,3	3329,6		94%			94%			94%			94%		
		Manage total FTE												101%			101%		
		BUSINESS LINE																	
	Non-Financial	Customers					33,3	102%	100	33,3	127%	120	40,0	100%	100	33,3	106%	100	33,3
		Risk						94%			110%			108%			100%		
		Strategy Execution	Non-financial goals are set within the business units in accordance with ING's strategy for a given year					100%			100%			107%			100%		
		Environment						100%			119%			109%			104%		
		Social (People)						100%			100%			120%			100%		
		Quantitative Performance						100%			110%			100%			100%		
Orange Code	Individual goals, related to the way in which tasks are performed and supporting their realisation	Goals set as a part of the behavior: - You take it on and make it happen - You help others to be successful - You are always a step ahead				33,3	120%	120	40,0	110%	100	33,3	106%	100	33,3	100%	100	33,3	
Stretch Ambition	Goals that go beyond the requirements of the position, resulting in e.g. new quality for the customer	Key goals to highlight priorities for the year, in line with ING's strategy				33,3	100%	100	33,3	100%	100	33,3	110%	100	33,3	100%	100	33,3	
Total						100,0			106,7			106,7			100,0			100,0	
Final performance of the 2023 goals									106,7			106,7			100,0			100,0	
% of variable remuneration (80% target, 100% max)									86,7%			86,7%			80%			80%	

Enclosure 4

Changes in the salaries of employees and Members of the Management Board and Supervisory Board over the period of 5 years											
Bank performance and remuneration data	2018	2019		2020		2021		2022		2023	
	amount	amount	change	amount	change	amount	change	amount	change	amount	change
Gross profit (in mln PLN) - solo ING Bank Śląski S.A.	2 010	2 217	10%	1 883	-15%	2 971	58%	2 375	-20%	5 659	138%
Gross profit (in mln PLN) - total Grupa kapitałowa ING Banku Śląskiego S.A.	2 031	2 258	11%	1 912	-15%	3 015	58%	2 403	-20%	5 720	138%
Gross profit (in mln PLN) - solo ING Bank Śląski S.A.	1 524	1 659	9%	1 338	-19%	2 308	73%	1 714	-26%	4 441	159%
Gross profit (in mln PLN) - total Grupa kapitałowa ING Banku Śląskiego S.A.	1 524	1 659	9%	1 338	-19%	2 308	73%	1 714	-26%	4 441	159%
C/I ¹ - solo ING Bank Śląski S.A.	51,0%	50,2%	-2%	52,1%	4%	50,3%	-3%	55,3%	10%	40,0%	-28%
C/I ¹ - total Capital Group of ING Bank Śląski S.A.	51,6%	50,6%	-2%	52,1%	3%	50,9%	-2%	55,5%	9%	40,7%	-27%
ROE ² - solo ING Bank Śląski S.A.	12,5%	11,7%	-6%	7,7%	-34%	13,8%	79%	17,8%	29%	34,1%	92%
ROE ² - total Capital Group of ING Bank Śląski S.A.	12,5%	11,6%	-7%	7,6%	-34%	13,6%	79%	17,4%	28%	33,9%	95%
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	7 565	7 882	4%	8 409	7%	8 677	3%	10 018	15%	11 586	16%
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/											
Bartkiewicz Brunon (from 19.04.2016)	277 803	377 494	36%	343 580	-9%	398 050	16%	384 850	-3%	426 825	11%
Bolesławski Michał (until 31.12.2020)	187 135	212 026	13%	190 361	-10%	-	-	-	-	-	-
Kesler Justyna (until 31.12.2018)	159 708	-	-	-	-	-	-	-	-	-	-
Erdman Joanna (from 01.04.2013)	181 700	202 320	11%	184 336	-9%	211 312	15%	206 486	-2%	232 290	12%
Giżycki Marcin (from 01.08.2016)	149 372	191 568	28%	190 423	-1%	218 988	15%	210 218	-4%	237 062	13%
Roesink Patrick (from 01.07.2015 until 31.03.2020)	117 888	131 558	12%	127 838	-3%	-	-	-	-	-	-
Graczyk Bożena (from 01.06.2017)	184 498	205 370	11%	186 296	-9%	217 800	17%	216 200	-1%	244 138	13%
Tassan-Bassut Lorenzo (from 01.01.2019 until 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%	171 785	-1%	197 370	15%
Mrożek Michał (from 01.07.2020)	-	-	-	164 000	0%	195 050	19%	199 583	2%	233 071	17%
Łuniewska Ewa (from 01.01.2021)	-	-	-	-	-	149 178	-	177 729	19%	209 701	18%
Zyła Alicja (from 01.09.2021)	-	-	-	-	-	140 913	-	162 870	16%	191 520	18%
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>	27 120	28 560	5%	29 040	2%	28 908	0%	-	-	-	-
Aleksander Galos (from 10.04.2014) ³ <i>Independent member</i>	19 610	21 420	9%	21 780	2%	22 612	4%	33 099	46%	31 619	-4%
Aleksander Kutela (from 10.04.2014 to 29.11.2021) <i>Independent member</i>	17 077	18 445	8%	18 755	2%	18 670	0%	-	-	-	-
Dorota Dobija (from 29.11.2021) <i>Independent member</i>	-	-	-	-	-	18 755	-	20 119	7%	20 615	2%
Monika Marcinkowska (from 29.11.2021) <i>Independent member</i>	-	-	-	-	-	16 940	-	18 172	7%	18 620	2%
Katarzyna Zajdel-Kurowska (from 26.04.2023 to 29.02.2024) <i>Independent member</i>	-	-	-	-	-	-	-	-	-	16 744	-
Christopher Steane (from 31.03.2016 until 05.04.2018) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-
Małgorzata Kolakowska (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 (od 01.05.2020 do 30.09.2021) <i>Członkini zależna</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 until 07.04.2022) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-
Hans De Munck (from 26.04.2023) <i>Member having ties with ING Group</i>	-	-	-	-	-	-	-	-	-	-	-

¹ The Bank's results for 2022 were subject to correction after the publication of the Report for last year, and as a result, the data for 2022 were updated in this edition of the Report.

² C/I -(Eng. Cost to Income ratio) cost share ratio calculated as the relation of operating costs to the result on basic activity;

³ 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

⁴ Increase in remuneration due to a change in the Bank's Supervisory Board functions' combination held by independent members

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.