



Komitet Wynagrodzeń i Nominacji
Remuneration and Nomination Committee

22.03.2024 r.

22.03.2024

Do Walnego Zgromadzenia ING Banku Śląskiego S.A. To the ING Bank Śląski S.A. General Meeting

**Rekomendacja
Komitetu Wynagrodzeń i Nominacji
ING Banku Śląskiego S.A.
dla Walnego Zgromadzenia
ING Banku Śląskiego S.A.**

**Recommendation
of the ING Bank Śląski S.A.
Remuneration and Nomination Committee
for the ING Bank Śląski S.A.
General Meeting**

Na podstawie Rozdziału III pkt. 4 ppkt. 2 Polityki oceny adekwatności członków Rady Nadzorczej, członków Zarządu oraz osób pełniących kluczowe funkcje w ING Banku Śląskim S.A. („Polityka”) i Części III Rozdziału 2 pkt. 7 ppkt. 2 lit. a) Procedury oceny adekwatności członków Rady Nadzorczej, członków Zarządu i Komitetu Audytu w ING Banku Śląskim S.A. („Procedura”) Komitet Wynagrodzeń i Nominacji, po zapoznaniu się z dokumentacją z oceny adekwatności przeprowadzonej przez niezależny podmiot zewnętrzny, tj. firmę Deloitte Doradztwo Podatkowe Dąbrowski i Wspólnicy sp. k., stwierdza, że każdy z niżej wymienionych członków Rady Nadzorczej ING Banku Śląskiego S.A., tj.:

1. Pan Stephen Creese,
2. Pani Dorota Dobija,
3. Pan Aleksander Galos,
4. Pani Małgorzata Kołakowska,
5. Pani Monika Marcinkowska,
6. Pan Hans De Munck,
7. Pan Michał Szczurek

posiada wiedzę, umiejętności i doświadczenie odpowiednie do pełnienia funkcji członka Rady Nadzorczej ING Banku Śląskiego S.A., daje rękojmię należytego wykonywania obowiązków związanych z pełnieniem tej funkcji oraz wypełnia pozostałe wymogi określone w art. 22aa ustawy – Prawo bankowe, a tym samym spełnia kryteria adekwatności określone w Polityce.

Pursuant to Chapter III.4.2 of the Policy for the Assessment of the Suitability of the Members of the Supervisory Board, Management Board and Key Function Holders at ING Bank Śląski S.A. (“Policy”) and Chapter 2.7.2a) of the Procedure on the suitability assessment of Members of the Supervisory Board, Management Board and Audit Committee at ING Bank Śląski S.A. (“Procedure”), upon reviewing the documents from the suitability assessment made by an independent third party, Deloitte Doradztwo Podatkowe Dąbrowski i Wspólnicy sp. k., the Remuneration and Nomination Committee hereby attest that each of the following ING Bank Śląski S.A. Supervisory Board Members, i.e.:

1. Mr Stephen Creese,
2. Ms Dorota Dobija,
3. Mr Aleksander Galos,
4. Ms Małgorzata Kołakowska,
5. Ms Monika Marcinkowska,
6. Mr Hans De Munck and
7. Mr Michał Szczurek

has the knowledge, skills and experience required to hold the function of the ING Bank Śląski S.A. Supervisory Board Member, provides assurance of proper performance of duties relating to that function and fulfils other requirements as set out in Article 22aa of the Polish Banking Law Act, and thus meets the suitability criteria set out in the said Policy.





Komitet Wynagrodzeń i Nominacji
Remuneration and Nomination Committee

Biorąc powyższe pod uwagę, Komitet Wynagrodzeń i Nominacji rekomenduje Walnemu Zgromadzeniu podjęcie uchwały stwierdzającej, że wyżej wymienieni członkowie Rady Nadzorczej ING Banku Śląskiego S.A. spełniają wymogi określone w art. 22aa ustawy – Prawo bankowe, a w przypadku ich kandydowania – powołanie na kolejną kadencję Rady Nadzorczej.

Bearing in mind the above, the Remuneration and Nomination Committee recommend that the General Meeting adopt a resolution stating that the aforesaid ING Bank Śląski S.A. Supervisory Board Members fulfil the requirements as set out in Article 22aa of the Polish Banking Law Act and appoint them for the subsequent term of office of the Supervisory Board, should they run therefor.

Aleksander Galos
Przewodniczący Komitetu
Committee Chair

Dorota Dobija
Członek Komitetu
Committee Member

Małgorzata Kołakowska
Członek Komitetu
Committee Member



Warszawa, March 14, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE MEMBER OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A AND MEMBER OF RISK COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Mr. Stephen Creese in terms of being a member of Supervisory Board of ING Bank Śląski S.A. and member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Mr. Stephen Creese meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Mr. Stephen Creese meets the criteria applicable to the position of member of the Risk Committee of the Bank's Supervisory Board, including expertise and skills in relation to risk management practices and control mechanisms.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 19, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE MEMBER OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., THE CHAIRMAN OF RISK COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., MEMBER OF AUDIT COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A. AND MEMBER OF REMUNERATION AND NOMINATION COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Ms. Dorota Dobija in terms of being a member of Supervisory Board of ING Bank Śląski S.A., a chairman of Risk Committee of Supervisory Board of ING Bank Śląski S.A., member of Audit Committee of Supervisory Board of ING Bank Śląski S.A. and member of Remuneration and Nomination Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Ms. Dorota Dobija meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Ms. Dorota Dobija meets the suitability criteria applicable to the position of a chairman of the Risk Committee of the Bank's Supervisory Board, including:

1. Expertise and skills in relation to risk management practices and control mechanisms,
2. Independence criterion.

We confirm in addition that Ms. Dorota Dobija meets the criteria applicable to the position of a member of the Audit Committee of the Bank, including knowledge and skills in the field of accounting, auditing of financial statements and banking.

Additionally we confirm that Ms. Dorota Dobija meets the criteria applicable to the position of a member of the Remuneration and Nomination Committee of the Bank, including expertise and skills in relation to the selection process and suitability requirements, as defined in Directive 2013/36/EU, and professional knowledge and experience in the area of remuneration policy and practice, risk management and risk control, including in particular the mechanism for adjusting the remuneration structure to the risk and capital profile of the Bank.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 19, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE CHAIRMAN OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., THE CHAIRMAN OF REMUNERATION AND NOMINATION COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., MEMBER OF AUDIT COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A. AND MEMBER OF RISK COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Mr. Aleksander Galos in terms of being a chairman of Supervisory Board of ING Bank Śląski S.A, a chairman of Remuneration and Nomination Committee of Supervisory Board of ING Bank Śląski S.A., member of Audit Committee of Supervisory Board of ING Bank Śląski S.A. and member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Mr. Aleksander Galos meets the suitability criteria applicable to the position of a chairman of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Mr. Alexander Galos meets the suitability criteria applicable to the position of a chairman of the Remuneration and Nomination Committee of the Bank's Supervisory Board, including:

1. Professional knowledge and skills with regard to the selection process and suitability requirements as defined in Directive 2013/36/EU, as well as knowledge and professional experience in the area of remuneration policy and practice and risk management and control, including in particular the mechanism for adjusting the remuneration structure to the risk and capital profile of investments,
2. Independence criterion.

Additionally, we confirm that Mr. Aleksander Galos has expertise and skills in relation to risk management practices and control mechanisms and meets the criterion of independence.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 14, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE MEMBER OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., MEMBER OF REMUNERATION AND NOMINATION COMMITTEE OF ING BANK ŚLĄSKI S.A. AND MEMBER OF RISK COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Ms. Małgorzata Kołakowska in terms of being a member of Supervisory Board of ING Bank Śląski S.A., a member of Remuneration and Nomination Committee and member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Ms. Małgorzata Kołakowska meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Ms. Małgorzata Kołakowska meets the criteria applicable to the position of a member of the Risk Committee of the Bank, including expertise and skills in relation to risk management practices and control mechanisms.

We also state that Ms. Malgorzata Kolakowska meets the criteria applicable to the position of a member of the Remuneration and Nomination Committee of the Bank, including expertise and skills in relation to the selection process and suitability

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requirements, as defined in Directive 2013/36/EU, as well as professional knowledge and experience in the area of remuneration policy and practice, management and risk control, including in particular the mechanism for adjusting the remuneration structure to the risk and capital profile of the Bank.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 19, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE MEMBER OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., THE CHAIRMAN OF AUDIT COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A., AND MEMBER OF RISK COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Ms. Monika Marcinkowska in terms of being a member of Supervisory Board of ING Bank Śląski S.A., a chairman of Audit Committee of Supervisory Board of ING Bank Śląski S.A. and member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Ms. Monika Marcinkowska meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

We confirm in addition that Ms. Monika Marcinkowska meets the suitability criteria applicable to the position of the chairman of Audit Committee of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills and competences, including appropriate length of service required for the position of the chairman of Audit Committee of Supervisory Board of the Bank,
2. Commitment of sufficient time to perform function of the chairman of Audit Committee of Supervisory Board of the Bank,

3. Independence criterion.

In particular, we state that Ms. Monika Marcinkowska has knowledge and skills in the field of accounting, auditing of financial statements and banking.

Additionally, we confirm that Ms. Monika Marcinkowska meets the criteria applicable to the position of a member of the Risk Committee of the Bank, including expertise and skills in relation to risk management practices and control mechanisms.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 14, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE MEMBER OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A. AND MEMBER OF AUDIT COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Mr. Hans De Munck in terms of being a member of Supervisory Board of ING Bank Śląski S.A. and member of Audit Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Mr. Hans De Munck meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Mr. Hans De Munck has knowledge and skills in the field of accounting, auditing of financial statements and banking.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 14, 2024

RESULT OF THE SUITABILITY REASSESSMENT OF THE MEMBER OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A AND MEMBER OF AUDIT COMMITTEE OF SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A.

We have conducted a suitability reassessment of Mr. Michał Szczurek in terms of being a member of Supervisory Board of ING Bank Śląski S.A. and member of Audit Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability reassessment procedures performed, we confirm that Mr. Michał Szczurek meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Mr. Michał Szczurek has knowledge and skills in the field of accounting, auditing of financial statements and banking.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.





Komitet Wynagrodzeń i Nominacji
Remuneration and Nomination Committee

03.04.2024 r.

03.04.2024

Do Walnego Zgromadzenia ING Banku Śląskiego S.A. To the ING Bank Śląski S.A. General Meeting

**Rekomendacja
Komitetu Wynagrodzeń i Nominacji
ING Banku Śląskiego S.A.
dla Walnego Zgromadzenia
ING Banku Śląskiego S.A.**

**Recommendation
of the ING Bank Śląski S.A.
Remuneration and Nomination Committee
for the ING Bank Śląski S.A.
General Meeting**

Na podstawie Rozdziału III. ust. 1 i 3 *Polityki oceny adekwatności członków Rady Nadzorczej, członków Zarządu oraz osób pełniących kluczowe funkcje w ING Banku Śląskim S.A. („Polityka”)* Komitet Wynagrodzeń i Nominacji, po zapoznaniu się z dokumentacją z oceny adekwatności przeprowadzonej przez niezależny podmiot zewnętrzny, tj. firmę Deloitte Doradztwo Podatkowe Dąbrowski i Wspólnicy sp. k., stwierdza, że kandydaci na członków Rady Nadzorczej ING Banku Śląskiego S.A., tj.

1. Pani Aneta Hryckiewicz-Gontarczyk,
2. Pan Arkadiusz Krasowski,
3. Pan Serge Offers,

posiadają wiedzę, umiejętności i doświadczenie odpowiednie do pełnienia funkcji członka Rady Nadzorczej ING Banku Śląskiego S.A., dają rękojmię należytego wykonywania obowiązków związanych z pełnieniem tej funkcji oraz wypełniają pozostałe wymogi określone w art. 22aa ustawy – Prawo bankowe, a tym samym spełniają kryteria adekwatności określone w *Polityce*.

Biorąc powyższe pod uwagę, Komitet Wynagrodzeń i Nominacji rekomenduje Walnemu Zgromadzeniu powołanie wyżej wymienionych osób w skład Rady Nadzorczej ING Banku Śląskiego S.A.

Pursuant to Chapter III items 1 and 3 of the *Policy of the Assessment of the Suitability of the Members of the Supervisory Board, Management Board and Key Function Holders at ING Bank Śląski S.A. (“Policy”)*, having reviewed the documents from the suitability assessment made by an independent third party, Deloitte Doradztwo Podatkowe Dąbrowski i Wspólnicy sp. k., the Remuneration and Nomination Committee hereby attest that the candidates for the members of the ING Bank Śląski S.A. Supervisory Board, i.e.:

1. Ms Aneta Hryckiewicz-Gontarczyk,
2. Mr Arkadiusz Krasowski, and
3. Mr Serge Offers,

have the knowledge, skills and experience required to hold the function of a member of the ING Bank Śląski S.A. Supervisory Board, provide assurance of proper performance of duties relating to that function and fulfil other requirements as set out in Article 22aa of the Polish Banking Law Act, and thus meet the suitability criteria set out in the said *Policy*.

Bearing in mind the above, the Remuneration and Nomination Committee recommend that the General Meeting appoint the aforesaid persons as members of the ING Bank Śląski S.A. Supervisory Board.





Komitet Wynagrodzeń i Nominacji
Remuneration and Nomination Committee

Jednocześnie, zgodnie z Rozdziałem III ust. 5 *Polityki*, Komitet Wynagrodzeń i Nominacji, po zapoznaniu się z dokumentacją z oceny adekwatności przeprowadzonej przez firmę Deloitte Doradztwo Podatkowe Dąbrowski i Wspólnicy sp. k. stwierdza, że indywidualne kompetencje wskazanych wyżej kandydatów na członków Rady Nadzorczej oraz kandydatów będących członkami Rady poprzedniej kadencji, tj.:

1. Pana Stephena Creese,
2. Pani Doroty Dobija,
3. Pani Małgorzaty Kołakowskiej,
4. Pani Moniki Marcinkowskiej,
5. Pana Hansa De Munck,
6. Pana Michała Szczurka,

dopełniają się w taki sposób, aby umożliwić sprawowanie odpowiedniego poziomu kolegialnego nadzoru nad wszystkimi obszarami Banku, a Rada Nadzorcza jako całość będzie posiadać odpowiedni poziom wiedzy, umiejętności i doświadczenia umożliwiające zrozumienie działań podejmowanych przez Bank, w tym głównych ryzyk.

W związku z powyższym Komitet Wynagrodzeń i Nominacji rekomenduje Walnemu Zgromadzeniu, w przypadku powołania wyżej wymienionych osób w skład Rady, przyjęcie w stosownej uchwale powyższej oceny adekwatności zbiorowej Rady.

At the same time, in accordance with Chapter III.5 of the Policy and having reviewed the documents from the suitability assessment made by Deloitte Doradztwo Podatkowe Dąbrowski i Wspólnicy sp. k., the Remuneration and Nomination Committee attest that the individual competences of the above-referred candidates for the members of the Supervisory Board and candidates who were members of the Supervisory Board during the previous term of office, that is:

1. Mr Stephen Creese,
2. Ms Dorota Dobija,
3. Ms Małgorzata Kołakowska,
4. Ms Monika Marcinkowska,
5. Mr Hans De Munck, and
6. Mr Michał Szczurek,

are complementary and allow for ensuring adequate level of collective performance of supervision duties in respect of all the business areas of the Bank and that the Supervisory Board as a whole will have adequate knowledge, skills and experience enabling it to understand the activities taken by the Bank, including major risks.

Therefore, the Remuneration and Nomination Committee recommend that the General Meeting adopt the above collective suitability assessment of the Supervisory Board with a relevant resolution, should the aforesaid persons be appointed Supervisory Board members.

Aleksander Galos
Przewodniczący Komitetu
Committee Chair

Dorota Dobija
Członek Komitetu
Committee Member

Małgorzata Kołakowska
Członek Komitetu
Committee Member



Warszawa, March 28, 2024

**RESULT OF THE INITIAL SUITABILITY ASSESSMENT OF THE
CANDIDATE FOR MEMBER OF SUPERVISORY BOARD OF ING BANK
ŚLĄSKI S.A., MEMBER OF AUDIT COMMITTEE OF SUPERVISORY
BOARD OF ING BANK ŚLĄSKI S.A., MEMBER OF RISK COMMITTEE OF
SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A. AND MEMBER OF
REMUNERATION AND NOMINATION COMMITTEE OF SUPERVISORY
BOARD OF ING BANK ŚLĄSKI S.A.**

We have conducted an initial suitability assessment of Ms. Aneta Hryckiewicz-Gontarczyk in terms of being a candidate for member of Supervisory Board of ING Bank Śląski S.A., member of Audit Committee of Supervisory Board of ING Bank Śląski S.A., member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. and member of Remuneration and Nomination Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability assessment procedures performed, we confirm Ms. Aneta Hryckiewicz-Gontarczyk meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Ms. Aneta Hryckiewicz-Gontarczyk has knowledge and skills in the field of accounting, auditing of financial statements and banking, as well as meets the suitability criteria applicable to the position of a chairman of the Audit Committee of the Bank's Supervisory Board.

Additionally, we confirm that Ms. Aneta Hryckiewicz-Gontarczyk has expertise and skills in relation to risk management practices and control mechanisms, as well as meets the suitability criteria applicable to the position of a chairman of the Risk Committee of the Bank's Supervisory Board.

What is more, we state that Ms. Aneta Hryckiewicz-Gontarczyk has professional knowledge and skills with regard to the selection process and suitability requirements as defined in Directive 2013/36/EU, as well as knowledge and professional experience in the area of remuneration policy and practice and risk management and control, including in particular the mechanism for adjusting the remuneration structure to the risk and capital profile of investments, and meets the criterion of independence, as well as meets the suitability criteria applicable to the position of a chairman of the Remuneration and Nomination Committee of the Bank's Supervisory Board.

Performed suitability assessment is consistent with the requirements of the Polish Financial Supervision Authority set forth in the Methodology for assessing the suitability of members of the bodies of entities supervised by the Polish Financial Supervision Authority, the EBA and ESMA Guidelines on the assessment of the suitability of members of the management body and key function holders, as well as with the Policy for the assessment of the suitability of the members of the Supervisory Board, Management Board and key function holders at ING Bank Śląski S.A.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 28, 2024

**RESULT OF THE INITIAL SUITABILITY ASSESSMENT OF THE
CANDIDATE FOR MEMBER OF SUPERVISORY BOARD OF ING BANK
ŚLĄSKI S.A., MEMBER OF AUDIT COMMITTEE OF SUPERVISORY
BOARD OF ING BANK ŚLĄSKI S.A., MEMBER OF RISK COMMITTEE OF
SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A. AND MEMBER OF
REMUNERATION AND NOMINATION COMMITTEE OF SUPERVISORY
BOARD OF ING BANK ŚLĄSKI S.A.**

We have conducted an initial suitability assessment of Mr. Arkadiusz Krasowski in terms of being a candidate for member of Supervisory Board of ING Bank Śląski S.A., member of Audit Committee of Supervisory Board of ING Bank Śląski S.A., member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. and member of Remuneration and Nomination Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability assessment procedures performed, we confirm that Mr. Arkadiusz Krasowski meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Mr. Arkadiusz Krasowski has knowledge and skills in the field of accounting, auditing of financial statements and banking, as well as meets the suitability criteria applicable to the position of a chairman of the Audit Committee of the Bank's Supervisory Board.

Additionally, we confirm that Mr. Arkadiusz Krasowski has expertise and skills in relation to risk management practices and control mechanisms, as well as meets the suitability criteria applicable to the position of a chairman of the Risk Committee of the Bank's Supervisory Board.

What is more, we state that Mr. Arkadiusz Krasowski has professional knowledge and skills with regard to the selection process and suitability requirements as defined in Directive 2013/36/EU, as well as knowledge and professional experience in the area of remuneration policy and practice and risk management and control, including in particular the mechanism for adjusting the remuneration structure to the risk and capital profile of investments, and meets the criterion of independence, as well as meets the suitability criteria applicable to the position of a chairman of the Remuneration and Nomination Committee of the Bank's Supervisory Board.

Performed suitability assessment is consistent with the requirements of the Polish Financial Supervision Authority set forth in the Methodology for assessing the suitability of members of bodies of entities supervised by the Polish Financial Supervision Authority, the EBA and ESMA Guidelines on the assessment of the suitability of members of the management body and key function holders, as well as with the Policy for the assessment of the suitability of the members of the Supervisory Board, Management Board and key function holders at ING Bank Śląski S.A.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.



Warszawa, March 28, 2024

**RESULT OF THE INITIAL SUITABILITY ASSESSMENT OF THE
CANDIDATE FOR MEMBER OF SUPERVISORY BOARD OF ING BANK
ŚLĄSKI S.A., MEMBER OF AUDIT COMMITTEE OF SUPERVISORY
BOARD OF ING BANK ŚLĄSKI S.A., MEMBER OF RISK COMMITTEE OF
SUPERVISORY BOARD OF ING BANK ŚLĄSKI S.A. AND MEMBER OF
REMUNERATION AND NOMINATION COMMITTEE OF SUPERVISORY
BOARD OF ING BANK ŚLĄSKI S.A.**

We have conducted an initial suitability assessment of Mr. Serge Arjen Offers in terms of being a candidate for member of Supervisory Board of ING Bank Śląski S.A., member of Audit Committee of Supervisory Board of ING Bank Śląski S.A., member of Risk Committee of Supervisory Board of ING Bank Śląski S.A. and member of Remuneration and Nomination Committee of Supervisory Board of ING Bank Śląski S.A. (hereinafter: "the Bank").

As a result of the suitability assessment procedures performed, we confirm that Mr. Serge Arjen Offers meets the suitability criteria applicable to the position of a member of Supervisory Board of the Bank, including:

1. Knowledge, professional experience, skills, and competences,
2. Guarantee of correct performance of the entrusted duties, i.e., no criminal record, reputation, honesty and ethical conduct, financial condition, and independence of judgement, including in the aspect of conflict of interest,
3. Commitment of sufficient time to perform function of chairman of Bank's Supervisory Board,
4. Combining positions and functions.

Moreover, we state that Mr. Serge Arjen Offers has knowledge and skills in the field of accounting, auditing of financial statements and banking, expertise and skills in relation to risk management practices and control mechanisms, as well as professional knowledge and skills with regard to the selection process and suitability

requirements as defined in Directive 2013/36/EU, as well as knowledge and professional experience in the area of remuneration policy and practice and risk management and control, including in particular the mechanism for adjusting the remuneration structure to the risk and capital profile of investments.

Performed suitability assessment is consistent with the requirements of the Polish Financial Supervision Authority set forth in the Methodology for assessing the suitability of members of bodies of entities supervised by the Polish Financial Supervision Authority, the EBA and ESMA Guidelines on the assessment of the suitability of members of the management body and key function holders, as well as with the Policy for the assessment of the suitability of the members of the Supervisory Board, Management Board and key function holders at ING Bank Śląski S.A.

A detailed description of the procedures performed will be provided to ING Bank Śląski S.A. separately in a relevant report.

