

Assessment of the rationality of ING Bank Śląski S.A.'s expenditure borne in connection with the policy concerning charitable and sponsorship initiatives in 2021.

Based on the information provided by the Bank Management Board, the Supervisory Board conclude that in 2021 ING Bank Śląski S.A. was involved in the following charitable and social activities:

1. cooperation with partners for climate and financial education, entrepreneurship development, modern technologies, sustainability,
2. providing education and support for children and teenagers,
3. promoting Polish modern art and educating thereon.

The Bank carried out those actions on its own, in cooperation with social partners and courtesy of two corporate foundations: ING for Children Foundation and ING Polish Art Foundation.

Cooperation with partners for climate and financial education, entrepreneurship development, modern technologies, sustainability.

You Too Can Save The World. Green Tales from Pietruszkowa Wola.

The book written by Justyna Bednarek and illustrated by Joanna Czaplewska was published jointly by the bank and the ING for Children Foundation. It was released on 23 April 2021. It is a story for children but at the same time it sends a strong message for adults. The book brings up issues that are important today, such as climate changes, caring for the environment and responsible choices. It shows young readers that they can have impact on the world around them and that simple solutions can be applied every day. The 9 stories deal with topics such as plastics, consumerism and the treatment of animals. Each chapter ends with best practices for ecologists: how to give a second life to objects, the power of helping and sharing, and that the best gifts cannot be bought. For printing the book, we used paper made from cellulose that comes from trees grown in sustainable forestry areas. The ink used for printing contains no harmful substances and comes from renewable raw materials. The book is available free of charge to schools, libraries and community organisations. The publication is accompanied by free lesson plans. Instructions on how to order a free copy of the book and a link to the lesson plans can be found on the website of the ING for Children Foundation. Promotion of the book was accompanied by a competition organised on the Children's Day for employees' children, a competition in social media and a film as part of the #ingdlaeko series. In addition, as part of the 30th anniversary of the ING for Children Foundation, bank employees received copies of the book in their traditional Christmas gifts. In this way, more than 8,000 books were distributed to employees.

Save the World

“Save the World” is an educational programme that combines expanding students' ecological knowledge with shaping their character and pro-social attitudes and improving digital competence. The programme is



under the honorary patronage of the Ministry of Climate and Environment and the National Library. The programme was launched on 9 September 2021 online. In times of climate crisis and other environmental challenges, young people should know what to do to prevent a global climate catastrophe. The Save the World programme allows them to gain knowledge and experience in implementing their own green projects. ING Bank Śląski as a strategic partner, together with "ABCXXI - All of Poland Reads to Kids" Foundation, WWF Polska and VISA participates in the program for primary school children. For the purposes of the Save the World Programme, 30 short stories by Polish authors for children and teenagers on universal moral values in the context of ecological challenges are created. The programme also uses stories from the book "You too can save the world. Green Tales from Pietruszkowa Wola." They will be an inspiration for discussions and workshops, as well as green projects realised by pupils. The Save the World Programme will be complemented by digital toolkits which are helpful in designing and carrying out green projects by pupils for their community and their promotion.

ING Group's Global Grant Fund - ING Community Investment Global Found

Zwolnieni z Teorii [Exempt from Theory] - Generation Lockdown programme

In 2021, Zwolnieni z Teorii Foundation implemented a project submitted and selected for the programme by ING Group - ING Coronavirus (COVID-19) Community Investment Funding Application Recovery Phase: Build Back Better. The "Generation Lockdown in the Labour Market" programme was designed to support students (of the age of 18-25) to find their way in the labour market. The generation of teenagers and students has been hit by a pandemic as they found it difficult to start their professional life, which can affect their future financial independence. The Generation Lockdown programme is designed to provide the right competences to build independence and financial resourcefulness. It was implemented in the first half of 2021 with funding from CI Global Found. 433 secondary schools participated in the programme, 551 teachers completed training, 3,824 students completed their own community projects, the programme reached over 3 million people. 598 students participated in recruitment interviews and 60 students were finally offered jobs.

THINK! Foundation

Launched in early 2021, the Financial Health project was a response to the financial problems and challenges faced by Poles as the COVID-19 pandemic progressed. The project was implemented as part of ING Group's programme - ING Coronavirus (COVID-19) Community Investment Funding Application Recovery Phase: Build Back Better. The aim of the "Financial Health" project was to support financial consumers to manage their personal finances effectively in a difficult economic situation caused by the pandemic. First and foremost, the Think! Foundation carried out informational and educational activities to increase knowledge and skills and to promote best practices in managing household budgets, coping with lowered income and taking care of finances in a conscious manner. The project included the launch of a dedicated website, social media, preparation of a qualitative and quantitative study, development of webinars, interviews with experts and #Human Stories videos. Examples of programme implementation data: reach on Facebook of the project: 1,666,043, views on Facebook of the project: 5,298,292, total reach of information on videos with experts - 528,222 viewers.



Support and education of children and teenagers

Zwolnieni z Teorii - Social Projects Contest

Zwolnieni z Teorii is the largest Social Projects Contest in Poland. During the Contest, high school students organize their own social projects. In 2021, most projects were carried out on-line. As a partner in the Contest, ING Bank Śląski S.A. prepared ING Challenge for teenagers. In the first half of the year (school year 2020/2021) the challenge was linked to the #zdalnidpomocy campaign in order to address the need to develop digital skills and to help the elderly. In the school year 2021/2022, the challenge is being implemented together with the ING for Children Foundation under the name "A Step Ahead" [Krok do przodu]. Its aim is to help children and teenagers to level their chances with their peers. ING Challenge participants benefited from the mentoring of bank employees. 68 teams and 33 ING mentors from all over Poland signed up for the ING Challenge for the school year 2021/22. The projects being a part of that Challenge are being implemented by 30 teams supported by mentors. In addition, ING Bank Śląski recorded educational videos and organised a webinar on e-volunteering.

ING CoderDojo

ING CoderDojo continued online classes for children (of ING employees as well as for other children) in the robotics and Minecraft groups. ING CoderDojo mentors organised two courses in 3D programming for children of employees. 38 young participants from all over Poland showed interest in them. Additionally, classes under the auspices of ING CoderDojo were held by the CoderDojo Foundation at summer camps for employees' children in Krynica, Chłapowo and Niedzica.

Lesław Paga Foundation

In 2021 ING Bank Śląski S.A. was a partner of the 16th edition of the Capital Market Leaders Academy. It is an extensive training programme on financial market knowledge for university students and graduates up to the age of 27 interested in the financial market. The main theme was "The economy in the time of global challenges of the third decade of the 21st century - ESG and digitalisation." The course sessions started in July and continued until December.

The Bank was also a partner of the 4th edition of the Academy of Business Women Leaders. This is a programme for building the personal maturity of young women by combining marketing, communication and image-building activities with personal and professional development. The objective is to educate young women up to the age of 27, develop their professional and social competencies, develop their potential stemming from their gender, knowledge and attitudes that will guide them in their adult life. A meeting of the participants with Joanna Erdman, CRO of the bank, was a part of the programme.

Not Irresponsible

The Not Irresponsible project brings together companies that declare their conscious role in relation to customers, employees, society and nature, putting into practice the idea of sustainability and corporate social responsibility. ING Bank Śląski joined once again as the "Supporting Partner of the Not Irresponsible 2021". The 9th edition of the Conference was devoted to Impurity understood in the context of business,



climate and society. The organisers were looking for answers to the questions whether "success in business justifies victims", "what is greenwashing", the conference also focused on environmental degradation and pollution, climate change, fake news, disinformation and manipulation. The conference was held in a hybrid format in the Conference Centre of the POLIN Museum of the History of Polish Jews, and the entire event could be watched live on Facebook and YouTube.

Responsible Business Forum

In 2021, ING Bank Śląski continued its partnership in the Responsible Business Forum as an institution which is committed to social responsibility and sustainability as well as diversity and inclusion initiatives as a signatory of the Diversity Charter. ING Bank Śląski is one of the most advanced employers in terms of diversity and inclusion management in Poland. The list was created on the basis of Diversity IN Check survey conducted by Responsible Business Forum.

United Nations Global Compact Network Poland (UNGC)

As a continuation of its cooperation with the UN Global Compact in 2021, ING Bank Śląski was a partner of the programme "Ethics Standard in Poland - Equal business opportunities" and the Climate Positive programme, which included initiatives related to the European Green Deal, promotion of clean energy technologies (e.g. hydrogen), improvement of air quality or sustainable financial instruments. Representatives of ING Bank Śląski (Leszek Kąsek and Michał Szalast-Dao Quy) regularly and actively participated in the work of the Steering Committee of the programme. In 2021, ING economists (Rafał Benecki and Leszek Kąsek) co-authored the article "Has the pandemic weakened motivation of the companies for green transformation? Conclusions from ING's global survey in the corporate sector" in a collective publication coordinated by GCNP - Green Finance in Poland 2021. At the UN Day Gala in October 2021, ING Bank Śląski received three honourable mentions from the UNGC for: (1) taking ambitious actions on climate protection and sustainability for the sake of future generations, (2) setting ambitious corporate goals in terms of promoting women's leadership and gender equality in business and (3) taking ambitious actions to respect labour, human rights and ethical standards. Additionally, a representative of ING Bank Śląski - Joanna Warmuz took part in the works of the Round Table for Climate Education in Poland. The goal of the group comprising the representatives of business, schools and NGOs is to develop recommendations for introducing comprehensive climate education in Polish schools.

Poland 2.0 Summit

ING Bank Śląski was a partner of the Poland 2.0 Summit conference held on 30 October 2021 in Warsaw. This year's edition of Poland 2.0 Summit focused on the future of the technology, financial, and medical industries in the time of globalisation. The conference, held in hybrid form, was the first offline event of its kind for Polish students of foreign universities in the United Kingdom and the European Union. The conference was complemented by such activities as #Nomad Podcast or Edu 2.0. At the conference, ING presented itself as an employer as part of its employer branding activities. During the conference, the Bank was represented on a panel about the future of AI in cyber security by Maciej Ogórkiewicz, Chief Information Security Officer at ING Bank Śląski.



ING for Children Foundation

ING for Children Foundation is one of the oldest corporate foundations in Poland. It implements the social mission of ING, by supporting the development, education and independence of children and teenagers. Through its original programmes the Foundation aims at levelling life opportunities of young people, whose start in adulthood is difficult due to various reasons.

Publications

In 2021, the Foundation, published two books "You Too Can Save The World. Green Tales from Pietruszkowa Wola" and "Smile Camps, or how to successfully conceive, prepare and organise educational trips for children". The first one, published together with ING Bank Śląski, is a modern handbook on climate written by Justyna Bednarek - one of the most popular authors writing for children. "Smile Camps, or how to successfully conceive, prepare and organise educational trips for children" is addressed to institutions and organisations working for the benefit of children. The book helps to get prepared for the Smile Camps organised by the Foundation or any other trip organised for children. Both publications are available in electronic form on the Foundation's website. Additionally, paper copies of the book "You Too Can Save The World. Green Tales from Pietruszkowa Wola" are donated free of charge by the Foundation to schools, libraries and organisations. Since its first release, over 1,400 free copies of the book have been handed over to schools and libraries, where they were used to start ecological educational programmes. On its website, the Foundation provides workshop plans developed on the basis of the book by Justyna Bednarek and Julia Łapińska.

In June, the ING for Children Foundation and the ING Polish Art Foundation announced an art competition entitled FROM COVER TO COVER, in which children were requested to create their own book. A part of the competition was an online workshop with Joanna Czaplewska, an illustrator of the book "You Too Can Save The World. Green Tales from Pietruszkowa Wola" and Joanna Porębska, ecological paper expert. 40 works prepared in a variety of techniques were submitted to the competition.

In autumn, the Foundation took part in two events promoting the publications, namely the NGO Festival and the Silesian Book Fair in Katowice, where it handed over 1,200 books: Green Tales, "Lucjan, the Lion One of Its Kind", "The Alien". On 14 November, Justyna Bednarek, author of "You Too Can Save The World. Green Tales from Pietruszkowa Wola" was a guest at the Silesian Book Fair. Readers could get the writer's autograph and listen to a talk about the book on one of the fair stages. The author was interviewed by Aldona Radomska-Paluchowska, the Foundation's Communication Specialist.

The Foundation also donates bibliotherapeutic publications published in previous years. In 2021, the Foundation donated the total of 1,108 free copies of the books "The Alien" and "Lucjan, the Lion One of Its Kind".

30 years of the ING for Children Foundation

In its jubilee year, the Foundation changed its graphic sign. The new logo was created by children from three orphanages in Golanka Dolna, Wojstawice and Wrocław. The logo was created during workshops led by



Jakub de Barbaro. Children participating in the workshops painted what they see thinking about ING for Children Foundation.

The foundation's jubilee was marked by a meeting with Brunon Bartkiewicz and the publication of a photo album containing pictures showing the foundation's most important activities and information that provides an overview of the range of initiatives and programmes.

Voluntary service

Since 2006, ING employees have participated in the Good Idea volunteering competition. In 2021, the ING for Children Foundation granted funding for 62 projects for a total amount of PLN 315,299,93. In 2021, ING volunteers carried out 65 projects for the benefit of local communities, foundations and schools for a total of PLN 291,299,93. Keeping in mind the health of both ING volunteers and children, all projects were carried out in the e-volunteering formula. As part of this form of cooperation, online meetings were held. In addition, ING volunteers prepared audio/video recordings, multimedia presentations, instructions, crosswords, word puzzles, organised virtual walks and wrote traditional paper letters. In the implementation of 65 Good Ideas, 304 ING volunteers were involved and 3162 children participated in the projects. In addition to the Good Idea competition, in 2021 e-volunteers also held dozens of online meetings with children and teenagers from all over Poland. At the meetings they talked about their passions and travels, and educated the participants about finances, online safety and ecology. During the school year, 28 ING employees were involved in regular e-tutoring for children from orphanages in Katowice and foreign children supported by the Polish Migration Forum. Thanks to the activities of 39 e-volunteers, 253 children in total received support.

In 2021, the ING for Children Foundation organised 12 training sessions for volunteers in which 321 ING employees participated. The trainings covered topics such as how to minimise the environmental footprint of volunteer projects, how to talk to children about finance, or how to run a good online meeting. ING for Children Foundation also organises trainings before the Good Idea competition and after announcing the winning projects in order to better prepare everyone to submit an application/implement the project.

In 2021, the Foundation, together with the Bank, created a new programme "My Environment", in which ING volunteers can win a grant for ecological activities with a social partner of their choice. The grant can be used to create, for example, a flower meadow for wild pollinators, create an air-purifying mural or a sensory garden.

Orange Power

Orange Power is a programme designed to activate children and teenagers with disabilities. In the Olympic edition of the programme, the Foundation provided support to special and inclusive schools. Orange Power - the Olympic edition started in 2019. The first stage was organised in online formula and took the form of competitions, joint training with athletes or videos encouraging people to be active. Programme in this formula was joined by 225 students from 22 institutions which received from the foundation, inter alia, 410 balls, 264 rackets, 220 resistance bands, 88 skipping ropes. The grand finale of the programme took place in 2021, when the foundation organised five sports events with the participation of the programme ambassadors - Paralympic athletes Alicja Jeromin and Marcin Ryszka, and the press attaché of the Polish Paralympic athletes Michał Pol.



Smile Camps

Smile Camps in Wisła are 12-day free-of-charge stays for groups of children with pedagogical and educational staff. In 2021 there were 12 camps, of which 9 therapeutic camps and 3 summer camps. The centre hosted 278 children from all over Poland.

Virtual Run Warsaw

In 2021, just like last year, Run Warsaw was organised in a slightly different format. Keeping in mind the safety and health of employees and their loved ones, only a run event was organised in October, without marching, and the so-called virtual run event. 639 ING employees took part in it. Thanks to their commitment, the amount of PLN 63,900 was collected, which ING Bank Śląski donated to the foundation for its activities in 2022.

Collections for children's oncology treatment

In 2021, the Foundation launched collections for children's oncology treatment. The collection programme was established so that our community could help each other in the hardest time, namely when a child is sick. Thanks to the support of ING employees and an additional amount from the foundation, a total of PLN 148,272.59 was collected to help children fight cancer.

Training for teachers at the Foundation's centre in Wisła

The ING for Children Foundation together with the Polish Foundation for Children and Teenagers organised a few-day training sessions for teachers from all over Poland. The aim of the training sessions was to support school personnel before they return to teaching at schools and to equip teachers with tools to help students cope with the psychological effects of the pandemic and the resulting therefrom isolation. Teachers participated in a few-hour workshop sessions where they were learning to use the "Life Skills - Back to School" tool. It is a method of building social skills that strengthens the ability to work as a team, to name one's strengths, to solve problems, to set goals and to deal with conflicts. 35 teachers as well as consultants from teacher training centres and employees of psychological and pedagogical counselling centres took part in the training organised in Wisła.

ING Polish Art Foundation

The ING Polish Art Foundation was established to support Polish artists and showcase current phenomena in art. The foundation builds a collection of contemporary art and carries out artistic and educational projects. In the consecutive year of the pandemic, the Foundation carried out an extensive programme of online activities consisting of an educational project called Artist - Professional, courses for employees and interviews with artists. At the same time, the current statutory activities relating to adding new works of art



to the collection, promotion of the artists whose works are included in the collection and the publishing programme were continued. Last year, 22 new works of art by 6 artists (of which 4 female and 2 male) and one artist collective were added. The development of the collection and the operations of the Foundation are financed by annual donations from ING Group companies in Poland and are part of its worldwide art patronage programme, which plays an important role in creating the organisation's culture.

Collection

The Foundation's collection includes works created after 1990 by Polish living artists. Now, the collection comprises over 249 works, of which 86 paintings, 67 photographs, 42 works on paper, 30 objects (sculptures, ceramics, textiles, etc.), 8 videos and 16 installations - both by recognised artists as well as artists of the younger generation, born in the 1980s and 1990s. The collection includes works by 40 female and 71 male artists. In recent years, the foundation was actively working to have a more equal gender representation in its collection. The foundation's collection remains one of few corporate collections in Poland. In 2021, the following works were added to the collection: paintings by Zuzanna Bartoszek, photographs by Mariola Przyjemaska, Łukasz Rusznica, video and object by Ali Savashevich, collages and a neon by Sergey Shabohin, gouaches by Aleksandra Waliszewska and fabric by the Slavs and Tatars group. Works from the collection can be admired every day in the Founders' office spaces, mainly in the bank's headquarters in Warsaw and Katowice and in the offices of ING Lease and ING Commercial Finance. In 2021, new exhibitions were created in the offices of ING Wealth Management and ING Business Shared Services.

The foundation also shows its collection online. You can see images of works from the collection on the foundation's [website](#) under a Creative Commons 3.0 licence (Attribution, Non-commercial Use, No Derivative Works). The images can be download in high resolution.

Exhibitions

Due to pandemic constraints, the Foundation did not hold a collection exhibition in 2021. As part of the programme of lending the collection works to others, the works were exhibited at the following events:

- *Solarium of the New Theatre* in the New Theatre in Warsaw, 11-15 May 2021
- *...give us today* in the Arsenal Gallery in Bialystok, 11 June 2021 - 25 July 2021
- *They call me Gypsy, though that's not my name* at the Gdansk City Gallery, 16 July 2021 - 26 September 2021
- *Manifesto for a Better Life* at the Academy Salon Gallery in Warsaw, 1 October 2021 - 19 November 2021

Foundation Award

Since 2017, works by artists of both genders or an artistic group presented during Warsaw Gallery Weekend have been added to the foundation's collection by way of a competition. From 30 September to 1 October 2021, the jury (consisting of: Weronika Szwarc-Bronikowska - collector of contemporary art, Marek Pokorný - art curator, director of the Plato gallery in Ostrava, Hanna Wróblewska - director of the Zachęta National Gallery of Art, Kamila Bondar and Marcin Kryszewski - members of the Management Board of the ING Polish Art Foundation) visited 29 exhibitions by artists exhibiting as part of Warsaw Gallery Weekend.



This year, the ING Polish Art Foundation's First Prize went ex-aequo to Zuzanna Bartoszek and Ali Savashevich. The jury decided that the Foundation will purchase the following works: Zuzanna Bartoszek "Ukośny spacer przez pendolino" [A *diagonal walk through pendolino*] and "Przepraszam" [Sorry], Ala Savashevich: "Poza. Pozycja. Sposób" [Pose. Position. Method]. Furthermore, a Special Prize was awarded to the Asymmetry Gallery for the preparation of the exhibition "Pokaz zamknięty [Show behind closed doors]/ Jerzy Lewczyński, Zdzisław Beksiński, Bronisław Schlabs z udziałem [with the participation of] Zbigniew Libera".

Artist: The Professional

In 2021, the Artist: The Professional project, addressed to students and novice artists, took place for the fifth time. The aim of the project is to prepare students for the difficult moment of graduating from university and starting a professional career. Being in the professional art world requires not only talent and hard work, but also knowledge about how it operates. During the classes, you can learn about the tools and practices which can help you to be a professional artist. Lectures, workshops and portfolio consultations will be conducted by people working as curators, artists and activists, exhibition producers and art market specialists. They will talk about, among other things, how to introduce yourself properly to art curators and gallerists, how and where to organise your first exhibitions, where to get insurance and how to take care of your rights.

In 2020, the project was moved online due to pandemic constraints and it was continued in the same formula in 2021. 2012 participants attended 12 live lectures and over 225 people benefited from individual portfolio consultations. Recordings of the classes are made available by the foundation on the programme's website. They were viewed by several thousand people in total last year. The classes were attended not only by students from most Polish cities, but also those studying at universities across Europe. With this in mind, in the 2021 edition we offered two lectures in English. All classes were simultaneously interpreted in sign language, which allowed 5 deaf artists fully participate in them.

This year, for the first time, a new element was added to the project - the Summer School. The first edition of the Summer School took place in an exceptional formula - its participants took part in the Contexts Festival in Sokołowsko. It was an opportunity to "learn through practice", which is so important in artistic education - instead of a laboratory training, the participants became a part of one of the most important cyclical artistic events in Poland. The mentors of our group were Ewa Tatar and Agnieszka Tarasiuk - art curators and theoreticians, who also actively participate in the Contexts programme.

Information about the operations of the ING for Children Foundation and ING Polish Art Foundation is available in the *Management Board Report on Operations of ING Bank Śląski S.A. Group for 2021, including the Report on Operations of ING Bank Śląski S.A.* Additionally, the ING for Children Foundation and ING Polish Art Foundation publish all information on their websites. Information about current events is published on Facebook profiles of both Foundations which are open to the public, on the intranet and in *Baśka* magazine. It is also published as press releases.



Charitable donations

In 2021, ING Bank Śląski S.A. made financial and in-kind charity donations. The Bank made 31 financial charitable donations.

Financial and in-kind charity donations were granted pursuant to the *ING Bank Śląski S.A. Donation Policy*, which was updated as of 1 June 2021. The Policy sets out the purposes to be supported by the Bank donations, in selected community investment areas:

- 1) operations centred around children and youth, including holidays for children and youth – the Bank made 5 donations worth PLN 48,000,
- 2) science, education and upbringing – especially in the area of financial and climate education – the Bank made 9 donations totalling PLN 2,009,201 (of which PLN 1,293,600 came from the ING Group Grant),
- 3) health care and prevention – the Bank made 12 donations totalling PLN 259,500,
- 4) environmental protection, combating climate change – 1 donation PLN 29,975,
- 5) financial assistance in special circumstances, where an employee or his/her family member (members) suffered damage – the Bank made 4 donations totalling PLN 385,000.

Among activities supporting science, education and upbringing, especially in the area of financial and climate education, there were donations to the Zwolnieni z Teorii Foundation, the "THINK"! Knowledge Society Foundation and the Warsaw Banking Institute for the Bakcyl programme. In the area of health care, donations were awarded to foundations which for years have been engaged in socially valuable activity to improve health, e.g. to the Professor Zbigniew Religa Foundation for the Development of Cardiac Surgery in Zabrze and the Polish Foundation of Gastroenterology.

ING Bank Śląski S.A. continued to support regional and local charitable organisations, including but not limited to, the Dr Piotr Janaszek PASS IT ON Foundation, the Western Pomeranian Hospice Foundation for Children and Adults in Szczecin, the Family Rehabilitation Home for Children with Cerebral Palsy Foundation, and the Małopolskie Hospice for Children in Krakow.

In 2021, the bank also made in-kind donations of decommissioned IT equipment (in good state of repair) and office furniture, mostly to schools, welfare institutions and charity organisations. The IT equipment donated to foundations, associations and care institutions was worth PLN 248,551.46. The Bank donated 700 PCs, 745 monitors, 130 laptops and 119 printers. In-kind donations were made following the *Procedure for the sale/donation/ reprocessing of assets at ING Bank Śląski S.A.*

SPONSORSHIP

In 2021, ING Bank Śląski S.A. continued to be involved in sponsorship activities targeted at entrepreneurs and young people, green activities as well as the activities for SME and mid-corporate owners and managers. They were designed to empower people to stay a step ahead in life and in business.

The most important sponsored events were:

- 1) European Economic Congress in Katowice,
- 2) Open Eyes Economy in Cracow, and
- 3) Run Warsaw event,



4) Business Insider Trends

As every year, the Bank became a sponsor of the **European Economic Congress** in Katowice. In the difficult time of the pandemic, when the need to meet and discuss was curbed by numerous restrictions, the Congress started to make use of electronic forms of contact and communication, and the event was held in a hybrid mode, which most probably will become a new permanent norm for the EEC programme. As in the 2020 edition, this time too we used the title of the "Main Sponsor of the Online Transmission". ING Bank Śląski experts took part in numerous panel discussions, during which they discussed the future of the Polish and European economies in the context of accelerated digitalisation, green transformation, or global supply chains.

- Brunon Bartkiewicz, President of the Management Board; participation in the session: "An economic plan for Poland".
- Ewa Łuniewska, Vice-President of the Management Board; participation in the sessions: "Financial market and the economy" and "Towards a circular economy?"
- Michał H. Mrożek, Vice President of the Management Board; participation in the sessions: "International trade and economic relations in post-pandemic times", "ESG" and "Companies that renew the world's resources", as well as the presentation of awards in the project "Investor without Borders" and "Ranking of Decarbonization Initiatives"
- Sławomir Soszyński, Vice-President of the Management Board; participation in the session: "Cloud Time"
- Rafał Benecki, Director of the Bureau of Macroeconomic Analysis; participation in the session: "Towards a circular economy?"
- Przemysław Lewicki, Operational Digital Transformation Tribe Lead, Head of Robotics; participation in session: "Intelligent automation of business processes" and "BPO shared service centres".

Once again the Bank became a strategic sponsor of the **Open Eyes Economy Summit** congress. Due to the pandemic, the Congress took place in a hybrid form: physically on 16-17 November 2021 in ICE in Krakow and online for the audience gathered at smartphones and computers. The 5th edition of the Open Eyes Economy Summit was a great success. Despite the pandemic, the Congress attracted 3,000 people from 27 countries who watched the transmission from the ICE Congress Centre for a total of almost 3,500 hours. This year, the extremely important topic of equal opportunities and diversity management was addressed. Panel discussions and speeches also covered topics such as ecology and business in the age of Covid-19, etc. ING experts could not be missing among the speakers from 27 countries:

- Brunon Bartkiewicz, President of the Management Board, presented: Business lessons learned from COVID
- Maja Chabińska-Rossakowska; HR; topic: Where to look for sources of diversity in an organisation and how to prioritise dimensions of diversity?
- Anna Golka, Director of Facility Management & Services Department; topic "Entirely new energy"
- Maciej Ogórkiewicz, Chief Information Security Officer - Digital trust - new currency or utopia?

This was another year when ING Bank Śląski S.A. became a Strategic Partner of the **Run Warsaw** event. Similarly to last year, the Bank's involvement in this event was slightly different, adjusted to the special



circumstances caused by the prevailing pandemic. Therefore, for the sake of safety and health of employees and their families, this year the Bank did not organise the "I march, I support" event, and at the same time encouraged runners to face the 10-kilometre challenge in a virtual run. In the end, the distance was covered by 925 members of the Orange Team, including 639 employees. Together with accompanying people, a total of 9,250 kilometres were covered in the stationary run in Warsaw and in virtual runs on favourite running routes all over Poland.

Business Insider Trends is a communication platform showing the latest information on business and technology trends important to entrepreneurs and managers. The platform includes, inter alia, an editorial section gathering analyses, reports and interviews with leaders of change as well as special editions of BI Magazine. Business Insider Trends stand also for online debates that were organised from May to October 2021, to discuss key trends and their impact on the economy, company operations and market behaviour. The series of meetings was concluded with a hybrid conference held in November 2021.

In 2021 ING Bank Śląski spent over PLN 3.5 million gross on all sponsorship activities (of which charges for sponsorship contracts totalled over PLN 2.7 million, and promotion of sponsorship events over PLN 750,000).

Summary of the assessment

ING Bank Śląski S.A. conducted community service, charitable and sponsoring activities in the top priority areas, as per the Sustainability Strategy of ING Bank Śląski S.A. for 2020-2022.

The bank has *ING Bank Śląski S.A. Donations Policy* which applies to all charitable financial donations. Whereas *the Procedure for the sale/ donation/ reprocessing of assets of ING Bank Śląski S.A.* regulates the in-kind donations. These regulations ensure a process-oriented approach to donations and their effective use within charitable and social activities.

The Bank communicated its charitable actions in a transparent manner by publishing information on the current events and annual summaries in the annual report and the Integrated Report of ING Bank Śląski S.A. Multiple communication tools were used to provide internal and external stakeholders with information in an accessible form.

The above information allows us to conclude that ING Bank Śląski S.A.'s charitable and social activities policy was conducted in a rational manner keeping in mind social needs. The Supervisory Board assess that the expenses borne by the Bank for that purpose were justified and rational.

In 2021, ING Bank Śląski took the third place in the general classification of the Ranking of Responsible Companies. Thus, it was one of the leading Polish companies that are most advanced in applying the best CSR practices.



ING Bank Śląski was awarded the Golden Leaf for the third time for sustainability activities. Additionally, our best practice - Counteracting the effects of the COVID-19 pandemic - was distinguished for its actions in 2020.

16 CSR best practices of the Bank were included in the Responsible Business Forum report. The "Responsible Business in Poland 2019. Best practices" report is the largest CSR review in Poland, with a record number of responsible business activities.

The Bank was honoured with the title of the Laureate in the Business Ethics Leader category at the 7th Sustainable Economy Summit and Sustainable Economy Diamonds gala.

The Bank operates a transparent and effective information policy; details of social, charitable and sponsorship activities launched by the Bank are published in the Management Board's annual report. Thus, the Bank satisfies recommendation 1.5. of the Code of Best Practice for WSE Listed Companies.

