

Quantitative data on variable components of remuneration -years: 2013 - 2017 according to the state on 30.06.2018

Table 10.1

REMUNERATION BY BUSINESS AREAS 2017

Areas	Retail Market Area	Corporate Market and Investment Banking Area	International Banking Area	Other areas	Including Management Board Members **	Total
Amount of remuneration (regular and variable remuneration) in mln PLN **	4,40	17,04	5,10	31,55	8,77	58,09

Table 10.2

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2017
PKO Bank Polski SA

Specification	Management Board										Persons reporting directly to Management Board members (including chief accountant and internal control functions) and directors of corporate regions	Internal control functions	Other persons	Total
	President of the Management Board Area	Retail Market Area	Corporate Market and Investment Banking Area	International Banking Area	Area of Corporate Banking, Strategy and Analysis	Risk Management Area	Finance and Accounting Area	Legal and Compliance Area/Bancassurance Area	IT and Services Area					
Number of persons	1	1	1	1	1	1	1	1	1	2	39	7	22	78
Paid regular remuneration (in mln PLN)	1,34	1,07	1,07	1,07	0,34	1,09	1,13	1,07	0,60	16,10	2,83	7,89	35,59	
Variable remuneration for 2017 (in mln PLN) **	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	13,51	2,47	6,52	22,50	
granted non-deferred component of the amount (in mln PLN), including:	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	6,98	1,27	3,27	11,52	
<i>cash (50% of non-deferred component) in mln PLN</i>										3,49	0,64	1,63	5,76	
<i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares at the price in Q4 2017*)</i>										87 258	15 883	40 813	143 954	
calculated and still unpaid component deferred for following years (in mln PLN), including:	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	4,66	0,85	2,18	7,68	
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>										2,33	0,42	1,09	3,84	
<i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>										58 176	10 590	27 213	95 979	
value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
payments related to commencement of an employment relationship (in mln PLN)	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
<i>number of persons receiving such payments</i>	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
<i>the highest payment (in mln PLN)</i>	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
payments related to termination of an employment relationship (in mln PLN) ***	0,76	0,102	0,22	0,11	0,00	0,22	0,20	0,04	0,03	0,55	0,00	0,00	2,23	
<i>number of persons receiving such payments</i>	1	1	1	1	0	1	1	1	1	4	0	1	13	
<i>the highest payment (in mln PLN)</i>	0,757	0,102	0,217	0,108	0,000	0,225	0,202	0,036	0,029	0,300	0,000	0,005	0,757	
number of persons who received salaries of at least EUR 1 million in a given financial year: for salaries between EUR 1 million and EUR 5 million - divided into salary brackets of EUR 500,000, and for salaries above EUR 5 million - divided into salary brackets of EUR 1 million	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	

* / sharese - means the Volume Weighted Average Price of the Bank's shares at the Warsaw Stock exchange, that is available in Thomson Reuters or Bloomberg system

**/ for members of the Management Board PKO BP only a fixed remuneration, variable remuneration for 2017 is due to a lack of a passed Resolution of the Supervisory Board. Data will be supplemented after a decision by the Supervisory Board of the Bank.

***/ in the case of the Management Board PKO BP payments associated with contract expiration were shown - equivalents for unused time off in accordance with applicable labor laws

Quantitative data on variable components of remuneration -years: 2013 - 2017 according to the state on 30.06.2018

Table 10.3

REMUNERATION BY BUSINESS AREAS 2016

PKO Bank Polski SA					
Areas	Retail Market Area	Corporate Market and Investment Banking Area and International Banking Area	Other areas (including internal control functions)	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration) in mln PLN	5,41	19,98	34,44	18,62	59,83

Table 10.4

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2016

PKO Bank Polski SA

Specification	Management Board							Persons reporting directly to Management Board members (including chief accountant and internal control functions) and directors of corporate regions	Other persons (including internal control functions)	Total
	President of the Management Board Area	IT and Services Area	Finance and Accounting Area	Risk Management Area	Bancassurance Area	Retail Market Area	Corporate Market and Investment Banking Area and International Banking Area			
Number of persons	1	2	1	1	2	2	2	35	29	75
Paid regular remuneration (in mln PLN)	1,95	1,27	1,63	1,46	1,12	0,96	2,13	15,68	10,40	36,59
Variable remuneration for 2016 (in mln PLN)	1,49	0,98	1,25	1,13	0,86	0,74	1,66	10,20	4,93	23,24
granted non-deferred component of the amount (in mln PLN), including:	0,87	0,62	0,77	0,71	0,55	0,47	1,05	6,49	3,14	14,69
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,37</i>	<i>0,27</i>	<i>0,33</i>	<i>0,30</i>	<i>0,23</i>	<i>0,20</i>	<i>0,45</i>	<i>2,77</i>	<i>1,34</i>	<i>6,27</i>
<i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares at the price in Q4 2015 *)</i>	<i>14 026</i>	<i>10 017</i>	<i>12 315</i>	<i>11 460</i>	<i>8 831</i>	<i>7 546</i>	<i>16 856</i>	<i>104 190</i>	<i>50 380</i>	<i>235 621</i>
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2017 (in mln PLN)</i>	<i>0,50</i>	<i>0,36</i>	<i>0,44</i>	<i>0,41</i>	<i>0,32</i>	<i>0,27</i>	<i>0,60</i>	<i>3,72</i>	<i>1,80</i>	<i>8,42</i>
granted deferred component: cash - Instalment (in mln PLN):	0,10	0,06	0,08	0,07	0,05	0,05	0,10	0,62	0,30	1,44
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,10</i>	<i>0,06</i>	<i>0,08</i>	<i>0,07</i>	<i>0,05</i>	<i>0,05</i>	<i>0,10</i>	<i>0,62</i>	<i>0,30</i>	<i>1,44</i>
calculated and still unpaid component deferred for following years (in mln PLN), including:	0,52	0,30	0,40	0,35	0,26	0,22	0,50	3,08	1,49	7,12
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	<i>0,21</i>	<i>0,12</i>	<i>0,16</i>	<i>0,14</i>	<i>0,10</i>	<i>0,09</i>	<i>0,20</i>	<i>1,23</i>	<i>0,60</i>	<i>2,85</i>
<i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	<i>11 643</i>	<i>6 681</i>	<i>9 075</i>	<i>7 791</i>	<i>5 889</i>	<i>5 034</i>	<i>11 388</i>	<i>69 498</i>	<i>33 615</i>	<i>160 614</i>
value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd

* / sharese - means the Volume Weighted Average Price of the Bank's shares at the Warsaw Stock exchange, that is available in Thomson Reuters or Bloomberg system

Quantitative data on variable components of remuneration - years: 2013 - 2017 according to the state on 30.06.2018

Table 10.5

REMUNERATION BY BUSINESS AREAS 2015

PKO Bank Polski SA

Areas	Retail Market Area	Corporate Market and Investment Banking Area	Other areas (including internal control functions)	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration) in mln PLN	5,62	15,75	36,53	17,55	57,90

Table 10.6

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2015

PKO Bank Polski SA

Specification	Management Board							Persons reporting directly to Management Board members (including chief accountant and internal control functions) and directors of corporate regions	Other persons (including internal control functions)	Total
	President of the Management Board Area	IT and Services Area	Finance and Accounting Area	Risk Management Area	Bancassurance Area	Retail Market Area	Corporate Market and Investment Banking Area			
Number of persons	1	1	1	1	1	1	1	36	22	65
Paid regular remuneration (in mln PLN)	1,89	1,42	1,58	1,42	1,37	1,42	1,42	15,78	7,52	33,82
Variable remuneration for 2015 (in mln PLN)	1,30	1,00	1,11	1,00	0,63	1,00	1,00	11,85	5,19	24,08
granted non-deferred component of the amount (in mln PLN), including:	0,70	0,58	0,62	0,58	0,37	0,58	0,58	6,89	3,04	13,94
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,36</i>	<i>0,30</i>	<i>0,32</i>	<i>0,30</i>	<i>0,19</i>	<i>0,30</i>	<i>0,30</i>	<i>3,54</i>	<i>1,56</i>	<i>7,16</i>
<i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares at the price in Q4 2015 *)</i>	<i>12 935</i>	<i>10 742</i>	<i>11 562</i>	<i>10 742</i>	<i>6 795</i>	<i>10 742</i>	<i>10 742</i>	<i>127 581</i>	<i>56 235</i>	<i>258 076</i>
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2016 (in mln PLN)</i>	<i>0,34</i>	<i>0,28</i>	<i>0,30</i>	<i>0,28</i>	<i>0,18</i>	<i>0,28</i>	<i>0,28</i>	<i>3,35</i>	<i>1,48</i>	<i>6,78</i>
granted deferred component: cash - I and II instalment and financial instrument - I instalment (in mln PLN):	0,32	0,22	0,25	0,22	0,14	0,22	0,22	2,60	1,13	5,32
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,19</i>	<i>0,13</i>	<i>0,16</i>	<i>0,13</i>	<i>0,08</i>	<i>0,13</i>	<i>0,13</i>	<i>1,59</i>	<i>0,69</i>	<i>3,25</i>
<i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	<i>3 464</i>	<i>2 387</i>	<i>2 777</i>	<i>2 387</i>	<i>1 510</i>	<i>2 387</i>	<i>2 387</i>	<i>28 361</i>	<i>12 302</i>	<i>57 962</i>
<i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i>	<i>0,12</i>	<i>0,09</i>	<i>0,10</i>	<i>0,09</i>	<i>0,05</i>	<i>0,09</i>	<i>0,09</i>	<i>1,01</i>	<i>0,44</i>	<i>2,07</i>
calculated and still unpaid component deferred for following years (in mln PLN), including:	0,29	0,20	0,23	0,20	0,13	0,20	0,20	2,36	1,02	4,82
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	<i>0,10</i>	<i>0,07</i>	<i>0,08</i>	<i>0,07</i>	<i>0,04</i>	<i>0,07</i>	<i>0,07</i>	<i>0,79</i>	<i>0,34</i>	<i>1,61</i>
<i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	<i>6 928</i>	<i>4 774</i>	<i>5 554</i>	<i>4 774</i>	<i>3 020</i>	<i>4 774</i>	<i>4 774</i>	<i>56 722</i>	<i>24 604</i>	<i>115 924</i>
value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd

* / sharese - means the Volume Weighted Average Price of the Bank's shares at the Warsaw Stock exchange, that is available in Thomson Reuters or Bloomberg system

Quantitative data on variable components of remuneration -years: 2013 - 2017 according to the state on 30.06.2018

Table 10.7

REMUNERATION BY BUSINESS AREAS 2014

PKO Bank Polski SA

Areas	Retail Market Area	Corporate Market and Investment Banking Area	Other areas (including internal control functions)	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration) in mln PLN	6,41	10,95	29,92	15,37	47,29

Table 10.8

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2014

PKO Bank Polski SA

Specification	Management Board							Persons reporting directly to Management Board members (including chief accountant and internal control functions) and directors of corporate regions	Other persons (including internal control functions)	Total
	President of the Management Board Area	IT and Services Area	Finance and Accounting Area	Risk Management Area	Bancassurance Area	Retail Market Area	Corporate Market and Investment Banking Area			
Number of persons	1	1	1	1	1	1	1	33	28	68
Paid regular remuneration (in mln PLN)	1,82	1,37	1,52	1,37	1,37	1,37	1,37	15,41	6,61	32,20
Variable remuneration for 2014 (in mln PLN)	0,89	0,74	0,75	0,66	0,66	0,74	0,76	7,62	2,28	15,08
granted non-deferred component of the amount (in mln PLN), including:	0,52	0,43	0,44	0,38	0,39	0,43	0,44	4,46	1,34	8,83
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,29</i>	<i>0,24</i>	<i>0,24</i>	<i>0,21</i>	<i>0,21</i>	<i>0,24</i>	<i>0,25</i>	<i>2,49</i>	<i>0,74</i>	<i>4,93</i>
<i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares at the price in Q4 2014 */)</i>	<i>7 835</i>	<i>6 567</i>	<i>6 591</i>	<i>5 812</i>	<i>5 818</i>	<i>6 545</i>	<i>6 684</i>	<i>67 386</i>	<i>20 177</i>	<i>133 415</i>
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2015 (in mln PLN)</i>	<i>0,23</i>	<i>0,19</i>	<i>0,19</i>	<i>0,17</i>	<i>0,17</i>	<i>0,19</i>	<i>0,20</i>	<i>1,97</i>	<i>0,59</i>	<i>3,90</i>
granted deferred component: cash - I and II instalment and financial instrument - I instalment (in mln PLN):	0,30	0,25	0,25	0,22	0,22	0,25	0,26	2,61	0,78	5,16
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,19</i>	<i>0,16</i>	<i>0,16</i>	<i>0,14</i>	<i>0,14</i>	<i>0,16</i>	<i>0,17</i>	<i>1,68</i>	<i>0,50</i>	<i>3,32</i>
<i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	<i>3 482</i>	<i>2 920</i>	<i>2 930</i>	<i>2 584</i>	<i>2 586</i>	<i>2 910</i>	<i>2 972</i>	<i>29 978</i>	<i>8 982</i>	<i>59 344</i>
<i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i>	<i>0,11</i>	<i>0,09</i>	<i>0,09</i>	<i>0,08</i>	<i>0,08</i>	<i>0,09</i>	<i>0,09</i>	<i>0,93</i>	<i>0,28</i>	<i>1,84</i>
calculated and still unpaid component deferred for following years (in mln PLN), including:	0,06	0,05	0,05	0,05	0,05	0,05	0,05	0,55	0,17	1,09
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>	<i>0,00</i>
<i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	<i>1 741</i>	<i>1 460</i>	<i>1 465</i>	<i>1 292</i>	<i>1 293</i>	<i>1 455</i>	<i>1 486</i>	<i>14 989</i>	<i>4 491</i>	<i>29 672</i>
value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd

* / sharese - means the Volume Weighted Average Price of the Bank's shares at the Warsaw Stock exchange, that is available in Thomson Reuters or Bloomberg system

Quantitative data on variable components of remuneration -years: 2013 - 2017 according to the state on 30.06.2018

Table 10.9

REMUNERATION BY BUSINESS AREAS 2013

PKO Bank Polski SA

Areas	Retail Market Area	Corporate Market Area	Investment Banking Area	Other areas (including internal control functions)	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration) in mln PLN	6,87	8,62	6,32	26,58	16,01	48,39

Table 10.10

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2013

PKO Bank Polski SA

Management Board

Specification	Management Board								Persons reporting directly to Management Board members (including chief accountant and internal control functions) and directors of corporate regions	Other persons (including internal control functions)	Total
	President of the Management Board Area	IT and Services Area	Finance and Accounting Area	Risk Management Area	Corporate Market Area	Retail Market Area	Investment Banking Area				
Number of persons	1	1	1	1	1	1	1	1	37	17	61
Paid regular remuneration (in mln PLN)	1,78	1,33	1,48	1,31	1,31	1,33	1,33	14,78	5,33	29,99	
Variable remuneration for 2013 (in mln PLN)	1,15	0,77	0,98	0,84	0,71	0,79	0,88	9,18	3,09	18,40	
granted non-deferred component of the amount (in mln PLN), including:	0,68	0,48	0,61	0,52	0,45	0,49	0,55	5,74	1,94	11,46	
<i>cash (50% of non-deferred component) in mln PLN</i>	0,34	0,24	0,31	0,26	0,23	0,25	0,28	2,91	0,98	5,81	
<i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares at the price in Q4 2013 *)</i>	8 698	6 150	7 757	6 678	5 705	6 331	7 063	73 536	24 817	146 735	
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2014 (in mln PLN)</i>	0,34	0,24	0,30	0,26	0,22	0,24	0,27	2,83	0,96	5,65	
granted deferred component: cash - I, II and III instalment and financial instrument - I and II instalment (in mln PLN):	0,48	0,29	0,38	0,31	0,27	0,30	0,33	3,44	1,15	6,94	
<i>cash (50% of deferred component) in mln PLN</i>	0,27	0,16	0,21	0,18	0,15	0,17	0,19	1,95	0,65	3,95	
<i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	6 738	6 738	6 738	6 738	6 738	6 738	6 738	6 738	6 738	60 642	
<i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i>	0,20	0,12	0,16	0,14	0,12	0,13	0,14	1,48	0,50	2,99	
calculated and still unpaid component deferred for following years (in mln PLN), including:	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
<i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	
value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)	nd	nd	nd	nd	nd	nd	nd	nd	nd	nd	

* / sharese - means the Volume Weighted Average Price of the Bank's shares at the Warsaw Stock exchange, that is available in Thomson Reuters or Bloomberg system