

Quantitative data on variable components of remuneration -years: 2012 - 2016 according to the state on 31.05.2017

Table 10.1

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	5,18	19,34	33,14	17,88	57,66

Table 10.2

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			
<b>Number of persons</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>35</b>	<b>29</b>	<b>75</b>
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)	1,37	0,89	1,14	1,02	0,78	0,67	1,50	9,24	4,47	21,07
<b>granted non-deferred component of the amount (in mln PLN), including:</b>	<b>0,75</b>	<b>0,53</b>	<b>0,66</b>	<b>0,61</b>	<b>0,47</b>	<b>0,40</b>	<b>0,90</b>	<b>5,54</b>	<b>2,68</b>	<b>12,53</b>
<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 2016*/)</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>
<b>calculated and still unpaid component deferred for following years (in mln PLN), including:</b>	<b>0,62</b>	<b>0,36</b>	<b>0,48</b>	<b>0,41</b>	<b>0,31</b>	<b>0,27</b>	<b>0,61</b>	<b>3,69</b>	<b>1,79</b>	<b>8,54</b>
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	<i>0,31</i>	<i>0,18</i>	<i>0,24</i>	<i>0,21</i>	<i>0,16</i>	<i>0,13</i>	<i>0,30</i>	<i>1,85</i>	<i>0,89</i>	<i>4,27</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>11 641</i>	<i>6 678</i>	<i>9 074</i>	<i>7 791</i>	<i>5 887</i>	<i>5 031</i>	<i>11 388</i>	<i>69 465</i>	<i>33 592</i>	<i>160 547</i>
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to commencement of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to termination of an employment relationship (in mln PLN)</b>	n.a.	0,366	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
number of persons receiving such payments	n.a.	1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
the highest payment (in mln PLN)	n.a.	0,366	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>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</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

\* / 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: 2012 - 2016 according to the state on 31.05.2017

Table 10.3

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	5,57	15,66	36,21	17,41	57,44

Table 10.4

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			
<b>Number of persons</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>36</b>	<b>22</b>	<b>65</b>
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)	1,28	0,98	1,09	0,98	0,62	0,98	0,98	11,62	5,12	23,63
<b>granted non-deferred component of the amount (in mln PLN), including:</b>	<b>0,70</b>	<b>0,58</b>	<b>0,62</b>	<b>0,58</b>	<b>0,37</b>	<b>0,58</b>	<b>0,58</b>	<b>6,89</b>	<b>3,04</b>	<b>13,94</b>
<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>
<b>granted deferred component cash - 1 instalment (in mln PLN):</b>	<b>0,10</b>	<b>0,07</b>	<b>0,08</b>	<b>0,07</b>	<b>0,04</b>	<b>0,07</b>	<b>0,07</b>	<b>0,79</b>	<b>0,34</b>	<b>1,62</b>
<i>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>1,62</i>
<b>calculated and still unpaid component deferred for following years (in mln PLN), including:</b>	<b>0,48</b>	<b>0,33</b>	<b>0,39</b>	<b>0,33</b>	<b>0,21</b>	<b>0,33</b>	<b>0,33</b>	<b>3,93</b>	<b>1,73</b>	<b>8,06</b>
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	<i>0,19</i>	<i>0,13</i>	<i>0,15</i>	<i>0,13</i>	<i>0,08</i>	<i>0,13</i>	<i>0,13</i>	<i>1,57</i>	<i>0,69</i>	<i>3,23</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>10 390</i>	<i>7 161</i>	<i>8 330</i>	<i>7 161</i>	<i>4 530</i>	<i>7 161</i>	<i>7 161</i>	<i>85 055</i>	<i>37 494</i>	<i>174 443</i>
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to commencement of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,12	0,12
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1	1
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,12	0,12
<b>payments related to termination of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>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</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

\* / 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: 2012 - 2016 according to the state on 31.05.2017

Table 10.5

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	6,42	10,96	29,93	15,38	47,31

Table 10.6

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2014

PKO Bank Polski SA

Specification	Management Board							Persons reporting directly to Management Board members (including chief accountants 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			
<b>Number of persons</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>33</b>	<b>28</b>	<b>68</b>
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	7,63	2,28	15,11
<b>granted non-deferred component of the amount (in mln PLN), including:</b>	<b>0,52</b>	<b>0,43</b>	<b>0,44</b>	<b>0,38</b>	<b>0,39</b>	<b>0,43</b>	<b>0,44</b>	<b>4,46</b>	<b>1,34</b>	<b>8,83</b>
<i>cash (50% of non-deferred component) in mln PLN</i>	0,29	0,24	0,24	0,21	0,21	0,24	0,25	2,49	0,74	4,93
<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>	7 835	6 567	6 591	5 812	5 818	6 545	6 684	67 386	20 177	133 415
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2015 (in mln PLN)</i>	0,23	0,19	0,19	0,17	0,17	0,19	0,20	1,97	0,59	3,90
<b>granted deferred component: cash - I and II Instalment and financial instrument - I Instalment (in mln PLN):</b>	<b>0,18</b>	<b>0,15</b>	<b>0,15</b>	<b>0,13</b>	<b>0,13</b>	<b>0,15</b>	<b>0,15</b>	<b>1,51</b>	<b>0,45</b>	<b>2,99</b>
<i>cash (50% of non-deferred component) in mln PLN</i>	0,13	0,11	0,11	0,10	0,10	0,11	0,11	1,12	0,33	2,21
<i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	1 741	1 460	1 465	1 292	1 293	1 455	1 486	14 989	4 491	29 672
<i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i>	0,05	0,04	0,04	0,03	0,03	0,04	0,04	0,39	0,12	0,78
<b>calculated and still unpaid component deferred for following years (in mln PLN), including:</b>	<b>0,19</b>	<b>0,16</b>	<b>0,16</b>	<b>0,14</b>	<b>0,14</b>	<b>0,16</b>	<b>0,16</b>	<b>1,66</b>	<b>0,50</b>	<b>3,28</b>
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	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 - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	3 482	2 920	2 930	2 584	2 586	2 910	2 972	29 978	8 982	59 344
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to commencement of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,30	0,30
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1	1
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,30	0,30
<b>payments related to termination of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,18	0,18
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1	1
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,18	0,18
<b>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</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

\* / 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: 2012 - 2016 according to the state on 31.05.2017

Table 10.7

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	6,89	8,64	6,34	26,65	16,05	48,52

Table 10.8

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2013

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	Corporate Market Area	Retail Market Area	Investment Banking Area			
<b>Number of persons</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>37</b>	<b>17</b>	<b>61</b>
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)	1,16	0,78	0,99	0,84	0,72	0,80	0,89	9,25	3,11	18,54
<b>granted non-deferred component of the amount (in mln PLN), including:</b>	<b>0,68</b>	<b>0,48</b>	<b>0,61</b>	<b>0,52</b>	<b>0,45</b>	<b>0,49</b>	<b>0,55</b>	<b>5,74</b>	<b>1,94</b>	<b>11,46</b>
<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
<b>granted deferred component: cash - I, II and III instalment and financial instrument - I and II Instalment (in mln PLN):</b>	<b>0,40</b>	<b>0,24</b>	<b>0,31</b>	<b>0,26</b>	<b>0,22</b>	<b>0,25</b>	<b>0,28</b>	<b>2,86</b>	<b>0,96</b>	<b>5,77</b>
<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>	4 492	2 734	3 550	2 968	2 536	2 814	3 140	32 706	11 042	65 982
<i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i>	0,12	0,08	0,10	0,08	0,07	0,08	0,09	0,90	0,30	1,82
<b>calculated and still unpaid component deferred for following years (in mln PLN), including:</b>	<b>0,09</b>	<b>0,05</b>	<b>0,07</b>	<b>0,06</b>	<b>0,05</b>	<b>0,06</b>	<b>0,06</b>	<b>0,65</b>	<b>0,22</b>	<b>1,31</b>
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</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>	2 246	1 367	1 775	1 484	1 268	1 407	1 570	16 353	5 521	32 991
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to commencement of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to termination of an employment relationship (in mln PLN)</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,27	0,27
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	1	1
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0,27	0,27
<b>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</b>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

\* / kurs akcji - mediana średniodziennych cen akcji (Volume Weighted Average Price) Banku na Giełdzie Papierów Wartościowych S.A. w Warszawie, dostępnych w systemie informacyjnym Thomson Reuters albo Bloomberg

Quantitative data on variable components of remuneration -years: 2012 - 2016 according to the state on 31.05.2017

Table 10.9

REMUNERATION BY BUSINESS AREAS 2012

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	5,66	8,73	7,02	21,39	12,73	42,80

Table 10.10

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2012

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	Corporate Market Area	Retail Market Area	Investment Banking Area			
<b>Number of persons</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>34</b>	<b>16</b>	<b>56</b>
Paid regular remuneration (in mln PLN)	1,58	1,19	1,29	1,19	1,19	1,14	14,55	5,01	27,15
Variable remuneration for 2012 (in mln PLN)	1,08	0,82	0,91	0,77	0,75	0,80	7,89	2,63	15,65
<b>granted non-deferred component of the amount (in mln PLN), including:</b>	<b>0,65</b>	<b>0,51</b>	<b>0,56</b>	<b>0,48</b>	<b>0,46</b>	<b>0,49</b>	<b>4,87</b>	<b>1,62</b>	<b>9,64</b>
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,32</i>	<i>0,25</i>	<i>0,28</i>	<i>0,24</i>	<i>0,23</i>	<i>0,24</i>	<i>2,40</i>	<i>0,80</i>	<i>4,75</i>
<i>financial instrument - number of shares ( 50% of non-deferred component converted into a number of phantom shares at the price in Q4 2012 *)</i>	<i>8 900</i>	<i>6 990</i>	<i>7 714</i>	<i>6 558</i>	<i>6 335</i>	<i>6 792</i>	<i>66 821</i>	<i>22 231</i>	<i>132 342</i>
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2013 (in mln PLN)</i>	<i>0,33</i>	<i>0,26</i>	<i>0,28</i>	<i>0,24</i>	<i>0,23</i>	<i>0,25</i>	<i>2,47</i>	<i>0,82</i>	<i>4,89</i>
<b>granted deferred component: cash - I, II and III instalment and financial instrument - I, II and III instalment (in mln PLN):</b>	<b>0,43</b>	<b>0,32</b>	<b>0,35</b>	<b>0,30</b>	<b>0,29</b>	<b>0,31</b>	<b>3,02</b>	<b>1,01</b>	<b>6,01</b>
<i>cash (50% of non-deferred component) in mln PLN</i>	<i>0,23</i>	<i>0,17</i>	<i>0,19</i>	<i>0,16</i>	<i>0,15</i>	<i>0,17</i>	<i>1,62</i>	<i>0,54</i>	<i>3,23</i>
<i>financial instrument - number of shares ( 50% of deferred component converted into a number of phantom shares)</i>	<i>6 382</i>	<i>4 660</i>	<i>5 143</i>	<i>4 372</i>	<i>4 223</i>	<i>4 528</i>	<i>44 549</i>	<i>14 820</i>	<i>88 677</i>
<i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i>	<i>0,20</i>	<i>0,15</i>	<i>0,16</i>	<i>0,14</i>	<i>0,13</i>	<i>0,14</i>	<i>1,40</i>	<i>0,46</i>	<i>2,78</i>
<b>calculated and still unpaid component deferred for following years (in mln PLN), including:</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>
<i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</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>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>n.a.</i>
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>
<b>payments related to commencement of an employment relationship (in mln PLN)</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>payments related to termination of an employment relationship (in mln PLN)</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
the highest payment (in mln PLN)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
<b>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</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>

\* / 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