

Quantitative data on variable components of remuneration -years : 2014 - 2018 according to the state on 30.06.2019

Table 10.1

REMUNERATION BY BUSINESS AREAS - 2018 year

Capital Group PKO Bank Polski SA

Areas	Retail Market Area	Corporate Market and Investment Banking Area	Area of International and Transaction Banking and Cooperation with Local Governments and Government Agencies	Other areas	Including Management Board Members	Subsidiaries	Total
Amount of remuneration (regular and variable remuneration) in mln PLN	4,45	17,53	5,90	33,99	12,52	22,30	84,17

Table 10.2

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART - 2018 year

Capital Group PKO Bank Polski SA

Management Board

Specification	President of the Management Board Area	Area of Corporate Banking and Analysis	IT Area	Finance and Accounting Area	Risk Management Area	Operations Area	Retail Market Area	Corporate Market and Investment Banking Area	Area of International and Transaction Banking and Cooperation with Local Governments and Government Agencies	Persons reporting directly to Management Board Members (including chief accountant and directors of corporate regions)	Persons performing the internal control functions	Other persons	Subsidiaries	Total
Number of persons	1	1	1	1	1	1	1	1	1	40	9	27	48	133
Paid regular remuneration (in mln PLN)	0,79	0,69	0,69	0,69	0,74	0,69	0,69	0,69	0,69	15,06	3,04	9,11	15,62	49,17
Variable remuneration for 2018 (in mln PLN)	0,79	0,56	0,69	0,69	0,74	0,69	0,68	0,69	0,66	12,65	2,61	6,88	6,68	35,00
granted non-deferred component of the amount (in mln PLN), including:	0,48	0,33	0,41	0,41	0,44	0,41	0,41	0,41	0,40	6,55	1,31	3,44	3,36	18,36
<i>cash (50% of non-deferred component) in mln PLN</i>	0,24	0,17	0,21	0,21	0,22	0,21	0,20	0,21	0,20	3,27	0,66	1,72	1,68	9,18
<i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares)</i>	5 875	4 124	5 092	5 092	5 483	5 092	5 041	5 092	4 888	80 905	16 200	42 492	34 184 *	219 560
calculated and still unpaid component deferred for following years (in mln PLN), including:	0,32	0,22	0,27	0,27	0,30	0,27	0,27	0,27	0,26	4,37	0,87	2,29	2,24	12,24
<i>cash (50% of deferred component) in mln PLN</i>	0,16	0,11	0,14	0,14	0,15	0,14	0,14	0,14	0,13	2,18	0,44	1,15	1,12	6,12
<i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	3 917	2 750	3 395	3 395	3 656	3 395	3 361	3 395	3 259	53 942	10 802	28 333	22 788 *	146 388
payments related to commencement of an employment relationship (in mln PLN)	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>number of persons receiving such payments</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<i>the highest payment (in mln PLN)</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
payments related to termination of an employment relationship (in mln PLN) **	0	0	0	0	0	0	0	0	0	0,10	0,00	0,31	0,37 **	0,78
<i>number of persons receiving such payments</i>	0	0	0	0	0	0	0	0	0	2	0	1	6	9
<i>the highest payment (in mln PLN)</i>	0	0	0	0	0	0	0	0	0	0,07	0,00	0,31	0,15	0,31
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*/the number of financial instruments does not include data from Bank Hipoteczny, in which the number of shares will be calculated in 4Q 2019.

**/ including 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 : 2014 - 2017

Capital Group PKO Bank Polski SA

Table 10.3

Specification	Management Board Members	Persons reporting directly to Management Board Members (including chief accountant and directors of corporate regions)	Persons performing the internal control functions	Other persons	Subsidiaries	Total
value of deferred remuneration concerning previous years granted in the given financial year and subject to reduction as part of the adjustment related to results (in mln PLN), including:						
	3,29	4,19	0,98	1,37	2,62	12,45
<i>deferred component - cash in mln PLN</i>	1,38	1,81	0,41	0,57	1,37	5,54
<i>financial instrument - number of shares converted into cash</i>	1,91	2,38	0,57	0,80	1,25	6,91
value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN)	0	0	0	0	0	0
calculated and still unpaid component deferred for following years granted in previous years (in mln PLN), including:	4,36 *	8,07	1,86	3,67	5,73	23,68
<i>deferred component - cash in mln PLN</i>	1,50	4,03	0,93	1,83	2,64	10,93
<i>financial instrument - number of shares (deferred component converted into a number of phantom shares)</i>	102 291	123 208	28 305	53 940	707 764	1 015 508

*not include the variable remuneration for 2017, which was approved by the Supervisory Board in 2019.