

**Report on the remuneration of Members of the  
Management Board and of the Supervisory Board of  
PKO Bank Polski S.A.  
for 2022**

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## INFORMATION ON THE REPORT ON REMUNERATION OF THE MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD FOR THE PREVIOUS YEAR

ARTICLE 90G(8) OF THE ACT ON PUBLIC OFFERING – EXPLANATION OF HOW THE RESOLUTION OF THE GENERAL MEETING GIVING AN OPINION ON THE REPORT FOR THE PREVIOUS YEAR WAS TAKEN INTO ACCOUNT

On 12 May 2022, the Ordinary General Meeting of Shareholders of PKO Bank Polski S.A. adopted Resolution No 10/2022 on expressing an opinion regarding the “Report on remuneration of the members of the Management Board and Supervisory Board of Powszechna Kasa Oszczędności Bank Polski S.A. for 2021” prepared by the Supervisory Board, whereby the report was given a positive opinion, without any additional comments or reservations. Consequently, the manner of presentation of information on remuneration of Members of the Management Board and Supervisory Board has been followed in this report.

## LEGAL BASIS FOR REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

This Report on the remuneration of members of the Management and Supervisory Boards of PKO Bank Polski S.A. for 2022 ([the Report](#)) has been prepared in accordance with the legal regulations relating to remuneration in public companies, pursuant to Article 90g of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments to the organized trading system, and on public companies (consolidated text: Journal of Laws of 2021, item 1983, as amended) ([the Act on public offering](#)) and the Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement.

In accordance with Article 90g(2) of the Act on public offerings, the report was prepared in respect of each Member of the Management Board and Supervisory Board of PKO Bank Polski S.A.

The Report is a comprehensive review of remuneration received by Members of the Management Board and Supervisory or approved for payment as well as those not approved for payment to particular members of the Management Board and Supervisory Board of Powszechna Kasa Oszczędności Bank Polski Spółka Akcyjna ([PKO Bank Polski S.A. or the Bank](#)), granted in accordance with the following policy effective in 2022:

- Policy for remunerating members of the Supervisory Board and Management Board of PKO Bank Polski S.A. ([Remuneration Policy](#))
- Remuneration Policy for employees of the Bank and the PKO BP S.A. Group ([Remuneration Policy for employees](#))
- Rules for Employment and Remuneration of Members of the Bank’s Management Board ([Remuneration Rules](#))

ARTICLE 90G(2)(8) OF THE ACT ON PUBLIC OFFERING – INFORMATION ON ANY WAIVERS OF THE REMUNERATION POLICY IMPLEMENTATION PROCEDURE AND WAIVERS APPLIED IN ACCORDANCE WITH ARTICLE 90F, INCLUDING EXPLANATION OF THE REASONS AND PROCEDURE FOR WAIVERS, AND AS WELL AS INDICATION OF THE ELEMENTS IN RESPECT OF WHICH SUCH WAIVERS HAVE BEEN APPLIED

In 2022, the Bank did not waive the procedure for implementing or applying the Remuneration policy, nor did the Bank waive the application or temporary application of the applicable Remuneration policy.

In December 2022, the Bank amended the Rules for Employment and Remuneration of Members of the Bank’s Management Board (approved by Resolution No 196/2022 of the Supervisory Board) consisting in particular of:

1. extension of the actual deferral period of the variable remuneration, starting with the remuneration for 2021, as well as extending the actual retention period of the instrument by moving the payment date from 2 January to 1 July,
2. introduction of a provision on the application of the limitation referred to in Article 9ca(1b) of the Banking Law,
3. calculation of phantom shares based on the median of the Bank’s average daily share prices from the 1<sup>st</sup> quarter of the year following the bonus period,
4. conversion of phantom shares into a cash amount based on the median of the Bank’s average daily share prices from the 1<sup>st</sup> quarter of the year in which the payment is made,
5. determination of the maximum ratio of the average total annual gross remuneration of the Bank’s Management Board Members to the average total annual gross remuneration of other employees of the Bank at 1:22,
6. implementation of gender neutrality principles with regard to the compensation of Members of the Bank’s Management Board,
7. addition of provisions on environmental and social responsibility goals and provisions clarifying severance pay.

## REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD OF PKO BANK POLSKI S.A.

ARTICLE 90G(2)(2) OF THE ACT ON PUBLIC OFFERING – AN EXPLANATION OF HOW THE TOTAL REMUNERATION IS CONSISTENT WITH THE ADOPTED REMUNERATION POLICY, INCLUDING OF HOW IT CONTRIBUTES TO THE COMPANY'S LONG-TERM PERFORMANCE

In 2022, remuneration paid and payable to Members of the Management Board and the Supervisory Board of the Bank was sustainable, supported the pursuit of the Bank's strategic goals and its long-term development in view of the current financial position. The total amount of fixed and variable remuneration was determined according to the Remuneration Policy and the principles for calculating the amount thereof, the Rules for employment and remuneration of members of the bank's management board, and with the regulations binding for the banking sector and legal regulations on the principles for calculating remuneration of managers of certain companies.

The total remuneration is consistent with the adopted Remuneration Policy as regards:

- the level of remuneration, which was tailored to the strategic goals of PKO Bank Polski S.A. and of the Powszechna Kasa Oszczędności Bank Polski Spółka Akcyjna Group (PKO Bank Polski S.A. Group or the Bank's Group);
- creating an incentive mechanism for Members of the Management Board to take responsibility for the tasks and managerial goals to be achieved;
- a system for creating and awarding variable remuneration components that account for the net profit or loss and economic and financial indicators of the Bank and the Bank's Group.

The total amount of remuneration was determined based on the mechanisms included in the Remuneration Policy that depend on unbiased criteria linked to the strategic goals of the Bank:

- decisions on determining and granting variable remuneration are taken by independent bodies of the Bank – the Bank's Supervisory Board and the General Shareholders' Meeting, based on a pre-approved Bank's Directors' Report and the Bank's financial statements for the given financial year;
- the process of calculating and awarding variable remuneration is based on the management by objectives system, taking into consideration the achievement of financial goals by the Bank, at the same time introducing limits in the form of depriving of the right to the remuneration or reducing its amount due to circumstances which could lead to the Bank not achieving its strategic goals, such as incorrect execution of tasks, negligence in compliance with the law or Customer service standards;
- the amount of fixed remuneration complies with the requirements following from the provisions of the Act of 9 June 2016 on the rules of determining the remuneration of persons managing certain companies (consolidated text: Journal of Laws of 2020, item 1907, as amended).

Therefore, the remuneration granted to Members of the Bank's Management Board contributed to the achievement of long-term results by PKO Bank Polski S.A.

Fixed remuneration of Members of the Bank's Management Board is as follows:

- in the case of the President of the Management Board: 15 times;
- in the case of remaining Members of the Management Board: 14.5 times;

of the average monthly remuneration in the enterprise sector, excluding profit sharing schemes, in the fourth quarter of the preceding year, as announced by the President of the Central Statistical Office.

The fixed remuneration is in line with the Remuneration Policy, which stipulates that the fixed remuneration of Members of the Bank's Management Board is determined as an amount ranging from 7- to 15- times the basis of measurement representing the average monthly remuneration in the enterprise sector, excluding profit sharing schemes in the fourth quarter of the previous year, as announced by the President of the Central Statistical Office.

The amount of **variable remuneration** of Members of the Management Board of the Company granted in the form of bonuses in 2022 for 2021 depended on the unbiased and measurable criteria set by the Bank's Supervisory Board with reference to the financial and non-financial results. The amount of remuneration was specified according to the management objectives set:

- achieving net profit by the Bank and the Bank's Group;
- achieving specified economic and financial results;
- pursuing the Bank's and the Bank Group's strategy;
- maintaining the market position of the Bank.

Table 1. List of targets as well as quantitative and qualitative criteria of awarding variable remuneration to Members of the Management Board of the Bank

Target No	Bonus target	Weight	Settlement for 2021
Target 1	Net profit/loss of the Bank's Group	20%-30%	120%
Target 2	C/I (cost to income ratio) of the Bank's Group	10%-30%	120%
Target 3	ROE of the Bank's Group	10%-20%	120%
Target 4	Result on business activities of specific areas	30%-40%	119%-120%
Target 5	Cost of risk of the Bank's Group, taking into account loans measured at FVPL	30%	120%
Target 6	Deviation from the benchmark rate for the investment securities portfolio of the Treasury Department	10%	89%
Target 7	General assessment of SREP	10%	100%
Target 8	Alternative target (understood as a selection of the more favourable target after the final settlement) A. Customer satisfaction indicator presented based on Entry into Inactivity and Customer Exit Rate as defined by Finalta B. Satisfaction level measured by reference to: - Relational NPS (60%) - Employee NPS (30%) - Entry into Inactivity and Customer Exit Rate as defined by Finalta (10%)	10%-20%	120%
Target 9	Failure-free operation of critical systems	30%	120%
Target 10	Implementation of the Bank's Strategy	20%-40%	100%-120%

ARTICLE 90G(2)(3) OF THE ACT ON PUBLIC OFFERING – INFORMATION ON THE MANNER OF APPLICATION OF PERFORMANCE CRITERIA

Measures and weights are assigned to each management objective; they were assessed individually with respect to each of the members of the Bank's Management Board. On this basis the degree of achievement of the objective during the bonus period and the respective bonus were estimated. The weighted average achievement of each Board Member's targets was the factor used for further bonus accrual.

The level of cumulative achievement of each Board Member's targets affected their bonus ratios as follows by applying a straight-line accrual in the minimum, expected and maximum ranges:

level of cumulative achievement of targets	}	from 90% to 99.9%	→	a bonus of between 20% and 49.9% of the base
		from 100% to 119.9%	→	a bonus of between 50% and 99.9% of the base
		from 120%	→	a bonus of 100% of the base

The basis for bonus accrual is the fixed remuneration paid for the bonus period.

In addition, the accrued bonus of each member of the Bank's Management Board, was linked to the solidarity ratios included in the so-called Annual Note of the Bank, which the Supervisory Board determines for the calendar year in question, recognising the parameters relevant to the stable development of the Bank. The amount of the bonus was adjusted according to the level of implementation of the Bank Note by a ratio between 0.6 and 1.2. However, an adjustment of the bonus according to the implementation of the Bank Note could not result in a bonus higher than 100% in relation to the fixed remuneration.

Applying the above principles, the degree of settlement of the individual targets assigned to each member of the Bank's Management Board for 2021 and the impact of this settlement on the level of bonus awarded is presented in Table 2.

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD  
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Table 2. Settlement of bonus targets for Members of the Bank's Management Board for 2021.

Name and surname	Function	Target	Target 1	Target 2	Target 3	Target 4	Target 5	Target 6	Target 7	Target 8	Target 9	Target 10	weighted average % of completion	bonus awarded in PLN '000	variable/ fixed proportion
<b>Members of the Management Board who performed the function as at 31.12.2022</b>															
Marcin Eckert	Vice-President of the Management	Weight		20%	10%	30%				10%		30%	119,7%	438	100,0%
Wojciech Iwanicki	Vice-President of the Management		30%	30%	10%					10%		20%	120,0%	179	100,0%
Maks Kraczkowski <sup>1)</sup>	Vice-President of the Management Board		10%	10%	40%					10%		30%	120,0%	760	100,0%
			10%	10%	40%				20%	20%					
Mieczysław Król	Vice-President of the Management		30%	30%	10%					10%		20%	120,0%	760	100,0%
Artur Kurcweil	Vice-President of the Management		20%	20%						10%	30%	20%	120,0%	240	100,0%
Piotr Mazur	Vice-President of the Management				20%		30%		10%	10%		30%	118,0%	784	100,0%
<b>Members of the Management Board who ceased to perform their functions in the reporting year</b>															
Iwona Duda	President of the Management	Weight	30%	20%					10%		40%	120,0%	162	100,0%	
Bartosz Drabikowski	Vice-President of the Management		30%	20%	20%				10%		20%	120,0%	423	100,0%	
<b>Members of the Management Board who ceased to perform their functions in the year preceding the reporting year</b>															
Zbigniew Jagiello	President of the Management	Weight	30%	20%					10%	10%	30%	112,0%	332	96,0%	
Rafał Antczak	Vice-President of the Management		20%	10%	30%				10%		30%	114,0%	583	100,0%	
Jakub Papierski	Vice-President of the Management		10%	40%		10%		10%		30%		110,9%	541	92,8%	
Jan Emeryk Rościszewski <sup>2)</sup>	President of the Management		30%	20%				10%	10%	30%		115,2%	606	100,0%	
	Vice-President of the Management		10%	10%	40%			20%	20%						
Adam Marciniak	Vice-President of the Management		20%	20%					10%	30%	20%	116,0%	457	100,0%	
Rafał Kozłowski	Vice-President of the Management		30%	20%	20%				10%		20%	116,0%	339	100,0%	

<sup>1)</sup> During 2021, Maks Kraczkowski held two positions where the note was assigned: Retail market division and Division of international and transaction banking and cooperation with local authorities and government agencies. The settlement was calculated on the basis of these notes taking into account the periods of holding the position

<sup>2)</sup> During 2021, Jan Emeryk Rościszewski held two positions where the note was assigned: Retail market division and President of the Management Board. The settlement was calculated on the basis of these notes taking into account the periods of holding the position

In accordance with the Remuneration Rules, the variable remuneration of Members of the Bank's Management Board for 2022 will be awarded after the settlement of the targets assigned for 2022 and the acknowledgement of the fulfilment of duties by each Member of the Management Board by the General Meeting, which should take place by 30 June 2023.

The settlement of these targets and the amount of variable remuneration awarded for 2022 will be presented in the Report on remuneration of the Members of the Management Board and Supervisory Board for 2023.

Variable remuneration for 2022 in respect of bonuses and awards may be awarded to the Members of the Bank's Management Board in an amount not greater than 100% of the contractually agreed fixed remuneration for 2022. Table 6 presents the amounts of fixed remuneration paid in 2022.

Table 3. Weights of individual bonus targets assigned to Members of the Bank's Management Board for 2022

Name and surname	Function	Target	Target 1	Target 2	Target 3	Target 4	Target 5	Target 6	Target 7	Target 8	Target 9	Target 10	
<b>Members of the Management Board who performed the function as at 31.12.2022</b>													
Paweł Gruza	President of the Management Board	Weight	30%	20%					10%	10%		30%	
Maciej Brzozowski	Vice-President of the Management Board			10%	10%	40%					20%		20%
Marcin Eckert	Vice-President of the Management Board		30%	20%	20%						10%		20%
Wojciech Iwanicki	Vice-President of the Management Board		30%	30%	10%						10%		20%
Maks Kraczkowski	Vice-President of the Management Board			10%	10%	40%						20%	20%
Mieczysław Król	Vice-President of the Management Board		30%	30%	10%						10%		20%
Artur Kurcweil	Vice-President of the Management Board		20%	20%							10%	30%	20%
Piotr Mazur	Vice-President of the Management Board				20%		30%		10%	10%			30%
<b>Members of the Management Board who ceased to perform their functions in the reporting year</b>													
Iwona Duda	President of the Management Board	Weight	30%	20%					10%	10%		30%	
Bartosz Drabikowski	Vice-President of the Management Board		30%	20%	20%						10%		20%

The manner of awarding variable remuneration is specified in the Rules for Employment and Remuneration of Members of the Bank's Management Board. Variable remuneration components for particular bonus periods (calendar years) are awarded after accounting for the bonus targets, in accordance with the table below.

Table 4. Form and proportions of the variable remuneration, following from the Rules for Employment and Remuneration of Members of the Bank's Management Board

Amount of variable remuneration (gross)	Non-deferred variable remuneration – in the first year following the assessment period	Deferred variable remuneration – in equal instalments over the next years after the first year following the assessment period
	50% cash / 50% phantom shares	50% cash / 50% phantom shares
Up to PLN 700,000 (inclusive)	60% of the basic variable remuneration	40% of the variable remuneration basis
Over PLN 700,000	PLN 420,000 plus 40% of the amount exceeding PLN 700,000	PLN 280,000 plus 60% of the excess over PLN 700,000

Variable remuneration is deferred for 5 years.

Due to the state of COVID-19 epidemic being announced in the territory of Poland on 20 March 2020 and its consequences for the business activities in the country and its impact on the further operation of the banking sector, the Bank's Supervisory Board decided, among other things, to change the proportions of deferred and non-deferred remuneration of Members of the Management Board of the Bank and to change the deferral period, disbursement date, and the basis for determining variable remuneration in the form of phantom shares, as well as the manner of converting the phantom shares into the amount to be disbursed for the years 2016–2019. Therefore in 2020 the Bank, basing on the position of the Office of the Polish Financial Supervision Authority dated 17 April 2020 on variable components of remuneration in banks and insurance companies, complied with the Remuneration Policy in accordance with its purposes, in consideration of all external and internal factors with an impact on its financial position and long-term goals. The change described above was maintained in 2022 in respect of variable remuneration for 2017-2019.

Table 5. Changes in the determination of variable remuneration following from the aforementioned resolutions of the Bank's Supervisory Board.

Specification	Amount following from internal regulations		Amount following the resolution adopted in 2022	
Proportion between the non-deferred and deferred variable remuneration for 2019	Non-deferred 60% Deferred 40% <sup>1)</sup>		Non-deferred 40% Deferred 60%	
Proportion between variable remuneration for 2019 in cash / in the form of an instrument	Cash 50% Instrument 50%		Cash 40% Instrument 60%	
Deadline for disbursement of deferred variable remuneration with respect to non-disbursed instalments for the years 2017-2019	cash	1 July	cash	1 July (unchanged)
	Instrument	2 January	Instrument	1 July

<sup>1)</sup> In accordance with internal regulations, up to the amount of PLN 700,000 the proportion is 60% to 40%, and above this amount 40% to 60%.

In addition, on 20 June 2022, pursuant to Resolution No 93/2022 of the Supervisory Board approving the amount of variable remuneration for 2017-2021 to be paid in July 2022 and January 2023 to the Members of the Bank's Management Board and the determination of the existence of reasons to reduce the amount or restrict the funds for these payments, with regard to the Management Board's variable remuneration for 2020, the amount of funds for the deferred component of this remuneration paid in July 2022 and January 2023 was reduced by 21% due to the uncertain economic situation. In accordance with Resolution No 196/2022 of the Supervisory Board, of 30 December 2022, the instrument payment deadline was extended from January, to July with regard to the variable remuneration components for 2021 and subsequent years.

During the period of performing their functions Members of the Bank's Management Board were covered with liability insurance for directors and officers (D&O), but due to the scope of the insurance which also covered other persons employed by the Bank, it is impossible to indicate individual amounts of cover for each of the Members of the Bank's Management Board.

In addition, Members of the Bank's Management Board could independently finance:

- healthcare, life and health insurance package and insurance of loss of remuneration resulting from the inability to work as a result of illness or an accident – such packages paid for with their own funds could also cover members of their families;
- the cost of use of company cars for private purposes.

#### ARTICLE 90G(2)(7) OF THE ACT ON PUBLIC OFFERING – INFORMATION ON EXERCISING THE RIGHT TO CLAIM BACK VARIABLE REMUNERATION

The Remuneration Policy does not stipulate a duty to refund variable remuneration that has already been awarded and disbursed, but it entitles the Bank's Supervisory Board to adopt additional resolutions according to which, among other things, the Bank may claim back the variable remuneration. No such claim was made in 2022.

#### ARTICLE 90G(2)(1) OF THE ACT ON PUBLIC OFFERING – THE AMOUNT OF TOTAL REMUNERATION, BROKEN DOWN INTO THE COMPONENTS REFERRED TO IN ARTICLE 90D(3)(1) (FIXED AND VARIABLE COMPONENTS OF REMUNERATION, OTHER CASH AND NON-CASH BENEFITS) AND THE RELATIVE PROPORTIONS OF THOSE REMUNERATION COMPONENTS – INFORMATION IN RESPECT OF REMUNERATION PAID IN 2022

#### ARTICLE 90G(2)(6) OF THE ACT ON PUBLIC OFFERING – NUMBER OF FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND THE MAIN CONDITIONS FOR THE EXERCISE OF RIGHTS UNDER THOSE INSTRUMENTS, INCLUDING THE EXERCISE PRICE AND DATE AND THEIR CHANGES – INFORMATION IN RESPECT OF REMUNERATION PAID IN 2022

The amount of the total remuneration awarded and paid in 2022 to the Members of the Bank's Management Board, broken down into fixed, variable and other benefit components and information on the relative proportions between these components, taking into account the number of the instrument granted and the exercise price and date, is presented in Table 6.

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD  
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Table 6. Remuneration paid to the Members of the Bank's Management Board in 2022 (in PLN'000)

MANAGEMENT BOARD OF THE BANK	Period of performing function	Fixed remuneration for 2022	Variable remuneration				TOTAL variable remuneration paid	Other benefits - EPP, non-competition clause, other	Total remuneration paid and benefits provided	Proportion of variable to fixed remuneration	
			Component of variable remuneration	Remuneration in cash	Remuneration in the form of a instrument - phantom shares						
					Remuneration amount <sup>1)</sup>	Number of instruments subject to conversion					
<b>Members of the Management Board who performed the function as at 31.12.2022</b>											
Paweł Gruza	from 2022.08.10	425	bonus	-	-	-	-	-	425	-	
Maciej Brzozowski	from 2022.03.25	832	bonus	-	-	-	-	-	832	-	
Marcin Eckert	from 2021.06.08	1 074	bonus	131	-	-	131	-	1 205	12,2%	
		for 2021	131	-	-	-	-	-	-	-	
Wojciech Iwanicki	from 2021.10.14	1 074	bonus	54	-	-	54	19	1 147	5,0%	
		for 2021	54	-	-	-	-	-	-	-	
Maks Kraczkowski	from 2016.07.04	1 074	bonus	354	563	14 484	917	70	2 061	85,4%	
		for	2021	222	-	-	-	-	-	-	-
			2020	31	210	5 302	-	-	-	-	-
			2019	57	148	3 848	-	-	-	-	-
			2018	45	77	2 001	-	-	-	-	-
2017	-	128	3 333	-	-	-	-	-	-		
Mieczysław Król	from 2016.06.06	1 074	bonus	366	613	15 746	979	72	2 125	91,2%	
		for	2021	222	-	-	-	-	-	-	-
			2020	40	264	6 675	-	-	-	-	-
			2019	57	148	3 848	-	-	-	-	-
			2018	47	80	2 084	-	-	-	-	-
2017	-	121	3 139	-	-	-	-	-	-		
Artur Kurcweil	from 2021.09.14	1 074	bonus	72	-	-	72	31	1 177	6,7%	
		for 2021	72	-	-	-	-	-	-	-	
Piotr Mazur	from 2013.01.08	1 074	bonus	380	646	16 628	1 026	74	2 174	95,5%	
		for	2021	227	-	-	-	-	-	-	-
			2020	42	270	6 836	-	-	-	-	-
			2019	60	157	4 088	-	-	-	-	-
			2018	50	86	2 244	-	-	-	-	-
2017	-	133	3 460	-	-	-	-	-	-		
<b>Members of the Management Board who ceased to perform their functions in the reporting year</b>											
Iwona Duda <sup>2)</sup>	2021.10.23 - 2022.08.09	670	bonus	48	-	-	48	407	1 125	7,2%	
		for 2021	48	-	-	-	-	-	-	-	
Bartosz Drabikowski	2008.05.20-2017.12.21 2021.06.15 - 2022.12.15	1 028	bonus	127	139	3 605	266	45	1 339	25,9%	
		for	2021	127	-	-	-	-	-	-	-
			2017	-	139	3 605	-	-	-	-	-
<b>Members of the Management Board who ceased to perform their functions in previous years</b>											
Zbigniew Jagiełło	2009.10.01 - 2021.06.07	-	severance pay	159	-	-	1 035	50	1 085	-	
		for	bonus	162	714	18 385	-	-	-	-	
			2021	159	-	-	-	-	-	-	-
			2020	44	277	6 998	-	-	-	-	-
			2019	64	166	4 328	-	-	-	-	-
			2018	54	92	2 405	-	-	-	-	-
2017	-	179	4 654	-	-	-	-	-	-		

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD  
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MANAGEMENT BOARD OF THE BANK	Period of performing function	Fixed remuneration for 2022	Variable remuneration				TOTAL variable remuneration paid	Other benefits - EPP, non-competition clause, other	Total remuneration paid and benefits provided	Proportion of variable to fixed remuneration
			Component of variable remuneration	Remuneration in cash	Remuneration in the form of a instrument - phantom shares					
					Remuneration amount <sup>1)</sup>	Number of instruments subject to conversion				
Rafał Antczak	2017.07.02 - 2021.10.14	-	severance pay	185	-	-	874	302	1 176	-
			bonus	174	515	13 206				
		for	2021	224	-	-				
			2020	40	264	6 675				
			2019	57	148	3 848				
			2018	38	65	1 688				
2017	-	38	995							
Jakub Papierski	2010.03.22 - 2021.10.14	-	severance pay	185	-	-	979	283	1 262	-
			bonus	174	620	15 940				
		for	2021	215	-	-				
			2020	40	264	6 675				
			2019	57	148	3 848				
			2018	47	80	2 084				
2017	-	128	3 333							
Jan Emeryk Rościszewski	2016.07.18 - 2021.10.22	-	severance pay	198	-	-	981	343	1 324	-
			bonus	176	607	15 593				
		for	2021	231	-	-				
			2020	40	264	6 675				
			2019	57	148	3 848				
			2018	46	79	2 063				
2017	-	116	3 007							
Adam Marciniak	2017.10.01 - 2021.08.13	-	severance pay	185	-	-	849	176	1 025	-
			bonus	152	512	13 128				
		for	2021	193	-	-				
			2020	40	264	6 675				
			2019	57	148	3 848				
			2018	47	80	2 084				
2017	-	20	521							
Rafał Kozłowski	2018.01.01 - 2021.06.15	-	severance pay	157	-	-	793	57	850	-
			bonus	144	492	12 607				
		for	2021	157	-	-				
			2020	40	264	6 675				
			2019	57	148	3 848				
2018	47	80	2 084							
Janusz Derda	2016.12.01 - 2017.08.09	-	bonus	-	50	1 309	50	-	50	-
		for	2017	-	50	1 309				

<sup>1)</sup> Share prices adopted for conversion: phantom shares->cash

deferred remuneration for 2017-2019 - payment on 01.07.2022 price in April 2022 share price PLN 38.44

deferred remuneration for 2020 - payment on 03.01.2022 price in the 3<sup>rd</sup> quarter of 2021 share price PLN 39.53

<sup>2)</sup> Duda Iwona: other benefits includes an addition to the income from the memorandum of understanding, following the termination of the function in the non-compete period.

Discrepancies between the total amounts of variable remuneration in cash form and in the form of shares, and the totals of particular instalments of the remuneration result from rounding for presentation purposes; discrepancies between the total number of phantom shares and the total number of shares from particular instalments result from rounding (upwards) each instalment to whole shares.

With regard to the remuneration presented in Table 6, the relative proportion of variable remuneration to fixed remuneration for individual members of the Bank's Management Board results in particular from:

- the share price at which the payable variable remuneration in the form of an instrument was calculated;
- payment of deferred remuneration 2017 which, until 20 June 2017, was based on fixed remuneration not yet covered by the statutory regulations putting a cap on top management remuneration (since 21 June 2017, fixed remuneration was reduced);
- the fair interest rate<sup>1</sup> taken into account for the payment of the deferred cash component of variable remuneration.

ARTICLE 90G(2)(5) OF THE ACT ON PUBLIC OFFERING – AMOUNT OF REMUNERATION RECEIVED FROM ENTITIES OF THE SAME GROUP WITHIN THE MEANING OF THE ACCOUNTING ACT OF 29 SEPTEMBER 1994

In 2022, Members of the Bank's Management Board do not receive remuneration from entities belonging to the same group due for the period covered by the Report. The remuneration from members of the same Group within the meaning of the Accounting Act of 29 September 1994 (Journal of Laws of 2021, item 217) does not include remuneration from associates and joint ventures. Respective disclosures may be found in the Directors' Report on the operations of the PKO Bank Polski S.A. Group for 2022, in the part relating to benefits for managers and supervisors, if any.

ARTICLE 90G(2)(1) OF THE ACT ON PUBLIC OFFERING – THE AMOUNT OF TOTAL REMUNERATION, BROKEN DOWN INTO THE COMPONENTS REFERRED TO IN ARTICLE 90D(3)(1) (FIXED AND VARIABLE COMPONENTS OF REMUNERATION, OTHER CASH AND NON-CASH BENEFITS) AND THE RELATIVE PROPORTIONS OF THOSE REMUNERATION COMPONENTS – INFORMATION IN RESPECT OF REMUNERATION PAYABLE AND POTENTIALLY PAYABLE AS AT 13 DECEMBER 2022

ARTICLE 90G(2)(6) OF THE ACT ON PUBLIC OFFERING – NUMBER OF FINANCIAL INSTRUMENTS GRANTED OR OFFERED AND THE MAIN CONDITIONS FOR THE EXERCISE OF RIGHTS UNDER THOSE INSTRUMENTS, INCLUDING THE EXERCISE PRICE AND DATE AND THEIR CHANGES – INFORMATION IN RESPECT OF REMUNERATION PAYABLE AND POTENTIALLY PAYABLE AS AT 13 DECEMBER 2022

The amount of variable remuneration authorised for payment and not authorised for payment to Members of the Bank's Management Board as at the end of 2022, taking into account the number of the instrument granted and its grant price and exercise date, is provided in Table 7.

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<sup>1</sup> The fair interest rate is considered to be the average interest expense on the Bank's offer of term deposits for individuals, without taking into consideration structured deposits and the IPA investment account, as at the last day of January. The fair interest rate is applied for the period from the date of payment of the cash component of non-deferred variable remuneration for a given bonus period until the date of payment of each of the instalments of the cash component of deferred remuneration. Interest on the cash component is calculated per annum on the outstanding part of the deferred remuneration, at the fair interest rate which is established by the Bank in January of a given calendar year. Capitalized interest on the part of the cash component which is not paid in the form of an instalment of the deferred remuneration is added to the deferred part which remains to be paid in subsequent years on a compound interest basis.

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD  
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Table 7. Variable remuneration authorised and not authorised for payment to Members of the Bank's Management Board for 2018–2021, as at 31.12.2022 (in PLN '000)

MANAGEMENT BOARD OF THE BANK	Component of variable remuneration	Variable remuneration in cash					Remuneration in the form of a instrument – phantom shares														Total amount of variable remuneration payable and potentially payable
							Amount resulting from the instrument:								Number of shares after conversion						
							for pay- ment <sup>1)</sup>	convertible to instrument <sup>2)</sup>													
year of payment	'23	'24	'25	'26	'27	'23	'23	'24	'25	'26	'27	'28	'23	'24	'25	'26	'27	'28			
<b>Members of the Management Board who performed the function as at 31.12.2022</b>																					
Marcin Eckert	bonus	88					219							4 750						307	
	for 2021	18	18	18	18	18	-	131	18	18	18	18	18	18	2 850	380	380	380	380	380	
Wojciech Iwanicki	bonus	36					90							1 949						126	
	for 2021	7	7	7	7	7	-	54	7	7	7	7	7	7	1 169	156	156	156	156	156	
Maks Kraczkowski	bonus	291					699							22 115						990	
	for	2021	32	32	32	32	32	-	222	32	32	32	32	32	4 821	687	687	687	687	687	
		2020	38	38	-	-	-	29	-	38	38	-	-	-	1 178	1 492	1 492	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
		2018	-	-	-	-	-	-	44	-	-	-	-	-	2 001	-	-	-	-	-	
Mieczysław Król	bonus	316					735							23 515						1 051	
	for	2021	32	32	32	32	32	-	222	32	32	32	32	32	4 821	687	687	687	687	687	
		2020	51	51	-	-	-	38	-	51	51	-	-	-	1 551	1 964	1 964	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
		2018	-	-	-	-	-	-	46	-	-	-	-	-	2 084	-	-	-	-	-	
Artur Kurcweil	bonus	48					120							2 610						168	
	2021	10	10	10	10	10	-	72	10	10	10	10	10	1 565	209	209	209	209	209		
Piotr Mazur	bonus	332					768							24 698						1 100	
	for	2021	33	33	33	33	33	-	227	33	33	33	33	33	4 924	718	718	718	718	718	
		2020	53	53	-	-	-	40	-	53	53	-	-	-	1 632	2 066	2 066	-	-	-	
		2019	60	-	-	-	-	-	90	90	-	-	-	-	4 088	4 088	-	-	-	-	
		2018	-	-	-	-	-	-	49	-	-	-	-	-	2 244	-	-	-	-	-	

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD  
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MANAGEMENT BOARD OF THE BANK	Component of variable remuneration	Variable remuneration in cash					Remuneration in the form of a instrument – phantom shares														Total amount of variable remuneration payable and potentially payable
							Amount resulting from the instrument:								Number of shares after conversion						
							for pay- ment <sup>1)</sup>	convertible to instrument <sup>2)</sup>													
year of payment	'23	'24	'25	'26	'27	'23	'23	'24	'25	'26	'27	'28	'23	'24	'25	'26	'27	'28			
<b>Members of the Management Board who ceased to perform their functions in the reporting year</b>																					
Iwona Duda	bonus	32					81							1 758						113	
	for 2021	6	6	6	6	6	-	48	6	6	6	6	6	6	1 053	141	141	141	141	141	
Bartosz Drabikowski	bonus	85					212							4 597						297	
	for 2021	17	17	17	17	17	-	127	17	17	17	17	17	17	2 757	368	368	368	368	368	
<b>Members of the Management Board who ceased to perform their functions in previous years</b>																					
Zbigniew Jagiello	severance pay	39					-							-						942	
	bonus	281					622							22 020							
	for	2021	60	21	21	21	21	-	120	21	21	21	21	21	2 603	461	461	461	461	461	
		2020	56	56	-	-	-	42	-	56	56	-	-	-	1 713	2 169	2 169	-	-	-	
		2019	63	-	-	-	-	-	95	95	-	-	-	-	4 328	4 328	-	-	-	-	
2018		-	-	-	-	-	-	53	-	-	-	-	-	2 405	-	-	-	-	-		
Rafał Antczak	bonus	318					731							23 202						1 049	
	for	2021	32	32	32	32	32	-	224	32	32	32	32	32	4 854	697	697	697	697	697	
		2020	51	51	-	-	-	38	-	51	51	-	-	-	1 551	1 964	1 964	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
		2018	-	-	-	-	-	-	37	-	-	-	-	-	1 688	-	-	-	-	-	
Jakub Papierski	bonus	306					719							23 139						1 025	
	for	2021	30	30	30	30	30	-	215	30	30	30	30	30	4 670	642	642	642	642	642	
		2020	51	51	-	-	-	38	-	51	51	-	-	-	1 551	1 964	1 964	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
		2018	-	-	-	-	-	-	46	-	-	-	-	-	2 084	-	-	-	-	-	

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD  
AND OF THE SUPERVISORY BOARD OF PKO BANK POLSKI S.A. FOR 2022

MANAGEMENT BOARD OF THE BANK	Component of variable remuneration	Variable remuneration in cash					Remuneration in the form of a instrument – phantom shares														Total amount of variable remuneration payable and potentially payable
							Amount resulting from the instrument:								Number of shares after conversion						
							for pay- ment <sup>1)</sup>	convertible to instrument <sup>2)</sup>													
year of payment	'23	'24	'25	'26	'27	'23	'23	'24	'25	'26	'27	'28	'23	'24	'25	'26	'27	'28			
Jan Emeryk Rościszewski	bonus	329					757								23 970						1 086
	for	2021	34	34	34	34	34	-	231	34	34	34	34	34	5 012	744	744	744	744	744	
		2020	51	51	-	-	-	38	-	51	51	-	-	-	1 551	1 964	1 964	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
		2018	-	-	-	-	-	-	45	-	-	-	-	-	2 063	-	-	-	-	-	
Adam Marciniak	bonus	286					677								22 233						963
	for	2021	26	26	26	26	26	-	193	26	26	26	26	26	4 184	558	558	558	558	558	
		2020	51	51	-	-	-	38	-	51	51	-	-	-	1 551	1 964	1 964	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
		2018	-	-	-	-	-	-	46	-	-	-	-	-	2 084	-	-	-	-	-	
Rafał Kozłowski	severance pay	28					-								-						881
	bonus	263					590								20 350						
	for	2021	49	21	21	21	21	-	129	21	21	21	21	21	2 811	456	456	456	456	456	
		2020	51	51	-	-	-	38	-	51	51	-	-	-	1 551	1 964	1 964	-	-	-	
		2019	56	-	-	-	-	-	85	85	-	-	-	-	3 848	3 848	-	-	-	-	
2018		-	-	-	-	-	-	46	-	-	-	-	-	2 084	-	-	-	-	-		

<sup>1)</sup> Share price adopted for conversion: phantom shares->cash authorised for payment:  
variable remuneration for 2020 at the price in Q3 2022: 24.6673 – payment on 03.01.2023

<sup>2)</sup> Share price adopted for conversion: cash accrued -> phantom shares:  
variable remuneration for 2021 at the price in Q1 2022: 46.06  
variable remuneration for 2020 at the price in Q4 2020: 25.8  
variable remuneration for previous periods at the price in April 2020: 21.98105

Discrepancies between the total amounts of variable remuneration in cash form and in the form of shares, and the totals of particular instalments of the remuneration result from rounding for presentation purposes.

## REMUNERATION OF MEMBERS OF THE SUPERVISORY BOARD OF PKO BANK POLSKI S.A.

ARTICLE 90G(2)(1) OF THE ACT ON PUBLIC OFFERING – THE AMOUNT OF TOTAL REMUNERATION, BROKEN DOWN INTO THE COMPONENTS REFERRED TO IN ARTICLE 90D(3)(1) (FIXED AND VARIABLE COMPONENTS OF REMUNERATION, OTHER CASH AND NON-CASH BENEFITS) AND THE RELATIVE PROPORTIONS OF THOSE REMUNERATION COMPONENTS

The total remuneration of Members of the Bank's Supervisory Board granted and paid in accordance with the adopted Remuneration Policy and the principles described therein is disclosed in Table 8.

Table 8. Remuneration of members of the Bank's Supervisory Board paid in 2022 (in PLN '000)

SUPERVISORY BOARD	Period of performing function on the Supervisory Board	Fixed remuneration paid in 2022
<b>Members of the Board who performed the function as at 31.12.2022</b>		
Mariusz Andrzejewski	from 2017.06.22	163
Wojciech Jasiński	from 2016.02.25	204
Dominik Kaczmarski	from 2021.06.07	183
Andrzej Kisielewicz	from 2016.02.25	163
Rafał Kos	from 2020.08.26	163
Tomasz Kuczur	from 2021.10.12	163
Maciej Łopiński	from 2021.06.07	204
Krzysztof Michalski	from 2019.09.17	163
Robert Pietryszyn	from 2022.10.18	19
Bogdan Szafrąński	from 2021.10.12	163
Agnieszka Winnik – Kalemba	from 2021.06.07	163
<b>Members of the Board who ceased to perform their functions in 2022</b>		
Grzegorz Chłopek	2020.08.26 - 2022.10.17	143

In accordance with the Remuneration Policy, monthly remuneration of Members of the Supervisory Board of the Bank is determined as the product of the basis for measurement referred to in the Act of 9 June 2016 on principles for determining remuneration of managers of certain companies (understood as the average monthly remuneration in the enterprise sector, excluding profit sharing schemes, in the fourth quarter of the preceding year, as announced by the President of the Central Statistical Office) and a relevant multiplier:

- for the Chairman of the Supervisory Board – 2.75;
- for the Deputy Chairman of the Supervisory Board – 2.5;
- for the Secretary of the Supervisory Board – 2.25;
- for the remaining Members of the Supervisory Board – 2.

The remuneration shall be increased by 10% if a Member of the Bank's Supervisory Board sits on at least one standing committee of the Supervisory Board.

In addition to their remuneration, Members of the Supervisory Board of the Bank are entitled to reimbursement for the costs incurred in connection with their function, in particular travel costs from the place of residence to the location of the Supervisory Board's meeting and back, costs of accommodation and food.

Members of the Supervisory Board of the Bank could purchase such benefits as the healthcare package, life and health insurance and insurance of remuneration lost as a result of inability to work due to illness or accident.

ARTICLE 90G(2)(5) OF THE ACT ON PUBLIC OFFERING – AMOUNT OF REMUNERATION RECEIVED FROM ENTITIES OF THE SAME GROUP WITHIN THE MEANING OF THE ACCOUNTING ACT OF 29 SEPTEMBER 1994

Members of the Bank's Supervisory Board do not receive remuneration from entities belonging to the same group within the meaning of the Accounting Act of 29 September 1994 (Journal of Laws of 2019, items 351, 1495, 1571, 1655 and 1680 and of 2020 item 568) for the period covered by the Report.

## COMPARISON OF REMUNERATION AT PKO BANK POLSKI S.A.

ARTICLE 90G(2)(4) OF THE ACT ON PUBLIC OFFERING – INFORMATION ON ANY CHANGES OCCURRING DURING THE YEAR WITH RESPECT TO THE REMUNERATION, THE COMPANY'S PERFORMANCE, AS WELL AS THE AVERAGE REMUNERATION PAID TO THE COMPANY'S EMPLOYEES OTHER THAN THE MANAGEMENT BOARD OR SUPERVISORY BOARD MEMBERS, OVER THE PERIOD OF AT LEAST THE LAST FIVE FINANCIAL YEARS, PRESENTED CUMULATIVELY AND IN A MANNER ENABLING THEIR COMPARISON

Table 9. Changes in remuneration (fixed and variable, excluding severance pay) paid in 2017–2022 to Members of the Bank's Management Board who performed their functions in 2022

MEMBERS OF THE BANK'S MANAGEMENT BOARD	Period of performing function	Remuneration paid (in PLN '000)					
		2017 <sup>1)</sup>	2018 <sup>2), 3)</sup>	2019 <sup>4)</sup>	2020	2021	2022
<b>Members of the Management Board who performed the function as at 31.12.2022</b>							
Paweł Gruza	from 2022.08.10	-	-	-	-	-	425
change y/y						-	-
Maciej Brzozowski	from 2022.03.25	-	-	-	-	-	832
change y/y						-	-
Marcin Eckert	from 2021.06.08	-	-	-	-	438	1 205
change y/y						-	175%
Wojciech Iwanicki	from 2021.10.14	-	-	-	-	179	1 128
change y/y						-	6,3x
Maks Kraczkowski	from 2016.07.04	1 210	1 225	1 379	1 320	1 549	1 991
change y/y		77%	1%	13%	-4%	17%	29%
Mieczysław Król	from 2016.06.06	1 231	1 251	1 387	1 335	1 585	2 053
change y/y		57%	2%	11%	-4%	19%	29%
Artur Kurcweil	from 2021.09.14	-	-	-	-	240	1 146
change y/y						-	4,8x
Piotr Mazur	from 2013.01.08	1 928	1 838	1 768	1 578	1 707	2 101
change y/y		-7%	-5%	-4%	-11%	8%	23%
<b>Members of the Management Board who ceased to perform their functions in 2022</b>							
Iwona Duda	2021.10.23 - 2022.08.09	-	-	-	-	162	718
change y/y						-	4,4x
Bartosz Drabikowski <sup>5)</sup>	2021.06.15 - 2022.12.15	2 091	1 194	870	473	743	1 293
change y/y		-14%	-43%	-27%	-46%	57%	74%
<b>Other Members of the Management Board who ceased to perform their functions in previous years</b>							
Inactive Members of the Management Board		8 545	9 013	9 032	8 507	7 731	4 491
change y/y		-13%	5%	0%	-6%	-9%	-42%
Total Members of the Management Board		15 005	14 521	14 436	13 213	14 334	17 383
change y/y		-5%	-3%	-1%	-8%	8%	21%

<sup>1-2)</sup> Change in the remuneration of the Members of the Bank's Management Board in 2017-2018 follows, among other things, from compliance with the provisions of the Act of 9 June 2016 on the principles of determining the remuneration of persons managing certain companies, called the "chimney act", i.e. substituting employment contracts with managerial contracts during 2017.

<sup>3-4)</sup> In order to maintain the comparability of remuneration (pursuant to Article 90g of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments to the organized trading system, and on public companies (Journal of Laws of 2020, item 2080), the payment of non-deferred variable remuneration (in cash and in the form of an instrument) for 2017 of the Members of the Bank's Management Board, which was made in 2019 as a result of a resolution of the Bank's Supervisory Board, was included in the cash part of the remuneration paid in 2018 - i.e. according to the standard time schedule for disbursements of variable remuneration following from the principles for remunerating Members of the Bank's Management Board cash portion should have been paid in 2018.

<sup>5)</sup> The table also includes the remuneration that Bartosz Drabikowski received for serving on the Management Board in the period from 20.05.2008 to 21.12.2017.

In 2022, the increase in the remuneration of Members of the Bank's Management Board relative to the previous year resulted from the changes introduced as of 1 December 2021 to the fixed remuneration multiplier, and the introduction of a mechanism for the annual indexation of the remuneration base based on the average monthly remuneration in the enterprise sector, excluding profit sharing schemes, in the fourth quarter of the preceding year, as announced by the President of the Central Statistical Office.

Table 10. Changes in remuneration paid in 2017–2022 to Members of the Bank’s Supervisory Board who performed their functions in 2022

MEMBERS OF THE SUPERVISORY BOARD	Period of performing function	Remuneration paid (in PLN '000)					
		2017	2018	2019	2020	2021	2022
<b>Members of the Board who performed the function as at 31.12.2022</b>							
Mariusz Andrzejewski	from 2017.06.22	49	116	116	115	116	163
<i>change y/y</i>		-	135,2%	0,0%	-0,7%	0,5%	40,5%
Wojciech Jasiński	from 2016.02.25	116	116	116	115	130	204
<i>change y/y</i>		26,6%	0,5%	0,0%	-0,7%	12,6%	56,9%
Dominik Kaczmarski	from 2021.06.07	-	-	-	-	63	183
<i>change y/y</i>		-	-	-	-	-	190,5%
Andrzej Kisielewicz	from 2016.02.25	116	116	116	115	116	163
<i>change y/y</i>		26,6%	0,5%	0,0%	-0,7%	0,5%	40,5%
Rafał Kos	from 2020.08.26	-	-	-	30	116	163
<i>change y/y</i>		-	-	-	-	285,5%	40,5%
Tomasz Kuczur	from 2021.10.12	-	-	-	-	16	163
<i>change y/y</i>		-	-	-	-	-	918,8%
Maciej Łopiński	from 2021.06.07	-	-	-	-	70	204
<i>change y/y</i>		-	-	-	-	-	191,4%
Krzysztof Michalski	from 2019.09.17	-	-	23	115	116	163
<i>change y/y</i>		-	-	-	404,2%	0,5%	40,5%
Robert Pietryszyn	from 2022.10.18	-	-	-	-	-	19
<i>change y/y</i>		-	-	-	-	-	-
Bogdan Szafrański	from 2021.10.12	-	-	-	-	16	163
<i>change y/y</i>		-	-	-	-	-	918,8%
Agnieszka Winnik –	from 2021.06.07	-	-	-	-	56	163
<i>change y/y</i>		-	-	-	-	-	191,1%
<b>Members of the Board who ceased to perform their functions in 2022</b>							
Grzegorz Chłopek	2020.08.26 - 2022.10.17	-	-	-	30	116	143
<i>change y/y</i>		-	-	-	-	285,5%	23,3%
<b>Other Members of the Board who ceased to perform their functions in previous years</b>							
Inactive Members of the Supervisory Board		962	955	900	737	366	-
Total Members of the Supervisory Board		1 243	1 304	1 271	1 259	1 297	1 894
<i>change y/y</i>		3,7%	4,9%	-2,5%	-1,0%	3,0%	46,0%

The data presented in Tables 9 and 10 with respect to the remuneration of Members of the Bank’s Management Board and Supervisory Board for 2017–2018, adopted for the calculation of the changes presented in the table, were presented on a comparative basis to the years 2019–2022, which are covered by this reporting requirement.

Table 11. Comparison of the average remuneration of the Bank's employees who are not Members of the Management Board or the Supervisory Board and the Bank's and the Bank Group's results for 2017-2022

CHANGE RELATIVE TO THE PREVIOUS YEAR	2018	2019	2020	2021	2022	2021	2022
	vs 2017	vs 2018	vs 2019	vs 2020	vs 2021		
	change					value	
Average remuneration of the Bank's employees <sup>1)</sup> (in PLN '000)	2,7%	3,9%	-0,9%	14,8%	8,8%	105	114
Net profit of the Bank (in PLN million)	20,2%	15,0%	-1.8x	2.6x	-29,1%	4 596	3 258
Net profit of the Bank's Group (in PLN million)	20,5%	7,8%	-1.6x	2.9x	-31,6%	4 874	3 333
ROE of the Bank's Group	1.0 p.p.	0.0 p.p.	-16.0 p.p.	18.1 p.p.	-2.4 p.p.	12,1%	9,7%
C/I of the Bank's Group	-1.8 p.p.	-2.3 p.p.	-0.9 p.p.	-0.4 p.p.	4.7 p.p.	40,6%	45,3%

<sup>1)</sup>Average annual remuneration of employees (including base salary, bonuses, awards), excluding remuneration of Members of the Bank's Supervisory Board and Management Board.

This Report was submitted for assessment by the registered auditor.

## SIGNATURES OF ALL MEMBERS OF THE BANK'S SUPERVISORY BOARD

Chair of the Supervisory Board  
Robert Pietryszyn

Member of the Supervisory Board  
Mariusz Andrzejewski

Deputy Chair of the Supervisory Board  
Wojciech Jasiński

Member of the Supervisory Board  
Andrzej Kisielewicz

Secretary of the Supervisory Board  
Dominik Kaczmarek

Member of the Supervisory Board  
Rafał Kos

Member of the Supervisory Board  
Tomasz Kuczur

Member of the Supervisory Board  
Maciej Łopiński

Member of the Supervisory Board  
Krzysztof Michalski

Member of the Supervisory Board  
Bogdan Szafrąński

Member of the Supervisory Board  
Agnieszka Winnik-Kalemba