

Quantitative data on variable components of remuneration - years: 2012 - 2014 according to the state on 30.04.2014 r.

Table 8.1

REMUNERATION BY BUSINESS AREAS 2014					
PKO Bank Polski SA					
Areas	Retail Market Area	Corporate and Investment Banking Area	Other areas	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration) in mln PLN	6,61	11,21	30,80	15,82	48,62

Table 8.2

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2014				
PKO Bank Polski SA				
Specification	Management Board Members	Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions	Other persons	Total
<b>Number of persons</b>	<b>7</b>	<b>33</b>	<b>28</b>	<b>68</b>
Paid regular remuneration (in mln PLN)	10,18	15,41	6,61	32,20
Variable remuneration for 2014 (in mln PLN)	5,64	8,30	2,48	16,42
<b>granted non-deferred component of the amount, including (in mln PLN):</b>	<b>3,38</b>	<b>4,98</b>	<b>1,49</b>	<b>9,85</b>
<i>cash (50% of non-deferred component)</i>	1,69	2,49	0,74	4,92
<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>	45 852	67 386	20 177	133 415
<b>calculated but not yet granted deferred component (for the period of three upcoming years), including (in mln PLN):</b>	<b>2,26</b>	<b>3,32</b>	<b>0,99</b>	<b>6,57</b>
<i>calculated but not yet granted deferred component - cash (50% of deferred component)</i>	1,13	1,66	0,50	3,29
<i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i>	30 568	44 930	13 452	88 950
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results</b>	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.	0,30	0,30
number of persons receiving such payments	n.a.	n.a.	1	1
the highest payment	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.	0,18	0,18
number of persons receiving such payments	n.a.	n.a.	1	1
the highest payment	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.

\*/ 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

Table 8.3

## REMUNERATION BY BUSINESS LINES 2013

PKO Bank Polski SA

Areas	Retail Market Area	Corporate Market Area	Investment Banking Area	Other areas	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration subject to CRD III principles) in mln PLN	7,00	8,78	6,42	27,10	16,31	49,30

Table 8.4

## REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2013

PKO Bank Polski SA

Specification	Management Board Members	Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions	Other persons	Total
<b>Number of persons</b>	<b>7</b>	<b>37</b>	<b>17</b>	<b>61</b>
Paid regular remuneration (in mln PLN)	9,88	14,78	5,33	29,99
Variable remuneration subject to CRD III principles for 2013 (in mln PLN)	6,43	9,63	3,25	19,31
<b>granted non-deferred component of the amount subject to CRD III principles, including (in mln PLN):</b>	<b>3,78</b>	<b>5,74</b>	<b>1,94</b>	<b>11,46</b>
<i>cash (50% of non-deferred component)</i>	1,92	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>	48 382	73 536	24 817	146 735
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2014</i>	1,86	2,83	0,96	5,65
<b>calculated and partly granted deferred component (for the period of three upcoming years) of the amount subject to CRD III principles, including (in mln PLN):</b>	<b>2,65</b>	<b>3,89</b>	<b>1,31</b>	<b>7,85</b>
<b>granted deferred component cash - I instalment for 2013:</b>	<b>0,45</b>	<b>0,65</b>	<b>0,22</b>	<b>1,32</b>
<i>calculated but not yet granted deferred component - cash (50% of deferred component)</i>	0,88	1,29	0,44	2,61
<i>calculated but not yet granted deferred component - financial instrument - number of shares (50% of deferred component)</i>	33 345	49 030	16 549	98 924
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results</b>	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.
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.
the highest payment	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.	0,27	0,27
number of persons receiving such payments	n.a.	n.a.	1	1
the highest payment	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.

Table 8.5

## REMUNERATION BY BUSINESS LINES 2012

PKO Bank Polski SA						
Areas	Retail Market Area	Corporate Market Area	Investment Banking Area	Other areas	Including Management Board Members	Total
Amount of remuneration (regular and variable remuneration subject to CRD III principles) in mln PLN	5,71	8,81	7,11	21,64	12,88	43,27

Table 8.6

## REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2012

PKO Bank Polski SA				
Specification	Management Board Members	Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions	Other persons	Total
<b>Number of persons</b>	<b>6</b>	<b>34</b>	<b>16</b>	<b>56</b>
Paid regular remuneration (in mln PLN)	7,59	14,55	5,01	27,15
Variable remuneration subject to CRD III principles for 2012 (in mln PLN)	5,29	8,13	2,70	16,12
<b>granted non-deferred component of the amount subject to CRD III principles, including (in mln PLN):</b>	<b>3,15</b>	<b>4,87</b>	<b>1,62</b>	<b>9,64</b>
<i>cash (50% of non-deferred component)</i>	1,55	2,40	0,80	4,75
<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>	43 290	66 821	22 231	132 342
<i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2013</i>	1,60	2,47	0,82	4,89
<b>calculated and partly granted deferred component (for the period of three upcoming years) of the amount subject to CRD III principles, including (in mln PLN):</b>	<b>2,14</b>	<b>3,26</b>	<b>1,08</b>	<b>6,48</b>
<b>granted deferred component cash - I and II instalment for 2012 and financial instrument - number of shares - converted into cash - I instalment for 2012:</b>	<b>1,09</b>	<b>1,66</b>	<b>0,55</b>	<b>3,30</b>
<i>calculated but not yet granted deferred component - cash (50% of deferred component)</i>	0,35	0,53	0,18	1,06
<i>calculated but not yet granted deferred component - financial instrument - number of shares (50% of deferred component)</i>	19 540	29 700	9 880	59 120
<b>value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results</b>	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.
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.
the highest payment	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.
number of persons receiving such payments	n.a.	n.a.	n.a.	n.a.
the highest payment	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.

