

Annex to Resolution No. 95/21 of the Supervisory Board of Bank Polska Kasa Opieki Spółka Akcyjna of May 14, 2021

REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD OF BANK POLSKA KASA OPIEKI SPÓŁKA AKCYJNA FOR THE YEARS 2019 - 2020

Legal basis:

the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (hereinafter referred to as: "Act").

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1. Introduction

The Report on the remuneration of Members of the Management Board and Supervisory Board of Bank Polska Kasa Opieki Spółka Akcyjna for the years 2019-2020, hereinafter referred to as "Report", presents a comprehensive overview of remuneration, including all benefits, regardless of their form, received by individual members of the Management Board of Bank Polska Kasa Opieki Spółka Akcyjna, hereinafter referred to as: "Bank", and of the Supervisory Board of the Bank or remunerations due to individual members of the Bank's Management Board and Supervisory Board in the financial years 2019 and 2020.

The Report has been prepared by the Supervisory Board of the Bank pursuant to and in compliance with Article 90g of the Act and taking into account the provisions of Article 36 (2) of the *Act of 16 October 2019 amending the Act Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies*, and § 5 (6) and (7) of the *Remuneration Policy for Members of the Supervisory Board and the Management Board of Bank Polska Kasa Opieki Spółka Akcyjna* effective at the Bank, hereinafter referred to as "Policy". The structure and scope of the Report results from the provisions of Article 90g (2) of the Act. Among other things, the Report presents information on the amount of the total remuneration broken down into components referred to in Article 90d (3) (1) of the Act of all persons who served in 2019 and 2020 as members of the Management Board or Supervisory Board of the Bank as well as other information specified in Article 90 g (2) of the Act.

The Policy defines framework principles and rules governing the determination, monitoring and controlling of remuneration principles and practices used by the Bank in regard to Members of the Management Board and the Supervisory Board of the Bank. The Policy has been drawn up by the Management Board of the Bank and then approved by the Supervisory Board of the Bank upon obtaining prior opinion of the Nomination and Remuneration Committee of the Supervisory Board of the Bank. Ultimately, the Policy was adopted by virtue of Resolution No. 38 of the Bank's Annual General Meeting of 22 May 2020 *on the adoption of the Remuneration Policy for Members of the Supervisory Board and Management Board of Bank Polska Kasa Opieki Spółka Akcyjna* and became effective on the day following the date of adoption thereof. The policy with the date of its adoption and voting results in this matter is available on the Bank's website at <https://www.pekao.com.pl/relacje-inwestorskie/wza.html>.

In the financial years covered by the Report before effective date of the Policy, the principles of determining the remuneration of members of the Bank's Management Board and Supervisory Board were determined in accordance with, in the case of members of the Bank's Management Board, Resolution No 42 of the Annual General Meeting of Shareholders of the Bank of 21 June 2018 *on the principles of shaping the remuneration of Members of the Management Board of Bank Polska Kasa Opieki Spółka Akcyjna*, hereinafter "Resolution No 42/2018" which was later amended by virtue of Resolution No. 33 of the Ordinary General Meeting of Shareholders of the Bank of 26 June 2019, and in the case of Members of the Supervisory Board of the Bank, by virtue of Resolution No. 41 of the Ordinary General Meeting of Shareholders of the Bank dated 21 June 2018 *on the principles of shaping the remuneration of Members of the Supervisory Board of Bank Polska Kasa Opieki Spółka Akcyjna; hereinafter* "Resolution No. 41/2018" and 34/2019 of the Annual General Meeting of the Bank of 26 June 2019, which was later amended by Resolution No. 34 of the Annual General Meeting of the Bank of 26 June 2019. The

resolutions referred to in the preceding sentence shall remain in force and are available on the Bank's website at <https://www.pekao.com.pl/relacje-inwestorskie/wza.html>.

During the term covered by the Report, a contract for management services is concluded with each Member of the Management Board of the Bank for the duration of their term of office. The content of the contracts referred to in the preceding sentence, including the provisions on remuneration and other cash or non-cash benefits that are or may be granted to Members of the Bank's Management Board, was established by the Bank's Supervisory Board and meets the requirements set out in the Policy and Resolution No. 42/2018.

The Bank's net profit in 2019 amounted to PLN 2,247.5 million and increased by 12.0% in comparable conditions¹, mainly due to the dynamic growth of commercial activities evidenced by a 6.8% (YoY) increase in the funding of customer activities, and by an increase in liabilities towards customers (5.3% YoY, including a 9.7% YoY increase in retail deposits), as well as due to tight control of operating costs and due to maintaining the lowest risk costs, compared to all direct competitors. Nominally, the net result was by 2.7% lower (YoY) mainly due to a considerable increase in contributions to the Bank Guarantee Fund, and due to higher costs related to the establishment of a provision for the reimbursement of early credit repayment commissions, as well as due to higher costs of legal risk connected with foreign currency mortgage loans denominated in CHF. 2019 was also a record year in terms of customer acquisition. In 2019, the Bank opened a record number of 455 k new accounts for individual clients (12% more than in the previous year and 65% more than in 2017) and nearly 129 k savings accounts. A significant increase in acquisitions was also recorded in the case of enterprises, especially in the micro, SME and medium-sized enterprises (double-digit growth dynamics y/y). Customer acquisition was supported by innovative solutions provided by the Bank in 2019, such as the ability to open an account online by the customer on a computer or smartphone, with identity verified by means of facial biometrics and an ID card. The Bank maintained a solid capital base (Total Capital Ratio (TCR) was 18.7% at the end of December 2019) and a safe liquidity profile, reflected in the net loans to deposits ratio at 87.7%. This, together with high equity level, enables further sound and stable development of activities pursued by the Bank. More detailed information on the activities of the Bank and its results in 2019 is contained in the Report of the Bank's Management Board on the activities of Bank Pekao S.A. for 2019 and the financial statements for this year, which were published on the Bank's website at <https://www.pekao.com.pl/relacje-inwestorskie/wza.html>.

¹ without the restructuring provision and the cost of Voluntary Leave Program, the cost of commission refunds related to premature loan repayments, the cost of legal risk involving CHF-denominated mortgage loans, profit on the sale of tangible fixed assets and the contribution to the Bank Guarantee Fund

As at 1 January 2019, the Management Board of the Bank comprised the following members:

1. Mr Michał Krupiński, President of the Management Board of the Bank,
2. Ms Magdalena Zmitrowicz, Vice-President of the Management Board of the Bank,
3. Mr Tomasz Kubiak, Vice President of the Management Board of the Bank,
4. Mr Michał Lehmann, Vice President of the Management Board of the Bank,

5. Mr Marek Lusztyn, Vice-President of the Management Board in charge of supervising the management of risk that is significant for the operation of the Bank,
6. Mr Tomasz Styczyński, Vice-President of the Management Board of the Bank,
7. Mr Marek Tomczuk, Vice-President of the Management Board of the Bank,

During 2019 the following changes were made to the composition of the Management Board of the Bank:

- at the meeting held on 6 March 2019, the Supervisory Board of the Bank appointed Mr Piotr Wietnamski effective as of 7 March 2019 and Mr Grzegorz Olszewski effective as of 1 April 2019 into the composition of the Management Board of the Bank and entrusted them with the positions of Members of the Management Board of the Bank;
- on 29 November 2019, Mr Michał Krupiński, Mr Michał Lehmann and Mr Piotr Wetmański resigned with immediate effect from the positions held by them in the Bank's Management Board and from the composition of the Bank's Management Board;
- on 29 November 2019, the Bank's Supervisory Board appointed, as of 29 November 2019, Mr Marek Lusztyn, the current Vice-President of the Management Board of the Bank supervising risk management that is significant in the Bank's operations, as the President of the Bank's Management Board, subject to approval by the Polish Financial Supervision Authority and upon obtaining such consent, and until these conditions are met, entrusted him with managing the work of the Bank's Management Board;
- on 29 November 2019, the Bank's Supervisory Board appointed Mr Marcin Gadomski to the Management Board of the Bank and entrusted him, subject to approval by the Polish Financial Supervision Authority and upon obtaining such consent, with the position of Vice-President of the Management Board supervising risk management that is significant in the Bank's operations.

As at 1 January 2019, the Supervisory Board of the Bank of the Bank comprised the following members:

1. Mr Paweł Surówka, Chair of the Supervisory Board of the Bank,
2. Ms Joanna Dynysiuk (née: Błaszczuk) - Deputy Chair of the Supervisory Board of the Bank,
3. Mr Stanisław Ryszard Kaczoruk, Deputy Chair of the Supervisory Board of the Bank,
4. Mr Paweł Stopczyński, Secretary of the Supervisory Board of the Bank,
5. Ms Sabina Bigos-Jaworowska, Member of the Supervisory Board of the Bank,
6. Ms Justyna Głębiowska-Michalak, Member of the Supervisory Board of the Bank,
7. Mr Grzegorz Janas – Member of the Supervisory Board of the Bank,
8. Mr Michał Kaszyński - Member of the Supervisory Board of the Bank,
9. Mr Marian Majcher - Member of the Supervisory Board of the Bank.

and the composition did not change until 31 December 2019.

The Bank's net profit in 2020 amounted to PLN 1,126.4 million and was lower by PLN 1,121.1 million, i.e. 49.9% y/y, mainly due to higher impairment losses on financial assets as a result of the COVID-19 coronavirus pandemic (about PLN 672 million impact on net profit).

Despite the limitations related to the COVID-19 coronavirus pandemic, the Bank increased its commercial activity, actively supported clients in maintaining financial liquidity and focused on further improvement of cost-effectiveness and protection of portfolio quality. In 2020, the Bank recorded an increase in the scale of operations, including an increase in mortgage loans by 5.4%, and an increase in financing of SMEs. There was also a strong increase in volumes in household savings by 14.7% y/y and in corporate deposits by 8.4% as compared to 2019. All these activities translated into an increase in the balance sheet total by 14.2% y/y to the level of PLN 222 billion.

The Bank maintained a solid capital base (Total Capital Ratio (TCR) was 20.8% at the end of December 2020) and a safe liquidity profile, reflected in the net loans to deposits ratio at 77.1%. This, together with high equity level, enables further sound and stable development of activities pursued by the Bank.

Detailed information on the activities of the Bank and the results generated in 2020 is contained in the Report on the activities of the Bank Pekao S.A. Capital Group for 2020 and the financial statements for 2020, which were published on the Bank's website at

<https://www.pekao.com.pl/relacje-inwestorskie/raporty-i-sprawozdania/raporty.html?year=2020>

As at 1 January 2020, the Management Board of the Bank comprised the following members:

1. Marek Lusztyn, Vice-President of the Management Board of the Bank in charge of the work of the Management Board of the Bank,
2. Ms Magdalena Zmitrowicz, Vice-President of the Management Board of the Bank,
3. Marcin Gadomski, Vice-President of the Management Board of the Bank,
4. Mr Tomasz Kubiak, Vice President of the Management Board of the Bank,
5. Mr Tomasz Styczyński, Vice-President of the Management Board of the Bank,
6. Mr Marek Tomczuk – Vice-President of the Management Board of the Bank,
7. Mr Grzegorz Olszewski, Member of the Management Board of the Bank.

During 2020 the following changes were made to the composition of the Management Board of the Bank:

- on 4 February 2020, the Polish Financial Supervision Authority gave consent to Mr Marek Lusztyn acting as the President of the Bank's Management Board and from that date, in accordance with the decision of the Supervisory Board of 29 November 2019, he began to hold this function;
- on 4 February 2020, the Supervisory Board of the Bank appointed Mr Jarosław Fuchs to the Management Board of the Bank as of 15 February 2020 and entrusted him with the function of the Vice-President of the Management Board of the Bank;

- on 14 April 2020, the Supervisory Board of the Bank appointed Mr Leszek Skiba to the Management Board of the Bank with effect from 20 April 2020 and entrusted him with the function of the Vice-President of the Management Board of the Bank, and also appointed Mr Grzegorz Olszewski with effect from 15 April 2020, previously acting as a Member of the Bank's Management Board, to the position of Vice-President of the Bank's Management Board;
- on 21 April 2020, Mr Marcin Gadowski resigned from the position of Vice-President of the Management Board of the Bank and from the composition of the Management Board of the Bank, while remaining employed at the Bank as its employee;
- on 21 April 2020, Mr Marek Lusztyn resigned from the position of the President of the Management Board of the Bank, and the Supervisory Board of the Bank entrusted him with the function of the Vice-President of the Management Board of the Bank and, subject to approval by the Polish Financial Supervision Authority and upon obtaining such consent, with the position of Vice-President of the Management Board supervising risk management that is significant in the Bank's operations.
- on 21 April 2020, the Bank's Supervisory Board appointed, as of 22 April 2020, Mr Leszek Skiba, previously holding the position of Vice-President of the Management Board of the Bank, to the position of the President of the Management Board of the Bank, subject to approval by the Polish Financial Supervision Authority and upon obtaining such consent, and entrusted him, until the above-mentioned condition, with managing the work of the Bank's Management Board;
- on 21 April 2020, the Supervisory Board of the Bank appointed, with effect from 22 April 2020, Mr Krzysztof Kozłowski to the Management Board of the Bank and to the position of the Vice-President of the Management Board of the Bank;
- on 1 June 2020, Mr Marek Lusztyn resigned with effect from 30 June 2020 from his position in the Bank's Management Board and from the composition of the Bank's Management Board;
- on 16 June 2020, the Bank's Supervisory Board appointed Mr Marcin Gadowski, with effect from 1 July 2020, to the position of Vice-President of the Management Board of the Bank and entrusted him, subject to approval by the Polish Financial Supervision Authority and upon obtaining such consent, with the position of Vice-President of the Management Board supervising risk management that is significant in the Bank's operations;
- on 21 December 2020, Mr Marek Tomczuk resigned with immediate effect from his function in the Bank's Management Board and from the composition of the Bank's Management Board;
- on 31 December 2020, Mr Grzegorz Olszewski resigned from his position in the Management Board of the Bank and from the composition of the Management Board of the Bank with effect at the end of 31 December 2020;
- on 31 December 2020, Mr Tomasz Styczyński resigned from his position in the Management Board of the Bank and from the composition of the Management Board of the Bank with effect on 31 January 2021;

As at 1 January 2020, the Supervisory Board of the Bank comprised the following members:

1. Mr Paweł Surówka, Chair of the Supervisory Board of the Bank,
2. Ms Joanna Dynysiuk, Deputy Chair of the Supervisory Board of the Bank,
3. Mr Stanisław Ryszard Kaczoruk, Deputy Chair of the Supervisory Board of the Bank,
4. Mr Paweł Stopczyński, Secretary of the Supervisory Board of the Bank,

5. Ms Sabina Bigos-Jaworowska, Member of the Supervisory Board of the Bank,
6. Ms Justyna Głębiowska-Michalak, Member of the Supervisory Board of the Bank,
7. Mr Grzegorz Janas – Member of the Supervisory Board of the Bank,
8. Mr Michał Kaszyński - Member of the Supervisory Board of the Bank,
9. Mr Marian Majcher - Member of the Supervisory Board of the Bank.

During 2020 the following changes were made to the composition Supervisory Board of the Bank:

- on 15 April 2020, Mr Paweł Surówka resigned from the position of the Chair of the Supervisory Board of the Bank and from the membership in the Supervisory Board of the Bank as of 20 April 2020;
- on 21 April 2020, the Supervisory Board of the Bank appointed, as of the date of adoption of the resolution, Mr Grzegorz Janas, the current member of the Supervisory Board of the Bank, to the position of the Chair of the Supervisory Board of the Bank;
- on 19 May 2020, all the existing members of the Bank's Supervisory Board, i.e. Chair of the Supervisory Board Mr Grzegorz Janas, Deputy Chair of the Supervisory Board Ms Joanna Dynysiuk and Mr Stanisław Ryszard Kaczoruk, Secretary of the Supervisory Board Mr Paweł Stopczyński, as well as members of the Supervisory Board Ms Sabina Bigos-Jaworowska, Ms Justyna Głębiowska-Michalak, Mr Michał Kaszyński and Mr Marian Majcher, resigned, as of the date of the Annual General Meeting of the Bank for the financial year 2019, from their positions in the Bank's Supervisory Board and from mandates in the Bank's Supervisory Board of the joint term ended in 2020;
- on 22 May 2020, the Annual General Meeting of the Bank appointed for a new joint three-year term of office of the Bank's Supervisory Board, starting on 23 May 2020, Ms Beata Kozłowska-Chyła, Ms Małgorzata Sadurska, Mr Marcin Eckert, Ms Sabina Bigos-Jaworowska, Mr Michał Kaszyński, Ms Joanna Dynysiuk, Mr Marian Majcher, Mr Stanisław Ryszard Kaczoruk and Ms Justyna Głębiowska-Michalak;
- on 29 May 2020 and as of this day, the Bank's Supervisory Board appointed Ms Beata Kozłowska-Chyła to the position of the Chair of the Bank's Supervisory Board, Ms Joanna Dynysiuk to the position of the Deputy Chair of the Bank's Supervisory Board , and Mr Kaczoruka as the Secretary of the Bank's Supervisory Board.

2. Total remuneration of the Members of the Bank's Management Board broken down into remuneration components

Table no. 2.1. Components of remuneration of the Bank's Management Board members received from the Bank¹

full name	reporting period	fixed remuneration		variable remuneration ²		Employee Capital Plan or other pension plans	remuneration paid by the Bank for other reasons	total remuneration	the ratio between the variable and the fixed components of the remuneration ³
		monthly remuneration	additional (cash and non-cash) benefits ⁴	variable remuneration paid in advance	variable remuneration - deferred part or after the retention period				
1	2	3	4	5	6	7	8	9	10=(5+6)/(3+4)
Fuchs Jarosław Vice-President of the Management Board	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	15.02.2020-31.12.2020	817,234	137,641	0.00	0.00	0.00	0.00	954,875	n/a
Gadomski Marcin Vice-President of the Management Board	29.11.2019-31.12.2019	77,403	94	0.00	0.00	0.00	0.00	77,497	n/a
	1.01.2020-21.04.2020 1.07.2020-31.12.2020	752,374	19,287	0.00	0.00	10,406	0.00	782,067	n/a
Kubiak Tomasz Vice-President of the Management Board	1.01.2019-31.12.2019	882,398	22,941	230,780	288,000	10,031	469,910	1,904,060	57%
	1.01.2020-31.12.2020	933,982	23,077	264,719	426,421	24,723	0.00	1,672,922	72%

full name	reporting period	fixed remuneration		variable remuneration ²		Employee Capital Plan or other pension plans	remuneration paid by the Bank for other reasons	total remuneration	the ratio between the variable and the fixed components of the remuneration ³
		monthly remuneration	additional (cash and non-cash) benefits ⁴	variable remuneration paid in advance	variable remuneration - deferred part or after the retention period				
1	2	3	4	5	6	7	8	9	10=(5+6)/(3+4)
Kozłowski Krzysztof Vice-President of the Management Board	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	22.04.2020-31.12.2020	648,598	69,375	0.00	0.00	0.00	0.00	717,973	n/a
Lusztyn Marek Vice-President of the Management Board / President of the Management Board (in the composition of the Management Board to 30.06.2020)	1.01.2019-31.12.2019	884,933	17,941	230,780	150,400	8,005	661,767	1,953,826	42%
	1.01.2020-31.12.2020	483,094	9,138	265,480	387,320	17,175	241,547	1,403,754	133%
Olszewski Grzegorz Member of the Management Board / Vice-President of the Management Board (in the composition of the Management Board to 31.12.2020)	1.04.2019-31.12.2019	593,336	24,554	0.00	0.00	2,336	0.00	620,226	n/a
	1.01.2020-31.12.2020	906,376	30,281	164,651	0.00	16,520	0.00	1,117,828	18%
Skiba Leszek Vice-President of the Management Board / President of the Management Board	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	20.04.2020-31.12.2020	678,376	4,257	0.00	0.00	0.00	0.00	682,633	n/a
Styczyński Tomasz Vice-President of the	1.01.2019-31.12.2019	882,398	169,664	251,760	144,000	8,902	480,025	1,936,749	38%

full name	reporting period	fixed remuneration		variable remuneration ²		Employee Capital Plan or other pension plans	remuneration paid by the Bank for other reasons	total remuneration	the ratio between the variable and the fixed components of the remuneration ³
		monthly remuneration	additional (cash and non-cash) benefits ⁴	variable remuneration paid in advance	variable remuneration - deferred part or after the retention period				
1	2	3	4	5	6	7	8	9	10=(5+6)/(3+4)
Management Board (in the composition of the Management Board to 31.01.2021)	1.01.2020-31.12.2020	933,982	196,171	264,719	375,907	26,562	0.00	1,797,341	57%
Tomczuk Marek Vice-President of the Management Board (in the composition of the Management Board to 21.12.2020)	1.01.2019-31.12.2019	882,398	53,982	472,050	256,000	13,170	634,679	2,312,279	78%
	1.01.2020-31.12.2020	910,632	45,516	264,719	773,912	29,922	0.00	2,024,701	109%
Zmitrowicz Magdalena Vice-President of the Management Board	1.01.2019-31.12.2019	882,398	174,786	151,449	0.00	5,151	0.00	1,213,784	14%
	1.01.2020-31.12.2020	933,982	170,305	264,719	168,935	23,069	0.00	1,561,010	39%
Krupiński Michał President of the Management Board (in the composition of the Management Board to 29.11.2019)	1.01.2019-31.12.2019	836,756	276,965	803,005	672,000	0.00	1,140,152	3,728,878	132%
	1.01.2020-31.12.2020	0.00	4,552	251,027	1,198,982	0.00	456,413	1,910,974	n/a
Lehmann Michał Vice-President of the Management Board (in the composition of the Management Board to 29.11.2019)	1.01.2019-31.12.2019	808,864	44,153	230,780	152,000	0.00	532,380	1,768,177	45%
	1.01.2020-31.12.2020	0.00	1,348	242,659	344,582	0.00	367,666	956,255	n/a
Wetmański Piotr Member of the	7.03.2019-31.12.2019	580,779	13,581	99,615	0.00	0.00	65,926	759,901	17%

full name	reporting period	fixed remuneration		variable remuneration ²		Employee Capital Plan or other pension plans	remuneration paid by the Bank for other reasons	total remuneration	the ratio between the variable and the fixed components of the remuneration ³
		monthly remuneration	additional (cash and non-cash) benefits ⁴	variable remuneration paid in advance	variable remuneration - deferred part or after the retention period				
1	2	3	4	5	6	7	8	9	10=(5+6)/(3+4)
Management Board (in the composition of the Management Board to 29.11.2019)	1.01.2020-31.12.2020	0.00	1,299	174,234	178,043	0.00	329,631	683,207	n/a

¹ the data presented in the table does not include the fixed remuneration that individual persons could receive from the Bank for their employment with the Bank before assuming the mandate of a Member of the Management Board of the Bank even if the payment date was after taking the mandate;

² variable remuneration paid in a given year, this applies to the part paid in cash in advance, deferred installments and remuneration settled after the retention period;

³ the indicated ratio illustrates the relation of the variable remuneration paid in a given year to the fixed remuneration paid in a given year, therefore it may differ from the ratio between the variable remuneration granted for a given year and the fixed remuneration paid in a given year;

⁴ additional benefits - other cash and non-cash benefits that may be granted to members of the Management Board of the Bank, such as, among others, lump sum housing allowance, coverage of the costs of using medical care by a member of the Management Board of the Bank and their family members, insurance, reimbursement of travel costs, trainings

Regardless of the value of additional benefits included in the above-mentioned table, the Bank covered the Members of the Management Board of the Bank with third-party liability insurance (the so-called D&O insurance) on the same terms and conditions as the key management staff of the Bank and also paid the costs of international medical insurance for Members of the Management Board of the Bank, with the total costs incurred by the Bank amounting to PLN 472,574 in 2019 and PLN 303,895 in 2020.

3. Total remuneration of Members of the Supervisory Board of the Bank broken down into remuneration components

Tabular view of components of remuneration of the Bank's Supervisory Board members received from the Bank

Table no. 3.1. Components of remuneration of the Bank's Supervisory Board members received from the Bank

full name	reporting period	remuneration of Member of the Supervisory Board	
		remuneration ¹	additional (cash and non-cash) benefits ²
1	2	3	4
Bigos-Jaworowska Sabina	1.01.2019-31.12.2019	167,351	0
	1.01.2020-31.12.2020	177,134	0
Dynysiuk Joanna	1.01.2019-31.12.2019	182,413	456
	1.01.2020-31.12.2020	192,819	2,892
Głębikowska-Michalak Justyna	1.01.2019-31.12.2019	182,413	456
	1.01.2020-31.12.2020	192,819	2,892
Janas Grzegorz (in the composition of the Supervisory Board to 22.05.2020)	1.01.2019-31.12.2019	0	0
	1.01.2020-31.12.2020	0	0
Kaczoruk Stanisław	1.01.2019-31.12.2019	182,413	0
	1.01.2020-31.12.2020	192,819	0
Kaszyński Michał	1.01.2019-31.12.2019	167,351	0
	1.01.2020-31.12.2020	177,134	0
Majcher Marian	1.01.2019-31.12.2019	167,351	0
	1.01.2020-31.12.2020	177,134	0
Stopczyński Paweł (in the composition of the Supervisory Board to 22.05.2020)	1.01.2019-31.12.2019	0	0
	1.01.2020-31.12.2020	0	0
Surówka Paweł (in the composition of the Supervisory Board to 20.04.2020)	1.01.2019-31.12.2019	0	0
	1.01.2020-31.12.2020	20,777	0
Kozłowska-Chyła Beata	n/a	n/a	n/a
	22.05.2020-31.12.2020	0	0
Eckert Marcin	n/a	n/a	n/a

full name	reporting period	remuneration of Member of the Supervisory Board	
		remuneration ¹	additional (cash and non-cash) benefits ²
1	2	3	4
	22.05.2020-31.12.2020	0	0
Sadurska Małgorzata	n/a	n/a	n/a
	22.05.2020-31.12.2020	0	0

¹ Members of the Supervisory Board of the Bank who are employees or members of corporate bodies of companies from the PZU Group do not receive remuneration for serving in the Supervisory Board of the Bank during such employment or performance of such functions

² other benefits include a contribution paid by the Bank under the Employee Capital Plans (Pol. PPK)

Regardless of the value of additional benefits included in the above-mentioned table, the Bank covered the Members of the Supervisory Board of the Bank with third-party liability insurance (the so-called D&O insurance) on the same terms and conditions as the key management staff of the Bank.

4. Remuneration from entities that belong to the Pekao Group

Members of the Bank's Management Board do not receive remuneration for holding functions in bodies of companies from the Capital Group of Bank Polska Kasa Opieki Spółka Akcyjna ("Pekao Group").

In the period from 15.08.2018 to 20.11/2019, i.e. before employment at the Bank / taking up the position of a Member of the Bank's Management Board, Mr Marcin Gadomski was a member of the Management Board responsible for risk at Pekao Bank Hipoteczny SA, which is a subsidiary of the Bank belonging to the Pekao Group, and for this reason he received remuneration in this company, the components of which are presented in Table 2.2.

full name	financial year	fixed remuneration	variable remuneration ¹	Employee Capital Plan or other pension plans	remuneration paid by the Bank for other reasons	total remuneration	the ratio between the variable and the fixed components of the
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		Total monthly remuneration	additional (cash and non-cash) benefits ³	variable remuneration paid in advance	variable remuneration - deferred part or after the retention period				remuneration ²
1	2	3	4	5	6	7	8	9	10=(5+6)/(3+4)
Marcin Gadomski	2019	426,346	24075	17,000	68,000	n/a	n/a	535,421	18%
	2020	n/a	n/a	49,000	196,000	n/a	n/a	245,000	n/a

^{1, 2, 3} commentaries as provided under Table 2.1;

Members of the Bank's Supervisory Board did not receive remuneration from other Pekao Group companies in 2019 and 2020.

5. Compliance of Members of the Management Board and the Supervisory Board with the adopted Remuneration Policy

The remuneration of all Members of the Management Board and Supervisory Board of the Bank for the period in which the Policy was in force, i.e. from 23 May 2020, was awarded in accordance with the provisions thereof.

The remuneration of all Members of the Bank's Management Board for the period covered by the Report, i.e. both for the period preceding the entry of the Policy into force, i.e. from 1 January 2019 to 22 May 2020, and for the period after the entry of the Policy into force, were awarded in accordance with Resolution No. 42/2018 and the provisions of the management services contracts that the Supervisory Board of the Bank concluded on behalf of the Bank based on the authorization resulting from the above-mentioned resolutions with individual members of the Bank's Management Board.

The remuneration of all Members of the Bank's Supervisory Board for the period covered by the Report, i.e. both for the period preceding the entry of the Policy into force, i.e. from 1 January 2019 to 22 May 2020, as well as for the period after the entry of the Policy into force, were awarded in accordance with Resolution No. 41/2018.

In the opinion of the Supervisory Board of the Bank the remuneration of Members of the Management Board and Members of the Supervisory Board of the Bank and the conditions under which it was granted contributed to the achievement of the Bank's long-term results, as evidenced by the following circumstances:

- 1) the amount of fixed remuneration for Members of the Bank's Supervisory Board was determined in accordance with § 2 Sections 2.2-2.7 of the Policy (and thus in accordance with the identical provisions contained in Resolution No. 41/2018), and moreover, none of the Members of the Bank's Supervisory Board was entitled to variable remuneration or remuneration granted in the form of financial instruments, which made the total

remuneration of the Members of the Bank's Supervisory Board independent from of the Bank's results and supported proper performance of the supervisory function in the Bank;

- 2) the amount of the fixed remuneration, i.e. basic monthly remuneration, for each of the Bank's Management Board Members was within the range specified in § 3 Sections 3.2 of the Policy (and thus within the range specified in the same manner in Resolution 42/2018), and the management services contracts concluded with each member of the Bank's Management Board included provisions stipulating that the maximum amount in which a member of the Bank's Management Board may be awarded variable remuneration may not exceed 100% of the fixed remuneration in the financial year for which the amount of the variable remuneration is calculated. Limiting the maximum amount of both the fixed part and the variable part of the remuneration of the Members of the Bank's Management Board made it possible to avoid the potentially negative impact that excessive and unlimited remuneration of the Members of the Bank's Management Board could have on the Bank's results. Moreover, the adopted maximum allowable ratio of variable components to fixed components of remuneration limits the incentives to focus on short-term goals and does not encourage excessive risk taking;
- 3) other cash and non-cash components of remuneration awarded to Members of the Bank's Management Board and Members of the Bank's Supervisory Board were determined in accordance with the relevant provisions of the Policy;
- 4) the final amount of the variable remuneration of each member of the Bank's Management Board depended, inter alia, on the criteria related to the Bank's performance (discussed in more detail in item 6 below), on the degree of achievement of management objectives, as well as on the compliance and risk assessment results;
- 5) 40% of the variable remuneration granted to Members of the Management Board of the Bank was deferred, and 50% of the variable remuneration was awarded in the form of phantom shares of the Bank (as discussed in more detail in item 8 below), which enabled verification of the impact of actions taken by each of the Bank's Management Board Members in relation to the Bank's results over a three-year period.

The total remuneration of both Members of the Bank's Management Board and Members of the Bank's Supervisory Board was aimed at ensuring long-term growth of value for shareholders and the stability of the Bank's operations, and pursued the objectives of the Policy. The growth and security of the Bank was ensured through the existing incentive schemes encouraging the pursuit of goals consistent with the interests of the Bank's clients, shareholders and employees, and by ensuring an appropriate level of control both when performing individual actions within the framework of the Bank's Remuneration Policy and controlling systemic solutions.

6. Application of performance criteria

In the period covered by the Report, Members of the Bank's Supervisory Board were not entitled to variable remuneration depending on the Bank's performance, but only fixed remuneration in the amounts determined in accordance with Resolution No. 41/2018, and as of 23 May 2020, also in accordance with the Policy.

In the period covered by the Report, the final amount of variable remuneration awarded to Members of the Bank's Management Board depended on the degree of achievement of management objectives, which included:

- 1) to increase the Bank's value, and
- 2) to improve economic and financial indicators,

as well as on the Bank's performance, including the Bank's compliance with specific capital requirements, as well as individual compliance and risk assessment.

The above-mentioned general management objectives for individual Members of the Bank's Management Board were detailed by the Supervisory Board of the Bank for individual financial years covered by the Report. The Bank's Supervisory Board, while defining detailed management objectives for a given year, at the same time determined their weights and established criteria (indicators) for their implementation and settlement (KPIs) that are objective, measurable, clear, comprehensive and differentiated in terms of financial and non-financial results.

The variable remuneration earned in a given year is paid within 5 years, in a way that allows for the Bank's 3-year business cycle and the risk related to its operations. The business cycle and the risks associated with the business is reflected through the use of defined indicators that combine the individual variable remuneration charged with the Bank's results and the results of compliance and risk assessment, which eliminates undesirable behavior of the person under assessment, affecting the Bank's operations both now and in the future.

The applied ratios affect the amount of variable remuneration granted to a Member of the Bank's Management Board and the possibility of paying its individual parts, as well as their amount, and take into account the cost of the bank's risk, cost of capital and liquidity risk in the long term, including ROA, Tier1 capital ratio, Total Capital Ratio (TCR), regulatory liquidity coverage ratio (LCR), net stable funding ratio (NSFR), cost of risk.

For each of the financial years covered by the Report, the possibility of granting individual Members of the Bank's Management Board a bonus was also dependent on the approval by the General Meeting of the Bank of the Bank's Management Board report on the Bank's operations and the financial statements for the given financial year, as well as granting a vote of approval to a given Member of the Bank's Management Board by the General Meeting performance of his duties.

7. Changes in remuneration of members of the Management Board and the Supervisory Board of the Bank, in results of the Bank and in average remuneration of the Bank's employees not being members of the Management Board or the Supervisory Board of the Bank, over the past five financial years

Year	2015	2016	2017	2018	2019	2020
<i>Member of the Management Board¹</i>						
Fuchs Jarosław Vice-President of the Management Board on the Bank's Management Board from 15.02.2020	n/a	n/a	n/a	n/a	n/a	954,875
YoY						
Gadomski Marcin Vice-President of the Management Board on the Bank's Management Board from 29.11.2019 to 21.04.2020 and from 1.07.2020	n/a	n/a	n/a	n/a	77,497	782,067
YoY						909%
Kubiak Tomasz Vice-President of the Management Board on the Bank's Management Board from 7.07.2017	n/a	n/a	441,094	988,983	1,904,060	1,672,922
YoY				124%	93%	-12%
Kozłowski Krzysztof Vice-President of the Management Board on the Bank's Management Board from 22.04.2020	n/a	n/a	n/a	n/a	n/a	717,973
YoY						
Lusztyn Marek Vice-President of the Management Board / President of the Management Board on the Bank's Management Board from 7.07.2017 to 30.06.2020	n/a	n/a	472,564	1,356,991	1,953,826	1,403,754
YoY				187%	44%	-28%
Olszewski Grzegorz Member of the Management Board / Vice- President of the Management Board on the Bank's Management Board from 1.04.2019	n/a	n/a	n/a	n/a	620,226	1,117,828

Year to 31.12.2020	2015	2016	2017	2018	2019	2020
YoY						80%
Skiba Leszek Vice-President of the Management Board / President of the Management Board on the Bank's Management Board from 20.04.2020	n/a	n/a	n/a	n/a	n/a	682,633
YoY						
Styczyński Tomasz Vice-President of the Management Board on the Bank's Management Board from 7.07.2017 to 31.01.2021	n/a	n/a	472,564	1,062,781	1,936,749	1,797,341
YoY				125%	82%	-7%
Tomczuk Marek Vice-President of the Management Board on the Bank's Management Board from 21.08.2017 to 21.12.2020	n/a	n/a	454,131	1,315,934	2,312,279	2,024,701
YoY				190%	76%	-12%
Zmitrowicz Magdalena Vice-President of the Management Board on the Bank's Management Board from 1.12.2019	n/a	n/a	n/a	76,723	1,213,784	1,561,010
YoY					1,482%	29%
Krupiński Michał President of the Management Board on the Bank's Management Board from 15.06.2017 to 29.11.2019	n/a	n/a	1,060,659	2,096,021	3,728,878	1,910,974
YoY				98%	78%	-49%
Lehmann Michał Vice-President of the Management Board on the Bank's Management Board from 7.07.2017 to 29.11.2019	n/a	n/a	441,094	1,013,388	1,768,177	956,255
YoY				130%	74%	-46%

Year	2015	2016	2017	2018	2019	2020
Wetmański Piotr Member of the Management Board on the Bank's Management Board from 7.03.2019 to 29.11.2019	n/a	n/a	n/a	n/a	759,901	683,207
YoY						-10%
<i>Member of the Supervisory Board¹</i>						
Bigos-Jaworowska Sabina on the Supervisory Board from 8.06.2017	n/a	n/a	89,719	170,380	167,351	177,134
YoY				90%	-2%	6%
Dynysiuk Joanna on the Supervisory Board from 8.06.2017	n/a	n/a	126,164	195,753	182,869	195,711
YoY				55%	-7%	7%
Głębiowska-Michalak Justyna on the Supervisory Board from 8.06.2017	n/a	n/a	110,908	183,003	182,869	195,711
YoY				65%	0%	7%
Janas Grzegorz on the Supervisory Board from 8.06.2017 to 22.05.2020	n/a	n/a	104,736	87,833	no remuneration	no remuneration
YoY				-16%		
Kaczoruk Stanisław on the Supervisory Board from 8.06.2017	n/a	n/a	96,425	170,726	182,413	192,819
YoY				77%	7%	6%
Kaszyński Michał on the Supervisory Board from 8.06.2017	n/a	n/a	89,719	170,380	167,351	177,134
YoY				90%	-2%	6%
Majcher Marian on the Supervisory Board from 8.06.2017	n/a	n/a	74,997	145,352	167,351	177,134
YoY				94%	15%	6%
Stopczyński Paweł on the Supervisory Board from 8.06.2017 to 22.05.2020	n/a	n/a	74,997	65,647	no remuneration	no remuneration
YoY				-12%		

Year	2015	2016	2017	2018	2019	2020
Surówka Paweł on the Supervisory Board from 8.06.2017 to 20.04.2020	n/a	n/a	107,139	89,722	no remuneration	20,777
YoY				-16%		
Kozłowska-Chyła Beata on the Supervisory Board from 22.05.2020	n/a	n/a	n/a	n/a	n/a	no remuneration
YoY						
Eckert Marcin on the Supervisory Board from 22.05.2020	n/a	n/a	n/a	n/a	n/a	no remuneration
YoY						
Sadurska Małgorzata on the Supervisory Board from 22.05.2020	n/a	n/a	n/a	n/a	n/a	no remuneration
YoY						

¹ The information presented in the table applies to Members of the Management Board of the Bank and Members of the Supervisory Board of the Bank who served in the financial years 2019 or 2020 as Members of the Management Board of the Bank and Members of the Supervisory Board of the Bank, respectively. The information on the remuneration of Members of the Management Board of the Bank and Members of the Supervisory Board of the Bank who ceased to hold their functions in the composition of the Management Board of the Bank and the Supervisory Board of the Bank, respectively, before 1 January 2019, but received between 2015-2020 remuneration from the Bank for performing such functions is presented in the appendix to the Report.

Year	2015	2016	2017	2018	2019	2020
Average salary per full-time jobs	78,383.19	83,118.30	87,242.06	84,844.98	90,786.14	96,051.98
YoY		6.04%	4.96%	-2.75%	7.00%	5.80%

Year	2015	2016	2017	2018	2019	2020
<i>the Bank's results</i>						
Operating income (PLN million)	6,792	7,036	7,085	7,478	7,887	7,476
YoY		3.59%	0.70%	5.55%	5.47%	-5.21%

Year	2015	2016	2017	2018	2019	2020
Gross operating profit (PLN million)	3,799	4,045	4,061	4,359	4,683	4,285
YoY		6.48%	0.40%	7.34%	7.43%	-8.50%
Gross profit (PLN million)	2,792	2,863	2,728	3,021	3,016	1,697
YoY		2.54%	-4.72%	10.74%	-0.17%	-43.73%
Expenditures / income (excluding costs involved in the Bank Guarantee Fund and provisions for legal risk involved in FX mortgage loans)	44.10%	42.50%	42.70%	41.70%	40.50%	42.30%
YoY		-3.63%	0.47%	-2.34%	-2.88%	4.44%
Net profit (in PLN m)	2,290	2,278	2,088	2,311	2,247	1,126
YoY		-0.52%	-8.34%	10.68%	-2.77%	-49.89%

8. Information on the number of financial instruments¹ allocated or offered, and key terms and conditions for exercising the rights under those instruments

Member of the Management Board of the Bank	number of phantom shares allocated for 2020 ¹	number of phantom shares allocated for 2019
Skiba Leszek	n/a	n/a
Fuchs Jarosław	n/a	n/a
Gadomski Marcin	n/a	n/a
Kozłowski Krzysztof	n/a	n/a
Krupiński Michał	n/a	4,180
Kubiak Tomasz	n/a	4,408
Lehmann Michał	n/a	4,040

¹ Within the meaning of the Act of 29 July 2005 on Trading in Financial Instruments, e.g. securities, options, futures, swaps and other derivatives

Member of the Management Board of the Bank	number of phantom shares allocated for 2020 ¹	number of phantom shares allocated for 2019
Lusztyn Marek	n/a	4,420
Olszewski Grzegorz	n/a	2,741
Styczyński Tomasz	n/a	4,408
Tomczuk Marek	n/a	4,408
Wetmański Piotr	n/a	2,901
Zmitrowicz Magdalena	n/a	4,408

¹variable remuneration for 2020 has not been awarded yet; for 2019, not every member of the Bank's Management Board was entitled to variable remuneration

The Variable Remuneration System dedicated to members of the Bank's Management Board is developed in accordance with the interests of shareholders and the principles of long-term profitability across the Bank, ensuring proper division of the variable remuneration associated with the results into parts granted in cash and financial instruments (phantom shares the Bank) and parts paid in advance and parts deferred. Variable remuneration is directly related to the results achieved, which are assessed in accordance with the Bank's internal regulations. The total variable remuneration awarded to Members of the Bank's Management Board does not limit the Bank's ability to increase its capital base.

In accordance with the Rules of the Variable Remuneration System regulated in the management services contracts concluded with the Members of the Bank's Management Board, Members of the Bank's Management Board may receive variable remuneration after measurement of the performance at the individual level, the organizational unit level and the results of the entire Bank, and taking into account compliance of the participant's conduct with the provisions of law, recommendations of supervisory and control bodies, internal regulations and standards adopted by the Bank. When assessing individual effects of work, financial and non-financial criteria are taken into account, and the results of the compliance assessment and risk assessment may reduce the bonus to zero.

The number of phantom shares that may be acquired by a Member of the Bank's Management Board is determined by dividing 50% of the bonus granted to a given Member of the Bank's Management Board for a given year by the average closing price of the Bank's shares on the Warsaw Stock Exchange for 30 calendar days preceding the meeting of the Supervisory Board at which it assesses the Bank's financial statements for a given year. The awarded bonus consists of a part of the upfront bonus and a part of the deferred bonus as follows:

Part of the bonus payable in advance:

- 60% of the awarded bonus in the year of granting, with 30% of the awarded bonus paid cash, and 30% consisting of phantom shares, the settlement of which takes place after a one-year retention period,

Deferred part of the bonus:

- 13.3 (3)% of the granted bonus after one year from the date of granting, with 6.6(6)% of the awarded bonus paid cash, and 6.6(6)% of the awarded bonus consisting of phantom shares, the settlement of which takes place after a one-year retention period,
- 13.3 (3)% of the granted bonus after two years from the date of granting, with 6.6(6)% of the awarded bonus paid cash, and 6.6(6)% of the awarded bonus consisting of phantom shares, the settlement of which takes place after a one-year retention period,
- 13.3 (3)% of the granted bonus after three years from the date of granting, with 6.6(6)% of the awarded bonus paid cash, and 6.6(6)% of the awarded bonus consisting of phantom shares, the settlement of which takes place after a one-year retention period,

Each of the deferred parts is acquired after prior verification of the level of the results achieved by the Bank in a given accounting year, as well as individual compliance and risk assessment. The results of such an assessment may result in the reduction of a given deferred part, even to zero. The financial instrument is settled through the payment of cash in the amount equal to the product of the phantom shares held by the participant and the average closing price of the Bank's shares on the WSE for 30 calendar days preceding the meeting of the Supervisory Board of the Bank, on which it assesses the Bank's financial statements for a given year and the payment benefits on acquired phantom shares in the amount corresponding to the dividend paid to shareholders during the retention period obligatory for shares acquired by a given person.

Members of the Bank's Supervisory Board do not receive remuneration in the form of financial instruments.

9. Information on taking advantage of the option to demand the repayment of variable remuneration components

In the period covered by the Report, Members of the Bank's Supervisory Board were not entitled to variable remuneration components.

Under § 3 Section 12, the Policy does not provide for the Bank's ability to demand that the Bank's Management Board Member refund variable remuneration components that have already been acquired. Neither resolutions of the General Meeting which in the period covered by the Report set out the rules for determining the remuneration of Members of the Bank's Management Board nor the management services contracts concluded with Management Board Members provided for such a possibility and the Bank did not take advantage of this option.

10. Information on derogations from the procedure for implementing remuneration policies and temporary derogations from the application of remuneration policies

During the term of the Policy, the procedure for implementation thereof or application of any part thereof was not departed from.

11. Cash or non-cash benefits² granted to the closest relatives³ of the members of the Management Board and the Supervisory Board.

In the period covered by the Report, the remuneration of Members of the Supervisory Board of the Bank did not include any cash or non-cash benefits granted to their relatives.

In the period covered by the Report, the remuneration of Members of the Management Board of the Bank did not include any cash benefits granted to their relatives.

In the period covered by the Report, the Bank provided a non-cash benefit in the form of medical care for Members of the Management Board of the Bank and their family members, the value of which, per annum, did not exceed one fixed salary of a given Member of the Bank's Management Board.

12. Information on taking into account the resolution of the General Meeting giving opinion on the previous remuneration report

Pursuant to § 5 Section 7 of the Policy, this Report is prepared by the Supervisory Board of the Bank for the first time jointly for 2019 and 2020, and as a consequence, the Bank's General Meeting has not yet adopted resolutions on previous remuneration reports.

13. Summary

The Supervisory Board of the Bank reviewed the remuneration and all benefits received by individual Members of the Bank's Management Board and Members of the Supervisory Board of the Bank. As a result of the review, the Supervisory Board of the Bank determined that:

- a) the amount of remuneration of both Members of the Bank's Management Board and Members of the Supervisory Board of the Bank and the rules for determining such remuneration are consistent with the Policy;

² Benefits resulting from the content of the contract with a Member of the Management Board or regulations regarding the principles of determining the remuneration of members of the Management Board / Supervisory Board (internal or statutory)

³The term closest relative shall cover the spouse, ascendants, descendants, siblings, relatives by affinity in the same line or to the same degree, persons adopted and their spouses, as well as person cohabitants. The following is not provided: 1) the basis for awarding such benefits; 2) the personal data of the persons they were paid to.

- b) the Policy supports correct and effective risk management and does not encourage excessive risk-taking, the implementation of the Bank's management strategy and risk management strategy, as well as the mechanisms of managing and limiting conflicts of interest occurring in the Bank's operations, and moreover, the solutions adopted in the Policy contribute to the implementation of the business strategy, long-term interests and stability of the Bank, and supports the sustainable growth of the Bank, among other things it helps ensure that the Policy is consistent with the strategy for the introduction of risks to sustainable growth in the investment decision-making process into the Bank's operations.
- c) the applicable rules for remunerating members of the Bank's Management Board allow for a flexible policy of variable remuneration components, inter alia, they allow a wide catalogue of conditions, both quantitative and qualitative, enabling the limitation or even non-payment of variable remuneration (including deferred parts) in the event of a difficult financial or capital situation of the Bank or a negative risk assessment or compliance regarding a given Member of the Bank's Management Board .

In view of the above, the Supervisory Board of the Bank positively assesses the functioning of the Policy.

Appendix

Information on the remuneration of Members of the Management Board of the Bank and Members of the Supervisory Board of the Bank who ceased to hold their functions in the composition of the Management Board of the Bank and the Supervisory Board of the Bank, respectively, before 1 January 2019, but received between 2015-2020 remuneration from the Bank for performing such functions¹

Year	2015	2016	2017	2018	2019	2020
<i>former Members of the Management Board before 2019</i>						
Lovaglio Luigi	13,378	13,230	9,790	4,831	8,953	2,107
YoY		-1%	-26%	-51%	85%	-76%
Wazyński Marian	1,734	1,639	3,289	577	478	189
YoY		-5%	101%	-82%	-17%	-60%
Piowar Grzegorz	3,379	3,104	5,446	1,942	1,277	518
YoY		-8%	75%	-64%	-34%	-59%
Kopyński Andrzej	3,230	2,982	2,880	4,281	2,548	320
YoY		-8%	-3%	49%	-40%	-87%
Biondo Diego	3,268	3,161	1,787	719	601	272
YoY		-3%	-43%	-60%	-16%	-55%
Santini Stefano	1,308	1,378	833	260	15	243
YoY		5%	-40%	-69%	-94%	1,482%
Niewiński Adam	612	1,165	2,908	547	459	171
YoY		90%	150%	-81%	-16%	-63%
Ciurysek-Gedir Roksana	n/a	n/a	n/a	1,851	823	963

YoY					-56%	17%
total:	170,305	170,305	170,305	170,305	170,305	170,305
YoY		-1%	1%	-44%	1%	-68%

(Data in PLN k)

Year	2015	2016	2017	2018	2019	2020
<i>former Members of the Supervisory Board before 2019</i>						
Woźnicki Jerzy	246	233	107	n/a	n/a	n/a
YoY		-5%	-54%			
Dangel Paweł	68	n/a	n/a	n/a	n/a	n/a
YoY						
Pawłowicz Leszek	227	215	98	n/a	n/a	n/a
YoY		-5%	-54%			
Rosółowska Wioletta	135	133	n/a	n/a	n/a	n/a
YoY		-1%				
Adamkiewicz Małgorzata	46	n/a	n/a	n/a	n/a	n/a
YoY						
Filar Dariusz	125	191	86	n/a	n/a	n/a
YoY		53%	-55%			
Majchrzak Katarzyna	89	133	58	n/a	n/a	n/a
YoY		49%	-56%			
Nicastro Roberto	43	79	n/a	n/a	n/a	n/a
YoY		84%				
Penna Laura Stefania	No remuneration	No remuneration	No remuneration	n/a	n/a	n/a
YoY						
Tomanek Doris	No remuneration	No remuneration	no remuneration	n/a	n/a	n/a
YoY						
Decio Alessandro	No remuneration	86	n/a	n/a	n/a	n/a
YoY						

Year	2015	2016	2017	2018	2019	2020
<i>former Members of the Supervisory Board before 2019</i>						
Fossati Massimiliano	n/a	No remuneration	No remuneration	n/a	n/a	n/a
YoY						
Papa Gianni	n/a	No remuneration	No remuneration	n/a	n/a	n/a
YoY						
in total:	979	1,070	349	n/a	n/a	n/a
YoY		9%	-67%			

(Data in PLN k)

¹More detailed data on the remuneration of former Members of the Management Board of the Bank and former Members of the Supervisory Board of the Bank who terminated their duties before 1 January 2019 was regularly presented by the Bank in the Bank's Management Board reports for individual financial years, which reports are available on the Bank's website at <https://www.pekao.com.pl/relacje-inwestorskie/wza.html>