

Amount of termination payments, damages and compensations for the Members of the 12 Management Boards of the PKO Bank Polski S.A. Group
in the years 2008-2017.

In the other 19 companies of the PKO Bank Polski S.A. Group, there were no such payments.

2008 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
1 182 254	4	124 853	1	0	0

2009 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
1 333 190	7	1 407 561	9	300 000	2

2010 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
307 910	4	560 574	5	138 000	1

2011 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
202 163	1	83 570	2	519 000	4

2012 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
1 020 853	5	918 427	5	690 000	2

2013 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
0	0	0	0	0	0

2014 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
1 385	1	0	0	0	0

2015 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
717 544	5	526 879	3	114 000	1

2016 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
375 000	2	563 748	4	0	0

2017 year					
Termination payments		Compensation arising from non-competition obligation		Other compensations	
PLN gross amount	Number of persons	PLN gross amount	Number of persons	PLN gross amount	Number of persons
461 925	3	141 975	2	0	0