

Quantitative data on variable components of remuneration -years: 2012 - 2015 according to the state on 31.05.2016 r.

Table 10.1

REMUNERATION BY BUSINESS AREAS 2015

| 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 | 5,61 | 15,75 | 36,45 | 17,51 | 57,81 |

Table 10.2

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2015

| PKO Bank Polski SA | | | | | | | | | | |
|--|--|----------------------|-----------------------------|----------------------|--------------------|--------------------|---------------------------------------|--|---------------|----------------|
| Management Board | | | | | | | | | | |
| Specification | President of the Management Board Area | IT and Services Area | Finance and Accounting Area | Risk Management Area | Bancassurance Area | Retail Market Area | Corporate and Investment Banking Area | Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions | Other persons | Total |
| Number of persons | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 36 | 22 | 65 |
| Paid regular remuneration (in mln PLN) | 1,89 | 1,42 | 1,58 | 1,42 | 1,37 | 1,42 | 1,42 | 15,78 | 7,52 | 33,82 |
| Variable remuneration for 2015 (in mln PLN) | 1,29 | 0,99 | 1,10 | 0,99 | 0,63 | 0,99 | 0,99 | 11,80 | 5,20 | 23,99 |
| granted non-deferred component of the amount (in mln PLN), including: | 0,72 | 0,60 | 0,64 | 0,60 | 0,38 | 0,60 | 0,60 | 7,08 | 3,12 | 14,32 |
| <i>cash (50% of non-deferred component) in mln PLN</i> | <i>0,36</i> | <i>0,30</i> | <i>0,32</i> | <i>0,30</i> | <i>0,19</i> | <i>0,30</i> | <i>0,30</i> | <i>3,54</i> | <i>1,56</i> | <i>7,16</i> |
| <i>financial instrument - number of shares (50% of non-deferred component converted into a number of phantom shares at the price in Q4 2015 *)</i> | <i>12 935</i> | <i>10 742</i> | <i>11 562</i> | <i>10 742</i> | <i>6 795</i> | <i>10 742</i> | <i>10 742</i> | <i>127 581</i> | <i>56 235</i> | <i>258 076</i> |
| calculated and still unpaid component deferred for following years (in mln PLN), including: | 0,58 | 0,40 | 0,46 | 0,40 | 0,25 | 0,40 | 0,40 | 4,72 | 2,08 | 9,68 |
| <i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i> | <i>0,29</i> | <i>0,20</i> | <i>0,23</i> | <i>0,20</i> | <i>0,13</i> | <i>0,20</i> | <i>0,20</i> | <i>2,36</i> | <i>1,04</i> | <i>4,84</i> |
| <i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i> | <i>10 390</i> | <i>7 161</i> | <i>8 330</i> | <i>7 161</i> | <i>4 530</i> | <i>7 161</i> | <i>7 161</i> | <i>85 055</i> | <i>37 494</i> | <i>174 443</i> |
| value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| payments related to commencement of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,12 | 0,12 |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 1 | 1 |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,12 | 0,12 |
| payments related to termination of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| 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 | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 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

Quantitative data on variable components of remuneration -years: 2012 - 2015 according to the state on 31.05.2016 r.

Table 10.3

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 | 6,46 | 11,02 | 30,14 | 15,48 | 47,61 |

Table 10.4

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2014

PKO Bank Polski SA

Management Board

| Specification | President of the Management Board Area | IT and Services Area | Finance and Accounting Area | Risk Management Area | Bancassurance Area | Retail Market Area | Corporate and Investment Banking Area | Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions | Other persons | Total |
|--|--|----------------------|-----------------------------|----------------------|--------------------|--------------------|---------------------------------------|--|---------------|-------------|
| Number of persons | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 33 | 28 | 68 |
| Paid regular remuneration (in mln PLN) | 1,82 | 1,37 | 1,52 | 1,37 | 1,37 | 1,37 | 1,37 | 15,41 | 6,61 | 32,20 |
| Variable remuneration for 2014 (in mln PLN) | 0,91 | 0,76 | 0,76 | 0,67 | 0,67 | 0,76 | 0,77 | 7,79 | 2,33 | 15,41 |
| granted non-deferred component of the amount (in mln PLN), including: | 0,52 | 0,43 | 0,44 | 0,38 | 0,39 | 0,43 | 0,44 | 4,46 | 1,34 | 8,83 |
| <i>cash (50% of non-deferred component) in mln PLN</i> | 0,29 | 0,24 | 0,24 | 0,21 | 0,21 | 0,24 | 0,25 | 2,49 | 0,74 | 4,93 |
| <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> | 7 835 | 6 567 | 6 591 | 5 812 | 5 818 | 6 545 | 6 684 | 67 386 | 20 177 | 133 415 |
| <i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2015 (in mln PLN)</i> | 0,23 | 0,19 | 0,19 | 0,17 | 0,17 | 0,19 | 0,20 | 1,97 | 0,59 | 3,90 |
| granted deferred component cash - 1 instalment (in mln PLN): | 0,07 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,06 | 0,56 | 0,17 | 1,11 |
| <i>cash (50% of deferred component) in mln PLN</i> | 0,07 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,06 | 0,56 | 0,17 | 1,11 |
| calculated and still unpaid component deferred for following years (in mln PLN), including: | 0,32 | 0,27 | 0,27 | 0,24 | 0,24 | 0,27 | 0,27 | 2,77 | 0,83 | 5,47 |
| <i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i> | 0,13 | 0,11 | 0,11 | 0,10 | 0,10 | 0,11 | 0,11 | 1,11 | 0,33 | 2,19 |
| <i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i> | 5 223 | 4 380 | 4 395 | 3 876 | 3 879 | 4 365 | 4 458 | 44 967 | 13 473 | 89 016 |
| value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| payments related to commencement of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,30 | 0,30 |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 1 | 1 |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,30 | 0,30 |
| payments related to termination of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,18 | 0,18 |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 1 | 1 |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,18 | 0,18 |
| 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 | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |

* / shares - 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

Quantitative data on variable components of remuneration -years: 2012 - 2015 according to the state on 31.05.2016 r.

Table 10.5

REMUNERATION BY BUSINESS AREAS 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) in mln PLN | 6,96 | 8,72 | 6,39 | 26,90 | 16,20 | 48,96 |

Table 10.6

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2013

PKO Bank Polski SA

Management Board

| Specification | President of the Management Board Area | IT and Services Area | Finance and Accounting Area | Risk Management Area | Corporate Market Area | Retail Market Area | Investment Banking Area | Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions | Other persons | Total |
|--|--|----------------------|-----------------------------|----------------------|-----------------------|--------------------|-------------------------|--|---------------|--------------|
| Number of persons | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 37 | 17 | 61 |
| Paid regular remuneration (in mln PLN) | 1,78 | 1,33 | 1,48 | 1,31 | 1,31 | 1,33 | 1,33 | 14,78 | 5,33 | 29,99 |
| Variable remuneration for 2013 (in mln PLN) | 1,19 | 0,79 | 1,01 | 0,86 | 0,74 | 0,82 | 0,91 | 9,47 | 3,19 | 18,98 |
| granted non-deferred component of the amount (in mln PLN), including: | 0,68 | 0,48 | 0,61 | 0,52 | 0,45 | 0,49 | 0,55 | 5,74 | 1,94 | 11,46 |
| <i>cash (50% of non-deferred component) in mln PLN</i> | 0,34 | 0,24 | 0,31 | 0,26 | 0,23 | 0,25 | 0,28 | 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> | 8 698 | 6 150 | 7 757 | 6 678 | 5 705 | 6 331 | 7 063 | 73 536 | 24 817 | 146 735 |
| <i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2014 (in mln PLN)</i> | 0,34 | 0,24 | 0,30 | 0,26 | 0,22 | 0,24 | 0,27 | 2,83 | 0,96 | 5,65 |
| granted deferred component: cash - I and II Instalment and financial instrument - I Instalment (in mln PLN): | 0,25 | 0,15 | 0,19 | 0,16 | 0,14 | 0,15 | 0,17 | 1,78 | 0,60 | 3,59 |
| <i>cash (50% of deferred component) in mln PLN</i> | 0,18 | 0,11 | 0,14 | 0,12 | 0,10 | 0,11 | 0,13 | 1,30 | 0,44 | 2,64 |
| <i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i> | 2 246 | 1 367 | 1 775 | 1 484 | 1 268 | 1 407 | 1 570 | 16 353 | 5 521 | 32 991 |
| <i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i> | 0,07 | 0,04 | 0,05 | 0,04 | 0,04 | 0,04 | 0,05 | 0,47 | 0,16 | 0,96 |
| calculated and still unpaid component deferred for following years (in mln PLN), including: | 0,27 | 0,16 | 0,21 | 0,18 | 0,15 | 0,17 | 0,19 | 1,94 | 0,66 | 3,92 |
| <i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i> | 0,09 | 0,05 | 0,07 | 0,06 | 0,05 | 0,06 | 0,06 | 0,65 | 0,22 | 1,31 |
| <i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i> | 4 492 | 2 734 | 3 550 | 2 968 | 2 536 | 2 814 | 3 140 | 32 706 | 11 042 | 65 982 |
| value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| payments related to commencement of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. |
| payments related to termination of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,27 | 0,27 |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 1 | 1 |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 0,27 | 0,27 |
| 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 | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | 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

Quantitative data on variable components of remuneration -years: 2012 - 2015 according to the state on 31.05.2016 r.

Table 10.7

REMUNERATION BY BUSINESS AREAS 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) in mln PLN | 5,69 | 8,78 | 7,07 | 21,54 | 12,55 | 43,08 |

Table 10.8

REMUNERATION DIVIDED INTO REGULAR AND VARIABLE PART 2012

PKO Bank Polski SA

| Specification | Management Board | | | | | | | Persons reporting directly to Management Board members (including chief accountant) and directors of corporate regions | Other persons | Total |
|--|--|----------------------|-----------------------------|-----------------------|--------------------|-------------------------|-------------|--|---------------|-------|
| | President of the Management Board Area | IT and Services Area | Finance and Accounting Area | Corporate Market Area | Retail Market Area | Investment Banking Area | | | | |
| Number of persons | 1 | 1 | 1 | 1 | 1 | 1 | 34 | 16 | 56 | |
| Paid regular remuneration (in mln PLN) | 1,58 | 1,19 | 1,29 | 1,19 | 1,19 | 1,14 | 14,55 | 5,01 | 27,15 | |
| Variable remuneration for 2012 (in mln PLN) | 1,10 | 0,84 | 0,93 | 0,79 | 0,76 | 0,82 | 8,03 | 2,67 | 15,94 | |
| granted non-deferred component of the amount (in mln PLN), including: | 0,65 | 0,51 | 0,56 | 0,48 | 0,46 | 0,49 | 4,87 | 1,62 | 9,64 | |
| <i>cash (50% of non-deferred component) in mln PLN</i> | 0,32 | 0,25 | 0,28 | 0,24 | 0,23 | 0,24 | 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> | 8 900 | 6 990 | 7 714 | 6 558 | 6 335 | 6 792 | 66 821 | 22 231 | 132 342 | |
| <i>financial instrument - number of shares - converted into cash at the rate in force in Q3 2013 (in mln PLN)</i> | 0,33 | 0,26 | 0,28 | 0,24 | 0,23 | 0,25 | 2,47 | 0,82 | 4,89 | |
| granted deferred component: cash - I, II and III instalment and financial instrument - I and II instalment (in mln PLN): | 0,38 | 0,28 | 0,30 | 0,26 | 0,25 | 0,27 | 2,63 | 0,88 | 5,24 | |
| <i>cash (50% of deferred component) in mln PLN</i> | 0,23 | 0,17 | 0,19 | 0,16 | 0,15 | 0,17 | 1,62 | 0,54 | 3,23 | |
| <i>financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i> | 4 254 | 3 106 | 3 428 | 2 914 | 2 816 | 3 018 | 29 700 | 9 880 | 59 116 | |
| <i>financial instrument - number of shares - converted into cash (50% of deferred component) in mln PLN</i> | 0,14 | 0,11 | 0,12 | 0,10 | 0,10 | 0,10 | 1,01 | 0,33 | 2,00 | |
| calculated and still unpaid component deferred for following years (in mln PLN), including: | 0,08 | 0,06 | 0,06 | 0,05 | 0,05 | 0,05 | 0,53 | 0,18 | 1,06 | |
| <i>calculated and still unpaid deferred component - cash (50% of deferred component) in mln PLN</i> | nd | nd | nd | nd | nd | nd | nd | nd | nd | |
| <i>calculated and still unpaid deferred component - financial instrument - number of shares (50% of deferred component converted into a number of phantom shares)</i> | 2 127 | 1 553 | 1 714 | 1 457 | 1 408 | 1 509 | 14 849 | 4 940 | 29 557 | |
| value of deferred remuneration granted in the given financial year and reduced due to an adjustment related to results (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| payments related to commencement of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| payments related to termination of an employment relationship (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| number of persons receiving such payments | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| the highest payment (in mln PLN) | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |
| 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 | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | n.a. | |

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