

Quantitative information concerning aggregated remuneration of persons occupying management positions in Bank Millennium (“Risk takers”) in the meaning of §. 28 sect. 1 of resolution No 258/2011 of Polish Financial Supervision Authority

1. Quantitative information concerning the amount of 2012 remuneration divided by business lines used in management of Bank Millennium:

in PLN thousand

	Remuneration of Risk takers occupying management positions in Bank Millennium
Retail Banking	3 466,3
Corporate Banking	4 359,9
General management	18 125,7
Total	25 951,9

2. Quantitative information concerning the amount of 2012 remuneration of persons occupying management positions in Bank Millennium divided by Management Board Members, persons reporting directly to Management Board and other Risk takers:

in PLN thousand

	Management Board Members	Risk takers reporting directly to Management Board	other Risk takers	Total
Number of persons	8	23	5	36
Fixed remuneration	10 149,1	8 440,6	1 264,2	19 853,9
Variable remuneration	4 590,0	1 327,8	180,2	6 098,0
Cash- total	2 295,0	661,6	82,3	3 038,9
<i>Cash - paid</i>	1 147,5	661,6	82,3	1 891,4
<i>Cash - deferred</i>	1 147,5	0	0	1 147,5
Financial instrument -total	2 295,0	666,2	97,9	3 059,1
<i>Financial instrument - awarded</i>	1 147,5	0	0	1 147,5
<i>Financial instrument - deferred</i>	1 147,5	666,2	97,9	1,911,6

Decision on payment of deferred part of variable remuneration is going to be taken after re-evaluation of 2012 results to be done by Personnel Committee of Supervisory Board in consecutive years.