

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 - referring to 2013

1. Quantitative information concerning the given year divided by business lines used in management of Bank Millennium:

in PLN thousand

Business units	Remuneration of persons occupying management positions in Bank Millennium in the meaning of §. 28 sect. 1 of resolution No 258/2011 of Polish Financial Supervision Authority		
	Board Members	Others	Total
Retail Banking		937,1	937,1
Corporate Banking		4 567,6	4 567,6
General management	17 346,4	6 079,8	23 426,2
Total	17 346,4	11 584,5	28 930,9

2. Quantitative information for given year concerning the remuneration of persons occupying management positions in Bank Millennium divided by Management Board Members, persons reporting directly to a Management Board and other Risk Takers:

in PLN thousand

	Board Members	Persons occupying management positions in Bank Millennium in the meaning of KNF resolution No 258/2011 reporting directly to a Management Board	Other managers in the meaning of KNF resolution No 258/2011	Total
Number of persons	8	26	5	39
Fixed remuneration	10 146,4	8 222,7	1 347,7	19 716,8
Variable remuneration	7 200,0	1 792,5	221,6	9 214,1
Cash- total	3 600,0	795,7	97,5	4 493,2
Cash - granted and paid	1 800,0	795,7	97,5	2 693,2
Cash - deferred	1 800,0	0,0	0,0	1 800,0
Financial instrument -total	3 600,0	996,8	124,1	4 720,9
Financial instrument -granted and paid	1 800,0	0,0	0,0	1 800,0
Financial instrument - deferred	1 800,0	996,8	124,1	2 920,9
Payments connected with taking up/ending employment	0,0	0,0	0,0	0,0
Highest payment of the kind	629,5	0,0	0,0	629,5
Number of persons	1	0	0	1

3. Quantitative information concerning value of financial instruments paid in the reported year being the subject of performance-related adjustment, referring to previous accounting years for persons occupying management positions divided by Management Board Members, persons reporting directly to a Management Board and other Risk Takers in Bank Millennium Group

in PLN thousand

	Board Members	Persons occupying management positions in Bank Millennium in the meaning of KNF resolution No 258/2011 reporting directly to a Management Board	Other managers in the meaning of KNF resolution No 258/2011
Number of persons	8	27	5
Financial instrument paid in the reported year being the subject of performance-related adjustment, referring to previous accounting years	0	0	0