

Aleksander Galos

Education

2017	Warsaw School of Economics Post-graduate studies Academy of Energy Technology
2009 – 2010	Warsaw School of Economics Post-graduate studies in Accounting (without diploma)
2008 – 2009	Warsaw School of Economics Post-graduate studies in Management (with diploma)
1994	Circuit Chamber of Legal Counsels in Warsaw Legal Counsel
1986 – 1988	Kraków District Court Judge apprenticeship training and Judge Exam
1979 – 1984	Jagiellonian University, Kraków Law degree at the School of Law and Administration

Professional experience

2017 – present	Kochański Zięba i Partnerzy Business Law Firm Partner
2011 – 2016	PGE Energia Jądrowa S.A. Director of the Legal Office
2009 – present	Stalexport Autostrady S.A. Deputy Chair of the Supervisory Board
2008 – 2010	Eko-Park S.A. Vice-President of the Management Board
2005 – present	Judge of the Arbitration Court at the Polish Power Exchange
2002 – 2011	Bank Zachodni WBK S.A. Member of the Supervisory Board
2001 – 2007	Kancelaria Prawna Hogan & Hartson M. Jamka, A. Galos i Wspólnicy, Spółka Komandytowa (Law Firm), Warsaw Legal Counsel, Managing Partner, General Partner
2000 – 2001	PKO BP S.A. Member of the Supervisory Board
1994 – 2001	Hogan & Hartson Sp. z o.o., Warsaw Legal Counsel, Managing Partner
1992 – 1993	The Office of the Ministry of Prime Minister's Office (URM) Director
1984 – 1992	Jagiellonian University, Kraków Assistant Lecturer at the School of Law and Administration

Ad Kas

Education

1984 State University of Utrecht,
the Netherlands
Master's Degree in Business Law

Professional experience

10.2017 - present ING Turkey Chairman of Audit Committee

05.2016 – 02.2017 ING Bank N.V. ad interim Head of Model Validation

01.2016 – 10.2017 ING Bank N.V. ad interim Head of Corporate Operational Risk Management

09.2014 – 12.2015 ING Bank N.V. Chief Risk Officer, ING Challengers & Growth Countries (C&G)

03.2013 – 08.2014 Chief Risk Officer, ING Direct N.V., Head of Risk Control&Coordination, Retail Banking

02.2008 – 03.2013 Chief Credit Officer, ING Turkey (Istanbul)

07.2005 – 02.2008 Head of General Lending Products, Central and Eastern Europe (Head Office ING Amsterdam)

10.2004 – 05.2005 Interim Head of Risk Management, Central and Eastern Europe (Head Office ING Amsterdam)

11.2000 – 07.2005 Head of Corporate Risk Assessment, Central and Eastern Europe (Head Office ING Amsterdam)

12.1996 – 11.2000 Senior Account Manager, Credit Restructuring Department / Corporate Accounts (Head Office ING Amsterdam)

09.1988 – 12.1996 (Senior) Relationship Manager, Wholesale Banking (NMB / ING Tilburg branch)

09.1984 – 09.1988 Tax Collector, Ministry of Finance (Rotterdam and Dordrecht)

Małgorzata Kołakowska

Education

2014 Harvard Business School
Advanced Management Program (AMP)

1991 The Main School of Planning and Statistics
(at present Warsaw School of Economics)
International trade economics and organisation

Professional experience

2018 - present	ING Bank NV, Wholesale Banking CEO UK, Middle East
04.2016 - 2017	ING Group Global Head of Network Wholesale Banking
02.2010 - 03.2016	ING Bank Śląski S.A. President of the Management Board
2008 - 2010	ING Bank Śląski S.A. Vice-President of the Management Board
2006 - 2008	ING Bank Śląski S.A. Wholesale Banking Division – area of strategic clients Bank Executive Director
2001 - 2006	European Bank of Reconstruction and Development Manager for Poland and Baltic Countries
1996 - 2001	McDonalds's Poland CFO
1993 - 1996	ING Bank N.V. Officer, Senior officer, Team head

Aleksander Kutela

Education

2005	Harvard Business School The General Management Program
1997	University of Economics, Kraków, Faculty of International Business and Politics Master of Economics

Professional experience

09.2018 – present	Ringier Axel Springer Polska Vice-President of the Management Board
03.2018 – 08.2018	Onet Holding Sp. z o.o. Vice-President of the Management Board
08.2015 – 04.2018	Grupa Onet.pl S.A. CEO

2011 – 06.2015	HBO Central Europe Programming Managing Director (Board Member)
2006 – 06.2015	HBO Europe (Brand Management) Senior Vice-President
2006 – 2008	HBO Central Europe (Brand Management and Original Production) Senior Vice-President
2002 – 06.2015	HBO Poland President of the Management Board
1998 – 2000	HBO Poland Sales and Marketing Director
1995 – 1996	World Entertainment News Network Representative in Poland

Antoni F. Reczek

Education

1976 Strathclyde University, Glasgow, Scotland Master's degree in Economics

Professional experience

2008 – 2013	PricewaterhouseCoopers Sp. z o.o. (PwC) Member of the European Forum for Audit Quality (EFAQ)
2000 – 2013	PricewaterhouseCoopers Sp. z o.o. (PwC) Regional Leader for Regulatory Matters
1995 – 2000	PricewaterhouseCoopers Sp. z o.o. (PwC) Leader of the Regional Financial Sector Service Team
1994 – 2011	PricewaterhouseCoopers Sp. z o.o. (PwC) Leader of the Corporate Financial Sector Service Team
1991 – 2013	PricewaterhouseCoopers Sp. z o.o. (PwC) President of the Management Board
1991 – 2013	PricewaterhouseCoopers Sp. z o.o. (PwC) Partner
1991 – 1994	PricewaterhouseCoopers Sp. z o.o. (PwC) Leader in the Audit Section

Other activities

2012 – present	President of the British-Polish Chamber of Commerce
2010 – present	Member of the Financial Committee of the Auschwitz-Birkenau Foundation

2008. – 2011	Member of the Council of the Polish Chamber of Certified Auditors
2006 – present	Participation in the works of the Auditing Working Party of the Federation of European Accountants (FEE)
2006 – 2010	Chairman of the Polish Financial Auditing Standards Committee
2006 – 2009	Member of the working groups of the Committee of European Securities Regulators (CESR) and European Financial Reporting Advisory Group (EFRAG)
2006 – 2008	Member of the Proactive Accounting Activities in Europe (PAAiNE)
2005 – 2011	Member of the Polish Accounting Standards Committee
2002 – 2004	Member of the Advising Committee for the Integration with the European Union at the Council of Ministers
1994	Auditor of the issue of participation shares in the National Investment Funds
1993 – present	Chartered Auditor of the Republic of Poland
1991	Founder of Coopers & Lybrand in Poland
1983 – present	Chartered Accountant (C.A.) of the Institute of Chartered Accountants of Scotland

Michał Szczurek

Education

Master of science, Economic Sciences, a joint programme of Warsaw University and Columbia University

Master's degree, Faculty of Law and Administration, Warsaw University

Master's degree, Department of Computer Sciences, Faculty of Electronics, University of Warsaw

CEDEP Business School, Fontainebleau, France

Professional experience

2012 – present	ING Bank Romania Chief Executive Officer
	TMB Bank Thailand
2009 – 2012	Chief Retail Banking Officer
	ING Bank Śląski S.A.
2004 – 2009	Vice-President of the Management Board in charge of the retail banking division

2002 – 2004	ING Nationale- Nederlanden Polska S.A. Vice-President of the Management Board
2002 – 2004	Towarzystwo Ubezpieczeń na Życie ING Nationale-Nederlanden [Life Insurance Company] Member of the Management Board
2000 – 2002	ING Nationale-Nederlanden Polska Powszechnie Towarzystwo Emerytalne S.A. [Pension Fund] Chief Executive Officer
1998 – 2000	Nationale-Nederlanden Polska PTE S.A. [Pension Fund] Vice-President of the Management Board in charge of finance and investment policy of the pension fund
1996 – 1998	ING BSK Asset Management and ING BSK Towarzystwo Funduszy Powierniczych S.A. Member of the Management Board in charge of investment policy

Norman Tambach

Education

1998 - 2002	Nyenrode Business University, the Netherlands master in accountancy
1991 - 2002	Registered Accountant, NIVRA (Dutch Institute of Chartered Accountants)

Courses

2016	Next CFO Programme, Deloitte, Belgium
2009	Leadership Programme, Avicenna Academy for Leadership
2007 - 2012	Netherlands Institute for New Technology, Economic and Social Studies (NINTES)
2007	INSEAD Banking School, Fontainebleau, France

Professional experience

06.2018 – present	ING DiBa, Niemcy Head of Financial Accounting and Regulatory Reporting
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2013 – present	ING Group N.V. / ING Bank N.V. Group Controller
1991 – 2013	KPMG, Amstelveen, The Netherlands Equity partner and various other functions
1999 – 2001	KPMG, Kiev, Ukraine
1995 – 1998	KPMG, Brussels, Belgium
<u>Other activities</u>	
2017 – present	Member of ING's Leadership Council
2015 – present	Chair of ING's Global Pricing and Impairment Committee
2014 – present	Member of (Ad Hoc) Disclosure Committee
2014 – present	Member of ING Bank ALCO
2014 – present	Chair of Group Evaluation Committee for ING's Controls Over Financial Reporting (SOX) and the ING's Operational Finance MT
2013 – present	Member of ING Bank Finance and Risk Committee
2013 – present	Member of ING Group Provisioning Committee
2013 – present	Member of the Finance Management Team