

Remco Nieland

Education and qualifications

1988-1992 Vrije Universiteit Amsterdam; Chartered Controller, Post graduate

1978-1986 Vrije Universiteit Amsterdam; Business Economics

1971-1978 Laar & Berg Laren VWO

Professional experience

Since 05/2019 ING; CFO Challengers & Growth Markets

08.2013 – 05.2019 ING-DiBa AG; Member of the Board / CFO

03.2013 – 05.2013 Domestic Bank Italy; Interim CFO

07.2005 – 07.2013 ING; CFO Commercial Banking Central & Eastern Europe (CB CEE)

05.2001 – 12.2010 ING; Head Global Financial Reporting Commercial Banking International

04.1999 – 04.2001 ING Barings; Global Head Financial Reporting, CFO General Banking / International Branch Network ING Barings

1997 – 03.1999 ING Barings; Head Financial Research

1992 – 1997 ING Bank International; Head Business Economic Affairs

1990 – 1992 ING; Head Planning & Control International Division

1988 – 1990 ING; Officer Planning & Control International Division

1986 – 1988 Management trainee International Division; 1987 – 1988: NMB London, 1986 – 1987: NMB Paris

Experience in supervisory positions

03.2000 – 11.2010 ING Middenbank N.V.

12.2005 – 11.2013 ING Bank (Eurasia) ZAO

05.2006 – 11.2013 ING Bank Ukraine JSB

03.2007 – 12.2009 ING Bank Hungary Zrt.

11.2007 – 09.2008 ING Bank Deutschland AG

Other positions

Since 1992 Association of Chartered Controllers Netherlands; Membership

Since 08.2013 ING Holding Deutschland GmbH; Managing Director, Holding company of ING Deutschland

Since 08.2013 ING Deutschland GmbH; Managing Director, Holding company of the various

business entities in Germany (ING-DiBa AG, Interhyp AG)

- Since 2017 American Chamber of Commerce in Germany e.V.; Member of the Board of Directors
- Since 05.2019 ING Australia Holdings Ltd; Managing Director
- Since 05.2019 ING Corporate Services Pty Ltd (Australia); Managing Director
- Since 05.2019 NNA Pty Ltd (Australia); Managing Director

**Resolution No. ...
of the Ordinary General Meeting
of ING Bank Śląski Spółka Akcyjna of 2 April 2020**

on the change on the Supervisory Board.

Under Article 22.2 of the Banking Law Act of 29 August 1997 and §19.1 of the Bank Charter, the General Meeting of ING Bank Śląski S.A., considering the recommendation of the ING Bank Śląski S.A. Supervisory Board Remuneration and Nomination Committee, declare that Mr Remco Nieland satisfies the requirements applicable to the Supervisory Board Member as laid down in Article 22aa of the Banking Law Act.

Considering the above assessment, the General Meeting of ING Bank Śląski S.A. hereby appoint Mr Remco Nieland as a member of the Supervisory Board of ING Bank Śląski S.A.