

Table no 16 New sign-on and severance payments made during the financial year, and the number of beneficiaries of such payments among persons in management positions, broken down by Management Board Members, persons reporting directly to Management Board Members and other persons in management positions in Bank Millennium Group, whose actions have a material impact on the risk profile of the institution (PLN thous.)

	Management Board	Persons in management positions - reporting directly to Management Board Members	Other persons in management positions
New sign-on and severance payments	1 740	0	0
Highest such payment	1 740	0	0
Number of persons receiving such payments	1	0	0

The number of individuals being remunerated EUR 1 million or more per financial year

No such individuals.

## XVI. Leverage (CRR Article 451)

As at 31 December 2014, the leverage ratio at the Group level was 8,29%

When calculating leverage, the Group does not apply the derogations set forth in Articles 499.2 and 499.3 of CRR. Leverage ratio is calculated both with respect to Tier 1 capital and using the temporary definition of Tier 1 capital.

The distribution of the total exposure measure used in the leverage ratio and leverage levels as at 31 December 2014 are presented in the table below:

Table no 17 Distribution of the total exposure measure and leverage levels as at 31 December 2014, (in PLN thous., %).

The amount and distribution of total exposure used in the leverage ratio, according to COREP report	1 month	2 months	3 months
Exposure to equity financing transactions in accordance with Article 220 of CRR	2 033 890 692	1 390 290 069	155 583 000
Derivatives: market value	621 837 738	614 635 632	618 968 267
Undrawn credit facilities unconditionally cancellable at any time without notice	678 212 461	690 202 786	722 804 005
Other assets	57 909 095 334	58 206 719 919	59 417 975 106
Medium/low risk trade finance off-balance sheet items	126 300 415	121 954 831	122 008 791

Medium risk trade finance off-balance sheet items and off-balance sheet items related to officially supported export financing	264 478 045	264 151 272	244 027 578
Other off-balance sheet items	587 525 733	76 121 082	61 796 432
Leverage ratio - using the fully implemented Tier 1 Capital definition	8,21	8,32	8,25
Leverage ratio - using the temporary Tier 1 Capital definition	8,30	8,41	8,38

The Group does not apply amounts that have been excluded from the total exposure measure in accordance with CRR 429.11.

With the Risk Strategy assumptions currently in place, the Group assesses the risk of excessive financial leverage as immaterial and therefore no specific procedures have been developed in this area.

The table below presents the leverage ratio levels in 2014; its level is satisfactory, with slight changes, and therefore a description of factors that had an impact on its levels is not justified.

*Table no 18 Leverage ratio in 2014 (in %)*

Leverage ratio	30.06.2014	30.09.2014	31.12.2014
Leverage ratio - using the fully implemented Tier 1 Capital definition, calculated as an arithmetic average	8.23	8.14	8.26
Leverage ratio - using the temporary Tier 1 Capital definition, calculated as an arithmetic average	8.44	8.30	8.36