



What?

ING needs to attract and retain excellent leaders so that it can deliver on its promise to its 34 million clients in the more than 40 countries it is operating in. At the same time, ING has to balance the interests of all stakeholders. The Supervisory Board reconfirms its support of ING's Executive Board Remuneration Policy aimed at further reducing the gap between the total direct compensation of ING's Executive Board and the median of the EURO STOXX 50 peer group over time.

For 2016, the Supervisory Board decided to increase the total (at target) remuneration of Executive Board members by 2%. Including these changes, ING will still pay its Executive Board well below the median for national and international companies in its peer group (the EURO STOXX 50).

For more information see the remuneration page or the full Annual Report on www.ing.com.

When?



Changes to ING's Executive Board Remuneration are effective as of 1 Jan 2016.

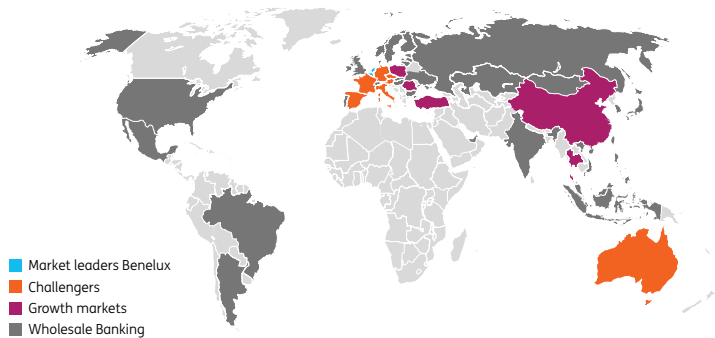
Why?



To remain competitive, ING needs to attract and retain the best leaders with international experience for its global activities. The Supervisory Board will continue to annually monitor developments and the applicable benchmark (EURO STOXX 50).

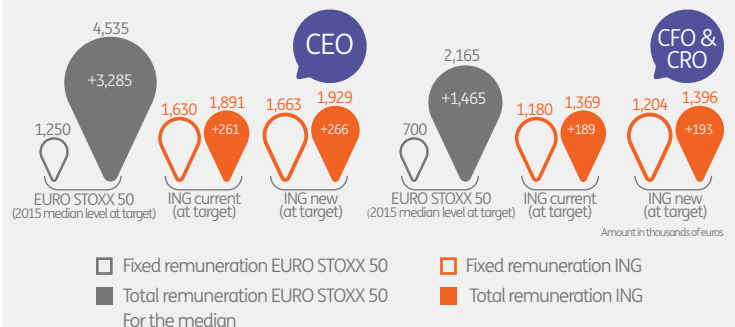
Where?

ING is a European bank with a global presence. It has over 54,000 employees serving 34 million customers across 40 countries. At least 70% of employees work outside of the Netherlands. More than 95% of its investor base is non-Dutch (with approximately 50% based in the UK and the US). Around 70% of its total income is earned outside of the Netherlands.



How does ING compare to other companies?

ING's total remuneration for its CEO is far below the median (see graph). Also, its CFO and CRO are paid well below the median for the benchmark.



Who are ING's peers?

ING's peer group consists of companies in the EURO STOXX 50. Based in the eurozone, they are made up of financial and non-financial companies.

