

Additional information to the Report on remuneration in the business year 2023 on the basis of SSH's Baselines

PRESENTATION OF REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARDS OF NLB d.d.; KOMERCIJALNA BANKA AD BEOGRAD; NLB BANKA AD SKOPJE AND NLB BANKA sh.a., PRISHTINA

1. INTRODUCTION

This document includes a presentation of the remuneration of the members of the Management Boards of Nova Ljubljanska banka d.d., Ljubljana and its three largest subsidiaries (measured by the revenues of individual subsidiaries) – Komercijalna banka ad Beograd, NLB Banka AD Skopje and NLB Banka sh.a., Prishtina.

2. PRESENTATION OF REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARDS IN THE BUSINESS YEAR 2023

2.1. Remuneration of members of the Management Board of NLB d.d.

Remuneration of members of the Management Board of NLB d.d., actually paid and awarded in the financial year 2023, is disclosed in Annual Report and in Report on remuneration of the Members of the Management Body in business year 2023.

In the employment contracts relating to the current term of office of the members of the Management Board of NLB d.d. the amounts of gross monthly earnings (fixed remuneration) are agreed as shown in Annex [1].

At the time of preparation of this presentation the variable part of the salary for the financial year 2023 has not yet been awarded to the members of the Management Board of NLB d.d..

Other rights from employment contracts of members of the Management Board of NLB d.d. (hereinafter also: members of the Management Board) for the financial year 2023 are the rights described in the Annex [1].

In the event of termination of the term of office of a member of the Management Board due to recall for other business and economic reasons, NLB d.d. pays the member of the Management Board compensation in the amount of his gross salary, payable in relation to the month before the termination, multiplied by 12, as compensation for the early termination of the term of office. The supervisory board can reduce the compensation for early termination of the term of office before its payment (it can even be zero) in accordance with the remuneration policy in NLB d.d., which regulates the remuneration of members of the management board. The member of the Management Board is not entitled to the payment of compensation for early termination of the term of office if he / she is re-employed in NLB d.d. or in the NLB Group after the termination of the term of office.

2.2. Remuneration of members of the Management Board of Komercijalna banka ad Beograd

Remuneration of members of the Management Board of Komercijalna banka ad Beograd, actually paid in the financial year 2023, is shown in Annex [2].

The amount of fixed monthly remuneration, as defined by the management contracts of the members of the Management Board of Komercijalna banka ad Beograd can be seen in Annex [2].

During the preparation of this presentation, NLB d.d. does not yet have data on the awarding of the variable part of the salary for the financial year 2023 to the members of the Management Board of Komercijalna banka ad Beograd.

Other rights from the management contracts of the members of the Management Board of Komercijalna banka ad Beograd for the financial year 2023 are the rights described in Annex [2].

The maximum amount of severance pay is determined in the individual contract of an individual member of the Management Board of Komercijalna banka ad Beograd, namely 6 monthly salaries.

2.3. Remuneration of members of the Management Board of NLB Banka AD Skopje

Remuneration of members of the Management Board of NLB Banka AD Skopje, actually paid in the financial year 2023, is shown in Annex [3].

The amount of fixed monthly remuneration, as defined by the management contracts of the members of the Management Board of NLB Banka AD Skopje can be seen in Annex [3].

During the preparation of this presentation, NLB d.d. does not yet have data on the awarding of the variable part of the salary for the financial year 2023 to the members of the Management Board of NLB Banka AD Skopje.

Other rights from the management contracts of the members of the Management Board of NLB Banka AD Skopje for the financial year 2023 are the rights described in Annex [3]

The severance payment is regulated with managerial agreements and it is applied when there is a cancellation of the Managerial agreement of the member of the Management Board of NLB Banka AD Skopje by NLB Banka AD Skopje with no fault by the member of the Management Board of NLB Banka AD Skopje, because of these following cases: losing of the confidence in the work of the member of the Management Board of NLB Banka AD Skopje (negative flows on the operation caused by the behaviour of the member, failure to achieve operational results, breach of the contractual and other liabilities, breach of the mobility obligation, negative assessment of the reputation/exemplarity and in other legally defined cases).

In this case of cancellation of the agreement with no fault by the member of the Management Board of NLB Banka AD Skopje, NLB Banka AD Skopje shall offer him an employment agreement for another workplace suitable to his professional background, know-how and professional experience. If the member of the Management Board of NLB Banka AD Skopje rejects the offered employment agreement for another suitable workplace in NLB Banka AD Skopje or in another member of NLB Group, the employment relation ceases. In such case he shall be entitled to a severance package in the amount of 6 monthly net salaries, and as basis his last salary paid out shall be taken.

2.4. Remuneration of members of the Management Board of NLB Banka sh.a., Priština

Remuneration of members of the Management Board of NLB Banka sh.a., Priština, actually paid in the financial year 2023, is shown in Annex [4].

The amount of fixed monthly remuneration, as determined by the management contracts of the members of the Management Board of NLB Banka sh.a., Prishtina, is shown in Annex [4].

At the time of preparation of this presentation, NLB d.d. does not yet have data on the awarding of the variable part of the salary for the financial year 2023 to the members of the Management Board of NLB Banka sh.a., Prishtina.

Other rights from the management contracts of the members of the Management Board of NLB Banka sh.a., Prishtina for the financial year 2023 are shown in Annex [4].

The maximum amount of severance pay is determined in the individual contract of an individual member of the Management Board of NLB Banka sh.a., Prishtina, namely 6 monthly salaries.

[Annex 1](#)

[Annex 2](#)

[Annex 3](#)

[Annex 4](#)