

COMPOSITION OF PAYMENTS OF MEMBERS OF THE MANAGEMENT BOARD IN 2023 (in EUR)

ATTACHMENT 1

NOVA LJUBLJANSKA BANKA d.d., LJUBLJANA

1. amount of remuneration\* of the management board members in the financial year 2023

Name and surname	Position	Fixed income (gross (1))	Variable income (gross (2))	deferred income paid in 2023 (3)	severance pay (4)	benefits (5)	"claw-back" (6)	total gross (1+2+3+4+5+6)
Blaž Brodčjak	president	662.159,40	78.810,52	14.042,91	9.040,49			764.053,32
Archbald Krenser	member	632.619,40	75.164,69	13.374,14	33.363,74			754.521,97
Andreja Burkhardt	member	552.167,40	70.653,77	12.826,50	46.318,09			681.965,76
Antonio Argr	member	352.909,40	34.046,47	0,00	99.090,27			486.046,14
Andrej Lasič	member	353.369,40	34.046,47	0,00	3.756,31			391.172,18
Hedvika Ušenk	member	352.909,40	34.046,47	0,00	13.233,93			400.189,80

2. other payments

Name and surname	Position	Fixed monthly gross income	other bonuses from the employment contract or other basis										use of business credit cards	housing and education costs	representation for business	the right to use a mobile phone for private purposes	the right to use a laptop also for private purposes	reimbursement of membership fees and costs payable for the amount of EUR 1.500 per month	the right to reimbursement of light costs in the event of actors				
			company car for both business and private purposes	additional pension insurance and all other insurance	health insurance of members of management board	executive health screen	holiday allowance	severance payments	payments in relation to the performance of supervisory functions in other companies	anniversary reward	separation allowance	Purchase of airline tickets or other ways of return travel to the country specified in the employment contract								No an allowance for using own resources for work from home	Spa treatment and rehabilitation	Health insurance abroad	Supplementary health insurance
Blaž Brodčjak	president	55.000 EUR	Total rental cost up to 1.800 EUR per month on monthly basis PFZ: in accordance with the pension plan (EUR 2.303,64 EUR per annum) - accident insurance (max 75 EUR monthly)	in accordance with the insurance contract	provided in accordance with the security statement	100% of average salary in RS (2.159,40 EUR)	severance payment on retirement - 3 average salaries of supervisory functions (pursuant to ZDR-1)	no payments for the performance of supervisory functions for 10 years of uninterrupted service in the bank EUR 460 for 20 years of uninterrupted service in the bank EUR 690 for 30 years of uninterrupted service in the bank EUR 919 for 40 years of uninterrupted service in the bank EUR 1.419, if the employee retires in the month after qualifying for retirement or EUR 1.300, if he does not retire.				in accordance with the relevant internal acts	The possibility of spa treatment and recovery, if recommended by a specialist doctor or market value	The Bank pays or reimburses the costs of health insurance abroad which is selected by a member of the Management Board at its own discretion in the total amount of up to EUR 6.000 in an individual calendar year. The Bank also covers all possible taxes, contributions and other expenses under this title.	The Bank pays or reimburses premiums for supplementary health insurance that offers the highest possible coverage of medical costs (including above-standard services and medical services abroad)	In the event that a member of the Management Board is a tax resident of another country up to the amount of the link in an individual calendar year specified in the contract, up to a maximum EUR 2.000. The Bank also covers all possible taxes, contributions and other expenses under this title.	use as a means of payment to settle operating costs	costs within the annual financial plan approved by the SB	member of the highest price for business representation in accordance with the bank's annual financial plan approved by the SB	no	the Bank covers the costs of membership fees and costs payable for the membership of a member of the MB professional association if the membership is in the interest of the bank	no	
Archbald Krenser	member	52.500 EUR	Total rental cost up to 1.800 EUR per month on monthly basis PFZ: in accordance with the pension plan (EUR 2.303,64 EUR per annum) - accident insurance (max 75 EUR monthly)	in accordance with the insurance contract	provided in accordance with the security statement	100% of average salary in RS (2.159,40 EUR)	severance payment on retirement - 3 average salaries of supervisory functions (pursuant to ZDR-1)	no payments for the performance of supervisory functions for 10 years of uninterrupted service in the bank EUR 460 for 20 years of uninterrupted service in the bank EUR 690 for 30 years of uninterrupted service in the bank EUR 919 for 40 years of uninterrupted service in the bank EUR 1.419, if the employee retires in the month after qualifying for retirement or EUR 1.300, if he does not retire.			in accordance with ZDR-1 and CA NB - EUR 2.000 annually or EUR 406 monthly	up to a maximum of 24 return travels	in accordance with the relevant internal acts	The possibility of spa treatment and recovery, if recommended by a specialist doctor or market value	The Bank pays or reimburses the costs of health insurance abroad which is selected by a member of the Management Board at its own discretion in the total amount of up to EUR 6.000 in an individual calendar year. The Bank also covers all possible taxes, contributions and other expenses under this title.	The Bank pays or reimburses premiums for supplementary health insurance that offers the highest possible coverage of medical costs (including above-standard services and medical services abroad)	In the event that a member of the Management Board is a tax resident of another country up to the amount of the link in an individual calendar year specified in the contract, up to a maximum EUR 2.000. The Bank also covers all possible taxes, contributions and other expenses under this title.	use as a means of payment to settle operating costs	costs within the annual financial plan approved by the SB	member of the highest price for business representation in accordance with the bank's annual financial plan approved by the SB	no	the Bank covers the costs of membership fees and costs payable for the membership of a member of the MB professional association if the membership is in the interest of the bank	no
Andreja Burkhardt	member	45.834 EUR	Total rental cost up to 1.800 EUR per month on monthly basis PFZ: in accordance with the pension plan (EUR 2.303,64 EUR per annum) - accident insurance (max 75 EUR monthly)	in accordance with the insurance contract	provided in accordance with the security statement	100% of average salary in RS (2.159,40 EUR)	severance payment on retirement - 3 average salaries of supervisory functions (pursuant to ZDR-1)	no payments for the performance of supervisory functions for 10 years of uninterrupted service in the bank EUR 460 for 20 years of uninterrupted service in the bank EUR 690 for 30 years of uninterrupted service in the bank EUR 919 for 40 years of uninterrupted service in the bank EUR 1.419, if the employee retires in the month after qualifying for retirement or EUR 1.300, if he does not retire.			in accordance with ZDR-1 and CA NB - EUR 2.000 annually or EUR 406 monthly		in accordance with the relevant internal acts	The possibility of spa treatment and recovery, if recommended by a specialist doctor or market value	The Bank pays or reimburses the costs of health insurance abroad which is selected by a member of the Management Board at its own discretion in the total amount of up to EUR 6.000 in an individual calendar year. The Bank also covers all possible taxes, contributions and other expenses under this title.	The Bank pays or reimburses premiums for supplementary health insurance that offers the highest possible coverage of medical costs (including above-standard services and medical services abroad)	In the event that a member of the Management Board is a tax resident of another country up to the amount of the link in an individual calendar year specified in the contract, up to a maximum EUR 2.000. The Bank also covers all possible taxes, contributions and other expenses under this title.	use as a means of payment to settle operating costs	costs within the annual financial plan approved by the SB	member of the highest price for business representation in accordance with the bank's annual financial plan approved by the SB	no	the Bank covers the costs of membership fees and costs payable for the membership of a member of the MB professional association if the membership is in the interest of the bank	no
Antonio Argr	member	From 1.1.2023 to 30.9.2023 in amount 28.750 EUR, and from 1.10.2023 to 31.12.2023 in amount 31.625 EUR.	Total rental cost up to 1.800 EUR per month on monthly basis PFZ: in accordance with the pension plan (EUR 2.303,64 EUR per annum) - accident insurance (max 75 EUR monthly)	in accordance with the insurance contract	provided in accordance with the security statement	100% of average salary in RS (2.159,40 EUR)	severance payment on retirement - 3 average salaries of supervisory functions (pursuant to ZDR-1)	no payments for the performance of supervisory functions for 10 years of uninterrupted service in the bank EUR 460 for 20 years of uninterrupted service in the bank EUR 690 for 30 years of uninterrupted service in the bank EUR 919 for 40 years of uninterrupted service in the bank EUR 1.419, if the employee retires in the month after qualifying for retirement or EUR 1.300, if he does not retire.				in accordance with the relevant internal acts	The possibility of spa treatment and recovery, if recommended by a specialist doctor or market value	The Bank pays or reimburses the costs of health insurance abroad which is selected by a member of the Management Board at its own discretion in the total amount of up to EUR 6.000 in an individual calendar year. The Bank also covers all possible taxes, contributions and other expenses under this title.	The Bank pays or reimburses premiums for supplementary health insurance that offers the highest possible coverage of medical costs (including above-standard services and medical services abroad)	In the event that a member of the Management Board is a tax resident of another country up to the amount of the link in an individual calendar year specified in the contract, up to a maximum EUR 2.000. The Bank also covers all possible taxes, contributions and other expenses under this title.	use as a means of payment to settle operating costs	costs within the annual financial plan approved by the SB	member of the highest price for business representation in accordance with the bank's annual financial plan approved by the SB	no	the Bank covers the costs of membership fees and costs payable for the membership of a member of the MB professional association if the membership is in the interest of the bank	no	
Andrej Lasič	member	From 1.1.2023 to 30.9.2023 in amount 28.750 EUR, and from 1.10.2023 to 31.12.2023 in amount 31.625 EUR.	Total rental cost up to 1.800 EUR per month on monthly basis PFZ: in accordance with the pension plan (EUR 2.303,64 EUR per annum) - accident insurance (max 75 EUR monthly)	in accordance with the insurance contract	provided in accordance with the security statement	100% of average salary in RS (2.159,40 EUR)	severance payment on retirement - 3 average salaries of supervisory functions (pursuant to ZDR-1)	no payments for the performance of supervisory functions for 10 years of uninterrupted service in the bank EUR 460 for 20 years of uninterrupted service in the bank EUR 690 for 30 years of uninterrupted service in the bank EUR 919 for 40 years of uninterrupted service in the bank EUR 1.419, if the employee retires in the month after qualifying for retirement or EUR 1.300, if he does not retire.				in accordance with the relevant internal acts	The possibility of spa treatment and recovery, if recommended by a specialist doctor or market value	The Bank pays or reimburses the costs of health insurance abroad which is selected by a member of the Management Board at its own discretion in the total amount of up to EUR 6.000 in an individual calendar year. The Bank also covers all possible taxes, contributions and other expenses under this title.	The Bank pays or reimburses premiums for supplementary health insurance that offers the highest possible coverage of medical costs (including above-standard services and medical services abroad)	In the event that a member of the Management Board is a tax resident of another country up to the amount of the link in an individual calendar year specified in the contract, up to a maximum EUR 2.000. The Bank also covers all possible taxes, contributions and other expenses under this title.	use as a means of payment to settle operating costs	costs within the annual financial plan approved by the SB	member of the highest price for business representation in accordance with the bank's annual financial plan approved by the SB	no	the Bank covers the costs of membership fees and costs payable for the membership of a member of the MB professional association if the membership is in the interest of the bank	no	
Hedvika Ušenk	member	From 1.1.2023 to 30.9.2023 in amount 28.750 EUR, and from 1.10.2023 to 31.12.2023 in amount 31.625 EUR.	Total rental cost up to 1.800 EUR per month on monthly basis PFZ: in accordance with the pension plan (EUR 2.303,64 EUR per annum) - accident insurance (max 75 EUR monthly)	in accordance with the insurance contract	provided in accordance with the security statement	100% of average salary in RS (2.159,40 EUR)	severance payment on retirement - 3 average salaries of supervisory functions (pursuant to ZDR-1)	no payments for the performance of supervisory functions for 10 years of uninterrupted service in the bank EUR 460 for 20 years of uninterrupted service in the bank EUR 690 for 30 years of uninterrupted service in the bank EUR 919 for 40 years of uninterrupted service in the bank EUR 1.419, if the employee retires in the month after qualifying for retirement or EUR 1.300, if he does not retire.				in accordance with the relevant internal acts	The possibility of spa treatment and recovery, if recommended by a specialist doctor or market value	The Bank pays or reimburses the costs of health insurance abroad which is selected by a member of the Management Board at its own discretion in the total amount of up to EUR 6.000 in an individual calendar year. The Bank also covers all possible taxes, contributions and other expenses under this title.	The Bank pays or reimburses premiums for supplementary health insurance that offers the highest possible coverage of medical costs (including above-standard services and medical services abroad)	In the event that a member of the Management Board is a tax resident of another country up to the amount of the link in an individual calendar year specified in the contract, up to a maximum EUR 2.000. The Bank also covers all possible taxes, contributions and other expenses under this title.	use as a means of payment to settle operating costs	costs within the annual financial plan approved by the SB	member of the highest price for business representation in accordance with the bank's annual financial plan approved by the SB	no	the Bank covers the costs of membership fees and costs payable for the membership of a member of the MB professional association if the membership is in the interest of the bank	no	