

COMPOSITION OF PAYMENTS OF MEMBER OF THE MANAGEMENT BOARD IN 2023

NLB KOMERCIJALNA BANKA BEOGRAD

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

Name and Surname:	position held (president/member)	Fixed income -gross (1)	Variable income - gross in 2023 (2)	Deferred income (3)	Severance pay (4)	Benefits (5)	"Claw- back" (6)	Total gross(1+2+3+4+5-6)
Vlastimir Vuković	president	194.912	24.680	4.022		26.921		250.535
Dejan Janjatović	deputy	166.869	22.045	3.707		25.487		218.108
Dragiša Stanojević	member	128.113	20.351	2.573	160.184	1.772		312.993
Bojana Kalićanin-Stojanović	member	146.559				2.126		148.685
Vladimir Bošković	member	84.286				2.867		87.153

3. Other payments

other bonuses from the employment contract or other rules								
Name and Surname:	position held (president/member)	fixed monthly gross income	company car for both business and private purposes (purchase price)	additional pension insurance	liability insurance of members of management board	executive health screen	education and training	holiday allowance
Vlastimir Vuković	president	15.704	27.060	/	At the level of the Bank, a liability insurance policy has been contracted for directors and senior executives due to breach of duty (D&O policy)	All members of the Executive Board have the agreed right of managerial medical systematic examination once a year	in accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the prepared plan of training for the employees	1.412
Dejan Janjatović	deputy	13.479	36.722	/	At the level of the Bank, a liability insurance policy has been contracted for directors and senior executives due to breach of duty (D&O policy)	All members of the Executive Board have the agreed right of managerial medical systematic examination once a year	In accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the prepared	1.412

Dragiša Stanojević	member	12.340	15.944	/	At the level of the Bank, a liability insurance policy has been contracted for directors and senior executives due to breach of duty (D&O policy)	All members of the Executive Board have the agreed right of managerial medical systematic examination once a year	In accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the prepared plan of training for the employees	1.412
Bojana Kalićanin-Stojanović	member	11.256	15.944	/	At the level of the Bank, a liability insurance policy has been contracted for directors and senior executives due to breach of duty (D&O policy)	All members of the Executive Board have the agreed right of managerial medical systematic examination once a year	In accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the prepared	1.412
Vladimir Bošković	member	12.034	15.944	/	At the level of the Bank, a liability insurance policy has been contracted for directors and senior executives due to breach of duty (D&O policy)	All members of the Executive Board have the agreed right of managerial medical systematic examination once a year	In accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the prepared	1.412

Severance pay upon termination of employment contract for business reasons	INFO Severance pay upon termination of employment contract for business reasons	other payments regarding managing Supervisory function in any other company	Jubilee reward	use of business credit cards	training and education	representation for business	the right to use a mobile phone also for private purposes, including the right to pay a subscription or the cost of spending on calls or data transfer	the right to use the laptop also for private purposes	reimbursement of membership fees in professional organizations up to the amount of EUR 1,500 per year
6 gross salaries in accordance with the concluded employment contract	According to Article 78 of the Collective Agreement, an employee is entitled to a severance pay upon retirement in the amount of three gross salaries, provided that the severance pay so determined may not be less than three average salaries per employee paid to in Bank.	/	Rules for jubilee benefits: According to management decision the employee is entitled to jubilee awards for years of service in the Company or legal predecessor in the amount of: 100 EUR for 10 years of service.	46.085	in accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the agreed rules of termination for	/	3.072	/	/
6 gross salaries in accordance with the concluded employment contract	According to Article 78 of the Collective Agreement, an employee is entitled to a severance pay upon retirement in the amount of three gross salaries, provided that the severance pay so determined may not be less than three average salaries per employee paid to in Bank.	/	Rules for jubilee benefits: According to management decision the employee is entitled to jubilee awards for years of service in the Company or legal predecessor in the amount of: 100 EUR for 10 years of	35.844	In accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with	/	3.072	/	/

6 gross salaries in accordance with the concluded employment contract	According to Article 78 of the Collective Agreement, an employee is entitled to a severance pay upon retirement in the amount of three gross salaries, provided that the severance pay so determined may not be less than three average salaries per employee paid to in Bank.	/	Rules for jubilee benefits: According to management decision the employee is entitled to jubilee awards for years of service in the Company or legal predecessor in the amount of: 100 EUR for 10 years of service.	35.844	In accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with the prepared plan of training for	/	3.072	/	/
6 gross salaries in accordance with the concluded employment contract	According to Article 78 of the Collective Agreement, an employee is entitled to a severance pay upon retirement in the amount of three gross salaries, provided that the severance pay so determined may not be less than three average salaries per	/	Rules for jubilee benefits: According to management decision the employee is entitled to jubilee awards for years of service in the Company or legal predecessor in the amount	35.844	in accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia	/	3.072	/	/
6 gross salaries in accordance with the concluded employment contract	According to Article 78 of the Collective Agreement, an employee is entitled to a severance pay upon retirement in the amount of three gross salaries, provided that the severance pay so determined may not be less than three average salaries per	/	Rules for jubilee benefits: According to management decision the employee is entitled to jubilee awards for years of service in the Company or legal predecessor in the amount	30.724	in accordance with the concluded employment contracts, the Bank is obliged to provide education, professional growth and development. The Bank shall pay the expenses for the agreed education in Serbia and abroad in accordance with	/	3.072	/	/

the right to reimbursement of legal costs in the event of actions
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