

COMPOSITION OF PAYMENTS OF MEMBER OF THE MANAGEMENT BOARD IN 2022

NLB KOMERCIJALNA BANKA BEOGRAD

2. amount of remuneration* of the management board members in the financial year 2022

Name and Surname:	position held (president/member)	Fixed income -gross (1)	Variable income - gross in 2022 (2)	Deferred income (3)	Severance pay (4)	Benefits (5)	"Claw- back" (6)	Total gross(1+2+3+4+5-6)
Vlastimir Vuković	president	174.781	20.120			37.218		232.119
Dejan Janjatović	deputy	156.120	18.546			37.467		212.133
Dragiša Stanojević	member	144.127	12.870			3.853		160.850
Dubravka Đedović-Negre (member of the EB until 28.10.2022)	member	127.419	14.488			6.031		147.938
Bojana Kalićanin-Stojanović (member of the EB from 26.09.2022)	member	33.677				2.154		35.831

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	15.540	31.851	/	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 in a certain position.	1.230

Dejan Janjatović	deputy	13.317	45.216	/	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 in a certain position.	1.230
Dragiša Stanojević	member	12.133	18.653	/	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 in a certain position.	1.230
Dubravka Đedović-Negre	member	7.084	18.653	/	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 in a certain position.	1.230
Bojana Kaličanin-Stojanović	member	11.054	18.653	/	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 in a certain position.	1.230

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 the Bank.	/	/	20.456 (annual limit in accordance with the Bank's regulations)	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 in a certain position.	/	3.068	/	891

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 the Bank.	/	/	15.342 (annua limit in accordance with the Bank's regulations)	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 in a certain position.	/	3.068	/	891
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the right to
reimbursement of legal
costs in the event of
actions

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