

Attachment 3

COMPOSITION OF PAYMENTS OF MEMBER OF THE MANAGEMENT BOARD IN 2023

NLB Banka AD Skopje

1. 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 2022 (2)	Deferred income (3)	Severance pay (4)	Benefits (5)	"Claw- back" (6)	Total gross(1+2+3+4+5-6)
Branko Greganovikj	President	154.645	18.688	10.137		52.413		235.882
Peter Zelen	Member	131.044	16.394	3.152		76.804		227.395
Igor Davchevski	Member	131.044	16.394	2.797		8.873		159.108

\*Table 1 presents financial pay-outs paid only during 2023 in accordance to instructions from previous years (cash only)

2. 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	Severance pay upon termination of employment contract for business reasons	other payments regarding managing Supervisory function in any other company	Jubilee reward
Branko Greganovikj	President	12.887	66.758	- Inclusion in the professional pension scheme (3% from gross salary) - Covering difference arising from the decreased basis for the pension in the Republic of Slovenia (1.000 eur monthly)		Medical examination once per year in Slovenia or Macedonia	390	578			Each 10 years, financial reward
Peter Zelen	Member	10.920	The car is under lease contract, has no purchase price)	- Inclusion in the professional pension scheme (4% from gross salary) - Voluntary additional pension insurance (117,5 eur monthly) - Covering difference arising from the decreased basis for the pension in the Republic of Slovenia (1.000 eur monthly)		Medical examination once per year in Slovenia	747	578			Each 10 years, financial reward
Igor Davchevski	Member	10.920	40.200	- Inclusion in the professional pension scheme (5% from gross salary)		Management medical examination once per year	1.024	578			Each 10 years, financial reward

\*fixed monthly gross income calculated as avg

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	the right to reimbursement of legal costs in the event of actions
Yes. Not individually defined in managerial agreement. The overdraft is on Banks level.	The Bank will ensure education, qualification and training. The Bank shall pay the cost for the agreed education at home and abroad	The Bank guarantees payment of representation costs in the amount pursuant to the delivered financial plan	up to 300 EUR per month	Not formally defined in managerial agreement. The laptop is also available in private time, however there are appropriate controls and protections	The Bank ensures payment of memberships fees in professional organizations like pursuant in the annual financial plan	If the question is regarding costs resulting from private legal action, the cost is private.
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