

COMPOSITION OF PAYMENTS OF MEMBER OF THE MANAGEMENT BOARD IN 2023

NLB Banka Prishtina

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 paid in 2023 (2)		Deferred income (3)	Severance pay (4)	Benefits (5)	"Claw- back" (6)	Total gross(1+2+3+4+5-6)
Albert Lumezi	president (until 31/3/2024)	38.881,20	58.321,80		15.532,55		200,00		112.935,55
Gazmend Kadriu	president (from 01/04/2024)	87.482,21					450,00		87.932,21
Lavdim Koshutova	members	43.730,00	52.476,00		13.385,32		250,00		109.841,32
Gem Maloku	members	87.407,76	43.703,88		11.147,77		600,00		142.859,41

2. Other payments

other bonuses from the employment contract or other rules (yearly)

Name and Surname:	position held (president/member)	fixed monthly gross income	company car for both business and private purposes		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
Albert Lumezi	president	9.720,30	1.374,00			720,00	1.080,00	0,00			
Gazmend Kadriu	president	9.720,23	2.340,00			480,00	1.080,00	0,00			

Lavdim Koshutova	members	8.746,00	851,00			720,00	1.080,00	0,00			
Gem Maloku	members	7.283,98	2.459,00			720,00	1.080,00	6499,98			

benefits

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
NO	based on KPI and budget planned for training and education	Gifts for the New Year, business lunches and dinners for business partners, lunches and dinners for executive bodies of the Bank.	The mobile phone besides the business purposes is used also for private, although it is never exceeded the amount within the contact for phone costs.	NO	NO	Yes, as per general, Employers, Products and Pollution Liability Insurance Policy
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