

Additional information to the Report on remuneration for the business year 2024 on the basis of SSH's baselines

PRESENTATION OF REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARDS OF NLB d.d.; KOMERCIJALNA BANKA AD BEOGRAD; NLB BANKA AD SKOPJE AND NLB BANKA sh.a., PRISHTINA

1. INTRODUCTION

This document shows the remuneration of Management Board members of Nova Ljubljanska banka d.d., Ljubljana and its three largest subsidiaries (measured by their revenues) – Komercijalna banka ad Beograd, NLB Banka AD Skopje and NLB Banka sh.a., Prishtina.

2. PRESENTATION OF REMUNERATION OF MANAGEMENT BOARD MEMBERS FOR BUSINESS YEAR 2024

2.1. Remuneration of NLB Management Board Members

The remuneration awarded and paid to NLB Management Board members for business year 2024 is disclosed in the Annual Report and Report on Remuneration of Members of Management Body of NLB d.d. for business year 2024.

In their employment contracts for the current term of office as NLB Management Board members, the amount of gross monthly salary (fixed remuneration) has been agreed as shown in Annex [1].

A short-term and long-term performance bonus for business year 2024 were awarded to the NLB Management Board members by NLB Supervisory Board on 10 April 2025 and they are disclosed in the Report on Remuneration on Members of the Management Body of NLB d.d. for Business Year 2024.

Other rights pertaining to the employment contracts of NLB Management Board members (hereinafter also: MB members) for business year 2024 are laid down in Annex [1].

In the event of termination of the term of office of a MB member due to recall for other business and economic reasons, NLB d.d. pays the MB member compensation in the amount of his gross salary, payable in the month before the termination, multiplied by 12, as compensation for early termination of their term of office. The Supervisory Board can reduce the compensation for early termination of the term of office before it is paid out (even down to zero) in accordance with the NLB Remuneration Policy, which regulates the remuneration of MB members. That MB member is not entitled to the payment of compensation for early termination of the term of office if they are re-employed in NLB d.d. or in the NLB Group after the termination of their term of office.

2.2. Remuneration of Members of the Management Board of Komercijalna banka ad Beograd

Remuneration of MB members of Komercijalna banka ad Beograd paid out in business year 2024 is shown in Annex [2].

The amount of fixed monthly remuneration, as stipulated in the management contracts of MB members of Komercijalna banka ad Beograd is available in Annex [2].

During the preparation of this presentation, NLB d.d. does not yet have data on the awarding of the variable part of the salary for business year 2024 to MB members of Komercijalna banka ad Beograd.

Other rights from the management contracts of the MB members of Komercijalna banka ad Beograd for business year 2024 are the rights described in Annex [2].

The maximum amount of severance pay is stipulated in the individual contract of each MB member of Komercijalna banka ad Beograd, i.e. 6 monthly salaries.

2.3. Remuneration of members of the Management Board of NLB Banka AD Skopje

The remuneration of MB members of NLB Banka AD Skopje paid out in business year 2024 is available in Annex [3].

The amount of fixed monthly remuneration, as stipulated in the management contracts of MB members of NLB Banka AD Skopje is available in Annex [3].

During the preparation of this presentation, NLB d.d. does not yet have data on the awarding of the variable part of the salary for business year 2024 to MB members of NLB Banka AD Skopje.

Other rights from the management contracts of the MB members of NLB Banka AD Skopje for business year 2024 are available in Annex [3]

The severance pay is regulated by the management contracts and it is paid when the MB member's management contract is terminated by NLB Banka AD Skopje with no fault by the MB member for the following reasons: loss of confidence in the work of MB member of NLB Banka AD Skopje (as fault reasons can be: negative business trends caused by their actions, failure to achieve business results, breach of the contractual and other obligations, breach of the mobility clause, negative assessment of the reputation and in other legally defined cases).

If a contract is terminated at no fault by their MB member, NLB Banka AD Skopje shall offer them an employment contract for another suitable job according to their professional background, know-how and professional experience. If the MB member of NLB Banka AD Skopje rejects the offered employment contract for another suitable job in NLB Banka AD Skopje or any other NLB Group member, the employment relation is terminated. In this case the MB member is entitled to a severance package in the amount of 6 monthly net salaries with their last salary used as the basis for this calculation.

2.4. Remuneration of members of the Management Board of NLB Banka sh.a., Priština

Remuneration of MB members of NLB Banka sh.a., Priština, paid out in business year 2024 is available in Annex [4].

The amount of fixed monthly remuneration, as stipulated in the management contracts of MB members of NLB Banka sh.a., Prishtina, is available in Annex [4].

At the time of preparation of this presentation, NLB d.d. does not yet have data on the awarding of the variable part of the salary for business year 2024 to MB members of NLB Banka sh.a., Prishtina.

Other rights from the management contracts of the MB members of NLB Banka sh.a., Prishtina for business year 2024 are shown in Annex [4].

The maximum amount of severance pay is stipulated in the individual contract of each MB member of NLB Banka sh.a., Prishtina, i.e. 6 monthly salaries.

[Annex 1](#)

[Annex 2](#)

[Annex 3](#)

[Annex 4](#)