Report on the Remuneration of Members of the Management Board and Supervisory Board for the Year 2025

March 2026

Independent Auditor’s Limited Assurance report on the Remuneration Report for the year 2025

To the Management Board and the Supervisory Board of HRVATSKA POŠTANSKA BANKA, dioničko društvo

Introduction

We have been engaged by the Management Board of HRVATSKA POŠTANSKA BANKA, dioničko društvo (the “Company”) on the basis of the agreement dated 2 September 2025 to conduct a limited assurance engagement on the Management Board and the Supervisory Board remuneration information included in the Izvješće o primicima Uprave i Nadzornog odbora for the year ended 31 December 2025 (the “Remuneration Report”).

Description of the subject matter and applicable criteria

The Company’s Management Board has prepared the Management Board and the Supervisory Board remuneration information included in the Remuneration Report in accordance with the provisions of Article 272r of the Croatian Companies Act (“the Companies Act”).

The applicable criteria regarding the Management Board and the Supervisory Board remuneration information, for identifying the individuals to be included in the Remuneration Report and the disclosure requirements of their remuneration, are contained in the provisions of Article 272r items 1 and 2 of the Companies Act.

The requirements stated above determine the basis for preparation of the Remuneration Report (the “Applicable Criteria”) and, in our view, constitute appropriate criteria to form the limited assurance conclusion.

According to the requirements of Article 272r item 3 of the Companies Act, the Remuneration Report is subject to verification by an independent auditor whether it contains information that is in accordance with the requirements of Article 272r items 1 and 2 of the Companies Act. The independent auditor’s report is required to be published on the Company’s website together with the Remuneration Report in accordance with the provisions of Article 272r item 4 of the Companies Act. This report was prepared to assist the Company in fulfilling these requirements.

Responsibility of the Management Board and the Supervisory Board

The Company's Management Board and the Supervisory Board are responsible for:

- preparing the Remuneration Report for the year 2025 in accordance with disclosure requirements of Article 272r items 1 and 2 of the Companies Act,
- identifying the individuals to be included in the Remuneration Report in accordance with Article 272r item 1 of the Companies Act,
- selecting and applying appropriate remuneration policies as well as making judgments and estimates that are reasonable in relation to the information disclosed in the Remuneration Report,
- measurement of remuneration for the year ended 31 December 2025 in accordance with provisions of Article 272r items 1 and 2 of the Companies Act, and
- publishing the Remuneration Report on the Company's website in accordance with provisions of Article 272r item 4 of the Companies Act.

The Company's Management Board and the Supervisory Board are also responsible for the selection and application of appropriate methods for the preparation of financial data and non-financial information, as well as for the design, implementation and maintenance of systems and processes of internal control and accounting records, that are necessary to enable the preparation of the Remuneration Report that is free from material misstatements, whether due to fraud or error, and complies with the applicable requirements.

Our responsibility

Our responsibility was to assess the compliance, in all material respects, of the Remuneration Report with the Applicable Criteria and to express, based on the evidence obtained, an independent limited assurance conclusion.

We conducted our engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000"). This standard requires that we comply with ethical requirements and plan and perform procedures to obtain limited assurance whether the Remuneration Report is prepared, in all material respects, in accordance with the Applicable Criteria.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Quality management requirements and professional ethics

We apply International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We comply with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Summary of the work performed

Our planned and performed procedures were aimed at obtaining limited assurance whether the Remuneration Report is prepared, in all material respects, in accordance with the Applicable Criteria. We have performed the following procedures:

- we inquired of members of the Management Board and the Supervisory Board and other persons within the Company to gain understanding of the remuneration policies and the process applied in the preparation of the Remuneration Report;
- we received from the Company a list of all members of the Management and the Supervisory Boards during 2025 and checked whether their remuneration is disclosed in the Remuneration Report;
- we reconciled the remuneration information presented in the Remuneration Report with the Company's accounting records (general ledger and subledgers) for the year ended 31 December 2025;
- we reviewed, on a sample basis, the relevant documentation (contracts and payments) related to the remuneration information presented in the Remuneration Report; and
- we checked whether the Remuneration Report contains all the information required by the provisions of Article 272r items 1 and 2 of the Companies Act.

The Management Board and Supervisory Board remuneration information included in the Remuneration Report was not subject to audit as defined in International Standards on Auditing. In the course of performing the assurance procedures, we have not conducted an audit or review of the historical financial information used in the process of preparation of the Remuneration Report and therefore we do not accept any responsibility for the issuance or update of any reports or opinions on the historical financial information of the Company.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited assurance conclusion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Remuneration Report is not prepared, in all material respects, in accordance with the Applicable Criteria.

Restriction on distribution and use

This report has been prepared by PricewaterhouseCoopers Croatia for the Company's Management Board and Supervisory Board and is intended solely to fulfil the purpose described in the section "Description of the subject matter and applicable criteria". It should not be used for any other purpose or distributed to other parties. In addition, based on the procedures performed and described above, this is a limited assurance report and it is not, nor is it intended to be, a legal opinion on the Company's compliance with Article 272r items 1 and 2 of the Companies Act.

In connection with this report, PricewaterhouseCoopers Croatia does not accept any liability resulting from contractual and non-contractual relationships (including for negligence) with entities other than the Company. The above does not relieve us of liability where such release is excluded by law.

We permit this report to be disclosed in the Remuneration Report, which will be published on the Company's website. The Management Board of the Company is responsible for publishing the Remuneration Report on the Company's website and for the reliability of information on the Company's website. The scope of our work does not include an assessment of these matters. Accordingly, we are not responsible for any changes that may have been made to the information which is the subject of our assessment or for differences, if any, between the information covered by our report and the information provided on the Company's website.

Original report is signed in Croatian language

PricewaterhouseCoopers d.o.o.
Heinzelova 70, Zagreb
26 March 2026

Siniša Dušić
Member of the Management Board, Certified auditor

This version of our report is a translation from the original, which was prepared in Croatian language. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Pursuant to Article 272.r of the Companies Act (Official Gazette Nos. 111/93, 34/99, 121/99, 52/00, 118/03, 107/07, 146/08, 137/09, 111/12, 125/11, 68/13, 110/15, 40/19, 34/22, 114/22, 18/23, 130/23, 136/24), the Supervisory Board and the Management Board of Hrvatska poštanska banka p.l.c. hereby submit to the General Assembly the following:

Report on the Remuneration of Members of the Management Board and Supervisory Board for the Year 2025

1. Introduction

The remuneration strategy of Hrvatska poštanska banka p.l.c. (hereinafter: the "Bank") is governed by the Remuneration Policy of Hrvatska poštanska banka p.l.c. and the HPB Group (hereinafter: the "Group Remuneration Policy") and other related internal acts of the Bank, in accordance with the requirements of the Croatian National Bank's Decision on Employee Remuneration (hereinafter: the "Decision on Remuneration").

The remuneration of members of the Bank's Management Board and Supervisory Board is governed by a separate Remuneration Policy for Members of the Management Board and Supervisory Board of Hrvatska poštanska banka p.l.c. (hereinafter: the "Remuneration Policy for Members of the Management Board and Supervisory Board"), which is adopted by the Supervisory Board and approved by the General Assembly.
The Remuneration Policy for Members of the Management Board and Supervisory Board is based on the Group Remuneration Policy. In accordance with the Remuneration Policy for Members of the Management Board and Supervisory Board, any matters not specifically regulated therein shall be governed by the Group Remuneration Policy. Both documents are also aligned with the provisions of the Corporate Governance Code issued by HANFA and the Zagreb Stock Exchange, the Act on the Prevention of Conflicts of Interest, and the secondary legislation applicable to companies in which the Republic of Croatia holds shares or equity interests.

The Remuneration Policy is aligned with the Bank's overarching business strategy and risk framework, encompassing objectives related to environmental, social and governance (ESG) risks, the Bank's risk profile, risk appetite framework, corporate culture, institutional values, and long-term strategic interests. It further reflects the Bank's commitment to protecting the rights and interests of consumers and other clients, supported by clearly defined conflict of interest mitigation measures. The foundational principles of the Group Remuneration Policy are embodied in the Bank's focus on delivering high-quality services to its clients, attracting, retaining, and incentivising qualified personnel, and generating long-term value for shareholders.

Equal treatment constitutes a fundamental principle of the Remuneration Policy. All employees are entitled to fair and transparent working conditions, irrespective of gender, race, ethnic origin, language, religion, political or other beliefs, national or social background, or any other prohibited grounds of discrimination. The Human Resources function is responsible for assessing compliance with gender-neutral remuneration principles within the scope of the annual report on Policy implementation and for proposing remedial measures, where appropriate.

The Remuneration Policy is aligned with the HPB Group's sustainability framework, which defines objectives aimed at safeguarding environmental, social, and governance (ESG) dimensions. Sustainability is embedded into the remuneration system by setting relevant targets that encourage employees to contribute to positive ESG outcomes and to mitigate the effects of ESG-related risk drivers.

2. Remuneration of the Management Board

Under the Bank's Articles of Association, the Management Board shall consist of no fewer than two and no more than five members, who are appointed by resolution of the Supervisory Board for a term of up to five years and may be reappointed without limitation.

In the current term of office, the Management Board consists of five members — the President and four other members of the Management Board.

The President and members of the Management Board are entitled to remuneration for their work, consisting of salary, benefits in kind, and other compensation and benefits granted pursuant to the service agreement for the position of President / member of the Management Board, the Bank's internal acts and/or decisions of the Bank.

The total remuneration of the President / a member of the Management Board is determined through negotiations between each individual member of the Management Board and the Supervisory Board, taking into account: the framework for the maximum aggregate amount of fixed and variable remuneration of the President / a member of the Management Board for a single term of office, as defined by the Remuneration Policy for Members of the Management Board and Supervisory Board; internal and external factors such as economic trends, market and banking industry best practices, and other relevant indicators; while also observing the provisions of secondary legislation applicable to companies in which the Republic of Croatia holds shares or equity interests.

In 2025, members of the Management Board were not eligible for variable remuneration in the form of annual or long-term bonuses tied to the Bank's financial or operational performance.

In accordance with the service agreements for the position of President / member of the Management Board, the Group Remuneration Policy and the Remuneration Policy for Members of the Management Board and Supervisory Board, members of the Management Board may become entitled to a bonus or other incentive remuneration only if and when the Supervisory Board of the Bank adopts a decision establishing, granting and authorising the payment of such variable remuneration.
Such variable remuneration may be determined, granted and paid only insofar as permitted under the applicable Croatian National Bank Decision on Remuneration (including any amendments thereto) and/or any future mandatory public-law regulation governing this matter, as well as the Bank's applicable remuneration policies.

During 2025, the composition of the Management Board of the Bank was as follows:

- **Marko Badurina, President** – term of office from 11 September 2019 to 12 September 2023, and term of office from 13 September 2023 to 13 September 2027;
- **Anto Mihaljević, Member** – term of office from 11 September 2019 to 12 September 2023, and term of office from 13 September 2023 to 13 September 2027;
- **Ivan Soldo, Member** – term of office from 11 September 2019 to 12 September 2023, and term of office from 13 September 2023 to 13 September 2027;
- **Tadija Vrdoljak, Member** – term of office from 13 September 2023 to 13 September 2027;
- **Josip Majher, Member** – term of office from 13 10 2023 to 13 September 2027.

Throughout 2025, the Bank:

- Did not request the reimbursement of any variable remuneration paid to Management Board members under previous mandates,
- Complied fully with all statutory remuneration-related obligations and incurred no additional payment liabilities beyond those prescribed by law,
- Maintained full compliance with the applicable Remuneration Policy throughout the reporting period.

Pursuant to Articles 247.a(2), 269(3) and 275(1) (3) of the Companies Act (hereinafter: the "CA"), and following the prior favourable opinion of the Remuneration Committee, on 17 (5) 2024 the Supervisory Board adopted the new, second version of the Remuneration Policy for Members of the Management Board and Supervisory Board of Hrvatska poštanska banka p.l.c., v. 2.0 (hereinafter: the "Remuneration Policy for Members of the Management Board and Supervisory Board"), and submitted it to the General Assembly for approval.
Pursuant to Article 276.a(1) of the CA, the Remuneration Policy for Members of the Management Board and Supervisory Board v. 2.0 was approved by the General Assembly on 29 August 2024, before the expiry of the four-year period from the date on which the previous, first version of the Remuneration Policy for Members of the Management Board and Supervisory Board entered into force, due to significant amendments and supplements prompted by:

- Amendments to existing reference regulation or the introduction of new reference regulation in the part relating to the remuneration of members of the Management Board and Supervisory Board (the CA, the Decision on Remuneration, the Act on the Prevention of Conflicts of Interest),
- Amendments to internal acts (new service agreements for the position of President / member of the Management Board, the Group Remuneration Policy),
- Changes in the macroeconomic environment and, consequently, in the long-term objectives of the Bank and the HPB Group,
- Consideration of additional justified cases of possible derogations from the Remuneration Policy pursuant to Article 247.a(2) of the CA, taking into account that these are exceptional circumstances covering only situations in which a derogation from the Remuneration Policy is necessary for the achievement of the long-term interests and sustainability of the Bank as a whole or to ensure its regular operations.

The Bank had applied the provisions of the applicable regulatory requirements relating to the determination, granting and payment of remuneration to members of the Management Board and Supervisory Board even prior to the entry into force of the new Remuneration Policy for Members of the Management Board and Supervisory Board.

Article 44(11) of the new Act on Legal Persons Owned by the Republic of Croatia (Official Gazette No. 102/25), which entered into force on 1 October 2025, provides that the Ministry of Finance of the Republic of Croatia shall monitor the implementation of the Remuneration Policy for Members of the Management Board and Supervisory Board and shall review the Policy at least once every four years.

Article 44 (12) of the same Act provides that the remuneration policy for members of the management and supervisory boards of legal persons owned by the Republic of Croatia shall be adopted by way of a regulation issued by the Government of the Republic of Croatia.

Pursuant to Article 69 (2) of the Act, the Government of the Republic of Croatia shall, within 180 days from the date of entry into force of the Act, adopt a regulation on the remuneration policy, on the basis of which regulation, pursuant to Article 76 (4) of the Act, the Bank is required to align its own Remuneration Policy for Members of the Management Board and Supervisory Board at the first session of the General Assembly convened after the entry into force of that regulation.

At the time of preparation of this Report, the Government of the Republic of Croatia had not yet adopted the regulation governing the remuneration policy applicable to the Bank as a legal person owned by the Republic of Croatia, nor was a draft of the secondary legislation on the basis of which the existing Remuneration Policy for Members of the Management Board and Supervisory Board would be brought into alignment available.

2.1. Application of the maximum fixed remuneration framework

Pursuant to the requirements of Article 247.a paragraph 1 item 1 of the Companies Act, the Remuneration Policy for Members of the Management Board and Supervisory Board determines the framework for the maximum total amount of fixed remuneration of the President / members of the Management Board.

2.1.1. Fixed remuneration

Monthly salary of the President / member of the Management Board

The gross basis for the monthly salary of the President / a member of the Management Board may be determined in an amount of up to a maximum of five average gross monthly salary bases of a member of the Bank's senior management at B-1 level (calculated as the average gross monthly salary basis of all members of the Bank's senior management at B-1 level during the previous completed business year).
Adjustment mechanisms for the determined gross monthly salary basis are permitted by reference to length of service, the percentage increase in the Harmonised Index of Consumer Prices, allowances and other criteria prescribed by the Labour Act and other regulations, the Collective Agreement, the Work Regulations and other internal acts of the Bank applicable to all employees, as well as criteria which the Supervisory Board considers market-relevant at the time of deciding on the remuneration of the President / a member of the Management Board with regard to the market benchmark. In this respect, payments of remuneration to the President and members of the Management Board are subject to the limitations prescribed by the Act on the Prevention of Conflicts of Interest and by the secondary legislation and guidelines applicable to companies in which the Republic of Croatia holds a majority interest.
The gross base monthly salary for the President of the Management Board can be up to 20% higher than that of other members of the Management Board within the aforementioned range.

With reference to the established criteria, the gross monthly salary basis of the President / members of the Management Board, including the adjustment mechanisms described above, as at 31 December 2025 ranged from 1:1.87 to 1:2.15 in relation to the average gross monthly salary basis of all members of the Bank's senior management at B-1 level, which is within the maximum determined by the Remuneration Policy for Members of the Management Board and Supervisory Board.

The other fixed remuneration of the President / members of the Management Board for 2025, as defined by the Remuneration Policy for Members of the Management Board and Supervisory Board, also remained within the maximum thresholds set forth in the applicable Remuneration Policy.

2.1.2. Variable remuneration

Pursuant to the requirements of Article 247.a paragraph 1 item 1 of the Companies Act, the Remuneration Policy for Members of the Management Board and Supervisory Board also determines the framework for the maximum total amount of variable remuneration of the President / members of the Management Board.

No variable remuneration was determined, granted, or disbursed to the President or members of the Management Board during 2025, either for that year or in respect of any prior performance periods.

2.1.3. Other remuneration-related information

No payments were made, nor were any contractual obligations entered into, by third parties in favour of the President or members of the Management Board in connection with their service on the Board.

In 2025, the Bank did not undertake, in respect of the President / members of the Management Board in the current term of office, to:

- provide remuneration in the event of early termination of their mandates, nor were any such contractual provisions amended during the preceding financial year;
- provide remuneration upon the regular expiration of their terms of office, nor were any such contractual provisions amended during the preceding financial year.

In 2025, there were no cases giving rise to an obligation to pay remuneration to a former member of the Management Board whose membership on the Management Board had ended in 2024.

2.1.4. Remuneration of the Management Board in the previous term of office

The Management Board in the previous term of office (2014– 2019) was granted entitlement to remuneration in 2025, namely the fourth deferred portion of severance pay, the payment of which was effected in 2025 in the manner prescribed by the Decision on Remuneration and the Group Remuneration Policy:

			Deferred portion of variable remuneration		
Former Management Board members	Term of office	Position on the Management Board	Severance pay (gross I) – cash payment in 2025 (EUR)	Severance pay (gross I) – vested share award in 2025 (EUR)	Severance pay (gross I) – deferred payment[1](EUR)
Tomislav Vuić	10 September 2014 – 10 September 2019	President	5,132.61	4,926.32	10,058.93
Domagoj Karadjole	22 December 2014 to 10 September 2019	Member	4,243.99	3,694.74	7,938.73
Mladen Mrvelj	17 December 2014 to 10 September 2019	Member	4,182.63	3,694.74	7,877.37

For the portion of severance pay the payment of which was deferred, ex post risk adjustment applies to variable remuneration in accordance with the Decision on Remuneration and the Group Remuneration Policy. Pursuant to the 2020 Agreement and the 2024 Addenda to the Agreement concluded with the former members of the Management Board, such remuneration is granted and paid in equal instalments over the period from 2021 to 2026, with no more than 50% paid in cash and no less than 50% awarded in shares of Hrvatska poštanska banka p.l.c. In respect of the shares the award of which is subject to deferral, a one-year retention period applies, in accordance with the regulations in force at the time the severance pay was awarded, during which period the shares may not be sold or otherwise disposed of in any manner.

Fourth deferred portion (40%) over 6 years[2] (including a deferral year)	No more than 50% cash payment	1/5 of the deferred portion was paid on 10 December 2025
	No less than 50% shares	1/5 of the deferred portion was transferred on 10 December 2025 to the investor account with the Central Depository & Clearing Company (CDCC/SKDD) held in the name of the former member of the Management Board.

[1] *Total gross I amount of the final, fifth deferred portion (cash + shares) — based on the amounts paid in respect of the fourth deferred portion*

[2] *Under the agreements concluded in 2020 with the former members of the Bank's Management Board, a five-year deferral period was defined.. By the addenda to those agreements concluded in 2024, the deferral period was extended until December 2026 as a result of regulatory constraints caused by macroeconomic circumstances and other business circumstances that slowed down the process of deferred severance payments..*

2.1.5. Remuneration of the Management Board in the current term of office

The remuneration paid to the members of the Management Board for 2025 in the current term of office was as follows:

Member of the Management Board	Position on the Management Board	Fixed remuneration – salary (gross I) for 2025 (EUR)	%	Benefits in kind (gross I) for 2025 (EUR)	%	Total (gross I) for 2025 (EUR)	%
Marko Badurina	President	179,687.50	97.79%	4,061.85	2.21%	183,749.35	100.00%
Anto Mihaljević	Member	161,576.64	92.84%	12,464.69	7.16%	174,041.33	100.00%
Ivan Soldo	Member	156,684.06	94.69%	8,781.39	5.31%	165,465.45	100.00%
Tadija Vrdoljak	Member	162,714.37	98.19%	3,006.23	1.81%	165,720.60	100.00%
Joseph Majher	Member	156,927.18	94.74%	8,709.73	5.26%	165,636.91	100.00%

Benefits in kind pertain to 24-hour company car usage and other similar entitlements granted pursuant to the relevant service contracts and/or internal acts of the Bank.

The remuneration paid to members of the Management Board for the year 2025 was determined and disbursed in full compliance with the applicable Remuneration Policy, the Bank's internal regulations, and the individual service contracts governing their respective mandates.

3. Remuneration of the Supervisory Board

In accordance with the Bank's Articles of Association, the Supervisory Board (hereinafter: the "Supervisory Board") supervises the work of the Management Board and may have up to seven members, who are elected and recalled by the General Assembly.

During 2025, the composition of the Supervisory Board was as follows:

- **Marijana Miličević, Chair** – term of office until 13 August 2025;
- **Alen Stojanović, Chair** – term of office from 14 8 2025;
- **Mislav Ante Omazić**, **Deputy Chair** – term of office until 13 August 2025, and **Deputy Chair** — term of office from 14 August 2025;
- **Dajana Barbić, Independent Member** — term of office from 14 August 2025;
- **Marijana Vuraić Kudeljan**, **Member** – term of office until 13 August 2025 and term of office from 14 August 2025;
- **Marija Cvrlje, Member** — term of office from 14 August 2025.

The Chair and members of the Supervisory Board are entitled exclusively to fixed remuneration, which therefore constitutes 100% of their total remuneration. All remuneration paid to the Chair and members of the Supervisory Board pursuant to resolutions of the General Assembly constitutes fixed remuneration.

Members of the Supervisory Board receive a monthly fee for their work on the Supervisory Board and its committees, commensurate with their engagement and the duties they perform.

The Remuneration Policy for Members of the Management Board and Supervisory Board determines the framework for the maximum total amount of fixed remuneration of the Chair / member of the Supervisory Board for a single term of office.

The gross remuneration paid to members of the Supervisory Board for 2025 is presented in the table below:

Supervisory Board Member	Position on the Supervisory Board	Fixed Remuneration (gross I) for 2025 (EUR)	%	Benefits in Kind (gross I) for 2025 (EUR)	%	Total (gross I) for 2025 (EUR)	%
Alen Stojanović	Chair (from 14 Aug 2025)	2,745.03	100.00%	-	0.00%	2,745.03	100.00%
Mislav Ante Omazić	Deputy Chair	9,212.53	100.00%	-	0.00%	9,212.53	100.00%
Dajana Barbić	Independent Member	1,373.57	100.00%	-	0.00%	1,373.57	100.00%
Marijana Vuraić Kudeljan	Member	5,752.14	100.00%	-	0.00%	5,752.14	100.00%
Marija Cvrlje	Member	1,372.21	100.00%	-	0.00%	1,372.21	100.00%
Marijana Miličević	Chair (until 13 Aug 2025)	3,237.19	100.00%	-	0.00%	3,237.19	100.00%

In determining the remuneration of members of the Supervisory Board, the Bank duly considered all relevant statutory provisions, in addition to internal criteria and external reference points, such as prevailing economic conditions, market remuneration trends, and sector-specific standards.

Supervisory Board remuneration is strictly limited to fixed components and does not include variable remuneration of any kind. It is not contingent upon the Bank's actual or projected financial performance.

No remuneration was paid, nor is there any obligation to pay remuneration by third parties in connection with the duties performed by members of the Supervisory Board.

The Bank did not grant members of the Supervisory Board any valuable gifts or benefits of material value.

4. Comparison of the Bank's revenue / profit and the average remuneration of employees

Year	Revenue (EUR million)	Net profit / loss (EUR million)	Average gross annual remuneration of employees (EUR)
2025	198.73	59.13	24,822.68
2024	221.28	73.63	22,675.95
2023	204.93	84.22	22,111.25
2022	98.35	17.65	21,478.73
2021	108.97	26.81	20,507.08
2020	106.05	24.16	19,551.81
2019	110.69	19.11	18,865.79
2018	100.87	20.17	17,940.48
2017	108.30	1.06	17,852.58
2016	108.70	24.02	17,637.94
2015	103.66	16.32	18,668.51

The average gross annual remuneration of employees includes all fixed and variable components, benefits in kind, and other employment-related payments, divided by the average number of employees for the respective year. The average number of employees is calculated based on the end-of-month headcount for each month within the year.

5. Final provisions

The Report on the Remuneration of Members of the Management Board and Supervisory Board for the year 2024 was determined by the Supervisory Board and the Management Board on 28 March 2025, and at its session held on 9 May 2025 the General Assembly of the Bank adopted the Decision approving the Report on the Remuneration of Members of the Management Board and Supervisory Board for the year 2024 together with the independent auditor's limited assurance report.

The Report on the Remuneration of Members of the Supervisory Board and the Management Board for the year 2025 was determined by the Supervisory Board and the Management Board on 26 March 2026 and is submitted to the General Assembly of the Bank for approval.

President of the Management Board	Chair of the Supervisory Board
Marko Badurina	Alen Stojanović