

REMUNERATION POLICY

1. GENERAL PROVISIONS

- 1.1. This Remuneration Policy (hereinafter, the **Policy**) lays down the requirements followed by Limited Liability Public Company Šiaulių Bankas (hereinafter, the **Bank**) and its subsidiaries (hereinafter, the **Group Companies**) (hereinafter the Bank and the Group Companies are collectively referred to as the **Group**) in establishing and paying remuneration, bonuses and other payments awarded to employees for their performance, and other benefits, thus ensuring sound management of remuneration costs and creating motivation incentives for employees to contribute to the responsible implementation of the mission, vision, values, long-term objectives and strategy of the Bank and the Group
- 1.2. The Policy seeks to promote responsible business, fair dealing with customers and avoiding conflicts of interest in relations with customers, so that the monetary/non-monetary rewards do not become an incentive for employees to pursue their own interests, the interests of the Bank or any other company of the Group to the detriment of customers' interest.
- 1.3. The Policy is an integral component of the risk management framework of the Bank. The Policy is in compliance with the operational and risk strategy of the Group as well as its objectives, including those in relation to the environmental, social and governance (hereinafter - **ESG**) risk, the values and culture of the organisation as well as the long-term interests of continuing operations aimed at increasing the long-term value of the Bank's shares of, avoiding conflicts of interest, promoting sound and efficient risk management as well as reliable and effective management of money laundering and terrorist financing risks, and lays down the processes and principles followed in paying remuneration. The Policy is an integral component of the risk management framework of the Bank.
- 1.4. The Policy is a gender-neutral remuneration policy, i.e., it is based on the principal of equal pay for equal work or work of equal value for employees of either gender.
- 1.5. The Policy has been prepared in accordance with the Law on Companies of the Republic of Lithuania, resolution of the Management Board of the Bank of Lithuania on the approval of the Description of the Minimum Requirements for Remuneration Policy - drawn up in accordance with *Guidelines on Sound Remuneration Policies of 2 July 2021 (EBA/GL/2021/04)* and other laws on the requirements for remuneration policy of the Bank as a financial institution and a public limited liability company whose shares are admitted to trading on a regulated market.
- 1.6. The Policy applies to the Bank and Group Companies. The Group Companies that are subject to special remuneration requirements under other laws shall draw up and approve their own remuneration policy that applies jointly with this Policy. The Policy is implemented in accordance with the procedure set out in the internal documents of the Bank and Group Companies (internal documents approved by the General Meeting of Shareholders, the Supervisory Council, the Remuneration Committee, the Management Board, and the Chief Executive Officer). The frameworks for employee incentivising/motivation set out in the internal documents and applicable in the Group must conform to the principles of the Policy and the requirements of applicable laws.
- 1.7. The Policy applies to all employees of the Bank and Group Companies, as well as to members of the Supervisory Council (hereinafter, the **Council**) and the Management Board of the Bank who are not employees.
- 1.8. The Bank has formed a Remuneration Committee (hereinafter, the **Remuneration Committee**) that carries out competent and independent assessments of variable remuneration policy and

practice and ensures that the remuneration framework takes into account all types of risk, capital and liquidity, and is compatible with sound and effective risk management as well as with the business strategy, objectives and the long-term interests of continuing operations of the Bank or the Group Company. The composition of the Remuneration Committee, the procedure for its formation, its functions, rights, and responsibilities are set out in the Rules of Procedure of the Remuneration Committee.

2. REMUNERATION SYSTEM AND PRINCIPLES

- 2.1. The remuneration system is a set of remuneration package elements used by the Group to attract, motivate, and retain the best employees who would help implement the long-term objectives and the business strategy of the Group.
- 2.2. The Remuneration System is formed based on the following principles:
 - ✓ *Internal fairness* – assessment based on the responsibilities of the employee, his/her performance, his/her competences, knowledge, experience, skills, etc., equal pay for equal work or work of equal value.
 - ✓ *External competitiveness* – the remuneration is competitive with regard to the labour market of the country where the employees work, so as to make it possible to attract motivated employees and retain the necessary ones.
 - ✓ *Transparency* – each employee must have a clear understanding of the procedure for establishing his/her remuneration and of the performance results, competences and qualifications which determine its amount.
 - ✓ *Flexibility* – whenever it is necessary to hire or retain an employee whose work is important for the Group's operations, or to manage emerging risks related to employee rotation and change, the Group's decisions may derogate from this Policy, without prejudice to the fundamental principles of variable-fixed remuneration ratio.
- 2.3. Employees are subject to a uniform pay system, without discrimination on grounds of gender, age, nationality, race, social status, religion, etc. Remuneration is established with due regard to the knowledge, experience, qualifications, responsibilities, performance and quality of work, job position of the employee, the remuneration range applicable to the job position level, etc. The Bank monitors the pay-gaps in remuneration paid to different genders, and takes action to reduce the differences, as necessary.
- 2.4. To be able to attract and retain employees with the experience, competence, qualifications and motivation necessary for the management of the Group, while taking into account the financial capabilities of the Group, the remuneration of the employees of Group Companies is based on the national and/or specific sector median market remuneration. Where there is a shortage of a particular expertise in the market, the upper quartile or decile may be targeted in determining the remuneration of employees of the Group Companies.
- 2.5. Employment contracts are concluded for an indefinite period and, where appropriate, for a fixed period. Contracts with members of the Management Board of the Bank or the Council who are not employees (if any) are concluded for the duration of their term of office.
- 2.6. The Group does not have a pension policy and agreements for early retirement are not concluded. The Group does not generally conclude prior agreements about the amount of severance pay and non-compete compensation.
- 2.7. Amounts of payments related to employment termination/end of term of office and notice periods are determined based on the statutory amounts of such payments and/or the duration of such notice periods established in the laws and the procedure laid down in this Policy. The maximum severance pay available to a Nominated Employee shall be the sum of 12 (twelve) months of his/her average salary. The maximum possible severance pay may be increased by the Council in exceptional circumstances up to 18 (eighteen) months of the Nominated Employee's average salary. In all cases, the severance pay to the Nominated Employee shall not exceed the ratio of

variable to fixed remuneration as set out in paragraphs 4.8 to 4.9 of the Policy. Severance pay to members of the Bank's Management Board holding other positions in the Bank, to the Bank's Chief Executive Officer and his/her deputies, and to the Head of the Internal Audit Division shall be subject to the prior approval of the Council. The amount of and the procedure for awarding severance pay are set out in the internal documents of the Bank. The procedure for calculating average remuneration is established by the Management Board of the Bank, with reference to the applicable legal regulation, the calculations of average remuneration shall include only the amounts actually paid to the employee during the relevant period.

- 2.8. Where a member of the Council retires or is recalled from office, or where his/her term of office otherwise expires before the end of the established term of office, no payment or compensations are paid to the Council members on account of the end of the agreement for his/her service as a Council member. In such a case, the Council member is paid a portion of his/her remuneration in proportion of his/her time of service as the Council member or chair and/or a member/chair of a committee of the Bank for which remuneration has not yet been paid.
- 2.9. The Bank and the Group Companies, depending on their size, the nature, scale and complexity of their operations and the risks they take, are subject to fixed remuneration and variable remuneration (remuneration components):
 - ✓ Fixed remuneration for employees consists of (i) official remuneration and (ii) additional benefits.
 - ✓ Fixed remuneration for Council members who are not employees consists of (i) official remuneration (ii) supplement to the official remuneration.
 - ✓ Variable remuneration is defined as (i) annual variable remuneration, (ii) supplements, (iii) one-time bonuses.
- 2.10. The Group does not offer guaranteed variable remuneration.
- 2.11. Employees are prohibited from personally ensuring themselves under insurance strategies or by taking out insurance cover against a decrease of their variable remuneration in order to mitigate the risk determined through the application of the principles for calculating their variable remuneration.
- 2.12. To attract and retain qualified managers, the Bank must make efforts to cover the senior management of the Bank and Group Companies with Directors and Officers (D&O) liability insurance. Group-wide decisions regarding the terms and conditions of the insurance are made and implemented by the Management Board of the Bank.
- 2.13. The Bank undertakes *ex ante* to indemnify the members of the supervisory and management bodies of the Bank and Group Companies against litigation costs which arise from third party claims regarding the performance of their functions at the Bank or the Group, except where intent or gross negligence on the part of that person has been established by a competent state authority. Legal costs incurred by employees and members of bodies shall be reimbursed by a decision of the Management Board of the Bank in accordance with the procedure for *ex ante* and *ex post* reimbursement of such costs established by the Management Board of the Bank.

3. FIXED REMUNERATION

- 3.1. Fixed remuneration shall be established, calculated, and paid on the terms and conditions and in accordance with the procedure set out in this Policy and internal documents of the Bank.

Official remuneration of employees

- 3.2. The official remuneration of employees is determined in accordance with the principle of external competitiveness, the principle of internal fairness, the remuneration range applicable to the job position level, the professional experience, abilities, specific knowledge, skills and competences of the employee and the remuneration budget possibilities.

- 3.3. The official remuneration of the Bank's employees is determined by the CEO. Prior approval of the Council of the Bank must be obtained when determining the remuneration of the members of the Management Board of the Bank who hold other positions in the Bank under an employment contract, the CEO, and his/her deputies. The remuneration of the Head of the Bank's Internal Audit Division is subject to the prior approval of the Audit Committee and the Management Board. The salary of the executive officers of the Group Companies is determined by the management and supervisory body of the Group Company or, in the absence of such body, by the Bank as the sole shareholder of the company. The salary of other employees of Group Companies is determined by the CEO of the relevant Group Company.

Additional benefits for employees

- 3.4. Additional benefits are an initiative on the part of the Bank or other Group Companies to provide long-term benefits, payments and allowances to employees that may be made available to a significant portion of the employees of the Bank or Group Companies or employees performing specific functions. Additional benefits are determined in the internal documents of the Bank or Group Companies.
- 3.5. Additional benefits are designed to encourage employee engagement, loyalty, shape the exclusivity of the employer, increase its attractiveness, help reconcile work and leisure, work towards better results, and offer a competitive overall remuneration package. The Group seeks to be socially responsible, have regard for the welfare, health, and the quality of life of its employees and maintain effective motivational benefits in line with the practices applicable in the labour market.
- 3.6. Additional benefits apply regardless of the individual performance of the employees, without providing an incentive to take risks, and therefore they are not considered to be a remuneration for the work or functions performed. Additional benefits are based on predefined criteria, they reflect the professional experience of the employees and are irrevocable for the stated effective term of the benefits and/or until the employee holds a specific job position with assigned certain additional benefits in accordance with the internal documents of the Bank and the additional benefits, limits and/or rates set therein.

Fixed remuneration for Council members

- 3.7. Council members are paid fixed remuneration consisting of an official remuneration and a supplement to the official remuneration.
- 3.8. The official remuneration of a Council member is an annual monetary remuneration of EUR 50,000 (before applicable taxes) paid to the Council member for the performance of his/her functions.
- 3.9. A supplement to the official remuneration of a Council member is an annual monetary supplement paid for performing additional functions while performing the duties of a Council member. The annual supplement of a member of the Council shall be EUR 250,000 (before applicable taxes) for the post of Chairperson of the Council, EUR 12,500 (before applicable taxes) for the one post of Chairperson of a Committee, and EUR 7,500 (before applicable taxes) for the one post of Member of a Committee. A Council member receiving a supplement for the post of Chairperson of a Committee does not receive a supplement the post of a Member of the same committee.
- 3.10. The official remuneration and supplement for the entire term of office of a member of the Council shall be determined by the Bank's General Meeting of Shareholders when approving the Policy (amendments thereto).
- 3.11. The official remuneration and the supplement for Council members is established regardless of the gender, age, nationality, and experience of the member and is paid proportionately for the previous month, quarter or any other period as determined by agreement between the Bank and the Council member.

4. VARIABLE REMUNERATION

- 4.1. Variable remuneration is established, calculated, and paid in accordance with the procedure set out in this Policy and internal documents of the Bank/Group Companies.
- 4.2. Methods for calculating variable remuneration are designed to meet the Group's business strategy, objectives, values, the long-term interests of continuing operations, and promote sound and effective risk management, help avoid conflicts of interest, ensure compliance with the Code of Ethics and discourage employees from taking excessive risks that are unacceptable to the Group, also ensure the principles of investor and customer protection in the provision of services by the Group and not harming the interests of customers.
- 4.3. A variable remuneration fund is formed only after assessing the Bank's performance, taking into account current and future risks, costs of the capital employed and liquidity support needs. The variable remuneration fund and its size must not limit the ability of the Group to strengthen its capital base. Where the persons performing risk management and compliance control functions of the Bank are in doubt as to the effect on employee's behaviour and operational risk exposure, they provide input within their respective competences during the setting-up of variable remuneration budgets, establishing performance criteria and awarding variable remuneration.
- 4.4. Variable remuneration is paid to link the individual performance targets of employees to the long-term interests of the Group to ensure sustainable business development and to encourage employees to act in and respectful, honest, transparent and professional manner, respecting the rights and interests of customers.
- 4.5. The amount of variable remuneration is based on the overall assessment of the achievement of pre-defined targets and the performance of the employee, the unit, and the Group. The variable remuneration awarded to an employee may depend on the job position of the employee, the importance of his/her decisions that may have a significant effect on the risk taken by the Group. The assessment of an employee's individual annual performance targets and achievements includes not only his/her personal financial performance, but also his/her non-financial/non-quantitative input (e.g., compliance with the Code of Ethics, values of the Bank, relations with customers/colleagues, compliance with standards, implementation of the requirements set out in internal documents, initiative, leadership/engagement in project activity, performance improvement, etc.). The annual variable remuneration of Nominated Employees is awarded only after annual performance review, based on the results of the performance review for the most recent year, as set out in sub-paragraph 4.15.4 of the Policy.
- 4.6. The variable remuneration of employees engaged in risk management, compliance and internal audit functions is awarded for the works performed and the results related to the performance of their assigned functions; the performance of the units under their control is not taken into account. For Nominated Employees performing risk management, compliance and internal audit functions, variable remuneration is linked to the overall performance of the Group as set out in paragraph 4.11 of the Policy.

Annual variable remuneration

- 4.7. Annual variable remuneration may only be awarded to Nominated Employees, except Council members. **Nominated Employees** are the members of the Council of the Bank, managers and members of the Management Board of the Bank and part of the Group companies, as well as other employees of the Bank whose professional activities have material impact on the risk profile of the Bank and the Group, due to which such employees are considered to be recipients of variable annual remuneration for the purpose of the applicable laws of the Republic of Lithuania and the European Union and internal documents of the Bank. Group Companies, with due regard to the applicable special regulatory requirements, designate the nominated employees of a specific Group Company as well as the principles of variable remuneration applicable to such persons. Such nominated employees are not considered to be the Nominated Employees.

- 4.8. Variable remuneration may be awarded to Nominated Employees, by maintaining adequate balance between the variable and the fixed remuneration components, and by preserving the ability to pursue a flexible policy related to the variable remuneration components, i.e., the variable remuneration awarded for one (1) calendar year must not be more than 100 per cent of the fixed remuneration component in the same one (1) calendar year for which the variable remuneration is awarded (i.e. the ratio of variable to fixed remuneration may not exceed 100%), in order to promote sound and effective risk management, except where the General Meeting of Shareholders of the Bank increases the maximum ratio between variable and fixed remuneration to 200 per cent in accordance with the requirements of the law. The actual ratio between variable and fixed remuneration in the Group is calculated by adding up all components of the variable remuneration awarded to the Nominated Employee over a certain period and dividing their sum by the amount of the components of fixed remuneration awarded during the same period.
- 4.9. For the purpose of calculating the ratio of variable to fixed components of remuneration for a Nominated Employee, the variable component of remuneration is the amount of severance pay in excess of the severance pay levels established by applicable law or by the decisions of public authorities (courts, etc.).
- 4.10. The annual variable remuneration, including the deferred portion thereof, may be awarded, paid and/or granted only provided the financial position of the Bank/Group is sustainable, upon application of *ex ante* and *post ante* measures for adjusting variable annual remuneration by risk category (where applicable) and without prejudice to the requirements of other laws. The Bank's assessment of current and potential future risks, including ESG risk, arising from, or directly related to, the payment of annual variable remuneration is based on the Bank's assessment of quantitative and qualitative criteria. Quantitative criteria are the Bank's capital and liquidity ratios, and qualitative criteria are the Bank's business continuity risk management indicators. Annual variable remuneration must be reduced or not paid at all upon motion of the Bank's management/supervisory bodies/Remuneration Committee, if the performance of the Bank/Group fails to meet the indicators set out in the strategy, or where losses are recorded, where the Nominated Employee has acted in bad faith or where his/her actions resulted in a loss to the Bank or the Group.
- 4.11. The amount of the annual variable remuneration for Nominated Employees shall be determined taking into account the results of the assessment of the Bank's/Group's objectives, the results of the assessment of the achievement of the Group's corporate/departmental/personal objectives by the Nominated Employee and the weight assigned to these objectives, the coefficients of the annual variable remuneration approved by the respective body of the Bank, and possible adjustments to the calculated coefficient, which may also be influenced by the employee's non-financial/non-quantitative contribution. Annual variable remuneration is linked to the risk taken by the unit/employee and the performance of the Group/Group company and the unit/employee. The criteria for calculating annual variable remuneration and target ratios are affected by the job position and responsibility, the effect on operating performance as well as the existing and future risks. The relative weighting of the performance criteria of each level (group of posts) is established by the respective body of the Bank that sets the exact proportions/weightings of the targets. In calculating the annual variable remuneration for:
- 4.11.1. members of the Bank's Management Board, Chief Executive Officer, Deputy Chief Executive Officers, Heads of Divisions, managers of significant business units of the Bank, except where the persons referred to herein are also the heads of internal control functions (i.e., the CRO, CCO, Head of Internal Audit Division) – the Group's performance shall be given a greater weighting than the unit's/individual performance.
- 4.11.2. other Nominated Employees, including heads of internal control functions – the Group's performance shall be given less weight than the unit's/individual performance or Group Company's performance.

- 4.12. The annual variable remuneration may be granted in one of the following ways:
- 4.12.1. by granting total annual variable remuneration in Bank shares and deferring it:
- 4.12.1.1. **100 per cent in Bank shares and deferring granting for a period of five (5) years** from the date of award of the annual variable remuneration to the date of award of the deferred portion, taking into account the potential risks associated with the outcome of the Nominated Employee's annual performance review, as stipulated in the Bank's internal documents.
- 4.12.1.2. **100 per cent in Bank shares and deferring granting of four (4) years** from the date of award of the annual variable remuneration to the date of award of the deferred portion, taking into account the potential risks associated with the outcome of the Nominated Employee's annual performance review, as stipulated in the Bank's internal documents.
- 4.12.2. By granting part of the annual variable remuneration in cash and immediately paying it and granting part of the annual variable remuneration in Bank shares and deferring it:
- 4.12.2.1. **50 per cent is paid in cash (no deferral) and 50 per cent in Bank shares and deferring granting of four (4) years** from the date of award of the annual variable remuneration to the date of award of the deferred portion, taking into account the potential risks associated with the outcome of the Nominated Employee's annual performance review, as stipulated in the Bank's internal documents.
- 4.12.3. Granting the full annual variable remuneration in cash and immediately paying it:
- 4.12.3.1. **100 per cent is paid in cash (no deferral)**; this method may be used where the annual variable remuneration awarded for a given performance year does not exceed EUR 50,000 (gross) and does not represent more than one third (1/3) of the total annual remuneration of the Nominated Employee to whom the annual variable remuneration is awarded, and where such option is provided for by law.
- 4.13. The annual variable remuneration shall be granted to the members of the Bank's Management Board (who also perform internal control functions), Chief Executive Officer, Deputy Chief Executive Officers, Heads of Divisions (except Head of Divisions also performing internal control functions), in accordance with the method set out in sub-paragraph 4.12.1.1 of the Policy. The annual variable remuneration for Nominated Employees performing internal control functions, except the members of the Bank's Management Board, shall be granted in accordance with sub-paragraph 4.12.3 of the Policy. For other Nominated Employees (including Nominated Employees performing internal control functions) Lines who do not meet the conditions set out in sub-paragraph 4.12.3.1 of the Policy), the decision to award an annual variable remuneration by one of the methods set out in paragraph 4.12 of the Policy shall be subject to the approval of the relevant body (the Bank's Management Board or Supervisory Council) within the scope of its competence.
- 4.14. The draft proposal prepared by the Remuneration Committee for the award of the annual variable remuneration to Nominated Employees shall be approved by the Management Board of the Bank, except for the members of the Management Board of the Bank, holding other positions in the Bank, and the Head of Internal Audit Division which annual variable remuneration shall be approved by the Council, by maintaining the ratio of the parts of variable and fixed remuneration specified in paragraph 4.8 of the Policy. The award of annual variable remuneration to the Head of Internal Audit Division is also subject to the approval of the Audit Committee. When approving the award of annual variable remuneration:
- 4.14.1. the method of awarding the variable remuneration to be used shall be specified (as provided for in paragraphs 4.12–4.13 of the Policy).

- 4.14.2. the amount of the annual variable remuneration awarded shall be specified.
- 4.14.3. the portion of the deferred annual variable remuneration that has been awarded shall be specified, indicating the performance year for which it has been awarded and when the Nominated Employee shall be able to exercise the right to the deferred portion, if it is approved.
- 4.14.4. the approved deferred portion of the annual variable remuneration shall be specified, indicating the performance year for which it is approved and when the Nominated Employee shall be able to exercise the right to the deferred portion.
- 4.15. Upon an award of a deferred portion of annual variable remuneration, the relevant body of the Bank (the Management Board or the Council) must approve the shares of the Bank awarded for each year; the approval shall follow the following principles:
- 4.15.1. the deferred portion awarded for the year in question, if the deferral period for the variable portion is 5 years, must be approved in five stages, i.e., (a) 1/5 of the shares granted must be approved after 1 year; (b) additional 1/5 of the shares granted must be approved after 2 years; (c) additional 1/5 of the shares granted must be approved after 3 years; (d) additional 1/5 of the shares granted must be approved after 4 years; (e) remaining 1/5 of the shares granted must be approved after 2 years.
- 4.15.2. the deferred portion awarded for the year in question, if the deferral period for the variable portion is 4 years, must be approved in four stages, i.e., (a) 1/4 of the shares granted must be approved after 1 year; (b) additional 1/4 of the shares granted must be approved after 2 years; (c) additional 1/4 of the shares granted must be approved after 3 years; (d) remaining 1/4 of the shares granted must be approved after 4 years.
- 4.15.3. the deferred portion awarded at the time of approval may be adjusted downwards (with the right to reduce to zero) by applying *ex ante* and *ex post* risk-based adjustment measures to the annual variable remuneration, where applicable, and in compliance with legal requirements.
- 4.15.4. the results of the performance review of a Nominated Employee over the last 3 years as a minimum must be taken into account when approving the deferred portion. Where the duration of the employment relationship or the contract with a Nominated Employee is less than 3 years, account shall be taken of the available performance assessment data of the employee.
- 4.16. The deferred portion of remuneration is released to the Nominated Employee (the approved shares of the Bank are transferred to his/her ownership) after the expiry of the deferment period. The deferred portion may be released to the Nominated Employee under an option agreement (option contract) between the Bank and the employee whereby the Bank grants the Nominated Employee the right to acquire the Bank's shares free of charge upon the expiry of the deferment period, or other method established by the Management Board of the Bank may be used.
- 4.17. The Bank's shares as a portion of the annual variable remuneration payable to Nominated Employees are awarded in accordance with the *Rules for Awarding Shares* approved by the General Meeting of Shareholders of the Bank; they are awarded to ensure the interest of the Group in increasing employee engagement, promoting long-term employment with the Group and pursuing its long-term strategic objectives.
- 4.18. In case of expiry of an employment contract with a Nominated Employee, an agreement on the procedure for the payment of annual variable remuneration and/or outstanding portions thereof is made. Any portions of variable remuneration unpaid/not awarded as at the redundancy date of the Nominated Employee shall be paid/awarded taking into account the employee's performance during the period set by the Bank or Group company, his/her period of service during that year, and in such way that the employee is not remunerated if his/her actions resulted in a loss to the Bank or the Group, except for statutory payments under the

law. The award/approval of annual variable remuneration takes place under the same procedure and at the same time as the award/approval of variable remuneration for other employees, regardless of the employee's employment termination date. Analogous rules are also followed in the event that the agreement provided for in this clause cannot be reached with a dismissed Nominated Employee.

- 4.19. Annual variable remuneration to employees of Group Companies who have been designated by such companies as nominated employees of the Group Company in accordance with the specific remuneration requirements applicable to the company, but who are not considered as Nominated Employees in the context of this Policy, shall be awarded and paid in accordance with the procedure provided for in the internal documents of the respective Group Company. The annual variable remuneration pool for nominated employees of Group Companies is approved by the Management Board of the Bank.

Supplements

- 4.20. Supplements shall mean variable remuneration that may be awarded to Group employees, except Nominated Employees. Supplements are awarded and paid in cash, with regard to the performance of the Bank, the Group, the individual units of the Bank and their employees for the previous quarter or other past period. Supplements can be quarterly, annual or other frequency determined by the Bank's Management Board.
- 4.21. The amounts of the supplement pool for the Bank and Group Companies shall be approved by the Management Board of the Bank.

One-time bonuses

- 4.22. One-time bonuses shall mean the portion of the variable remuneration awarded at the Bank's initiative that can be awarded to reward an employee for his/her good work, individual or group performance or results, exceptional commitment to values, project activities and results, etc. One-time bonuses are awarded and paid in cash based on the value added generated, scope of work, project relevance to the Group, project execution timeline, personal time allocated for preparation/participation, under employee reward schemes, etc.
- 4.23. The decision on the award and amount of the one-time bonus shall be taken by: for Bank employees – the CEO; for Bank employees who are also members of the Management Board of the Bank – the CEO with the prior approval of the Council; for the CEO and Deputy CEOs – the Management Board of the Bank with the prior approval of the Council; for employees of Group Companies – a person or body setting their salary.

5. DESIGNATING NOMINATED EMPLOYEES

- 5.1. Nominated Employees shall be designated in accordance with the criteria set out in Resolution and the qualitative and quantitative criteria set out in Commission Delegated Regulation (EU) No. 2021/923.
- 5.2. Representatives from independent risk management, compliance, legal, human resources and other departments, as appropriate, are involved in the designation of Nominated Employees, as well as the Remuneration Committee and other committees of the Council (Risk, Nomination and Audit), within the scope of their responsibilities in relation to remuneration decisions. All employees and committees involved in the assessment process may, if necessary, exchange available information related to the designation of Nominated Employees.
- 5.3. The list of Nominated Employees shall be reviewed annually, or more frequently if necessary, e.g., in the event of significant changes in the structure of the Bank/Group, in accordance with the criteria set out in the legislation, and taking into account any additional criteria that may be applicable (if appropriate), reflecting the level of risk inherent in the Group's various activities and the impact of employees on the nature of risk.

- 5.4. The list of Nominated Employees shall be approved by the Management Board of the Bank, subject to the designation report. The Council shall be informed of the report on the designation of the Nominated Employees and the list of Nominated Employees.
- 5.5. The Council shall approve all exceptions to the designation of Nominated Employees and shall review and monitor their impact and, where appropriate, approve all exceptions to the designation of Nominated Employees in accordance with the criteria set out in paragraph 5.1 of the Policy, where the Bank determines that the employees do not meet the quantitative criteria set out in the Commission Delegated Regulation (EU) No. 2021/923, because they do not have a significant impact on the Group's risk profile.

6. FINAL PROVISIONS

- 6.1. The Policy (any changes thereto) shall be drawn up by the CEO who shall submit it for discussion to the Management Board of and the Remuneration Committee the Bank. The Policy, along with the feedback from the Management Board of the Bank, the Remuneration Committee of the Bank, the Chief Compliance Officer (CCO) of the Bank, shall be submitted for approval to the Council; upon approval by the Council, it shall be submitted for approval to the next General Meeting of Shareholders.
- 6.2. The responsibility for the setting of the principles of the Policy and remuneration framework models, the maintenance of the Policy, the supervision of the implementation of the Policy and the periodic review of the Policy at least once per year shall be with the Council; the Management Board of the Bank shall be responsible for the implementation of the Policy. The Internal Audit Service of the Bank shall audit the implementation of the Policy; the audits shall be conducted on a regular basis but at least once per year.
- 6.3. The Policy for approval is submitted to the General Meeting of Shareholders of the Bank at least every four years, also if there are essential changes in the Policy. When presenting the Policy for approval, it shall be submitted to the General Meeting of Shareholders of the Bank along with all remuneration reports for the period since the approval of the most recent version of the Policy.
- 6.4. The Policy shall be published in the Bank's website.
- 6.5. The Bank shall publish information on the implementation of the Policy exclusively in compliance with imperative legal requirements and without prejudice to confidentiality provisions and requirements for the legal protection of personal data.
- 6.6. This version of the Policy, approved by the General Meeting of Shareholders of the Bank on 31 March 2023, shall enter into force from the date of its approval and apply when awarding remuneration to Nominated Employees for 2023 and/or subsequent years. Amounts of supplements to the official remuneration for Members of the Council as provided for in paragraph 3.9 of the Policy shall apply from 1 January 2023. For the purpose of awarding, approving and granting remuneration for service/performance for the year 2022 to the Nominated Employees, the Policy as approved on 30 March 2022 shall be followed and for the purpose of awarding, approving and granting remuneration for service/performance up to the year 2022 to the Nominated Employees, the Policy as approved by the Bank's General Meeting of Shareholders on 31 March 2020 shall be followed.