SID Banka

SID BANK GROUP

DISCLOSURES UNDER PILLAR 3 OF THE BASEL STANDARDS AS AT 31 DECEMBER 2025

(EU REM 1 - 5)

Company name:	**SID – Slovenska izvozna in razvojna banka, d.d., Ljubljana**
Abbreviated company name:	SID banka d.d., Ljubljana
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Registration number:	5665493
Tax number:	82155135
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SWIFT:	SIDRSI22
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Introduction

The document provides quantitative information on remuneration within the scope of chapter "17 Disclosures of remuneration policy", which was not included in the basic document "Disclosures under Pillar 3 of the Basel standards as at 31 December 2025", which the SID Bank Group published on its website (www.sid.si).

Qualitative information on remuneration policy in subsection 17.1 was included in the original disclosures, while the current document includes subsections 17.2 to 17.6, which present the EU REM1, EU REM2, EU REM3, EU REM4 and EU REM5 templates.

The figures in the templates are presented in euros.

17 Disclosure of remuneration policy

17.2. Template EU REM1 - Remuneration awarded for the financial year

(Article 450(1)(h) (i)-(ii) of the CRR)

			a	b	c	d
			MB supervisory function	MB management function	Other senior management	Other identified staff
1	Fixed remuneration	Number of identified staff	6	2	4.00	20.00
2		Total fixed remuneration	195,121	477,987	414,410	1,921,272
3		Of which: cash-based	191,454	465,518	402,419	1,845,210
7		Of which: other forms	3,667	12,470	11,990	76,063
9	Variable remuneration	Number of identified staff	6	2	4.00	20.00
10		Total variable remuneration	0	125,053	88,865	337,022
11		Of which: cash-based	0	125,053	88,865	337,022
12		Of which: deferred	0	62,526	0	0
17	Total remuneration (2 + 10)		195,121	603,040	503,275	2,258,294

17.3. Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

(Article 450(1)(h) (v)-(vii) of the CRR)

In 2025, the SID Bank Group did not grant any special payments to employees whose professional activities have a material impact on the Group's risk profile. Accordingly, the EU REM2 template is not disclosed.

17.4. Template EU REM3 - Deferred remuneration

(Article 450(1)(h) (iii)-(iv) of the CRR)

		a	b	c	d	e	f	EU-g	EU-h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
7	MB management function	150,887	8,659	142,228	0	0	0	8,659	0
8	Cash-based	150,887	8,659	142,228	0	0	0	8,659	0
25	Total amount	150,887	8,659	142,228	0	0	0	8,659	0

17.5. Template EU REM4 - Remuneration of EUR 1 million or more per year

(Article 450(1)(i) of the CRR)

No employee received remuneration from the SID Bank Group of EUR 1 million or more in 2025. It is therefore not disclosing template EU REM4.

17.6. Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

(Article 450(1)(g) of the CRR)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB supervisory function	MB management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										32.00
2	Of which: members of the MB	6	2	8							
3	Of which: other senior management				0.00	0.00	0.00	3.00	0.00	1.00	
4	Of which: other identified staff				0.00	3.00	1.00	7.00	5.00	4.00	
5	Total remuneration of identified staff	195,121	603,040	798,162	0	341,788	94,629	1,315,468	558,826	450,859	
6	Of which: variable remuneration	0	125,053	125,053	0	49,111	16,669	231,764	52,766	75,578	
7	Of which: fixed remuneration	195,121	477,987	673,109	0	292,677	77,959	1,083,704	506,061	375,282	