

2.2.

ADOPTION OF THE RESOLUTION ON THE USE OF DISTRIBUTABLE PROFIT FOR 2021

Ad 2.2 Proposed resolution for item 2.2 on the agenda of the 36th general meeting of SID banka, d.d., Ljubljana (hereinafter: SID Bank)

Based on the proposal of the management board and supervisory board, the company's general meeting hereby adopts the following resolution:

»Distributable profit amounted to EUR 3,919,284.18 as of 31 December 2022 and represents the remainder of the net profit for the 2022 financial year following the creation of regulatory reserves and reserves under the articles of association in the amount of EUR 4,331,840.41. Distributable profit for 2022 in the amount of EUR 3,919,284.18 shall be allocated to other profit reserves.«

EXPLANATION OF THE PROPOSED RESOLUTION ON THE USE OF DISTRIBUTABLE PROFIT FOR 2022

Following the fifth paragraph of Article 230 of the Companies Act (Official Gazette of the Republic of Slovenia, Nos. 65/09 (official consolidated version), 33/11, 91/11, 32/12, 57/12, 44/13 (Constitutional Court decision), 82/13, 55/15, 15/17, 22/19 (ZPosS), 158/20 (ZIntPK-C), 18/21 and 18/23-ZDU-10; hereinafter: the ZGD-1) the general meeting of shareholders shall decide on the use of the distributable profit.

SID Bank generated a net profit of 8,251,124.59 during the 2022 financial year. The management board created regulatory reserves in the amount of 5% of net profit equalling EUR 412,556.23 during the compilation of the 2021 annual report following the first paragraph of Article 230 in connection with the third and fourth paragraphs of Article 64 of the ZGD-1 and, following point 4 of paragraph 1 of Article 230 in connection with the seventh paragraph of Article 64 of the ZGD-1 and Article 28 of the articles of association of SID Bank, created reserves under the articles of association in the amount of 50% of net profit less the amount of created regulatory reserves, equalling EUR 3,919,284.18.

Distributable profit amounted to EUR 3,919,284.18 as of 31 December 2022 and represents the remainder of net profit for the 2022 financial year following the creation of regulatory reserves and reserves under the articles of association in the amount of EUR 4,331,840.41.

The third paragraph of Article 4 of the Slovene Export and Development Bank Act (Official Gazette of the Republic of Slovenia, Nos. 56/08, 20/09 and 25/15 - ZBan-2 and 61/20 - ZDLGPE stipulates that SID Bank's distributable profit may not be used for distribution to shareholders, but is instead allocated to other profit reserves.

The management board and supervisory board thus propose the allocation of distributable profit for 2022 in the amount of EUR 3,919,284.18 to other profit reserves.

ANNUAL INTERNAL AUDIT REPORT FOR 2022 – SID BANK, LJUBLJANA

Report recipients:

- Management board
- Audit committee and supervisory board
- General meeting
- Deloitte as the auditor of the financial statements

Miha Selan
Director of the internal audit department

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ABBREVIATIONS

IAD	Internal audit department
ZBan	Banking Act
FTE – full-time equivalent	means the number of hours of a person who performs full-time work
IIA – Institute of Internal Auditors	Slovenian branch of the IIA – IIA Slovenia
IT	Information technology
IRRBB	Interest rate risk in banking book
CPC	Commission for the Prevention of Corruption
NCA	New credit application
ESG factors	Environment, social and governance
ALM	Asset-Liability Management
BS	Bank of Slovenia
ECB	European Central Bank
EBA	European Banking Authority

1 Introduction

Pursuant to the rules of procedure of the internal audit department of SID Bank (hereinafter: the rules of procedure of the IAD), Article 164 of the Banking Act (Official Gazette of the Republic of Slovenia, No. 92/21 of 8 June 2021; hereinafter: the ZBan-3) and the International Standards for the Professional Practice of Internal Auditing (hereinafter: the Standards), the internal audit department (hereinafter: the IAD) drafted the annual internal audit report for 2022, which includes:

- a report on the implementation of the annual work plan;
- an assessment of the compliance of remuneration practices with the remuneration policy;
- a summary of significant findings from the audits of operations; and
- the organisational independence of the IAD.

2 Report on the implementation of the IAD's annual work plan

The IAD functioned in 2022 in accordance with the Standards, the Code of Internal Auditing Principles and the Code of Professional Ethics (hereinafter: the Code), and on the basis of its annual work plan for 2022, which the Bank's supervisory board approved at its 227th regular session held on 4 February 2022.

2.1 Implementation of planned audits

The annual work plan of the IAD envisaged nine regular audits in 2022 in addition to the performance of other activities. The proportion of advisory activities in 2022 was at around the same level as in 2021 (9%), while the increase in time spent was primarily due to the IAD's participation in IT project steering committees and other informal advisory services provided to the Bank's various bodies.

Extraordinary auditing activities continued during the first months of 2022 in connection with an extraordinary audit relating to the selection of members of the Bank's current management board. The increase in the IAD's extraordinary activities was primarily the result of unplanned and, for the IAD, extraordinary audits by the Bank of Slovenia during the second half of the year, which had a significant impact on the achievement of the IAD's annual work plan.

Three audits from the IAD's annual work plan for 2021 were completed at the beginning of 2022. The IAD had performed and completed six of the nine planned regular audits for 2022 by the time this annual audit report was drafted. The remaining three planned audits were not carried forward to the IAD's annual work plan for 2023, and are thus expected to be completed during the first half of 2023, which will impact the achievement of the current annual plan.

2.2 Completion of other planned activities of the IAD

The IAD completed all of the following planned activities in 2022:

- the provision of formal and informal advisory services to competent managers and individual employees;
- the quarterly monitoring of the implementation of recommendations;
- the drafting of four quarterly internal audit reports, which also included findings regarding progress in the implementation of recommendations, and submitted those reports to the management board, audit committee and supervisory board; the reports for the first and

- second quarters were prepared in a joint document due to additional auditing activities in connection with an extraordinary audit in 2021;
- the drafting of the annual internal audit report for 2022, which was submitted to the management board, audit committee and supervisory board;
 - the drafting of an indicative strategic plan on the functioning of the IAD for the period 2023–2024 and the IAD's annual work plan for 2023, which it submitted to the management board, audit committee and supervisory board;
 - the coordination of requests received from the Bank of Slovenia in accordance with Article 271 of the ZBan-3;
 - the active coordination of and participation in five audits by the Bank of Slovenia in 2022; and
 - the ongoing monitoring of the Bank's operations, through participation at various meetings of IT project steering committees and the Bank's expert committees (i.e. for asset and liquidity management, projects and sustainable development).

2.3 Implementation of the quality assurance programme

The IAD continued with activities in 2022 aimed at ensuring the quality of internal auditing. Those activities included:

- the participation of IAD employees in nineteen training programmes, seminars and conferences organised by IIA Slovenia, the Slovenian Institute of Auditors, the Bank Association of Slovenia, BS, ECB, international consultancy firms and other internal training programmes and seminars;
- a post-audit assessment for all performed and completed audits, in accordance with the International Standards for the Professional Practice of Internal Auditing;
- the postponement of a self-assessment of the quality of the IAD's work due to an excessive work load on account of an extraordinary audit relating to the replacement of the Bank's management board, and extensive unannounced and unexpected audits by the Bank of Slovenia (total of five audits); and
- an annual interview between the Bank of Slovenia and the director of the IAD in 2022.

2.4 Use of resources for implementation of the annual plan

The internal audit department had three employees until December 2022, two of whom were full-time employees and one of whom was a part-time employee (four hours). At the beginning of December, the department was joined by a new colleague with extensive experience in the areas of internal auditing and banking.

As planned, an external expert participated in the 'Audit of the comprehensive overhaul of the information system (7/2022)'. The 'Change Management (4/2022)' audit has not yet been conducted. If an external expert is needed for that audit, the selection process will be carried out in accordance with internal rules and the Public Procurement Act. The management body will be informed accordingly in the scope of its supervisory function.

In terms of corporate governance and the number of audits by the Bank of Slovenia, as regulator, 2022 was one of the most demanding years for the Bank. There were five such audits in 2022, including audits of interest rate risk management (IRRBB guidance), credit risk management and operational risk management with an emphasis on cyber risks, an audit of the SISBON system and an equally important audit of data regarding bank loans held in the pool of eligible collateral at the Bank of Slovenia. In addition, the department was also affected by the absence of one employee for several months which, together with other events, affected

the performance of audits (the IAD conducted six of the nine audits set out in its annual work plan).

The IAD was included in the Bank of Slovenia's audit activities on an almost daily basis, which can be seen in a significant increase in time earmarked for coordination activities, the drafting of documentation and the organisation of meetings.

Table 1: Analysis of the use of planned time by the IAD in 2022

Activity	Realisation in 2021	2022 plan	Realisation in 2022	Realisation in 2022/2022 plan	Net time used	Realisation in 2022/realisation in 2021
A. AUDITING ACTIVITIES	401	339	286	84%	50%	50%
A1 Regular audits	206	260	195	75%	34%	95%
A2 Extraordinary audits	135	20	16	80%	3%	12%
Monitoring of						
A3 recommendations	26	24	29	121%	5%	112%
A4 Advisory activity	34	35	45	129%	8%	133%
AUDITING-RELATED ACTIVITIES	105	122	236	193%	41%	225%
Ongoing monitoring/controls/participation in committee						
B1 meetings	30	27	57	213%	10%	191%
B2 Planning of the IAD's work	1	9	20	222%	3%	2000%
Periodic reporting on the						
B3 work of the IAD	30	30	36	120%	6%	120%
Development of auditing						
B4 methodology	12	15	5	30%	1%	38%
B5 Education and training	16	21	27	130%	4%	170%
Cooperation with external institutions/other providers						
B6 of assurance	4	5	77	1536%	13%	1920%
B7 Management of department	12	15	14	93%	2%	117%
NON-AUDITING ACTIVITIES	35	39	54	139%	9%	155%
Administration and other						
C1 transactions	35	39	54	139%	9%	155%
ABSENCES AND UNPRODUCTIVE TIME	151	150	169	113%		112%
D1 Holidays	18	20	21	105%		117%
D2 Annual leave (vacation)	75	78	73	93%		97%
D3 Sick leave	15	10	44	435%		290%
Non-productive time (meals and breaks)	43	42	32	76%		74%
TOTAL	692	650	745	115%		108%

The IAD had an average of 2.7 FTEs¹ in 2022 disregarding annual leave, and 2.4 FTEs if annual leave is taken into account. Details regarding the use of available time are presented in Table 1. The increase in FTEs in 2022 relative to 2021 means that the IAD worked 15% more overtime hours than planned, despite an extended period of sick leave,² while the total number of hours was up by 6% relative to 2021.

Deviations in actual days used for auditing and non-auditing activities from the number of days planned in the IAD's annual work plan for 2022 are the result of the following events:

1. four audits set out in the IAD's work plan for 2021 were conducted and completed during the first quarter of 2022 (i.e. until the middle of February): 'Execution of transactions using contingency reserves (9/2021)', 'Audit of the calculator and the formation of the pricing policy (2/2021)', 'Backup copying and archiving system

¹ Including holidays and absence due to sick leave.

² Excluding the item 'absences and unproductive time'.

- (6/2021)' and 'Assessment of the compliance of remuneration with the remuneration policy (10/2021)';
2. continuing at the beginning of 2022, (i.e. until the end of February) was verification (additional questions) by regulatory bodies (BS and CPC) in connection with findings from the audit 'Selection of members of SID Bank's management board (14/2021)' (included in extraordinary audits);
 3. from April until the end of June 2022, the BS conducted an audit of interest rate risk in the banking book; four additional audits by the regulatory body, not envisaged in the annual work plan, were conducted from the beginning of September until the end of the year (see point 2.4), which had a significant impact on the dynamics of the department's work and implementation of the annual work plan;
 4. absence of an employee for several months;
 5. increase in the amount of time spent planning the IAD's work as the result of the planning of the department's work for 2022 during January of the same year and for 2023 in November and December 2022;
 6. increase in time used for ongoing monitoring/control/participation in committee meetings is the result of the IAD's work on the asset-liability and liquidity management committee, sustainable development committee and project committee.

A total of 16% less time than envisaged in the annual work plan for 2022 was spent on auditing activities (see the explanation in the previous paragraph), while 30% less time was spent on the aforementioned activities than in 2021.

A total of 50% of the net available time was used for auditing activities during the 2022 financial year (74% in the 2021 financial year). The IAD used 91% of net available time for auditing and auditing-related activities.

2.5 Assessment of the performance of the IAD in 2022

The following performance criteria were included in the IAD's annual work plan for 2022:

- the use of at least 60% of net available time (after taking into account absences) for audit activities or at least 85% of net available time for auditing and auditing-related activities; and
- the performance of at least 80% of planned audits or at least 65% of planned audits, if the amount of time required for extraordinary audits performed exceeds planned audits by 25%.

In accordance with its duties and the practice of cooperation with the regulatory body, the IAD was obliged to participate in and coordinate, in terms of content, five unexpected (given the annual work plan) audits by the Bank of Slovenia, which had a significant impact on and slowed all the other audit activities set out in the annual work plan for 2022. The situation was further exacerbated by the absence of an employee for several months.

We believe that the IAD performed well in 2022 and that it achieved the following objectives, despite extraordinarily difficult circumstances and the extensive use of time for extraordinary audits by the regulatory body, which exceeded 25% of available time for the performance of extraordinary audits:

- a total of 50% of the IAD's net available time was used for the performance of auditing activities (2021: 74%), which is less than the established indicator of 60%. The department did, however, record a 15% increase in overtime hours. A total of 91% of the IAD's net available time was used for the performance of auditing and auditing-related activities (2021: 95%); and

- 67% of planned audit work was completed. Taking into account extraordinary and unexpected audits by the BS during the second half of the year, an indicator value of 65% was achieved.

3 Assessment of the compliance of remuneration practices with the remuneration policy

The system of governance, risk management and internal controls in the area of remuneration is largely assessed as appropriate, as the essential elements of legislation are taken into account and included in both remuneration policies that were revised/established in 2022. However, we have identified deviations from regulatory requirements in certain elements of the remuneration system, which was established for the most part prior to 2022 (the process of identifying employees whose professional activities have a material impact on the risk profile, retention bonuses, remuneration of project work, conflicts of interest in the remuneration of control functions, the remuneration system for control functions and IT support), and we assess this area as deficient in this respect.

4 Summary of significant findings from audits of operations

The audit of the *comprehensive overhaul of the information system*, where the primary emphasis was on the audit of the NCA and CORE IT projects, which together comprise the comprehensive information system, indicated that certain parts of this area (including project management) are deficiently managed and that a minimum level of management must be achieved. At the time, some practices were deemed sound, but it was determined that there is a need to improve the maturity of ICT governance and management.

The *compliance of the credit process with EBA guidelines*, valid since the middle of 2021, and the associated system of internal governance, risk management and internal controls relating to financing in the phase of concluding and monitoring investment transactions are assessed as deficient, both in terms of compliance with those guidelines, and in terms of the optimisation and computerisation thereof. While there was partial compliance in terms of the Bank's organisational structure and the credit process, segregation was inappropriate (including the management of conflicts of interest) between the first (sales) and second lines of defence (compliance and credit risk assessment functions), which was upgraded in the area of credit risk assessment,³ and will require a clearer definition of the roles of the first and second lines in this area. We highlight the additional risk of non-compliance in the area of ESG factors, where the comprehensive implementation of guidelines in both the credit risk strategy and policy and lending work processes must be ensured.

The *system of authorisations and decision-making at the Bank* is assessed as appropriate, but with certain deficiencies, including the complex and less-than-transparent arrangement of general authorisations in connection with which the revision of the associated bylaw is recommended, and increased operational risk due to limited application support and thus fewer systemic controls that could be reduced if new application support was in place.

Strategic policies and ALM are assessed as appropriate. Opportunities for improvement were identified with regard to the more precise definition of the tasks of organisational units, an

³ The Bank included the CAD's role in the assessment of credit worthiness in the PONP, i.e. including the transactions of the PEFD and its assessment of investment projects. The Bank of Slovenia issued its findings in this regard in its letter dated 17 February 2023.

analysis of the need for the drafting of operational work instructions, the refinement of the definition of the timeline for the validation of the IRRBB model, and the date and type of independent assessment of the general resource pricing model, and the formal definition of the liquidity portal as the priority channel for the announcement of inflows and outflows.

The *audit of AML/CFT* indicated that the system is appropriate and ensures that activities are carried out in accordance with the regulatory framework, but that there are deficiencies in individual areas that must be improved, i.e. in the areas of succession, the clear segregation of powers and responsibilities between the compliance officer and compliance department (as also pointed out by the regulatory body), the ongoing revision of the associated bylaw, the strengthening of the training and education system, internal controls in the reporting process, the assessment of obligor risks, the provision of adequate IT support, and the establishment of a system for the implementation of internal controls.

5 Organisational independence

5.1 Requirements of the Standards

Standard 1110 – Organisational independence states that the chief audit executive must report to the level of management within the organisation that facilitates the completion of internal audit tasks, and must confirm to the supervisory body the organisational independence of the internal audit function at least once a year.

Organisational independence is effectively ensured if the chief audit executive is functionally accountable and reports to the supervisory body. Cases of functional accountability to the supervisory body occur whenever the latter:

- approves the internal audit charter;
- approves the risk-based work plan of the IAD;
- approves the budget and planned resources for internal auditing;
- receives reports from the chief audit executive on the work of the internal audit function in connection with the work plan and other matters;
- approves decisions relating to the appointment and recall of the chief audit executive; and
- approves the remuneration of the chief audit executive.

Standard 1100 – Independence and objectivity requires the independence of the internal audit function and the objectivity of internal auditors in the performance of their work.

Independence is the freedom from conditions that threaten the ability of the internal audit function to carry out internal audit responsibilities in an unbiased manner. The chief audit executive thus has direct and unrestricted access to management and supervisory bodies.

Objectivity is an unbiased mental attitude that allows internal auditors to perform engagements in such a manner that they believe in their work product and that no compromises regarding quality are made. Objectivity requires that internal auditors do not subordinate their judgment on audit matters to others.

Independence and objectivity must be managed at the level of an individual auditor, accepted engagement, and functional/contextual and organisational responsibility.

Standard 1120 – Individual objectivity requires internal auditors to have an impartial and unbiased attitude, and avoid conflicts of interest.

A conflict of interest is a situation in which an internal auditor, who is in a position of trust, has a competing professional or personal interest that can make it difficult to fulfil their duties impartially. A conflict of interest exists even if no unethical or improper act results.

Standard 1130 – Impairment to independence and objectivity. If independence or objectivity is impaired in fact or appearance, the details of the impairment must be disclosed to the appropriate parties. The nature of disclosure depends on the impairment.

The impairment of organisational independence and individual objectivity may include, but is not limited to, a personal conflict of interest, scope limitations, restrictions on access to records, personnel, premises and equipment, and limitations on resources, such as funding.

5.2 Fulfilment of the requirements of the Standards

The bases for organisational independence are the organisational positioning and structure of the IAD, as required by Article 161 of the ZBan-3, i.e. as an independent department that reports directly to the Bank's management board, and that is functionally and organisationally segregated from the bank's other organisational units. The IAD is directly subordinated to the Bank's management board. Organisational independence is also conditional on allocated access rights in application support, and access to registers, employees and records.

In accordance with the rules of procedure of the IAD and Article 164 of the ZBan-3, the IAD submitted its strategic and annual work plan, the annual internal audit report for 2022 and quarterly internal audit reports to the Bank's management board, and then to the audit committee and supervisory board in 2022. The IAD thus met requirements regarding its functional responsibility to the supervisory bodies.

All IAD employees signed a statement confirming their individual objectivity and independence for 2022, and confirming the absence of conflicts of interest amongst IAD employees in the performance of auditing and auditing-related activities.

Ljubljana, 23 February 2023

OPINION OF THE SUPERVISORY BOARD OF SID BANK REGARDING THE ANNUAL INTERNAL AUDIT REPORT FOR 2022

Pursuant to the International Standards for the Professional Practice of Internal Auditing and Article 164 of the Banking Act (Official Gazette of the Republic of Slovenia No. 92/21; hereinafter: the ZBan-3), the internal audit department of SID Bank issued the annual internal audit report for 2022 and submitted it to the Bank's management board, audit committee and supervisory board for discussion.

In accordance with the requirement of Article 50 of the ZBan-3, the Bank's supervisory board has drawn up an opinion regarding the annual internal audit report, while the Bank's management board will include the internal audit report with the supervisory board's opinion on the agenda of the general meeting in accordance with Article 164 of the ZBan-3.

The supervisory board regularly monitored the work of SID Bank's internal audit department in 2022. The supervisory board and audit committee supervised the work of the internal audit function by discussing the annual internal audit report and quarterly reports on the work of the internal audit department in 2022, when they also dedicated attention to progress in the implementation of the aforementioned department's recommendations. The organisational positioning of the internal audit department and the powers entrusted to it by existing bylaws governing the work of that department facilitate independent auditing, unfettered access to all of the Bank's premises, employees, information and data, and the performance of auditing tasks at the internal audit department's initiative. The audit committee and supervisory board also supervised the appropriateness of procedures and the effectiveness of internal auditing by assessing and giving its consent to the strategic work plan of the internal audit department for the period 2023–2024 and the work plan of the internal audit department for 2023.

The supervisory board and audit committee also supervised the staffing of the internal audit department in 2022. Audits by the Bank of Slovenia were coordinated in addition to regular audits, while formal and informal advisory activities were also performed. The internal audit department implemented the majority of its annual work plan, while three audits not conducted last year will be conducted at the beginning of 2023, in the scope of the annual work plan for 2022.

At its 242nd session held on 15 March 2023, the supervisory board discussed the annual internal audit report for SID Bank for 2022, and determined that the internal audit department met the performance criteria set out in its annual plan. The supervisory board therefore issued a positive opinion regarding the report.

Janez Tomšič
Chair of the Supervisory Board

CaixaBank

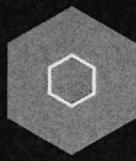


Remuneration Report

2022

Content

Introduction



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- Management and supervisory bodies – composition and number of sessions
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- Comparison of the increase in remuneration of the members of the management and supervisory bodies in relation to the increase in remuneration of the Bank's employees and the Bank's performance
- Linking remuneration to long-term performance
- Design and structure of the remuneration system, key characteristics and goals of the remuneration policy
- Information on other financial bonuses, benefits or services
- Independent auditor's report



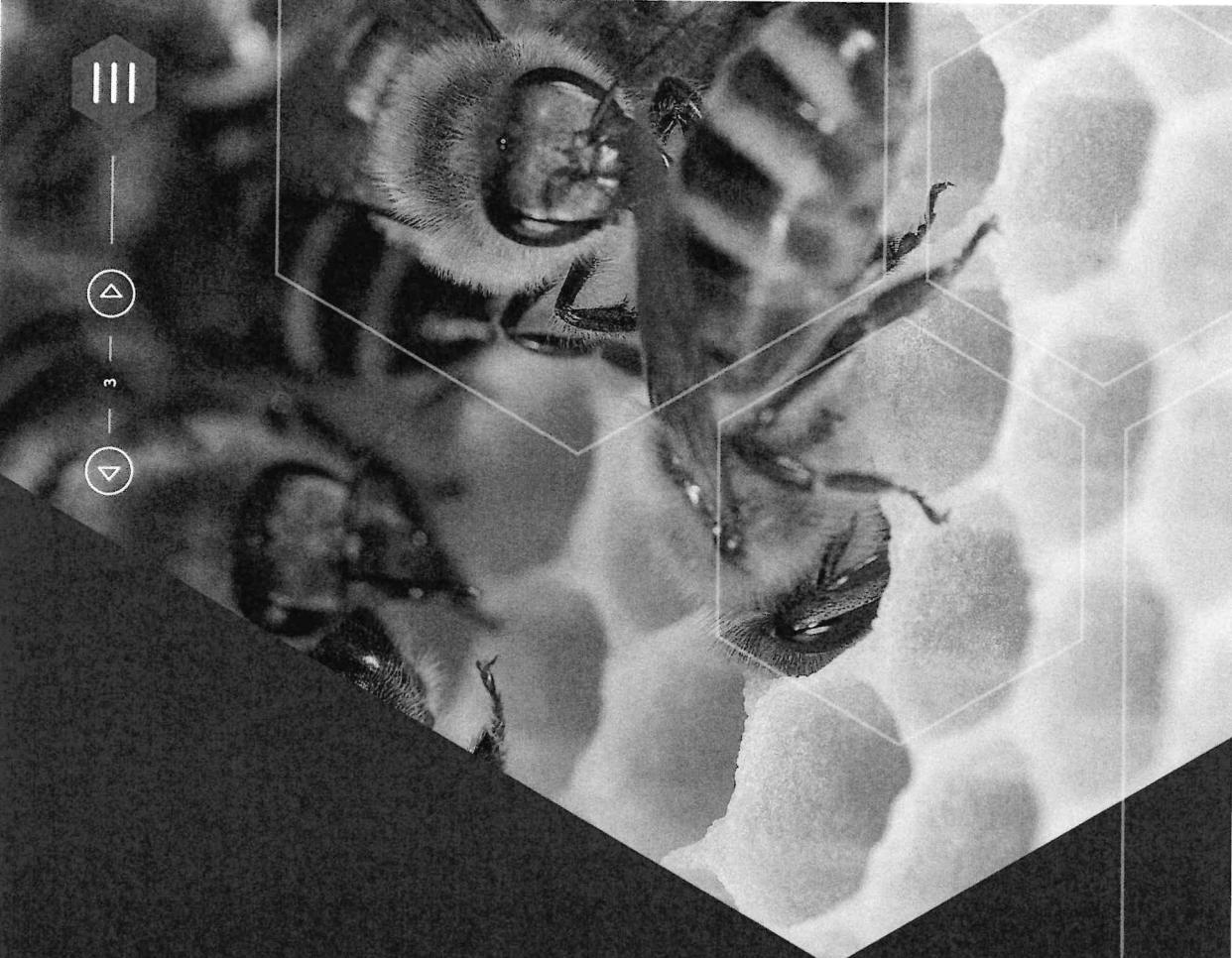
Introduction

SID Bank prepares the remuneration report in accordance with Article 294b of the Companies Act (ZGd-I), which requires a company whose securities are traded on the regulated market to draw up a clear and understandable remuneration report, providing a comprehensive overview of the remuneration, including all benefits in whatever form, awarded or due during the most recent financial year to individual members of the management and supervisory bodies, in accordance with the remuneration policy.

The remuneration report refers to the section of the annual report containing the respective information. The report also clarifies how the total remuneration complies with the adopted remuneration policy, including how it contributes to the long-term performance of the Bank, as well as provides information on the how the performance criteria were applied to the awarding of benefits in whatever form.

SID Bank has an established remuneration policy, which systematically governs the remuneration system of the Bank, whereas the remuneration policies and practices are compatible with the risk management system established at the Bank and the requirements prescribed by the applicable regulations. The remuneration policy and practices are consistently aimed at fulfilling the objectives of the Bank's business strategy and aligned with its risk profile and risk-taking capacity. The key internal bylaws in that respect are: the remuneration policy of the members of the management and supervisory body, which in accordance with Article 294a of the ZGd-I is published on the Bank's website (<https://www.sid.si/dokumenti/banki>) and the remuneration policy that applies to all other Bank employees (both documents hereinafter: remuneration policy).

of the management and supervisory body, which in accordance with Article 294a of the ZGd-I is published on the Bank's website (<https://www.sid.si/dokumenti/banki>) and the remuneration policy that applies to all other Bank employees (both documents hereinafter: remuneration policy).





Management and supervisory bodies – composition and number of sessions

The implementation of the Bank's remuneration policy is managed and monitored by the Management Board, the Nomination and Remuneration Committee and the Supervisory Board.

The composition of the Supervisory Board in 2022:

- until 25 May 2022 - Marjan Divjak [Chair], Janez Tomšič [Deputy Chair], Zlatko Vili Hohnjec, Leo Knez, Igor Mosten, PhD and Marko Tišma.
- since 26 May 2022 - Janez Tomšič [Chair], Leo Knez [Deputy Chair], Marjan Divjak, Zlatko Vili Hohnjec, Igor Mosten, PhD, and Marko Tišma.

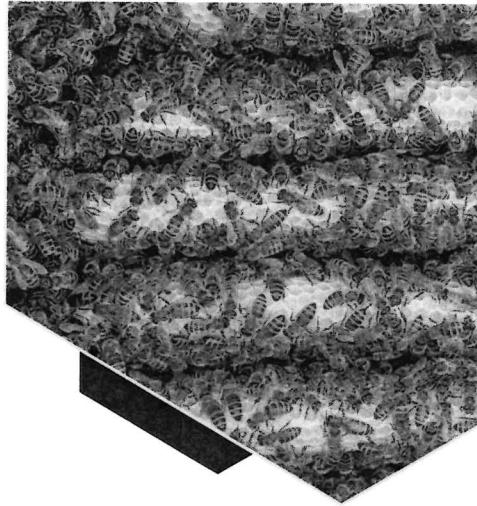
The Nomination and Remuneration Committee met at 19 regular sessions and 1 correspondence session in 2022.

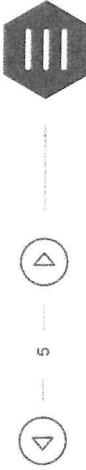
The Supervisory Board met at 15 regular and 9 correspondence sessions in 2022.

Composition of the Nomination and Remuneration Committee in 2022:

- until 19 May 2022 - Janez Tomšič [Chair], Zlatko Vili Hohnjec [Deputy Chair], Marjan Divjak, Marko Tišma.
- 20 - 25 May 2022 - Janez Tomšič [Chair], Zlatko Vili Hohnjec [Deputy Chair], Marko Tišma.
- since 26 May 2022 - Marko Tišma [Chair], Zlatko Vili Hohnjec [Deputy Chair], Janez Tomšić.

In 2022, the Management Board's composition was as follows: Damijan Dolinar, President of the Management Board and Stanka Šarc Majdič, Member of the Management Board.





Remuneration policy in 2022

The Bank operated successfully in 2022. The annual report for 2022 provides an explanation of its operations in 2022 and the achievement of key business and financial performance indicators.

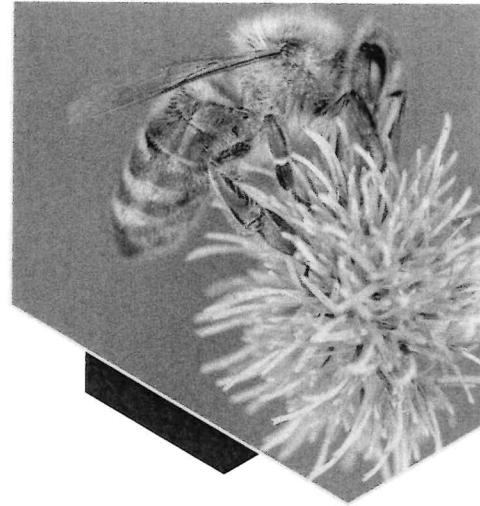
In addition to SID Bank, the SID Bank Group includes the Centre for International Cooperation and Development (CMSR) and the Prvi Faktor Group [joint venture]. SID Bank is a co-founder of the CMSR, in which it does not have any financial stake, but holds 33% of the voting rights. Based on the principle of immateriality, SID Bank does not include either of the companies referred to in the previous paragraph in consolidation, as the combined total assets of the two companies amount to less than 1% of SID Bank's total assets, thus SID Bank only compiled separate financial statements for 2022. The remuneration in the said companies is also excluded from this report due to immateriality.

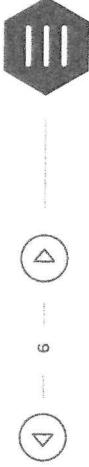
SID Bank's remuneration policy is only used for the Bank and exclusively in Slovenia, and is not implemented in subsidiary companies.

The implementation of the remuneration policy as regards the members of the Bank's Supervisory Board is stipulated by a resolution of the General Meeting. The various categories of remuneration of the Supervisory Board members were compliant with this resolution and did not deviate from its provisions in 2022. The General Meeting's resolution is summarised in the relevant internal bylaw, i.e. the policy on the remuneration of the members of the management body. The data on the remuneration of the Supervisory Board members is provided in the table below.

The remuneration of members of the Management Board is set out by the policy on the remuneration of the members of the management body, taking into account the provisions of the Act Governing the Remuneration of Managers of Companies with Majority Ownership held by the Republic of Slovenia (ZPPOGD). The various categories of remuneration of the Management Board members in 2022 are in line with and within the framework of the provisions of the above-mentioned regulations.

In 2022, the Bank did not grant any shares and share options for the purpose of implementing the remuneration policy. The Bank did not enforce clawback provisions, nor did it hire any external advisors in the area of implementing the remuneration policy in 2022.





Total remuneration awarded/paid to the members of the management and supervisory bodies in the 2022 financial year

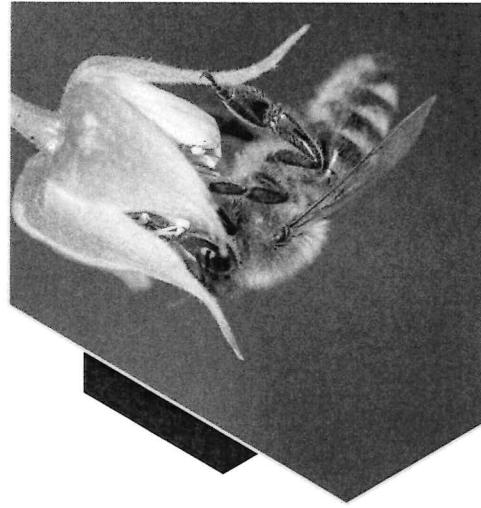
REMUNERATION OF THE SUPERVISORY BOARD MEMBERS¹

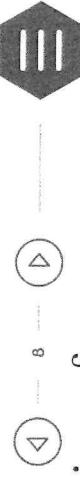
Person	Function	Gross payment for performance of function	Gross session fees	Gross total	Gross reimbursement of expenses	Other benefits (liability insurance)
<i>In EUR</i>						
Marijan Divjak	Chair of the Supervisory Board until 25 May 2022 Member of the Supervisory Board since 26 May 2022 Deputy Chair of the Risk Committee Member of the Nomination and Remuneration Committee until 19 May 2022	23,206	6,910	32,116	0	381
Leo Knež	Member of the Supervisory Board until 25 May 2022 Deputy Chair of the Supervisory Board (since 26 May 2022) Chair of the Audit Committee Member of the Risk Committee	25,274	10,901	36,175	0	381
<i>in EUR</i>						
Marko Tisma	Member of the Supervisory Board Member of the Audit Committee Member of the Nomination and Remuneration Committee until 25 May 2022 Chair of the Nomination and Remuneration Committee since 26 May 2022	23,624	11,250	34,874	2,741	381
Zlatko Vili Hohnjec	Member of the Supervisory Board Deputy Chair of the Audit Committee Deputy Chair of the Nomination and Remuneration Committee	22,500	11,250	33,750	1,999	381
Janez Tomšič	Deputy Chair of the Supervisory Board until 25 May 2022 Chair of the Supervisory Board (since 26 May 2022) Chair of the Nomination and Remuneration Committee until 25 May 2022 Member of the Nomination and Remuneration Committee since 26 May 2022	24,598	10,186	34,784	0	381
Igor Mosten, PhD	Member of the Supervisory Board Chair of the Risk Committee	20,625	7,150	27,775	132	381
Total		139,827	39,647	199,474	4,872	2,286

¹According to the resolution passed by SJD Bank's General Meeting on 14 June 2018, the members of the Supervisory Board are entitled to the payment of session fees until the total amount of attendance fees for Supervisory Board and committee sessions reaches 75% of the basic salary for the performance of their function. Members of the Supervisory Board's committees are also entitled to an additional fee for the performance of their functions until the total amount of the additional fee reaches 50% of their annual basic salary for the performance of their function. Due to this restriction, members of the Supervisory Board Zlatko Vili Hohnjec and Igor Mosten were subject to restrictions on remuneration paid out in 2022.

REMUNERATION OF MANAGEMENT BOARD MEMBERS

Person	Function	Fixed remuneration						Variable remuneration				Total paid (1+2+3+4+ 5+6+8+9+12)	Remuneration in Group companies [5+7]/gross wages of the previous year	Percentage of awarded variable remuneration [5+7]/gross wages of the previous year
		Gross wages	Annual leave allowance	Allowances	Benefits and insurance	Paid current	Paid for previous years	Deferred current	Severance pay	Claowback				
Slobodan Silić	President of the Management Board until the regular expiration of the term of mandate on 31 December 2021	0	0	0	0	18,472	80,550	0	0	0	99,022	7,5%	0	
Goran Kaušić	Member of the Management Board until the regular expiration of the term of mandate on 31 December 2021	0	0	0	0	31,403	79,993	0	0	0	111,396	15,0%	0	
Damir Dolinar	President of the Management Board since 1 January 2022	239,803	2,084	1,805	5,699	0	0	0	0	0	249,391	0,0%	0	
Stanka Šarić Majdić	Member of the Management Board since 1 January 2022	215,150	2,084	2,185	4,811	0	0	0	0	0	224,230	0,0%	0	

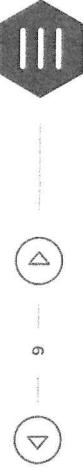




Comparison of the increase in remuneration of the members of the management and supervisory bodies in relation to the increase in remuneration of the Bank's employees and the Bank's performance

	2018/2017	2019/2018	2020/2019	2021/2020	2022/2021
Remuneration					
Increase in average employee salary at the Bank relative to the previous year	4.0%	6.7%	2.3%	2.8%	5.1%
Increase in the fixed part of the salary of the Management Board relative to the previous year	4.8%	3.5%	13.6%	2.3%	2.8%
Increase in the basic salary and session fees of the members of the Supervisory Board relative to the previous year	0.0%	0.0%	0.0%	0.0%	0.0%
External comparisons					
Increase in average employee salary in the financial and insurance sectors	4.8%	4.5%	2.5%	5.0%	6.3%
Annual inflation rate	1.4%	1.8%	-1.1%	4.9%	10.3%
Performance indicators					
	2017	2018	2019	2020	2021
Total assets [in EUR thousand]	2,451,641	2,318,834	2,406,164	2,907,358	2,834,032
Total loans to the non-banking sector [in EUR thousand]	597,740	706,787	816,550	1,091,560	1,199,698
Book value per share [EUR]					
Net interest [in EUR thousand]	132,08	136,00	149,47	153,42	156,47
Net profit [in EUR thousand]	20,294	22,986	23,932	23,193	28,006
Return on equity (ROE) after tax	13.95%	14.31%	32,040	8,490	24,030
Long-term credit rating (Standard & Poor's)	A+	A+	AA-	AA-	AA-
					2022

The basic salary of the Management Board is determined in accordance with the ZPOGD. In 2019, the Management Board's salary increased significantly because the Bank sold its subsidiary, stopped preparing consolidated financial statements, and the Management Board's salary was set on the basis of the average salary paid in the Bank and not in the Group.



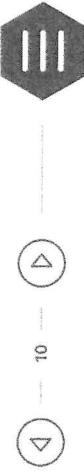
Information on other financial bonuses, benefits or services *(paragraph 3 of Article 294b of the ZGD-I)*

There were no additional financial bonuses, benefits or services awarded or provided by a third party to the members of the Management Board in connection with their activity as members of the Management Board.

Neither were the members of the Management Board granted benefits in the event of early termination of mandate/employment contract or regular termination of mandate/employment contract, including changes agreed in the last financial year, or set aside in advance.

There were no regular terminations of mandate/employment contract of a member of the Management Board and related payments at the Bank in 2022, except for the mentioned payments of the retained portion of variable remuneration to the members of the Management Board whose term of mandate/employment contract regularly expired on 31 December 2021.





Design and structure of the remuneration system, key characteristics and goals of the remuneration policy

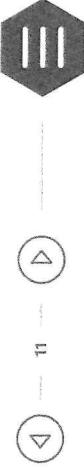
The remuneration policy and practices are consistently aimed at fulfilling the objectives of the Bank's business strategy, and aligned with its risk profile and its capacity to take up risks. The purpose of the remuneration policy is also to promote the proper management of risks in the future. The Bank took into account the fundamental principles set out in Article 190 of the ZBank-3 in a manner and to an extent appropriate to its size and internal organisational structure, and the nature, scale and complexity of the activities that it pursues, also taking into account that:

- the governance system at the Bank is comprehensive, as it is set up for all important business processes (activities) or the decision-making at the Bank is organised centrally at the Bank's management board and/or committees, with decisions adopted on individual transactions on the basis of pre-determined general authorisations, as derived from the applicable rules on authorisations, and all decisions being adopted at the Bank's head office, as the Bank has no dislocated units;

The Bank ensures that the variable component of remuneration, including its deferred part, is only paid if payment is justified given the Bank's financial position and payment is based on the results of the Bank, individual business unit and employee in question. The Bank significantly reduces the entire amount of variable remuneration in the event of under-performance or a negative operating result.

- in accordance with the ZSIRB, the Bank's objective is not maximising profit, but primarily conserving capital and achieving the effects of its mission, whereby all the Bank's transactions are subject to the assessment of economic quality on the basis of international criteria;





Assessment and allocation of variable remuneration are carried out on the basis of models and methodologies established at the Bank for the assessment of the job performance and success of employees, organisational units and the Bank. For the members of the Bank's Management Board, these models and methodologies are more precisely defined in the remuneration policy for members of the management body, the concluded employment contracts and in the resolutions of the Supervisory Board.

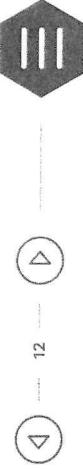
A Management Board member is entitled to a salary depending on the achieved level of performance, which is established according to the targets achieved from the annual business plan (annual operational plan), approved by the Supervisory Board, and based on additional criteria and conditions approved by the Supervisory Board. The annual operational plan must contain various indicators and specific activities with criteria, including special quality criteria for the development of social responsibility.

The criteria and conditions used to determine the amount of salary of the members of the Management Board depending on the achieved level of performance are laid down by the Nomination and Remuneration Committee of SID Bank's Supervisory Board upon annual approval of the annual operational plan. However, if the criteria are not laid down by a resolution of the said Committee, the criteria applicable to performance measurement under the annual operational plan (strategic objectives, economic and financial indicators (ROE, CIR, NPL, etc.)) and the Supervisory Board's assessment of the work of the Management Board are taken into account. In addition to quantitative and qualitative objectives, consideration is taken of compliance with measures for the development of social responsibility, cooperation of the Management

Board with the Supervisory Board, maintenance of the Bank's reputation and credit rating, various circumstances in which the Bank operated in the preceding year and other criteria.

According to the ZPOGD, variable remuneration of a member of the Management Board may not exceed 30% of the basic salary of a member of the Management Board in the financial year. The variable component of the salary is determined by the Supervisory Board and is paid once a year for the preceding financial year, as a rule upon the adoption of the audited annual report. The methodology for awarding variable remuneration, the method of assessing the performance of the Bank, organisational units and individual employees, as well as the method of final distribution of components of variable remuneration are detailed in the disclosures to the annual report.





Linking remuneration to long-term performance



The fulfilment of the annual operational plan provides the basis for allocating variable remuneration to the members of the Bank's Management Board. The realisation of the annual operational plan has a significant impact on the long-term performance of the Bank, as it is conducive to the achievement of the Bank's strategic goals, economic and financial indicators, indicators referring to risk management, reputation and other targets relevant for the Bank's current and future operations. According to the employment contract, the members of the Management Board are entitled to performance-based pay up to a maximum of 30% of the total basic salary of a member of the Management Board in the financial year. The amount of variable remuneration is set based on the compliance with strategic indicators and the annual operational plan indicators, including indicators of social responsibility. Having assessed the fulfilment of the framework strategic indicators, indicators of strategic activities and indicators of strategic results in relation to the implementation of the annual operational plan and taking into account the other elements set out in the employment contract, the Supervisory Board determined that the former chair and a former member of the Management Board were entitled to a performance-based salary for 2021 of 7.5% and 15%, respectively, of the base salary paid for the 2021 financial year, which was paid out in full in 2022.

The established remuneration policy ensures that the persons responsible at the Bank take into account the impact of planned payments of the variable component of remuneration, including any deferred component, on the calculation and planning of the Bank's capital and liquidity. Should it be established that the fulfilment of obligations or the achievement of objectives relating to capital or liquidity are jeopardised, the Bank will immediately implement a conservative variable remuneration policy. This was not needed in 2022. To that end, the Bank included in the employment contracts of all employees who in the scope of their powers or work duties and activities may have a material impact on its risk profile provisions that facilitate a decrease or return of the variable component of an employee's remuneration (clawback) intended for the payment and the deferred variable remuneration components from previous periods.

The Bank did not compensate for the reduced amount of the variable component of remuneration for previous years owing to the adjustment of remuneration risks by increasing the variable component of remuneration in 2022. The remuneration policy stipulates that if the total variable remuneration of an employee exceeds EUR 50,000.00 gross in a year, the respective part shall be deferred in the amount and for the periods specified in the remuneration policy, while a specific part (50%) of the variable remuneration of the members of the Management Board shall also be deferred in accordance with the ZPROGÖD. The disclosures to the annual report indicate the deferred remuneration of both members of the Management Board whose term of mandate expired on 31 December 2021. In 2022, the Bank did not identify any reasons specified by the law governing companies for clawback, and thus the Bank did not decide on the return of the variable component of remuneration already paid.





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INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT RELATED TO REMUNERATION REPORT FOR THE YEAR 2022

To the Shareholder of SJD banka, d.d., Ljubljana

We have performed limited assurance engagement as to whether the Remuneration Report ("the Report") for the year ended 31 December 2022, prepared by the Management Board, The nomination and remuneration committee and the supervisory board of SJD banka, d.d., Ljubljana (hereinafter the company), is prepared in accordance with the requirements of Article 294 b of the Companies Act (hereinafter "ZGD-1").

Identification criteria

In accordance with the requirement of ZGD-1 we have examined whether the Report contains all the information required by paragraphs 2 and 3 of Article 394 b of ZGD-1. The auditor's task is to verify the actual accuracy of the Report and the information contained therein.

Purpose of the report

Our limited assurance report is intended solely to meet the requirements of Article 294 b of the Companies Act and for your information and may not be used for any other purpose. Our report relates only to the Remuneration report and does not apply to the financial statements of the company as a whole.

The responsibility of the Management Board and Supervisory Board for the Report

The Management Board and Supervisory Board are responsible for the preparation of the Report in accordance with Article 294 b of ZGD-1. The Management Board is responsible for publishing the Report on the Company's website immediately after the voting at the Shareholder's meeting, where it must be available free of charge for ten years.

The Management Board is responsible for such internal control as management determines is necessary to enable the preparation of the Report that is free from material misstatement, whether due to fraud or error and that is consistent with legal requirements.

Independent auditor's report

Auditor's Responsibility

Our responsibility is to express our conclusion on limited assurance for the Report based on the procedures we carried out and on the evidence we obtained. Our limited assurance engagement was carried out in accordance with International Standard on Assurance Engagements (ISA) 3000 - Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board. Pursuant to the standard, the auditor shall plan and perform the engagement in the way that will allow the auditor to obtain limited assurance that nothing has come to the auditor's attention that would cause the auditor to believe that the Report includes material misstatement in terms of compliance with the requirements of Article 294 b of ZGD-1.

Our independence and quality control

We performed our work in accordance with independence and ethical requirements under the International Code of Ethics for Professional Accountants (including International Independence Standards issued by International Ethics Standards Board for Accountants (IESBA Code). The Code is prepared based on the principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

As a part of its compliance with International Standard on Quality Management (ISQM 1), our company maintains a comprehensive quality management system, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of the work performed

The nature and scope of our procedures were determined on the basis of risk assessment and our professional judgement with the purpose to obtain limited assurance.

The procedures for obtaining evidence in a limited assurance engagement are more limited in relation to a reasonable assurance engagement; therefore, less assurance is provided than in reasonable assurance of audit engagements.

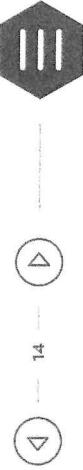
The procedures carried out within the scope of our engagement include:

- Understanding the resolutions of the Shareholder's meeting regarding the adopted remuneration policy and inquiring with the Management Board, the Supervisory Board and other employees in order to gain an understanding of the remuneration policy and the procedures implemented by the company in preparing the Report;
- obtaining a list of persons for whom there is an obligation to include data in the Report in the year for which the Report is being prepared and verifying that their remuneration is disclosed in the Report;
- verification that the Report contains all the information required by paragraphs 2 and 3 of Article 294 b of ZGD-1.

We believe that the obtained evidence is sufficient and appropriate to provide basis for our conclusion.

For further information about the limited assurance engagement, please refer to the section "Audit of the Remuneration Report" in the Annual Report of SJD banka, d.d. for the year 2022, published on the company's website at www.sjd.si.
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Conclusion
Based on our procedures and the evidence obtained, nothing has come to our attention that would cause us to believe that the Report for the year ended 31.12.2022 as prepared by the Company does not, in all material respect, include the information as required by paragraph 2 and 3 of Article 294 b of ZGD-1.

DELOITTE REVIZIJA d.o.o.

Tina Koler Pranik
Certified auditor

For signature please refer to the original Slovenian version.

Ljubljana, 27.3.2023

TRANSLATION ONLY, SLOVENE ORIGINAL PREVALES

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Ljubljana, Slovenia 3



Profile of SID Bank

Company name	SID – Slovenska izvozna in razvojna banka, d.d., Ljubljana
Abbreviated company name	SID banka d.d., Ljubljana
Registered office	Ulica Josipine Turnografske 6, 1000 Ljubljana, Slovenia
Registration number	5665493
Tax number	8255585
VAT ID number	SIR255335
IBAN	SI56 3800 0380 0000 039
SWIFT	SIDSSEZ2
GIN	66SHIE99999 SI705
LEI	549200B23GKOJ03V6F87
Website	www.sid.si
E-mail	info@sid.si
Secure electronic mailbox	sid@vep.si
Telephone	+386 (0) 200 75 00
Facebook	www.facebook.com/sid.banka/
LinkedIn	www.linkedin.com/company/sid-slovenska-izvozna-in-razvojna-banka-d.d.-ljubljana/
YouTube	www.youtube.com/channel/UCK_2pY_TOEc4pGF3o6Z4qA

The photographs were taken by Mr. Ivan Esenko and are protected by copyright.

Information on the remuneration of members of the Management Board and Supervisory Board with regard to the Recommendations and Expectations of Slovenski državni holding (May 2023) and the Governance Policy of Slovenski državni holding (May 2023) for voting at the general meetings of companies in 2023

Point 6.12 of the Recommendations and Expectations of SDH requires companies at whose general meetings SDH exercises governance entitlements to "*brief the general meeting or the founder on the remuneration policy for management and/or supervisory bodies, any changes thereto, and the remuneration of the management and supervisory bodies vested and actually paid in accordance with the Corporate Governance Code¹ in the manner referred to in the Governance Policy of SDH*". Article 60 of the Governance Policy stipulates that "*SDH will endeavour to ensure that companies brief the general meeting on the remuneration actually paid to members of the management body, at a minimum in the extent set out by the relevant appendix of the Corporate Governance Code*". Article 60 further expresses the expectation that this briefing should include the additional information presented in the table below.

SDH Bank draws up a report on remuneration in accordance with Article 294b of the Companies Act (ZGD-1), whose compliance with the requirements of the law is confirmed by the external auditor. The report is submitted to the Bank's General Meeting for information purposes, and is published on the Bank's website, after having been discussed at the General Meeting. Information with regard to the remuneration of members of SDH Bank's Management Board and Supervisory Board has previously been disclosed to a significant extent in the remuneration report, whose format is aligned with Appendix 4 of the Corporate Governance Code in all essential elements. Information not disclosed in the remuneration report is presented below.

¹ Corporate Governance Code for Companies with Capital Assets of the State (hereinafter: the Corporate Governance Code)

I. Information on remuneration of members of the Management Board and Supervisory Board in accordance with Article 60 of the Governance Policy of SDH

Requirement	Disclosure
1. Gross basic monthly or annual remuneration as agreed in the contract with the member of the management body	No changes to arrangements since reporting at last year's General Meeting. The maximum permitted amount of the basic (fixed) salary is set out in accordance with the ZPPOGD and Article 2 of the relevant Slovenian government decree. The contract sets the basic salary in the amount of five times the average gross wage paid by the company, which amounted to EUR 21,093 for the President of the Management Board in 2022. The gross basic salary for the other member of the Management Board is 15% lower. In accordance with the new Recommendations and Expectations of SDH (May 2023), a new policy on the remuneration of the members of the management body has been proposed for adoption at the General Meeting.
2. Average gross salary paid at companies in the group ² or at the company if there is no group ³ during the previous financial year, i.e. for the year prior to the year of disclosure of remuneration of management bodies	EUR 4,218.62
3. Gross amount of vested right to variable remuneration for previous financial year ⁴	Vested, current and deferred payments of variable remuneration are evident in the remuneration report.

² The average gross salary in the group is calculated by dividing the sum of all gross wage costs of companies in the group (the "wages and salaries" item from the income statement, less the wages and salaries at companies not established in Slovenia) by the number of months that the group was trading as a going concern, and by further dividing the amount obtained by the total average headcount based on hours worked at all companies in the group.

³ The average gross salary at the company is calculated by dividing the sum of all gross wage costs at the company (the "wages and salaries" item from the income statement) by the number of months that the company was trading as a going concern, and by further dividing the amount obtained by the total average headcount based on hours worked at the company.

⁴ The actual payments of variable remuneration for the year in question, which also include deferred payments for previous years, are disclosed in the appendix to the Corporate Governance Code. The actual vested payments for the year in question are expected to be disclosed in this indent.

4.	Other rights agreed in the contract (for the previous year) in the sense of Recommendation 9 from the applicable Recommendations and Expectations of SDH, broken down by individual group of rights (generally a disclosure of the type of right and the maximum permitted amount or values under the contract)	<p>The maximum rights derive from the remuneration policy for members of the management body, which was submitted to the Bank's General Meeting in July 2022; equivalent amounts are also included in the employment contract with members of the Management Board. Detailed information on other rights actually exercised in 2022 are presented in the table below:</p> <p>(EUR)</p> <table border="1"> <thead> <tr> <th></th><th>President of the Management Board</th><th>Member of the Management Board</th></tr> </thead> <tbody> <tr> <td>Annual leave allowance</td><td>2,084.38</td><td>2,084.38</td></tr> <tr> <td>Fringe benefits</td><td>3,043.75</td><td>1,921.94</td></tr> <tr> <td> use of company car</td><td>1,856.80</td><td>918.31</td></tr> <tr> <td> voluntary health insurance</td><td>485.47</td><td>462.15</td></tr> <tr> <td> liability insurance</td><td>381.48</td><td>381.48</td></tr> <tr> <td> membership fees</td><td>320.00</td><td>160.00</td></tr> <tr> <td>Training and education</td><td>381.81</td><td>6,559.17</td></tr> <tr> <td>Voluntary supplementary pension insurance</td><td>2,654.62</td><td>2,889.54</td></tr> <tr> <td>Health check-ups</td><td>/</td><td>570.44</td></tr> <tr> <td>Membership fees</td><td>320.00</td><td>160.00</td></tr> <tr> <td> Managers' Association of Slovenia</td><td>320.00</td><td></td></tr> <tr> <td> SDA</td><td></td><td>160.00</td></tr> <tr> <td>Company car</td><td>Škoda Enyaq iV 80 2022</td><td>Škoda Enyaq iV 80 2022</td></tr> <tr> <td></td><td>Residual value: 62,840.66</td><td>Residual value: 53,753.81</td></tr> </tbody> </table> <p>Under the contract, a member of the Management Board is entitled to a termination benefit in the amount of six times the last basic monthly salary if they are dismissed prior to the end of their term of office on grounds other than those referred to in the first, second and third indents of the second paragraph of Article 268 of the ZGD-1 and they do not enter into a new employment contract with the company after the termination of the contract. They are not entitled to a termination benefit if they terminate the employment contract themselves, unless the termination is due to health reasons that prevent them from further discharging their duties.</p> <p>The amount of the termination benefit is defined in the policy on the remuneration of the members of the management body, which has been proposed for adoption at the General Meeting in accordance with the new Recommendations and Expectations of SDH (May 2023).</p>		President of the Management Board	Member of the Management Board	Annual leave allowance	2,084.38	2,084.38	Fringe benefits	3,043.75	1,921.94	use of company car	1,856.80	918.31	voluntary health insurance	485.47	462.15	liability insurance	381.48	381.48	membership fees	320.00	160.00	Training and education	381.81	6,559.17	Voluntary supplementary pension insurance	2,654.62	2,889.54	Health check-ups	/	570.44	Membership fees	320.00	160.00	Managers' Association of Slovenia	320.00		SDA		160.00	Company car	Škoda Enyaq iV 80 2022	Škoda Enyaq iV 80 2022		Residual value: 62,840.66	Residual value: 53,753.81
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