



2024

DISCLOSURES

**UNDER PILLAR 3 OF THE
BASEL STANDARDS AS AT
31 DECEMBER 2024**

(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
 VAT ID number: SI82155135
 IBAN: SI56 3800 0380 0000 039
 SWIFT: SIDRSI22
 GIIN: 66511E.99999.SL.705
 LEI: 549300BZ3GKOJ13V6F87
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 YouTube: www.youtube.com/channel/UCK_2pY_T0EiC4PGF36sZJqA

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1 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 2024", which the bank 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	2.00	30.00
2		Total fixed remuneration	174,294	472,349	2,469,252
3		Of which: cash-based	169,082	299,349	2,367,225
7		Of which: other forms	5,211	8,681	102,027
9	Variable remuneration	Number of identified staff	2	2.00	30.00
10		Total variable remuneration	125,966	111,348	318,669
11		Of which: cash-based	125,966	111,348	318,669
12		Of which: deferred	62,983	0	0
17	Total remuneration (2 + 10)		598,316	419,378	2,787,921

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)

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
Severance payments awarded during the financial year					
6	Severance payments awarded during the financial year - Number of identified staff	0	0	1	0
7	Severance payments awarded during the financial year - Total amount	0	0	66,019	0
8	Of which paid during the financial year	0	0	66,019	0
11	Of which highest payment that has been awarded to a single person	0	0	66,019	0

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	90,760	4,487	86,274	0	0	0	4,487	0
8	Cash-based	90,760	4,487	86,274	0	0	0	4,487	0
25	Total amount	90,760	4,487	86,274	0	0	0	4,487	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 Bank of EUR 1 million or more in 2024. 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										40.00
2 Of which: members of the MB	6	2	8							
3 Of which: other senior management				0.00	0.00	0.00	2.00	0.00	0.00	
4 Of which: other identified staff				0.00	3.00	6.00	9.00	5.00	7.00	
5 Total remuneration of identified staff	174,294	598,316	772,609	0	286,593	368,351	1,385,956	505,193	661,206	
6 Of which: variable remuneration	0	125,966	125,966	0	38,262	35,533	231,970	48,478	75,775	
7 Of which: fixed remuneration	174,294	472,349	646,643	0	248,331	332,819	1,153,986	456,715	585,431	