

# **Addendum to Disclosures of UniCredit Bank Slovenia for the year 2024**

## **Addendum to Disclosures of UniCredit Bank Slovenia d.d. for the year 2024**

The document represents an addendum to the Disclosures 2024 (under Pillar 3) due to error in the preparation of the Remuneration template EU REM1, thus template EU REM1 in Disclosures 2024 (under Pillar 3) document is not applicable.

Disclosures were approved by the Management Board of the Bank.

All amounts are in thousands of EUR, unless stated otherwise. Zero values refers to amounts lower than 500 euros.

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## Template EU REM1 - Remuneration awarded for the financial year

### DISCLOSURE OF REMUNERATION POLICY (Article 450)

**Purpose:** Remuneration awarded for the financial year

			MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Fixed remuneration	Number of identified staff	5	5	21	9
2		Total fixed remuneration	11	1,057	1,774	691
3		Of which: cash-based	11	814	1,558	605
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	-	-	-	-
5		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-5x		Of which: other instruments	-	-	-	-
6		(Not applicable in the EU)				
7	Variable remuneration	Of which: other forms <sup>1</sup>	-	243	216	86
8		(Not applicable in the EU)				
9		Number of identified staff	-	5	21	9
10		Total variable remuneration	-	645	400	88
11		Of which: cash-based	-	268	333	88
12		Of which: deferred	-	70	10	-
EU-13a		Of which: shares or equivalent ownership interests	-	378	66	-
EU-14a		Of which: deferred	-	378	66	-
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-14b		Of which: deferred	-	-	-	-
EU-14x		Of which: other instruments	-	-	-	-
EU-14y		Of which: deferred	-	-	-	-
15		Of which: other forms	-	-	-	-
16		Of which: deferred	-	-	-	-
17	<b>Total remuneration (2 + 10)</b>		<b>11</b>	<b>1,702</b>	<b>2,174</b>	<b>779</b>

Note:

1. Number of Identified staff reported in the table refers to FTEs at 31/12/2024 (net of 3 leavers during 2024; one of them MB member)
2. The fixed payments are referred at data as of 31/12/2024 for current Identified staff employed, while for the Identified staff who left/joined the company during 2024 a pro rata approach has been applied.
3. Variable remuneration includes: bonus 2024 outcome, business success payment, One-off Share-Award, non standard compensations awarded in 2024 (if any)
4. Value related to benefits (accommodation allowance, company car, schooling, health insurance, pension fund), assigned according to Group/Local policies.
5. Values are estimated, based on the costs borne by the Company to grant the mentioned benefits; amounts are net, gross only if defined as such within the policies.
6. The Employer's Contribution to Mandatory Public Pension Scheme (e.g INPS) and the Employer's Accruals to Mandatory Deferred Remuneration Schemes (e.g TFR) are also included.
7. For new hirings and terminated employee's pro-quota values were considered.