

Report on Remuneration

for the year 2024



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1 Remuneration Committee Report

Dear Shareholders,

As Chairman of the Remuneration Committee, I am honoured to present, on behalf of the committee, the Report on Remuneration for 2024. Through this report, which includes details on the remuneration of individual members of the Board of Directors and the Supervisory Board of Komerční banka, a. s., we continue to uphold our commitment to transparency and openness towards shareholders. Our goal is to provide information at a high level consistent with the best market standards.

The Remuneration Committee is an advisory body to the Supervisory Board that conducts an annual review of KB's remuneration principles and prepares decisions of the Supervisory Board on remuneration matters, in particular decisions regarding the remuneration of members of the Board of Directors and especially the criteria for determining the structure and amount of such remuneration.

The Remuneration Committee in 2024 consisted of five Supervisory Board members: Petr Dvořák (independent member), Petra Wendelová (independent member), Marie Doucet (independent member), Delphine Garcin-Meunier, and Sylva Kynychová.

The committee met four times in 2024, including two decisions made by per rollam voting. In accordance with its mandate as an advisory body to the Supervisory Board, the committee reviewed, among other matters, remuneration of the Board of Directors for the 2023/2024 period based on key performance indicators (KPI) fulfilment, remuneration of the Executive Director of Internal Audit, and remuneration of the Supervisory Board members. The committee was

also informed about deferred bonuses for 2023 and approved the performance management system for 2024, which links bonus distribution to the company's performance.

The committee recommended, and the Supervisory Board approved, key performance indicators and their weights for 2024 for the Board of Directors in compliance with regulations and KB remuneration principles. At its final meeting, the committee reviewed an overview of employee remuneration developments in 2024 and the Annual Evaluation of the Implementation of KB's Remuneration Principles. The internal audit results related to this evaluation were rated as "Satisfactory," which is the highest possible rating.

In response to investor feedback, we have increased transparency of the Report on Remuneration by including a complete list of KPIs and their weights for individual Board of Directors members. Furthermore, we include the fulfilment of selected key KPIs and commentary on the Bank's performance related to the bonus allocation, information on the increase in the fixed remuneration components for the members of the Board of Directors, and detailed information on the calculation of deferred bonus instalments linked to the virtual shares.

Yours sincerely,

Petr Dvořák

Chairman of the Remuneration Committee

2 Remuneration of the Management Board

This document constitutes, pursuant to §121o (1) of Act No. 256/2004 Coll., on Capital Market Undertakings, as subsequently amended, the Report on Remuneration of Members of the Board of Directors and of the Supervisory Board for the year 2024 (hereinafter the “**Report on Remuneration**” or the “Report”) of Komerční banka, a.s., having its registered office at Prague 1, Na Příkopě 33/969, Postal Code 11407, Company Identification No. 453 17 054, entered in the companies register maintained by the Municipal Court in Prague, in Section B, File 1360 (hereinafter “**KB**” or the “**Bank**”).

The Report on Remuneration is submitted by the Board of Directors to KB’s General Meeting and is approved by the General Meeting along with the annual financial statements for the given year. On this occasion, shareholders can comment upon remuneration of the members of these bodies. Upon its approval, the Report is published on KB’s website, where it will remain available for inspection for a period of ten years.

The principles for remunerating members of KB’s Board of Directors and Supervisory Board are defined in a document entitled the Remuneration Policy for Members of the Board of Directors and of the Supervisory Board of Komerční banka, a.s. (hereinafter the “**Remuneration Policy**”), which was approved by the Supervisory Board and by the General Meeting on 18 March 2020 and on 29 June 2020, respectively.

KB’s remuneration principles are intended to support the overall strategy and business objectives of KB, prevent the taking on of excessive risk and imprudent conduct, respect clients’ rights and interests, support cost efficiency and sustainable growth, and

strengthen the value of KB from the perspectives of its employees, shareholders, and other stakeholders by means of a sound and commercially sensitive Remuneration Policy. The Remuneration Policy is an integral part of KB’s strategy in the human resource area as well as of its overall business strategy.

The Report on Remuneration contains information about all members of the Board of Directors and of the Supervisory Board who were subject to the Remuneration Policy during 2024. The Report on Remuneration does not contain information about former members of the Board of Directors and of the Supervisory Board who were not subject to the Remuneration Policy during 2024 but who may nevertheless receive variable components of remuneration under the relevant deferred payment schemes for past periods. The information on the total amounts of these variable components was published in the Annual Reports for past years.

3 Overview of the components for remunerating members of the Board of Directors

In accordance with Chapter 3 of the Remuneration Policy, remuneration in 2024 for members of KB’s Board of Directors consisted of fixed components of remuneration, variable components of remuneration, and pension benefits. Members of KB’s Board of Directors do not receive remuneration in the form of share plans.

1. The **fixed components of remuneration** consist of i) fixed monthly remuneration, and ii) financial and non-financial benefits. The fixed components of remuneration for December 2023 paid out in January 2024 are not included in the sum for the year 2024. The fixed components of remuneration for December 2024 paid out in January 2025 are included in the sum for the year 2024.
2. The **awarded variable component of remuneration** is paid out in accordance with the deferred bonus schemes set out in Chapter 3.5 and 3.6. This remuneration component is awarded based upon the extent of achieving the key performance indicators and the manner and circumstances under which the key performance indicators (hereinafter also **KPIs**) were achieved. Also, within the context of the managerial culture and conduct assessment, it reflects the given Board member’s attitude towards KPI implementation.
3. The **paid variable component** consists of remuneration paid out to a member of the Board of Directors during 2024. It is the variable component of remuneration relating to the key performance indicators (KPIs) rate of achievement during the past periods (i.e. between 2018 and 2023) under the applicable deferred payment schemes for the said periods listed in Chapter 3.6.

If a member of KB’s Board of Directors is nominated to the Supervisor Board of a subsidiary, he/she is not entitled to any remuneration for performing such a function.

3.1 Variable component of remuneration – key performance indicators for the year 2023

The variable remuneration component for a member of KB’s Board of Directors is paid out in the form of annual bonuses. This part of the remuneration is paid out based on the rate of achieving the financial and non-financial key performance indicators.

KPIs are derived from the budget that the Board of Directors annually submits to the Supervisory Board and from the strategic plan. KPIs are set as specific to individual functions in order appropriately to reflect the specific responsibilities of each Board of Directors member and to avoid conflicts of interest.

The weights of both financial KPIs and non-financial KPIs are expressed in percentage terms. The sum of the financial and non-financial KPIs is 100%. Based on a recommendation from the Remuneration Committee, KB’s Supervisory Board is authorised to set by its decision the individual KPIs, including the weights of the KPIs, always for the next reporting period. The minimum weight of the KPIs in the risk management and compliance area is at least 20%. While approving the KPIs, the Supervisory Board always takes into account the compliance with the Principles stated in article 3 of the Remuneration Policy, including linkage to shareholders’ interests.

To assure the maximum transparency and measurability, each KPI has a target value aligned with the budget and strategic plan and performance threshold values for fulfilment. The performance evaluation scale is as follows for most KPIs:

- Achieving the goal corresponding to expectations in the given year means 100% of the target KPI weight.
- Maximum fulfilment means up to 120% of the target KPI weight.
- Threshold fulfilment means 50% of the target KPI weight.
- Values below threshold fulfilment mean 0% of the target KPI weight.

The implementation and results of selected strategies, projects, and plans, including ESG sustainable development goals in the form of Company Objectives and Key Results (COKRs), are measured using a success score. This shows the current fulfilment of key results associated with the given goal and is calculated as the arithmetic average of the fulfilment of all key results that were planned and realised in the evaluated period.

The list of defined key performance indicators for the year 2023 is divided according to the nature of the defined goals as follows:

Goals at the level of the parent company SG

- Objectives aligned with strategic priorities focused on achieving sustainable profitability, digital and data transformation, sustainable financing (ESG), while being the preferred bank for clients and employees.

Implementation of the financial and strategic plan

- MIBS ROE: Return on equity of the SG division MIBS
- MIBS CIR: Cost/income ratio of SG division MIBS
- Budgetary cost discipline: Budgetary cost discipline of KB Group/in the area of responsibility
- Digital risk strategy implementation: The strategy focuses on adapting risk appetite to the new world of digital banking by leveraging advanced technologies and risk management expertise to identify, measure, and manage emerging risks in a volatile and complex economic environment, aiming to support business growth and improve operational efficiency.
- ESG strategy implementation: Summary indicator of the fulfilment of the key goals of the ESG strategy (quantitative and qualitative goals)
- Implementation of new digital bank for corporate clients: The strategy aims be a market leader in the corporate client segment through data-driven sales, digitisation, multichannel approach, and advisory services, delivering innovative and sustainable solutions, simplifying the customer journey, and ensuring best-in-market customer experience.
- Implementation of new digital bank for retail clients: The strategy focuses on creating a New Digital Bank (NDB) by 2025, delivering a unique user experience, and setting new standards in advisory and service quality through state-of-the-art technologies, seamless omnichannel experience, and innovative services aligned with the values of growth, helpfulness, and responsibility.
- KB Group CIR: Cost/income ratio of KB Group
- KB Group ROE: Return on equity of KB Group
- NBI Corporate and investment banking: Net banking income of corporate and investment banking of KB Group
- NBI Retail banking: Net banking income of Retail of KB Group
- New revenues: Identify and develop innovative and profitable revenue sources through a culture of continuous innovation,

focusing on verification, co-ordination, and ownership of new ideas.

- Operational efficiency: Strengthen KB Group’s leading position in operational efficiency in Europe by automating, digitising, and centralising processes to address industry challenges, customer needs.
- Capital adequacy: Capital adequacy of KB Group should be managed in such a way to ensure no breaching of regulatory requirements while taking into account the results of regular baseline projections, stress testing, and other key factors and available information. Targets and thresholds could be changed based on CNB inputs.
- Digital sales: Significantly grow business and efficiency through smarter data use, developing a digital sales culture with a mobile-first approach, and optimising processes to meet changing customer expectations and reduce operational costs.
- One mortgage factory: Become the most attractive housing partner for clients by delivering a unique ecosystem of housing-related services, combining expert human advisory with digital solutions, and creating strong long-term client relationships.
- Agile organisation: Build a flexible and adaptive organisation ready to support digital banking by adopting agile practices, enabling data-driven decision-making, reducing time-to-market, increasing deployment frequency, and fostering cross-functional skills among employees.

Risk management requirements, audit and regulatory recommendations

- Capital adequacy: Capital adequacy of KB Group should be managed in such a way to ensure not breaching the regulatory requirements while taking into account the outcomes of regular baseline projections, stress testing, as well as other key factors and

available information. Target and thresholds could be changed based on CNB inputs.

- Average rating of KB bank loan portfolio: The KPI is met if the value achieved is lower than the target KPI
- KB Group KYC: Centralisation and set-up of KYC process
- Default rate at KB loan portfolio: Represents 12-month default rate of portfolio as of month M calculated as the ratio of exposure of clients, which were healthy in the month M and have defaulted at least once within the next 12 months (M+1, M+2, ..., M+12) and exposure of all healthy clients in the month M.
- Operational risk, including compliance and audit findings: Number of compliance incidents and amount of operational losses relative to KB NBI
- Regulatory requirements: Fulfilment of SG regulatory projects and EBA+CNB stress tests
- Recovery performance: Recovery performance on KB bank’s defaulted corporate portfolio
- IT system availability + Incident/Crisis management: Composite metric used to evaluate the stability of KB’s information systems. It integrates the proportion of major incidents, internal time loss, and the number of impacted clients to provide a holistic view of system performance and reliability.

Managerial culture and conduct

- Manager assessment with focus on increasing employees’ engagement: Employee satisfaction is determined through a regular survey and is expressed by the Staff Engagement Rate indicator.

3.2 KPIs of individual Board Members for 2023 as the basis for the bonus awarded in 2024

The annual evaluation of KPI performance results for 2023 was conducted by the Supervisory Board on 7 March 2024, in accordance with Section 3.1 of the Remuneration Policy applicable for the respective year.

The annual evaluation of KPI performance results for 2024 will be conducted by the Supervisory Board in March 2025, in accordance with Section 3.1 of the Remuneration Policy applicable for the respective year.

The evaluation of key performance indicators for the members of the Board of Directors for 2024 will be published on the website of Komerční banka (www.kb.cz) in the Obligatory Information section prior to the date of KB’s General Meeting.

The structure of the KPIs for Board members for 2023, serving as the basis for the bonus awarded in 2024, is as follows:

KPI category	Chairman of the Board of Directors and Chief Executive Officer (CEO)	Member of the Board of Directors and Chief Risk Officer (CRO)	Other members of the Board of Directors
Goals linked to the fulfilment of strategic priorities, including priorities related to sustainable development (ESG) measured at SG Group level	✓		
Performance targets linked to Return on Equity (ROE), Cost/Income Ratio (CIR), and Net Banking Income (NBI)	✓		✓
Implementation of KB Group’s financial and strategic plan	✓	✓	✓
Risk management requirements, audit and regulatory recommendations	✓	✓	✓
Managerial culture and conduct	✓	✓	✓

The remuneration of the Board of Directors is primarily linked to the results of KB Group while also incorporating, to a lesser extent, goals evaluated at the SG Group level. This reflects the group’s use of mutual synergies, including a strong international brand and shared know-how. Aligning the strategies and objectives of both companies ensures better co-ordination and more efficient management.

At the same time, KB’s performance constitutes a significant part of the SG Group’s results, particularly within the Mobility and Internation Banking (MIBS) division, contributing to the stability and growth of the entire group. This approach delivers value not only to the majority shareholder but also to minority shareholders by optimising performance and ensuring the company’s long-term sustainability.

Comprehensive assessment of goals achievement for 2023 as the basis for the 2023 bonus awarded in 2024

Development of banking market in 2023
Developments within Czechia’s economic environment during 2023 were marked by high levels of inflation and economic uncertainty. A major drop in real wages has eroded purchasing power of households. This has been further compounded by an increase in aggregate savings among cautious consumers. Low confidence among businesses put a brake on their investment activity, and they were even able to finance their capital outlays from the gross operating surplus generated from resilient profit margins and improved yields on savings. The economy grew more slowly than initially expected and competition on the banking market intensified further, particularly for deposits.

Net profit and key macroeconomic data	2020	2021	2022	2023
Net profit (bil. CZK)	8.156	12.727	17.622	15.612
Average yearly inflation rate (%) *	3.2	3.8	15.1	10.7
Growth of average gross wage in the national economy (%) *	4.6	5.8	4.3	8.0

*Source: Czech Statistical Office.

KB Group achieved solid business results
Growth in KB Group’s overall loan portfolio reached the level assumed in the published outlook. Outstanding volume of housing loans grew by more than 4%. Sales of housing loans in the full year were still below the level recorded in 2022, but they had been recovering visibly since March 2023. Consumer lending expanded relatively faster, in line with guidance from the beginning of the year. Also, lending to corporate clients matched the mid-single-digit growth ambition set for 2023. Growth in the overall volume of clients’

assets under management was strong, mainly thanks to dynamic growth of investments in mutual funds.

Financial performance slightly lower than planned

Instead of the planned flattish development, the consolidated revenues for 2023 declined by 6% year on year. The main negative difference came from net interest income and net profit from financial operations, while net fees and commissions increased at the expected mid-single-digit rate. Net interest income was affected by a more substantial increase in overall interest paid on deposits, as well as the decision of the CNB to stop paying interest on banks’ mandatory reserve deposits. The level of net profit achieved from financial operations, although still excellent, was lower than assumed, mainly due to a smaller interest rate differential between the Czech crown and euro and weaker investment lending and related hedging.

Net banking income [bil. CZK]	2022	2023	Year on year
Retail Banking	21.876	19.155	(12.4%)
Corporate and Investment Banking	15.534	14.536	(6.4%)
Other	1.222	2.508	105.2%
Total KB Group	38.632	36.199	(6.3%)

The Group reported total operating expenditures in line with the initial guidance, as it was able to offset the impact of still double-digit inflation and investments into digital transformation by further optimisation of its operations.

As a result of the described development in operating revenues and expenses, the cost-to-income ratio (CIR) reached in 2023 a higher value than had been planned.

Cost of risk finished below the budgeted level, as the Group was able to release some provisions upon successful recovery of several

exposures in the corporate segment and it recorded only limited inflows of loans to the defaulted category, albeit with slightly increasing defaults in consumer lending and small business exposures. KB also created a larger volume of provisions for an exposure to a non-defaulted corporate client with weakened credit profile. The overlay reserve for risks related to the high inflation remained almost unchanged.

In this context, the Group achieved the targets set for 2023 for the risk management KPIs. The overall default rates remained below the defined thresholds, mainly due to the resilient credit risk profile of the mortgage and corporate portfolios, despite higher recorded default intensities in the small business, and consumer loan portfolios, mainly caused by the recent increase in inflation. The average credit ratings of the loan exposures also remained below the defined thresholds. The recovery performance of KB’s non-performing loan portfolio was solid. In addition, the Group met all defined regulatory requirements.

KB achieved in 2023 a healthy level of profitability. The Group also maintained its robust capital adequacy – even when adjusting for the proposed dividend payment – and strong liquidity.

Key performance indicators development consolidated data	2023
ROE (%)	12.67
ROE (%) target	13.2
CIR (%)	47.85
CIR (%) target	44.1
NBI (bil. CZK)	36.199
NBI (bil. CZK) target	38.833

Consistent delivery on ESG targets

In addition to being perceived as a green bank in the Czech Republic, it is KB’s strategic ambition to be a leader in sustainable banking on the Czech financial market and within the SG Group. KB believes that pursuing sustainability in business and operations generates long-term benefits in delivering new business and value for shareholders as well as compliance with future Czech and European regulations.

Komerční banka intends to do its part to protect the climate by supporting a fair, environmentally friendly, and inclusive energy transition, even as it acknowledges that not all energy sources are equivalent in their costs to consumers and that the energy sector represents thousands of jobs.

The Bank is committed to limiting global warming and to reducing its direct emissions (scopes 1 and 2) in accordance with the 1.5°C scenario from the Paris Agreement. In 2022, total emissions were reduced by 44% (to 13.5 kilograms per client of CO₂ equivalent) and in 2023 by 60% compared to the reference year 2019. Measurement is audited on a yearly basis by the non-profit Preferred by Nature and the results achieved are in line with the targets set for the respective year.

As part of its risk management framework, KB has been developing its environmental and social risk management, including climate vulnerability assessment, and is building a data collection and analytical infrastructure for indicators related to clients’ ESG factors.

As a measure of its maturity in the environmental, social, and governance areas, KB has selected the globally recognised FTSE4Good index of sustainably managed companies. Its target will be to exceed the level of 4 points. The Bank’s index stood at 3.7 in 2023, up by 0.4 points in comparison with 2021. In accordance with MSCI ESG measurement, meanwhile, KB was rated at the ‘AA’ level, which is

reserved for companies leading their respective industries in managing the most significant ESG risks and opportunities.

Managerial culture and conduct

Managerial culture and conduct reflect the development of managerial culture and leadership within the area of responsibility of a member of the Board of Directors while taking into account KB values, employee satisfaction, effective management and governance, the talent development programme, succession planning, and the promotion of corporate culture. At the same time, they encompass responsible conduct in compliance with applicable

regulations and principles of responsible governance. These aspects are individually assessed by the relevant superior manager.

Individual Evaluation of Goal Achievement for 2023 as the Basis for the 2023 Bonus Awarded in 2024:

Jan Juchelka, Chairman of the Board of Directors and Chief Executive Officer (CEO)

The CEO’s goals for 2023 were set so that 75% of the total weighting was assigned to objectives specific to the KB Group while that for the shared goals with the SG Group was limited to a maximum of 25%.

The shared goals of the KB CEO for 2023 included aligning strategic priorities across five key areas listed below, including priorities focused on sustainable development. These priorities were measured similarly to KB’s strategic objectives using the COKR (Company Objectives and Key Results) system.

The remuneration is linked to the performance of both KB and the SG Group, as the entire group benefits from mutual synergies, including a strong international brand and shared know-how.

Overview of goals, their weightings, and achievement levels for 2023:

Category of goals	KPIs	KPI weight	Category of goals weight	Fulfilment
Goals linked to the fulfilment of strategic priorities, including priorities related to sustainable development (ESG) measured at SG Group level	Develop our market leadership	4%	25%	100%
	Be the preferred bank of our clients	5%		
	Be an engaging bank for our staff	4%		
	Be a leader in sustainable finance	4%		
	Deliver sustainable profitability	4%		
	Become a digital and data-driven company	4%		
Implementation of the financial and strategic plan	KB Group ROE	5%	35%	80%
	KB Group CIR	5%		
	Capital adequacy	5%		
	Implementation of new digital bank for retail clients	10%		
	Implementation of new digital bank for corporate clients	5%		
	ESG strategy implementation	5%		
Risk management requirements, audit and regulatory recommendations	Operational risk, including compliance and audit findings	10%	20%	110%
	Regulatory requirements	10%		
Managerial culture and conduct	Manager assessment with focus on increasing employees’ engagement	20%	20%	105%
Total		100%	100%	96%

Didier Colin, member of the Board of Directors, Chief Risk Officer (CRO)

The goals of the Board member responsible for risk management (CRO) must be as an internal control function, independent of the performance of the business areas he oversees. For this reason, his goals are not of a business performance nature.

According to Decree No. 163/2014 Coll. of the Czech National Bank, employees in internal control functions are remunerated based on the achievement of objectives set for their respective control functions, independently of the performance of the units they supervise. The remuneration of employees in leadership positions

within risk management is, under this decree, subject to the direct supervision of the Remuneration Committee or of the control body.

Overview of goals, their weightings, and achievement levels for 2023:

Category of goals	KPIs	KPI weight	Category of goals weight	Fulfilment
Implementation of the financial and strategic plan	Budgetary cost discipline	10%	35%	101%
	Operational efficiency	10%		
	Digital Risk Strategy Implementation	10%		
	ESG strategy implementation	5%		
	NDB Corporate implementation	5%		
Risk management requirements, audit and regulatory recommendations	Operational risk, including compliance and audit findings	10%	45%	109%
	KB Group KYC	5%		
	Default rate	10%		
	Recovery performance	10%		
	Regulatory requirements	5%		
	Average rating of KB bank loan portfolio	5%		
Managerial culture and conduct	Manager assessment with focus on increasing employees’ engagement	20%	20%	100%
Total		105%	100%	104%

The goals of **the other Board members** for 2023 were set so that 90% of the total weighting was assigned to objectives specific to the KB Group, while the shared goals with the Mobility, International Retail Banking & Financial Services (MIBS) division was limited to a maximum of 10%.

The shared goals included the KB Group’s contribution to the ROE and CIR indicators.

Miroslav Hiršl, member of the Board of Directors, Senior Executive Director for Retail banking

Category of goals	KPIs	KPI weight	Category of goals weight	Fulfilment
Implementation of the financial and strategic plan	KB Group and MIBS ROE	10%	65%	83%
	MIBS CIR	5%		
	NBI Retail banking	10%		
	Budgetary cost discipline	10%		
	Implementation of new digital bank for retail clients	15%		
	One mortgage factory	5%		
	ESG strategy implementation	5%		
	Digital sales	5%		
Risk management requirements, audit and regulatory recommendations	Operational risk, including compliance and audit findings	10%	20%	120%
	Default rate	10%		
Managerial culture and conduct	Manager assessment with focus on increasing employees’ engagement	15%	15%	110%
Total		100%	100%	94%

David Formánek, member of the Board of Directors, Senior Executive Director for Corporate and Investment Banking

Category of goals	KPIs	KPI weight	Category of goals weight	Fulfilment
Implementation of the financial and strategic plan	KB Group and MIBS ROE	10%	60%	82%
	KB Group and MIBS CIR	5%		
	NBI Corporate and investment banking	10%		
	Budgetary cost discipline	10%		
	Implementation of new digital bank for corporate clients	20%		
	ESG strategy implementation	5%		
	New revenues	5%		
Risk management requirements, audit and regulatory recommendations	Operational risk, including compliance and audit findings	10%	20%	120%
	Default rate	10%		
Managerial culture and conduct	Manager assessment with focus on increasing employees’ engagement	20%	20%	110%
Total		105%	100%	94%

Margus Simson, member of the Board of Directors, Chief Digital Officer

Category of goals	KPIs	KPI weight	Category of goals weight	Fulfilment
Implementation of the financial and strategic plan	KB Group and MIBS ROE	10%	55%	89%
	KB Group and MIBS CIR	5%		
	Budgetary cost discipline	15%		
	Implementation of new digital bank for retail clients	15%		
	Implementation of new digital bank for corporate clients	5%		
	ESG strategy implementation	5%		
	Agile organisation	5%		
Risk management requirements, audit and regulatory recommendations	Operational risk, including compliance and audit findings	10%	25%	106%
	System availability + Incident/Crisis management	15%		
Managerial culture and conduct	Manager assessment with focus on increasing employees’ engagement	20%	20%	110%
Total		105%	100%	96%

Jitka Haubová, member of the Board of Directors, Chief Operations Officer

Category of goals	KPIs	KPI weight	Category of goals weight	Fulfilment
Implementation of the financial and strategic plan	ROE KB Group and MIBS	10%	60%	94%
	CIR MIBS	5%		
	Budgetary cost discipline	15%		
	Operational efficiency	5%		
	Implementation of new digital bank for retail clients	15%		
	ESG strategy implementation	10%		
Risk management requirements, audit and regulatory recommendations	Operational risk, including compliance and audit findings	10%	25%	106%
	KB Group KYC	5%		
	System availability + Incident/Crisis management	10%		
Managerial culture and conduct	Manager assessment with focus on increasing employees’ engagement	15%	15%	110%
Total		100%	100%	99%

3.3 Variable Remuneration of Board Members Awarded in 2024 for 2023 and its Link to KPI Achievement for 2023

The variable remuneration awarded in 2024 for performance in 2023 will be paid out according to a deferral scheme spanning the years 2024 to 2030.

Board of Directors member	Jan Juchelka	Didier Colin	Miroslav Hiršl	David Formánek	Margus Simson	Jitka Haubová	Total
Total amount of variable components (bonus) awarded in 2023 for performance in 2022 [CZK]	15,940,000	4,279,662	3,500,000	3,500,000	5,750,000	3,600,000	36,569,662
Total amount of variable components (bonus) awarded in 2024 for performance in 2023 [CZK]	14,140,000	4,366,800	3,110,000	3,200,000	5,456,000	3,300,000	33,572,800
YoY change (%)	(11%)	2%	(11%)	(9%)	(5%)	(8%)	(8%)
Total assessment of KPI fulfilment for 2023	96%	104%	94%	94%	96%	99%	97%

The total amounts of variable remuneration awarded in 2024, along with their year-on-year changes compared to the variable remuneration awarded in 2023 for individual Board members, are presented in the table below:

There was, on average, an 8% decrease in the variable remuneration awarded to Board members year on year. This decrease was primarily due to the lower achievement of ambitiously set financial goals, particularly the NBI and CIR indicator (see in the Chapter 2.2).

Year-on-year increase in Didier Colin’s variable component amount is caused by CZK/EUR exchange rate development as his secondment amendment is denominated in EUR but paid in CZK. Real variable component increase in euro was (0%). Didier Colin’s goals were, due to his control function, independent of the financial results of KB Group.

For completeness, we also note that the variable remuneration for performance in 2024 will be awarded to Board members in 2025.

3.4 Deferred variable remuneration linked to long-term performance and shareholders’ interest

The remuneration principles reflect in accordance with the Remuneration Policy the shareholders’ interest in the value of KB by linking the amount of the variable component paid to members of KB’s Board of Directors to KB’s financial results, including the obligations arising from KB’s corporate responsibility, as well as with the value of KB shares.

In order to ensure KB’s long-term interests and sustainable development, the variable component of remuneration of members of the Board of Directors is subject to a deferred bonus scheme in line with the EU Capital Requirements Directive (CRD IV, as subsequently

amended) and its transposition into the Czech legal system made by CNB Regulation No. 163/2014 Coll., as amended. The non-deferred component is granted directly after the award and remunerates members of KB’s Board of Directors for performance delivered in the evaluation period. The deferred component rewards members of KB’s Board of Directors for sustainability of the performance in the long term that results from decisions taken in the past.

In addition to the deferral itself, a part of the variable remuneration of members of the Board of Directors is awarded in non-cash instruments, these being KB virtual shares (also termed “KBTP”). The retention period for KBTP is set at 12 months.

Before paying out each deferred variable remuneration component, a reassessment of the performance and absence of previous risky behaviour (forfeiture condition) is carried out in order to align variable remuneration to risks and errors in the performance and risk assessments that have appeared since members of the Board were awarded their variable remuneration components. As a result of this reassessment process, the variable remuneration may be reduced or totally forfeited.

Performance condition for deferred variable components
At the Date of Grant of the deferred variable components, the performance for the year N-1 (N-1 referring to the year preceding the Date of Grant of deferred remuneration) is recorded after the closing of the financial statements of KB Group. The performance condition is based on the KB Group’s profitability in year N-1, as measured by the KB Group net income.

- If the year N-1 KB Group net income is greater than zero, 100% of the deferred variable remuneration component with the Date of Grant in year N will be paid.

- If the year N-1 KB Group net income is equal to or less than zero, the performance condition is not satisfied, and the deferred variable remuneration component with the Date of Grant in year N will be forfeited in its entirety.

The KB Group net income corresponds to the KB Group’s published net profit attributable to equity holders, adjusted for possible exceptional items.

The KB Group net income totalled CZK 17,622 million in 2022 and CZK 15,612 million in 2023, i.e. all deferred variable components due in 2024 could have been paid from the performance condition point of view.

Forfeiture condition

The variable remuneration of members of the Board can be partly or entirely unpaid. A clawback period is applicable during the entire deferral and retention period. Clawback should be applied when a Board member contributed significantly to diminished or negative financial performance and in cases of fraud or other conduct by intent or gross negligence which led to significant losses.

The forfeiture condition was not exercised for payments due in 2024

Virtual shares (KBTPs)

The virtual shares are instruments deemed to have a value of one KB share per KBPT unit. The number of virtual shares is determined on the date of their award.

Their Initial Reference Value is calculated as the average value of the Volume-Weighted Average Price of the KB common stock for the 20 trading days during which the Prague Stock Exchange is open for transactions immediately prior to the decisive date. For 2024, the decisive date was established as 13 March 2024.

Virtual shares are subject to a 12-month retention period with the forfeiture condition applicable during such period. The final amount paid in cash in connection with the virtual shares is equal to the product of the number of virtual shares and the final reference value as defined below.

The Final Reference Value is the average value of the Volume-Weighted Average Price of the KB common stock on the 20 trading days during which the Prague Stock Exchange is open for transactions immediately prior to the first business day following the end of the applicable retention period.

Since the retention period for all deferred variable remuneration components is 12 months, the Initial and Final Reference Value are set on the same decisive date in March of the given year. The Initial Reference Value in year N relates to the variable remuneration component awarded in year N for the performance in the year N-1 and determines the number of KBTP virtual shares allocated within the given deferred variable remuneration component (the number is rounded mathematically to whole KBTPs pieces). The Final Reference Value in year N refers to the deferred variable remuneration

components due in year N, when the final amount in cash is calculated based on the KB share price development.

Overview of Initial and Final Reference Values for 2019–2024:

Year (N)	2019	2020	2021	2022	2023	2024
KBTP Refer- ence Value [CZK]	950.0471	707.9687	677.447	826.6569	739.7673	819.6437

In case that during the applicable retention period, the shareholders’ meeting votes upon the payment of a dividend, the beneficiary will receive on the date of deferred variable payment of the corresponding virtual share an additional amount equal to such gross dividend per share multiplied by the number of vested virtual shares.

For deferred variable remuneration components in KBTPs due in 2024, the retention period from March 2023 to March 2024 was applicable. Within this retention period dividend of CZK 60.42 per share was paid.

Cash payout from one virtual share (KBTP) due in March 2024 was therefore CZK 819.6437 plus CZK 60.42, i.e. CZK 880.0637 in total.

3.5 Deferral scheme regarding the variable component awarded for 2024

Deferral scheme regarding the variable remuneration component for the **Chairman of the Board of Directors awarded for 2024:**

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2025	March 2025
	20%	KBTP*	March 2025	March 2026
60% deferred part	12%	in cash	March 2026	March 2026
	12%	in cash	March 2027	March 2027
	12%	KBTP*	March 2028	March 2029
	12%	KBTP*	March 2029	March 2030
	12%	KBTP*	March 2030	March 2031

* An instrument linked to the price of the KB share (KB virtual share/KBTP) .

Deferral scheme regarding the variable remuneration component for the **other members of the Board of Directors awarded for 2024:**

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2025	March 2025
	30%	KBTP*	March 2025	March 2026
40% deferred part	8%	in cash	March 2026	March 2026
	8%	in cash	March 2027	March 2027
	8%	KBTP*	March 2028	March 2029
	8%	KBTP*	March 2029	March 2030
	8%	KBTP*	March 2030	March 2031

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

3.6 Deferral scheme regarding the variable component paid out in 2024

Summary of the deferral scheme regarding the variable remuneration component for 2018–2023

Since 2018, the variable component of the remuneration of all members of the Board of Directors, including the Chairman of the Board of Directors, has, on a uniform basis, been deferred by 5 years from the day of awarding the variable remuneration component to the given member of the Board of Directors.

Deferral scheme regarding the variable remuneration component for the Chairman of the Board of Directors for 2018:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2019	March 2019
	20%	KBTP*	March 2019	March 2020
60% deferred part	12%	in cash	March 2020	March 2020
	12%	in cash	March 2021	March 2021
	12%	KBTP*	March 2022	March 2023
	12%	KBTP*	March 2023	March 2024
	12%	KBTP*	March 2024	March 2025

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

Deferral scheme regarding the variable remuneration component for the other members of the Board of Directors for 2018:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2019	March 2019
	30%	KBTP*	March 2019	March 2020
40% deferred part	8%	in cash	March 2020	March 2020
	8%	in cash	March 2021	March 2021
	8%	KBTP*	March 2022	March 2023
	8%	KBTP*	March 2023	March 2024
	8%	KBTP*	March 2024	March 2025

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

Deferral scheme regarding the variable remuneration component for the Chairman of the Board of Directors for 2019:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2020	March 2020
	20%	KBTP*	March 2020	March 2021
60% deferred part	12%	in cash	March 2021	March 2021
	12%	in cash	March 2022	March 2022
	12%	KBTP*	March 2023	March 2024
	12%	KBTP*	March 2024	March 2025
	12%	KBTP*	March 2025	March 2026

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

Deferral scheme regarding the variable remuneration component for the other members of the Board of Directors for 2019:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2020	March 2020
	30%	KBTP*	March 2020	March 2021
40% deferred part	8%	in cash	March 2021	March 2021
	8%	in cash	March 2022	March 2022
	8%	KBTP*	March 2023	March 2024
	8%	KBTP*	March 2024	March 2025
	8%	KBTP*	March 2025	March 2026

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

Deferral scheme regarding the variable remuneration component for the Chairman of the Board of Directors for 2020:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2021	March 2021
	20%	KBTP*	March 2021	March 2022
60% deferred part	12%	in cash	March 2022	March 2022
	12%	in cash	March 2023	March 2023
	12%	KBTP*	March 2024	March 2025
	12%	KBTP*	March 2025	March 2026
	12%	KBTP*	March 2026	March 2027

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

Deferral scheme regarding the variable remuneration component for the other members of the Board of Directors for 2020:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2021	March 2021
	30%	KBTP*	March 2021	March 2022
40% deferred part	8%	in cash	March 2022	March 2022
	8%	in cash	March 2023	March 2023
	8%	KBTP*	March 2024	March 2025
	8%	KBTP*	March 2025	March 2026
	8%	KBTP*	March 2026	March 2027

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

The schemes for 2020 are included in this Report on Remuneration for information purposes only and to complete the picture as to the structure of remuneration and running schemes, because no payment was made from these schemes during 2024.

Deferral scheme regarding the variable remuneration component for the Chairman of the Board of Directors for 2021:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2022	March 2022
	20%	KBTP*	March 2022	March 2023
60% deferred part	12%	in cash	March 2023	March 2023
	12%	in cash	March 2024	March 2024
	12%	KBTP*	March 2025	March 2026
	12%	KBTP*	March 2026	March 2027
	12%	KBTP*	March 2027	March 2028

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

Deferral scheme regarding the variable remuneration component for the other members of the Board of Directors for 2021:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2022	March 2022
	30%	KBTP*	March 2022	March 2023
40% deferred part	8%	in cash	March 2023	March 2023
	8%	in cash	March 2024	March 2024
	8%	KBTP*	March 2025	March 2026
	8%	KBTP*	March 2026	March 2027
	8%	KBTP*	March 2027	March 2028

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

The deferral scheme regarding the variable remuneration component for the Chairman of the Board of Directors awarded for 2022:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2023	March 2023
	20%	KBTP*	March 2023	March 2024
60% deferred part	12%	in cash	March 2024	March 2024
	12%	in cash	March 2025	March 2025
	12%	KBTP*	March 2026	March 2027
	12%	KBTP*	March 2027	March 2028
	12%	KBTP*	March 2028	March 2029

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

The deferral scheme regarding the variable remuneration component for the **other members of the Board of Directors awarded for 2022:**

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2023	March 2023
	30%	KBTP*	March 2023	March 2024
40% deferred part	8%	in cash	March 2024	March 2024
	8%	in cash	March 2025	March 2025
	8%	KBTP*	March 2026	March 2027
	8%	KBTP*	March 2027	March 2028
	8%	KBTP*	March 2028	March 2029

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

The deferral scheme regarding the variable remuneration component for the **Chairman of the Board of Directors awarded for 2023:**

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
40% non-deferred part	20%	in cash	March 2024	March 2024
	20%	KBTP*	March 2024	March 2025
60% deferred part	12%	in cash	March 2025	March 2025
	12%	in cash	March 2026	March 2026
	12%	KBTP*	March 2027	March 2028
	12%	KBTP*	March 2028	March 2029
	12%	KBTP*	March 2029	March 2030

* An instrument linked to the price of the KB share (KB virtual share/KBTP).

The deferral scheme regarding the variable remuneration component for the other members of the Board of Directors awarded for 2023:

Ratio between non-deferred and deferred part of variable remuneration component	Payment structure of variable remuneration component		Award of variable remuneration component	Payment of variable remuneration component
	%	Type of instrument		
60% non-deferred part	30%	in cash	March 2024	March 2024
	30%	KBTP*	March 2024	March 2025
40% deferred part	8%	in cash	March 2025	March 2025
	8%	in cash	March 2026	March 2026
	8%	KBTP*	March 2027	March 2028
	8%	KBTP*	March 2028	March 2029
	8%	KBTP*	March 2029	March 2030

* An instrument linked to the price of the KB share (KB virtual share/KBTP)

4 Overview of the remuneration components paid to members of the Board of Directors

4.1 Fixed remuneration components

Annual compensation review usually takes place on 1 April of a given year. Therefore, in case of an increase in the fixed remuneration components, the total amount of the fixed remuneration component in the calendar year is partially affected and will be fully reflected only in the following year

For 2024, **Jan Juchelka** received fixed monthly remuneration in the total annual amount of CZK 12,000,000 and benefits and perks in the total annual amount of CZK 125,810.

For 2024, **Didier Colin** received fixed monthly remuneration in the total annual amount of CZK 6,861,239 and benefits and perks in the total annual amount of CZK 3,420,014. In line with Chapter 3.1 of the Remuneration Policy, the benefits and perks also include the benefits associated with his stay abroad arising from his secondment to the Czech Republic.

For 2024, **Miroslav Hiršl** received fixed monthly remuneration in the total annual amount of CZK 5,775,000 and benefits and perks in the total annual amount of CZK 316,058.

For 2024, **David Formánek** received fixed monthly remuneration in the total annual amount of CZK 5,775,000 and benefits and perks in the total annual amount of CZK 277,204.

For 2024, **Margus Simson** received fixed monthly remuneration in the total annual amount of CZK 6,960,000 and benefits and perks in the total annual amount of CZK 858,351. In line with Chapter 3.1 of the Remuneration Policy, the benefits and perks also include the benefits associated with his stay abroad arising from his foreign citizenship.

For 2024, **Jitka Haubová** received fixed monthly remuneration in the total annual amount of CZK 5,820,000 and benefits and perks in the total annual amount of CZK 211,088.

4.2 Variable remuneration components

The variable remuneration component for performance in 2024 will be paid out in accordance with the deferral scheme between 2025 and 2031.

The variable amounts for performance on the Board of Directors in the past periods paid out in 2024 are listed below. In paying out the variable remuneration components regarding performance for the past periods to the members of the Board of Directors, the Bank used the schemes applicable to the division of the variable component of the given year as stated above. In 2024, there were no conditions which would necessitate the application of malus or clawback of a variable remuneration component or part thereof.

In 2024, **Jan Juchelka** received the following deferred variable remuneration components:

Variable remuneration component	Performance year					
	2018	2019	2020	2021	2022	2023
non-deferred cash [CZK]						2,828,000
non-deferred KBTP [CZK]					3,792,194	
non-deferred KBTP [units]					4,309	
deferred cash [CZK]				1,877,400	1,912,800	
deferred KBTP [CZK]	1,141,443	1,533,071				
deferred KBTP [units]	1,297	1,742				

In 2024, **Didier Colin** received the following deferred variable remuneration components:

Variable remuneration component	Performance year					
	2018	2019	2020	2021	2022	2023
non-deferred cash [CZK]					1,393,944	
non-deferred KBTP [CZK]				1,555,822		
non-deferred KBTP [units]				1,736		
deferred cash [CZK]			368,721	368,721		
deferred KBTP [CZK]	341,741	467,646				
deferred KBTP [units]	378	520				

Note: in the case of Didier Colin, the amounts paid include, in addition to the calculated instalments, other items resulting from the specifics of the secondment amendment denominated in euro.

In 2024, **Miroslav Hiršl** received the following deferred variable remuneration components:

Variable remuneration component	Performance year					
	2018	2019	2020	2021	2022	2023
non-deferred cash [CZK]					933,000	
non-deferred KBTP [CZK]				1,248,810		
non-deferred KBTP [units]				1,419		
deferred cash [CZK]			268,000	280,000		
deferred KBTP [CZK]	204,175	347,625				
deferred KBTP [units]	232	395				

In 2024, **David Formánek** received the following deferred variable remuneration components:

Variable remuneration component	Performance year					
	2018	2019	2020	2021	2022	2023
non-deferred cash [CZK]					960,000	
non-deferred KBTP [CZK]				1,248,810		
non-deferred KBTP [units]				1,419		
deferred cash [CZK]			275,200	280,000		
deferred KBTP [CZK]	222,656	333,544				
deferred KBTP [units]	253	379				

The deferred variable component relating to 2018 was paid in part by the company Modrá pyramida stavební spořitelna, a. s. The amount paid by this company was CZK 129,140.

In 2024, **Margus Simson** received the following deferred variable remuneration components:

Variable remuneration component	Performance year					
	2018	2019	2020	2021	2022	2023
non-deferred cash [CZK]						1,636,800
non-deferred KBTP [CZK]				2,052,309		
non-deferred KBTP [units]				2,332		
deferred cash [CZK]			440,000	460,000		
deferred KBTP [CZK]		442,672				
deferred KBTP [units]		503				

In 2024, **Jitka Haubová** received the following deferred variable remuneration components:

Variable remuneration component	Performance year					
	2018	2019	2020	2021	2022	2023
non-deferred cash [CZK]						990,000
non-deferred KBTP [CZK]				1,284,893		
non-deferred KBTP [units]				1,460		
deferred cash [CZK]			268,000	288,000		
deferred KBTP [CZK]						
deferred KBTP [units]						

4.3 Information on remuneration provided from within KB Group

In 2024, David Formánek received deferred variable remuneration in the amount of CZK 129,140 relating to 2018 from Modrá pyramida stavební spořitelna, a. s.

4.4 Extra reward

The members of KB’s Board of Directors were not provided with any extra reward in 2024.

4.5 KB pension benefits

In line with Chapter 6 of the Remuneration Policy, KB in 2024 provided the members of the Board of Directors who are citizens of the Czech Republic with a monthly contribution towards an additional pension savings plan or towards a supplementary pension plan with state contribution.

For 2024, **Jan Juchelka** received from KB a contribution towards the supplementary pension plan with state contribution in the amount of CZK 877,972.

For 2024, **Miroslav Hiršl** received from KB a contribution towards the additional pension savings plan in the amount of CZK 316,981.

For 2024, **David Formánek** received from KB a contribution towards the supplementary pension plan with state contribution in the amount of CZK 318,332.

In 2024, **Jitka Haubová** received from KB a contribution towards the supplementary pension plan with state contribution in the amount of CZK 302,781.

4.6 Total remuneration paid in 2024 and total remuneration change

In line with Chapter 3.1 of the Remuneration Policy, the total remuneration includes all fixed remuneration components paid out in 2024, all variable remuneration components paid out in 2024 for performance on the Board of Directors in the past periods, the variable remuneration provided from within KB Group, extra rewards, and KB pension benefits. The total remuneration is paid in accordance with the Remuneration Policy to support KB’s long-term

interests and sustainable development, particularly through the variable remuneration components, which are paid out in accordance with the deferred bonus scheme set out in Chapter 3.5 and based upon the extent of achieving the key performance indicators and the manner and circumstances under which the key performance indicators were achieved.

Pursuant to §121p (1) of Act No. 256/2004 Coll., on Capital Market Undertakings, as subsequently amended, the Report must present the changes in the total remuneration of the members of the Board of Directors in the past periods, i.e., between years 2024 / 2023, 2023 / 2022, 2022 / 2021, and 2021 / 2020. More detailed information on the remuneration structure in 2023, 2022, 2021, and 2020 is available in the respective Reports on Remuneration.

Jan Juchelka – overview of total remuneration and its changes:

Year	2020	2021	2022	2023	2024
Fixed remuneration components [CZK]	9,000,000	9,000,000	9,000,000	11,250,000	12,000,000
Benefits and perks [CZK]	349,207	349,357	290,890	166,005	125,810
Variable remuneration components (paid) [CZK]	5,512,893	7,263,401	8,556,015	11,163,325	13,084,908
Pension benefits [CZK]	541,310	590,853	614,461	802,579	877,972
Total [CZK]	15,403,410	17,203,611	18,461,366	23,381,909	26,088,690
YoY change in total remuneration paid (%)		12%	7%	27%	12%

No conditions which would necessitate the application of a malus or clawback of a variable remuneration component or a part thereof occurred in respect of Jan Juchelka in 2024. Jan Juchelka did not

receive any extra reward or remuneration from within KB Group for the year 2024.

Year-on-year increase in total paid remuneration of **Jan Juchelka** was 12%. Of this, 6% represented an increase in the fixed component of remuneration, with the full-year impact of the fixed monthly salary increase approved as part of the regular salary review from 1 April 2023, reflected in 2024. In addition to mitigating the effects of inflation, the decision to increase the fixed remuneration component in 2023 was also influenced by other factors, particularly the Group’s strong financial performance, as it achieved an historically highest net profit of CZK 17.6 billion in 2022, representing a year-on-year increase of 37.9%. At the same time, Jan Juchelka’s existing level of fixed monthly remuneration was significantly below the market benchmark. The increase in the fixed component of remuneration in 2023 also included a structural adjustment in favour of the fixed component, in line with the principle of prudence and with the aim of aligning remuneration more closely with market practices. Additionally, in 2024, higher instalments of deferred variable remuneration components were paid reflecting performance in corresponding years.

The annual change in the total remuneration paid in 2023 compared to the total remuneration paid in 2022 was 27%. The year-on-year increase in total remuneration was given through an increase in base salaries to partially reduce the impact of inflation, which reached 15.1% in 2022, and a higher number of deferred remuneration components payable in 2023 in comparison with 2022. The annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 7.3%. The annual change was based upon the cumulation of variable remuneration components, which were paid in line with the deferred schemes applicable as stated above. The annual change in the total remuneration paid in 2021

compared to the total remuneration paid in 2020 was 11.7%. The annual change was based upon the difference in the number of variable remuneration payments. There were 3 periods in 2020 (for 2017–2019) and 4 periods in 2021 (for 2017–2020).

Didier Colin – overview of total remuneration and its changes:

Year	2020	2021	2022	2023	2024
Fixed remuneration components [CZK]	6,021,745	5,752,571	6,191,244	6,379,980	6,861,239
Benefits and perks [CZK]	2,779,392	2,846,650	2,862,223	3,101,520	3,420,014
Variable remuneration components (paid) [CZK]	3,329,020	3,471,383	3,515,014	3,660,594	4,496,595
Pension benefits [CZK]	0	0	0	0	0
Total [CZK]	12,130,157	12,070,604	12,568,481	13,142,094	14,777,848
YoY change in total remuneration paid (%)		(0%)	4%	5%	12%

No conditions which would necessitate the application of a malus or clawback of a variable remuneration component or a part thereof occurred in respect of Didier Colin in 2024. Didier Colin did not receive any extra reward or remuneration from within KB Group for the year 2024.

Year-on-year increase in total paid remuneration paid to Didier Colin was 12% . The increase was due to a rise in 2024 fixed remuneration components and higher deferred variable remuneration components paid in 2024.

The annual change in the total remuneration paid in 2023 compared to the total remuneration paid in 2022 was 5%. The year-on-year increase in total remuneration was given through a higher number of

deferred remuneration components payable in 2023 in comparison with 2022. The annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 4.1%. The annual change was based upon the increase of fixed monthly remuneration linked to the new responsibility for compliance and change of the variable remuneration components, which were paid in line with the deferred schemes applicable as stated above. The annual change in the total remuneration paid in 2021 compared to the total remuneration paid in 2020 was (0.5%). The annual change was based upon the change in the calculation of the fixed component of the remuneration of the seconded worker due to the legislative abolition of the super gross salary and the different number of payments of the variable remuneration component. There were 3 periods in 2020 (for 2017–2019) and 4 periods in 2021 (for 2017–2020).

Miroslav Hiršl – overview of total remuneration and its changes:

Year	2020	2021	2022	2023	2024
Fixed remuneration components [CZK]	4,935,000	4,980,000	4,980,000	5,475,000	5,775,000
Benefits and perks [CZK]	284,317	293,013	319,831	319,053	316,058
Variable remuneration components (paid) [CZK]	1,270,000	2,311,654	2,513,166	2,748,170	3,281,610
Pension benefits [CZK]	217,175	255,208	262,261	287,811	316,981
Total [CZK]	6,706,492	7,839,875	8,075,258	8,830,034	9,689,649
YoY change in total remuneration paid (%)		17%	3%	9%	10%

No conditions which would necessitate the application of a malus or clawback of a variable remuneration component or a part thereof occurred in respect of Miroslav Hiršl in 2024. Miroslav Hiršl did not

receive any extra reward or remuneration from within KB Group for the year 2024.

Year-on-year increase in total paid remuneration of **Miroslav Hiršl** was 10%. The full-year impact of the fixed monthly salary increase approved as part of the regular salary review from 1 April 2023 was reflected in 2024. In addition to mitigating the effects of inflation, the decision to increase the fixed remuneration component in 2023 was influenced by other factors, particularly the Group’s strong financial performance, as it achieved an historically highest net profit in 2022. At the same time, Miroslav Hiršl’s existing level of fixed monthly remuneration was below the market benchmark. The increase in the fixed component of remuneration in 2023 also included a structural adjustment in favour of the fixed component, in line with the principle of prudence and with the aim of aligning remuneration more closely with market practices. Additionally, in 2024, higher instalments of deferred variable remuneration components were paid reflecting performance in corresponding years.

The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 9%. The year-on-year increase in total remuneration was given through an increase in base salaries to partially reduce the impact of inflation and a higher number of deferred remuneration components payable in 2023 in comparison with 2022. The annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 3%. The annual change was based upon the cumulation of variable remuneration components, which were paid in line with the deferred schemes applicable as stated above. The annual change in the total amount of remuneration paid in 2021 was 16.9% compared to the total remuneration paid in 2020. The annual change was based upon the different number of variable remuneration payments. In 2020,

there were 2 periods (for 2018–2019) and in 2021 there were 3 periods (for 2018–2020).

David Formánek – overview of total remuneration and its changes:

Year	2020	2021	2022	2023	2024
Fixed remuneration components [CZK]	4,935,000	4,980,000	4,980,000	5,475,000	5,775,000
Benefits and perks [CZK]	260,821	266,021	274,023	274,512	277,204
Variable remuneration components (paid) [CZK]	1,963,743	2,276,975	2,528,166	2,799,840	3,320,210
Pension benefits [CZK]	241,456	253,714	262,436	289,619	318,332
Total [CZK]	7,401,020	7,776,710	8,044,625	8,838,971	9,690,746
YoY change in total remuneration paid (%)		5%	3%	10%	10%

No conditions which would necessitate the application of a malus or clawback of a variable remuneration component or a part thereof occurred in respect of David Formánek in 2024. In 2024, David Formánek received deferred variable remuneration in the amount of CZK 129,140 relating to 2018 from Modrá pyramida stavební spořitelna, a.s.

Year-on-year increase in total paid remuneration of **David Formánek** was 10% . The full-year impact of the fixed monthly salary increase approved as part of the regular salary review from 1 April 2023 was reflected in 2024. In addition to mitigating the effects of inflation, the decision to increase the fixed remuneration component in 2023 was influenced by other factors, particularly the Group’s strong financial performance, as it achieved an historically highest net profit in 2022. At the same time, David Formánek’s existing level of fixed monthly

remuneration was below the market benchmark. The increase in the fixed component of remuneration in 2023 also included a structural adjustment in favour of the fixed component, in line with the principle of prudence and with the aim of aligning remuneration more closely with market practices. Additionally, in 2024, higher instalments of deferred variable remuneration components were paid reflecting performance in corresponding years.

The annual change in the total amount of remuneration of paid in 2023 compared to the total remuneration paid in 2022 was 10%. The year-on-year increase in total remuneration was given through an increase in base salaries to partially reduce the impact of inflation and a higher number of deferred remuneration components payable in 2023 in comparison with 2022. The annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 3.4%. The annual change was based upon the cumulation of variable remuneration components, which were paid in line with the deferred schemes applicable as stated above. The annual change in the total amount of remuneration paid in 2021 compared to the total remuneration paid in 2020 was 5.1%. The annual change was based upon the different number of variable remuneration payments. In 2020, there were 2 periods (for 2018–2019), and in 2021 there were 3 periods (for 2018–2020).

Margus Simson – overview of total remuneration and its changes:					
Year	2020	2021	2022	2023	2024
Fixed remuneration components [CZK]	6,360,000	6,360,000	6,360,000	6,810,000	6,960,000
Benefits and perks [CZK]	860,125	899,431	887,250	864,812	858,351
Variable remuneration components (paid) [CZK]	1,335,000	2,674,665	3,590,845	4,117,378	5,031,781
Pension benefits [CZK]	0	0	0	0	0
Total [CZK]	8,555,125	9,934,096	10,838,095	11,792,190	12,850,132
YoY change in total remuneration paid (%)		16%	9%	9%	9%

No conditions which would necessitate the application of a malus or clawback of a variable remuneration component or a part thereof occurred in respect of Margus Simson in 2024. Margus Simson did not receive any extra reward or remuneration from within KB Group for the year 2024.

Year-on-year increase in total paid remuneration of **Margus Simson** was 9%. The increase was due to full year impact of a 2023 rise in fixed remuneration components and higher deferred variable remuneration components paid in 2024. At the same time, in 2024, one instalment of deferred variable remuneration was paid out more than in 2023 (gradual ramp-up).

The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 9%. The year-on-year increase in total remuneration was given through an increase in base salaries to partially reduce the impact of inflation. The increase in 2023 included, in addition to the annual compensation

review, a change in the remuneration structure in favour of a fixed component with the aim to adjust the remuneration closer to the common sound market practice. The annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 9.1%. The annual change was based upon the different number of variable remuneration payments. In 2022, there were 3 periods (for 2019–2021), whereas in 2021, there were 2 periods (for 2019–2020). The annual change in the total amount of remuneration paid in 2021 compared to the total remuneration paid in 2020 was 16.1%. The annual change is based upon the different number of variable remuneration payments. In 2020, there was 1 period (for 2019), and in 2021 there were 2 periods (for 2019–2020).

Jitka Haubová – overview of total remuneration and its changes:					
Year	2020	2021	2022	2023	2024
Fixed remuneration components [CZK]	2,470,909	4,455,000	4,761,000	5,442,000	5,820,000
Benefits and perks [CZK]	95,405	228,755	270,352	211,762	211,088
Variable remuneration components (paid) [CZK]	0	558,000	1,854,626	2,517,106	2,830,893
Pension benefits [CZK]	86,482	175,455	231,547	278,569	302,781
Total [CZK]	2,652,796	5,417,210	7,117,525	8,449,437	9,164,762
YoY change in total remuneration paid (%)		104%	31%	19%	8%

No conditions which would necessitate the application of a malus or clawback of a variable remuneration component or a part thereof occurred in respect of Jitka Haubová in 2024. Jitka Haubová did not receive any extra reward or remuneration from within KB Group for the year 2024.

Year-on-year increase in total paid remuneration of **Jitka Haubová** was 8%. The full-year impact of the fixed monthly salary increase approved as part of the regular salary review from 1 April 2023 was reflected in 2024. In addition to mitigating the effects of inflation, the decision to increase the fixed remuneration component in 2023 was also influenced by other factors, particularly the Group’s strong financial performance, as it achieved an historically highest net profit in 2022. At the same time, Jitka Haubová’s existing level of fixed monthly remuneration was significantly below the market benchmark. The increase in the fixed component of remuneration in 2023 also included a structural adjustment in favour of the fixed component, in line with the principle of prudence and with the aim of aligning remuneration more closely with market practices. Additionally, in 2024, higher instalments of deferred variable remuneration components were paid reflecting performance in corresponding years.

The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 19%. The year-on-year increase in total remuneration was through an increase in base salaries to partially reduce the impact of inflation and a higher number of deferred remuneration components payable in 2023 in comparison with 2022. The annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 31.4%. The annual change was based upon the increase of fixed monthly remuneration and upon the different number of variable remuneration payments. In 2021, she was paid the non-deferred variable component for 2020 only; in 2022, she received payments for 2020 and 2021. Number of variable remuneration payments depends on the length of service on the Board of Directors, and therefore Jitka Haubová has been awarded deferred variable components only since 2020. The annual change in the total amount of remuneration paid in 2021 compared to the total remuneration

paid in 2020 was 104.2%. The annual change was based upon the different length of service on the Board of Directors in the years under review (7 months in 2020 and 12 months in 2021) and on the different number of variable remuneration payments (in 2020 she was not paid any variable remuneration, and in 2021 she was paid the non-deferred variable component for 2020).

4.7 Ratio between variable and fixed remuneration components paid out in 2024

In line with Chapter 3.1 of the Remuneration Policy, the ratio between the variable remuneration component and the fixed remuneration component includes all fixed remuneration components paid out in 2024, that is, the fixed monthly remuneration and the benefits and perks provided by Komerční banka in the form of monetary and non-monetary consideration with the exception of KB pension benefits. The variable remuneration components include all variable amounts paid out in 2024 for performance on the Board of Directors in past periods within the framework of the relevant deferred bonus schemes.

The ratio between the variable remuneration components and the fixed remuneration component paid out to **Jan Juchelka** in 2024 is 108%. The variable components include all relevant deferred and non-deferred remuneration parts for the years 2018–2023 due in 2024.

The ratio between the variable remuneration components and the fixed remuneration component paid out to **Didier Colin** in 2024 is 44%. The variable components include all relevant deferred and non-deferred remuneration parts for the years 2018–2023 due in 2024.

The ratio between the variable remuneration components and the fixed remuneration component paid out to **Miroslav Hiršl** in 2024 is 54%. The variable components include all relevant deferred and non-deferred remuneration parts for the years 2018–2023 due in 2024.

The ratio between the variable remuneration components and the fixed remuneration component paid out to **David Formánek** in 2024 is 55%. The variable components include all relevant deferred and non-deferred remuneration parts for the years 2018–2023 due in 2024.

The ratio between the variable remuneration components and the fixed remuneration component paid out to **Margus Simson** in 2024 is 64%. The variable components include all relevant deferred and non-deferred remuneration parts for the years 2019–2023 due in 2024.

The ratio between the variable remuneration components and the fixed remuneration component paid out to **Jitka Haubová** in 2024 is 47%. The variable components include all relevant deferred and non-deferred remuneration parts for the years 2021–2023 due in 2024.

The variable remuneration component for the performance in 2024 awarded by the Supervisory Board on 6 March 2025 will be paid out according to the deferral scheme between 2025 and 2031 and will therefore be included in the ratio of the paid variable components in the following periods. The variable remuneration component awarded for 2024 did not exceed 200% of the fixed remuneration component for any member of the Board of Directors and is in line with Chapter 3 of the Remuneration Policy.

5 Overview of the remuneration components paid to members of the Supervisory Board

In accordance with Chapter 3.2 of the Remuneration Policy, remuneration of the members of KB’s Supervisory Board consists only of a fixed monthly remuneration and a fixed fee which depends upon the attendance at Supervisory Board meetings. The Chairperson of the Supervisory Board is entitled to receive 150% of the maximum annual remuneration of a member of the Supervisory Board. These fixed remuneration components make up 100% of the remuneration of the Supervisory Board members associated with their service as Supervisory Board members and reflect control of KB’s long-term interests and its sustainable development. The chair of the Audit Committee is also entitled to a fixed monthly remuneration and a fixed fee depending on attendance at the committee meetings.

As of 30 January 2024, Giovanni Luca Soma, Chairman of the Supervisory Board, terminated his membership on the Supervisory Board. Delphine Garcin-Meunier, Chairwoman of the Supervisory Board since 1 February 2024, was elected in his place as a substitute member by the Supervisory Board and then re-elected by the General Meeting with effect from 24 April 2024. In 2024, the other members of the Supervisory Board held office from 1 January 2024 to 31 December 2024.

5.1 Fixed remuneration components paid in 2024 and total change in remuneration

Pursuant to §121p (1) of Act No. 256/2004 Coll., on Capital Market Undertakings, as subsequently amended, the Report on

Remuneration must present the changes in the total remuneration of the members of the Supervisory Board in the past periods, i.e., between the years 2024 / 2023, 2023 / 2022, 2022 / 2021, and 2021 / 2020. More detailed information on the remuneration structure in 2023, 2022, 2021, and 2020 is available in the respective Reports on Remuneration.

Giovanni Luca Soma, Chairman of the Supervisory Board until 30 January 2024, was an employee of Société Générale. Fixed remuneration components for 2024 totalling CZK 52,500 were paid to Société Générale. An overview of the total remuneration for previous years is shown in the table below:

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	330,000	643,500	825,000	866,250	52,500
YoY change in total remuneration (%)		95%	28%	5%	(94%)

The annual change in the total remuneration to Giovanni Luca Soma, former Chairman of the Supervisory Board, paid in 2024 compared to the total remuneration paid in 2023 was (94%). The decrease was due to termination of his membership in the Supervisory Board as of 30 January 2024. The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 5%. The increase was due to the higher number of Supervisory Board meetings in 2023 compared to 2022. The annual

change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 28%. The annual change reflected the chairmanship bonus paid to the Chairman of the Supervisory Board for the whole of 2022. Giovanni Luca Soma has been Chairman of the Supervisory Board since 3 May 2021. The annual change in the total amount of remuneration paid in 2021 compared to the total remuneration paid in 2020 was 95%. The annual change reflected the additional remuneration paid to the Chairperson of the Supervisory Board.

Delphine Garcin-Meunier, Chairwoman of the Supervisory Board since 1 February 2024, is an employee of Société Générale. The fixed remuneration components for 2024 totalling CZK 811,250 were paid to Société Générale.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	N/A	N/A	N/A	N/A	811,250
YoY change in total remuneration (%)					N/A

The year-on-year change in total remuneration for 2024 compared to 2023 was not calculated, as Delphine Garcin-Meunier was not a member of the Supervisory Board in 2023.

Petra Wendelová, Vice-Chairwoman of the Supervisory Board, Chairwoman of the Audit Committee, and until 26 September 2024 Chairwoman of the Risk Committee, received fixed remuneration components totalling CZK 646,500 for 2024.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	640,000	630,000	630,000	646,500	646,500
YoY change in total remuneration (%)		(2%)	0%	3%	0%

There was no annual change in the total remuneration paid to Petra Wendelová, the Vice-Chair of the Supervisory Board, Chairperson of the Audit Committee, and until 26 September 2024 Chairperson of the Risk Committee, in 2024 compared to the total remuneration paid in 2023. The annual change in the total remuneration paid in 2023 compared to the total remuneration paid in 2022 was 3%. The increase was due to the higher number of Supervisory Board meetings in 2023 compared to 2022. There was no annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021. The annual change in the total remuneration paid in 2021 compared to the total remuneration paid in 2020 was (1.6%). The annual change was due to the lower number of Audit Committee meetings.

Marie Doucet, member of the Supervisory Board and since 27 September 2024 Chairwoman of the Risk Committee, received fixed remuneration components totalling CZK 346,500 for 2024.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	N/A	N/A	N/A	232,833	346,500
YoY change in total remuneration (%)					49%

The annual change in the total remuneration of Marie Doucet, a member of the Supervisory Board, paid in 2024 compared to the total remuneration paid in 2023 was 49%. The increase was due to shorter membership in the Supervisory Board in 2023. The annual change in the total remuneration paid in 2023 compared to the total remuneration paid in 2022 was not calculated, because she was not a member of the Supervisory Board in 2022.

Petr Dvořák, member of the Supervisory Board and Chairman of the Nominations Committee and Remuneration Committee, received fixed remuneration components totalling CZK 330,000 for 2024.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	330,000	330,000	330,000	346,500	330,000
YoY change in total remuneration (%)		0%	0%	5%	(5%)

The year-on-year change in total remuneration of Petr Dvořák, a member of the Supervisory Board and Chairman of both the

Nominations Committee and the Remuneration Committee, for 2024 compared to 2023 was (5%). The decrease is due to a lower number of Supervisory Board meetings attended. The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 5%. The increase was due to the higher number of Supervisory Board meetings in 2023 compared to 2022. There was no annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021. There was no annual change in the total remuneration amount paid in 2021 compared to the total remuneration paid in 2020.

Alvaro Huete Gomez, member of the Supervisory Board, is an employee of Société Générale. For 2024, he received fixed remuneration components totalling CZK 330,000, which were paid to Société Générale.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	N/A	209,000	330,000	313,500	330,000
YoY change in total remuneration (%)		0%	58%	(5%)	5%

The year-on-year change in total remuneration of Alvaro Huete Gomez, a member of the Supervisory Board, for 2024 compared to 2023 was 5%. The increase is due to higher attendance at the Supervisory Board meetings in 2024 compared to 2023. The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was (5%). The decrease was due to lower attendance at Supervisory Board meetings in 2023 compared to 2022. Given that Alvaro Huete Gomez was not a member of the Supervisory Board for the whole of 2021, the annual change in the total remuneration paid in 2022 compared to the total

remuneration paid in 2021 was 58%. The annual change in the total remuneration paid in 2021 compared to the total remuneration paid in 2020 was not calculated as Alvaro Huete Gomez had not been a member of the Supervisory Board in 2020.

Miroslav Hájek, member of the Supervisory Board, received fixed remuneration components totalling CZK 346,500 for 2024.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	N/A	N/A	N/A	336,500	346,500
YoY change in total remuneration (%)					3%

The annual change in the total remuneration of Miroslav Hájek, a member of the Supervisory Board, paid in 2024 compared to the total remuneration paid in 2023 was 3%. The increase was due to the higher number of Supervisory Board meetings attended in 2024. The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was not calculated, because he was not a member of the Supervisory Board in 2022.

Ondřej Kudrna, member of the Supervisory Board, received fixed remuneration components totalling CZK 346,500 for 2024.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	330,000	330,000	330,000	346,500	346,500
YoY change in total remuneration (%)		0%	0%	5%	0%

There was no annual change in the total remuneration paid to Ondřej Kudrna, a member of the Supervisory Board, in 2024 compared to the total remuneration paid in 2023. The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 5%. The increase was due to the higher number of Supervisory Board meetings in 2023 compared to 2022. There was no annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021. There was no annual change in the total remuneration paid in 2021 compared to the total remuneration paid in 2020.

Sylva Kynychová, member of the Supervisory Board, received fixed remuneration components totalling CZK 346,500 for 2024.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	330,000	330,000	330,000	346,500	346,500
YoY change in total remuneration (%)		0%	0%	5%	0%

There was no annual change in the total remuneration paid to Sylva Kynychová, a member of the Supervisory Board, in 2024 compared to the total remuneration paid in 2023. The annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022 was 5%. The increase was due to the higher number of Supervisory Board meetings in 2023 compared to 2022. There was no annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021. There was no annual change in the total remuneration paid in 2021 compared to the total remuneration paid in 2020.

Jarmila Špůrová, member of the Supervisory Board, is an employee of Société Générale. For 2024, she received fixed remuneration components totalling CZK 346,500, which were paid to Société Générale.

Year	2020	2021	2022	2023	2024
Total remuneration for Supervisory Board member [CZK]	N/A	209,000	330,000	330,000	346,500
YoY change in total remuneration (%)			58%	0%	5%

The year-on-year change in total remuneration of Jarmila Špůrová, a member of the Supervisory Board, for 2024 compared to 2023 was 5%. The increase was due to higher attendance at the Supervisory Board meetings in 2024 compared to 2023. There was no annual change in the total amount of remuneration paid in 2023 compared to the total remuneration paid in 2022. Given that Jarmila Špůrová was not a member of the Supervisory Board for the whole of 2021, the annual change in the total remuneration paid in 2022 compared to the total remuneration paid in 2021 was 58%. The annual change in the total remuneration amount paid in 2021 compared to the total remuneration paid in 2020 was not calculated as Jarmila Špůrová had not been a member of the Supervisory Board in 2020.

5.2 Information on remuneration provided from within KB Group

The overview below shows all types of remuneration provided to or due to members of the Supervisory Board in the 2024 reporting period by the Bank’s subsidiaries which are part of KB Group:

Petr Dvořák received fixed remuneration components totalling CZK 313,500 for 2024 for his service as Chairman of the Audit Committee of Modrá pyramida stavební spořitelna, a. s. This remuneration is not included in the total remuneration table in chapter 5.1. above.

The other members of the Supervisory Board did not receive any remuneration from within KB Group in 2024.

5.3 Ratio between variable remuneration and fixed remuneration components in 2024

Given the absence of a variable component, the ratio between the variable remuneration component and the fixed remuneration component of members of the Supervisory Board was not calculated.

5.4 Extra payments

Members of KB’s Supervisory Board were not provided any extra payments in 2024.

5.5 KB pension benefits

Members of the Supervisory Board receive no KB pension benefits for their membership of the Supervisory Board.

6 Information on Komerční banka shares and stock options

Members of the Board of Directors and of the Supervisory Board were neither provided with nor offered any shares or stock options relating to KB shares in 2024.

7 Information on the annual change in average remuneration of KB employees

Pursuant to §121p (1) of Act No. 256/2004 Coll., on Capital Market Undertakings, as subsequently amended, the average remuneration for 2024 of KB employees in an employment relationship (hereinafter referred to as “Employees”), other than persons having a significant relationship to KB, and with fixed weekly working time is CZK 995,787.

In 2024, the average employee remuneration increased by 7% compared to the average remuneration paid in 2023. This increase was driven especially by two main factors: 1) regular salary review: As part of our policy of regularly reviewing salaries, base salaries were

adjusted to align with current market conditions, mitigating the effects of inflation from previous years, and reducing the pay gap; and 2) changes in employee structure linked mainly to implementation of the new digital bank and increasing the efficiency of processes. According to the Czech Statistical Office, the average annual inflation rate in 2024 was 2.4%

In 2023, the annual change in average remuneration of Employees reached 9% compared to the average remuneration paid in 2022. The year-on-year increase in total remuneration was given by general growth of base salaries to partially reduce the impact of inflation,

which reached 15.1% in 2022, and growth in bonuses for the year 2022. In 2022, the annual change in the average remuneration of Employees was 7.88% compared to the average remuneration paid in 2021. The annual change reflected double compensation review in 2022 in consideration of the high inflation in the Czech Republic and with a focus on those Employees with lower remuneration. In 2024, 2023 and 2022, average remuneration included the employer’s contributions to the Global Employee Share Ownership Program, which was announced by Société Générale. In 2021, the annual change in the average remuneration of Employees was 2.17% compared to the average remuneration paid in 2020.

8 Information on the annual change in KB’s financial and non-financial key performance indicators

Pursuant to §121p (1) of Act No. 256/2004 Coll., on Capital Market Undertakings, as subsequently amended, the Report must also present the changes in KB’s financial and non-financial key performance indicators in past periods.

In 2024, compared to 2023, there was a change in one of the four financial and non-financial key performance indicators, on the basis of which the decision is made to pay out the variable component of remuneration to employees. At the same time, the weights of

individual indicators changed. A new risk indicator was included, which replaced the market share of loans indicator. The risk indicator consists of two parts: default rate and losses from operational risks.

The percentage of the payment of the variable component of remuneration to employees is therefore defined for the year 2024 based on the fulfilment of the Bank’s four key indicators compared to the business plan: ROE – return on equity with a weight of 35%, CIR – cost/income ratio with a weight of 25%, Risk – default rate and

operational risks with a weight of 20%, and NPS (Net Promoter Score) – customer loyalty rate with a weight of 20%.

In 2023, there was no change compared to 2022, 2021, and 2020 in those financial and non-financial key performance indicators that serve as the basis for decisions about paying variable remuneration to employees.

9 Closing parts of the Report on Remuneration

9.1 Information on deviations from the procedure for implementing remuneration as governed by the Remuneration Policy

All remuneration components for members of the Board of Directors and of the Supervisory Board were awarded and paid out in accordance with the Remuneration Policy. This Report does not deviate from the Remuneration Policy.



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This document is an unsigned English translation of the Czech auditor's report. Only the Czech version of the report is legally binding.

Independent Auditor's Report

on the assurance engagement to the general meeting of Komerční banka, a.s.

Introduction

In accordance with the engagement letter to provide assurance on the remuneration report pursuant to the requirements of Section 121q of Act No. 256/2004 Coll., on Business Activities on the Capital Markets, as amended ("the Capital Market Undertakings Act"), we have been engaged by the board of directors of Komerční banka, a.s. ("the Company") to perform an assurance engagement regarding the attached remuneration report for the year ended 31 December 2024 ("the Remuneration Report") prepared by the Company's board of directors and containing the information required by Section 121p (1) of the Capital Market Undertakings Act.

Scope of assurance engagement and criteria set

The scope of our engagement has been to obtain assurance as required under Section 121q of the Capital Market Undertakings Act, i.e. whether the Remuneration Report contains the information required by Section 121p (1) of the Capital Market Undertakings Act. It is not the Auditor's role to obtain assurance on the factual accuracy of the Remuneration Report and the information contained therein.

Purpose of our report

This Independent Auditor's Report is intended solely to comply with the requirements of the Capital Market Undertakings Act and for your information, and may not be used for any other purpose or distributed to any other recipients. This report concerns only the Remuneration Report and must not be associated with the Company's financial statements as a whole.

Board of directors' responsibility for the Remuneration Report

The Company's board of directors is responsible for the preparation of the Remuneration Report in accordance with the relevant provisions of the Capital Market Undertakings Act. The Company's board of directors is further responsible for the publication of the Remuneration Report on the Company's website and for free access to it for at least 10 years from the date of the general meeting at which the Remuneration Report was presented. The Company's board of directors is also responsible for the preparation of financial and non-financial information, as well as for designing, implementing, and maintaining internal control systems and processes and accounting records as necessary for the preparation of a Remuneration Report free from material misstatement and compliant with the requirements of relevant legal regulations.



Auditor's responsibility for the assurance of the Remuneration Report

The assurance engagement was performed in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) – “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information”, which requires us to comply with ethical requirements and plan and perform the assurance engagement so as to obtain limited assurance on the Remuneration Report.

Our firm applies International Standard on Quality Management (ISQM) 1, which requires us to design, implement and operate a quality management system, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA), which defines the fundamental principles of professional ethics, i.e. integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Summary of work performed

The selection of our procedures depends on our professional judgement. The procedures performed consisted primarily of making inquiries with relevant persons, and of other procedures to obtain evidence on the Remuneration Report.

The assurance engagement performed was a limited assurance engagement. The nature, timing and scope of procedures performed in a limited assurance engagement is limited compared to what is required for a reasonable assurance engagement, and therefore the resulting level of assurance is lower.

Our assurance procedures included:

- obtaining an understanding of the resolution of the Company's general meeting on the remuneration policy for members of the board of directors and the supervisory board and other persons under Section 121m (1) of the Capital Market Undertakings Act, as well as any resolutions of the supervisory board and other documents regulating the remuneration policy that are required to be disclosed in the Remuneration Report
- obtaining an understanding of the procedures adopted by the supervisory board and the board of directors to ensure compliance with the requirements of the remuneration policy, prepare the Remuneration Report, and assess the application of the relevant criteria in the preparation of the Remuneration Report
- identifying persons under Section 121m (1) of the Capital Market Undertakings Act that are subject to the requirement of information disclosure in the Remuneration Report
- assessing whether the Remuneration Report contains all information as required by Section 121p (1) of the Capital Market Undertakings Act for each person identified above.

Please note that the Remuneration Report was not within the scope of the audit of the financial statements pursuant to Act No. 563/1991 Sb., on Accounting, as amended. Within our assurance procedures, we did not audit or review the financial or non-financial information used in the preparation of the Remuneration Report. However, within our procedures, we assessed whether the information disclosed in the Remuneration Report was not in significant conflict with our findings during the audit of the financial statements of the Company.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion provided below.

Conclusion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that would cause us to believe that the Remuneration Report of Komerční banka, a.s. does not



in all material respects contain the information required by Section 121p (1) of the Capital Market Undertakings Act.

Prague

17 March 2025

KPMG Česká republika Audit, s.r.o.
Registration number 71

Unsigned version

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Partner
Registration number 2525