



Information on updating and supplementing the Remuneration Policy and Remuneration Report

The Board of Directors of Komerční banka has submitted to the General Meeting of KB to be held on 24 April 2025, among other items, the approval of the Remuneration Policy and the Remuneration Report for 2024.

The proposed wording of both documents contains a number of changes compared to the existing wording in order to enhance transparency and meet the expectations of shareholders expressed in their interactions with Komerční banka.

Apart from the 60.35% of KB's share capital held by Société Générale, an international financial services group headquartered in Paris, France, the Bank's free float is held by a diverse base of shareholders, ranging from large international asset managers to private individuals.

The majority of freely traded shares are held by institutional investors located in such main global financial centres as New York and London. From the total of more than 76,000 shareholders as of 31 December 2024, individuals residing in the Czech Republic numbered more than 70,000.

KB works to build long-term relationships with its shareholders through regular and open communication with all capital market participants. During 2024, Komerční banka's management participated in more than 50 investor meetings with representatives from more than 70 institutions. Close to 20 financial firms cover Komerční banka in their investment research reports. During 2024, Komerční banka also received a number of written comments from shareholders and other investors, including those relating to the disclosure of information on executive remuneration.

In particular, the changes to the proposed 2024 Remuneration Report and the Remuneration Policy from 2025 include:

- Clearer disclosure of variable remuneration paid in 2024 as well as the total bonuses awarded for 2023.
- A more detailed evaluation of performance targets and the corresponding bonuses awarded in 2024 for the performance in year 2023.
- Detailed information on the calculation of deferred bonus instalments linked to the virtual shares
- A key change in the Remuneration Policy since 2025, introducing a requirement to increase the weight of financial performance indicators to a minimum of 50% and eliminating the extraordinary reward mechanism, which is in line with best practices.

Going forward, Komerční banka will publish information on the achievement of the previous year's performance targets after their evaluation, before the date of the Annual General Meeting, which will discuss the Remuneration Report for the previous year. This information on the achievement of performance targets forms the basis for the grant of variable remuneration in the current year, which will subsequently be reported in the current year's Remuneration Report. This information will be published on [KB's website](#) in Related documents section on March 31, 2025.

Komerční banka strives to ensure that the Remuneration Policy and the Remuneration Report provide a clear and transparent picture of executive remuneration, in full compliance with the relevant legal and regulatory requirements. KB believes that such an approach enhances shareholder and other stakeholder confidence and facilitates comparisons of remuneration between different companies and sectors, which can help shareholders and investors better understand and evaluate remuneration practices.

This approach also aims to strengthen management accountability and align remuneration with KB's performance and long-term goals, as well as to promote motivation and loyalty among managers.

KB welcomes feedback from its shareholders and other stakeholders on the proposed wording of both the Remuneration Policy and the Remuneration Report, and will take it into account in future adjustments to both documents.