

DISCLOSURES FOR SKB GROUP FOR 2022

Chapter 12 Remuneration policy in SKB group

12.2. Remunerations awarded for the financial year 2022

(Article 450(1)(h)(i)(ii) CRR)

Table 41 Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
EUR			MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Fixed remuneration	Number of identified staff	4	2	6	19.14
2		Total fixed remuneration	61,507.00	517,356.00	1,221,857.00	1,631,196.42
3		Of which: cash-based	61,507.00	517,356.00	1,221,857.00	1,631,196.42
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	0	0	0	0
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)				
7	Variable remuneration	Of which: other forms	0	0	0	0
8		(Not applicable in the EU)				
9		Number of identified staff	0	2	6	18.17
10		Total variable remuneration	0	165,098.00	342,050.00	215,579.00
11		Of which: cash-based	0	82,547.00	188,762.00	215,579.00
12		Of which: deferred	0	49,528.00	91,972.00	0.00
EU-13a		Of which: shares or equivalent ownership interests	0	0	0	0
EU-14a		Of which: deferred	0	0	0	0
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	82,551.00	153,288.00	0
EU-14b		Of which: deferred	0	77,870.00	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2 + 10)		61,507.00	682,454.00	1,563,907.00	1,846,775.42

12.4. Deferred remunerations

(Article 450(1)(h)(iii)(iv) CRR)

Table 43 Template EU REM3 - Deferred remuneration

EUR		a	b	c	d	e	f	EU-g	EU-h
		Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	292,496	63,573	228,923	0	0	(5,529)	58,044	0
8	Cash-based	132,077	49,529	82,548	0	0	0	49,529	0
9	Shares or equivalent ownership interests	77,868	9,363	68,505	0		(5,446)	3,917	0
10	Share-linked instruments or equivalent non-cash instruments	82,551	4,681	77,870	0		(83)	4,598	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	441,858	124,868	316,990	0	0	(5,189)	119,679	7,462
14	Cash-based	223,994	108,534	115,460	0	0	0	108,534	0
15	Shares or equivalent ownership interests	12,398	6,199	6,199	0	0	(3,588)	2,611	
16	Share-linked instruments or equivalent non-cash instruments	205,466	10,135	195,331	0	0	(1,601)	8,534	7,462
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	252,765	231,516	21,249	0	0	(6,115)	225,401	0
20	Cash-based	231,515	220,891	10,624	0	0	0	220,891	0
21	Shares or equivalent ownership interests	21,250	10,625	10,625	0		(6,115)	4,510	0
22	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	987,119	419,957	567,162	0	0	(16,833)	403,124	7,492

12.5. Aggregate quantitative information on remunerations, broken down by business area

Table 45 Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
EUR		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										31
2	Of which: members of the MB	4	2	6							
3	Of which: other senior management				0	3	0	1	1	1	
4	Of which: other identified staff					3		2	7	7	
5	Total remuneration of identified staff	61,507.00	682,454.00	743,961.00	0.00	865,359.43	0.00	624,512.34	960,732.33	960,078.29	
6	Of which: variable remuneration	0.00	165,098.00	165,098.00	0.00	153,578.00	0.00	99,663.00	157,625.00	146,763.00	
7	Of which: fixed remuneration	61,507.00	517,356.00	578,863.00	0.00	711,781.43	0.00	524,849.34	803,107.33	813,315.29	