

REPORT ON REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD OF "PRAVEX BANK" JSC FOR 2024

INTRODUCTION

The report on remuneration of the Members of the Supervisory Board of "PRAVEX BANK" JSC (the "Report" and the "Bank", respectively) was elaborated in accordance with the Law of Ukraine "On Banks and Banking", the Law of Ukraine "On Joint Stock Companies", the Regulation on the Bank's Remuneration Policy approved by the National Bank of Ukraine (NBU) Board Resolution No. 153 dated 30.11.2020, Methodological Recommendations on the Organization of Corporate Governance in Ukrainian Banks, approved by the NBU Board Resolution No.814-pw dated 03.12.2018, as well as the Bank's Remuneration and Incentive Policies and the Bank's Guidelines on Remuneration, Incentives and Identification of Risk Takers of the Bank.

THE SUPERVISORY BOARD COMPOSITION

During the reported period the **composition of the Supervisory Board** was as follows:

1. Mr. Silvio Pedrazzi (shareholder representative)
2. Mr. Corrado Pietro Maria Casalino (independent)
3. Mr. Fabrizio Mallen (independent)
4. Ms. Laura Febbraro (independent)
5. Mr. Francesco Del Genio (shareholder representative)
6. Ms. Daniela Blandino (shareholder representative)
7. Mr. Antonio Giovanni Maria Bergaglio (shareholder representative).

In 2024, the Bank's Shareholder took the decision **to re-elect (to terminate powers and to elect the Members) the Supervisory Board of the Bank – Decision No.3/2024 dated 22.04.2024**

- Mr. Silvio Pedrazzi (shareholder representative)
- Mr. Corrado Pietro Maria Casalino (independent)
- Mr. Fabrizio Mallen (independent)
- Ms. Laura Febbraro (independent)
- Mr. Francesco Del Genio (shareholder representative)
- Ms. Daniela Blandino (shareholder representative)
- Mr. Antonio Giovanni Maria Bergaglio (shareholder representative).

The term of powers of the Supervisory Board constitutes 3 years until the annual General Shareholders' Meeting in 2027.

INFORMATION ON REMUNERATION

1. The amount of remuneration accrued/paid for/prior periods and/or to be paid to the Members of the Supervisory Board based on the results of the financial year under review (in terms of fixed and variable components of remuneration, in cash and in non-cash instruments)

In 2024, the remuneration to the Members of the Bank's Supervisory Board was paid in accordance with the Decisions of the Bank's Shareholder dated 22.04.2021 No. 1/2021, 06.11.2023, No. 5/2023 and 22.04.2024 No. 3/2024 on the basis of civil law contracts concluded with the Members of the Bank's Supervisory Board for performing the duties of Supervisory Board Members, including as Members of the Supervisory Board Committees during the reported year.

According to the decision of the Bank's Shareholder, remuneration is paid to only four Members of the Supervisory Board: the three independent Members and the Chairman of the Supervisory Board.

The total annual (fixed) remuneration paid to the Members of the Supervisory Board during 2024 amounted to EUR 47 820,38 after tax and included fixed remuneration and other compensation payments stipulated by the relevant agreements (including compensation for delivery services, documents notarization, etc).

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2. Terms of remuneration payment (actually paid remuneration and deferred remuneration by deferral periods)

The Members of the Supervisory Board were paid remuneration on 16.12.2024 on a pro rata basis in accordance with the term of their powers in accordance with the procedure set out in the civil law contracts concluded with the Members of the Supervisory Board entitled to receive remuneration.

The remuneration accrued to the Members of the Supervisory Board was paid by crediting it to their foreign currency accounts.

3. Description of non-monetary instruments in which remuneration to the Members of the Supervisory Board is to be paid

No remuneration is paid nor foreseen for the Supervisory Board Members in the form of non-monetary instruments.

4. Facts of the Bank's exercise of the right to reduce/cancel/refund the variable remuneration previously paid to the Supervisory Board Members

There are no facts of the Bank's use of this right, as variable remuneration to the Supervisory Board Members is not provided.

5. Violations of the terms of the remuneration regulation detected by the Bank and measures or decisions taken as a result of such violations.

No violations of the provisions of the Remuneration and Incentive Policies of "PRAVEX BANK" JSC were detected.

ADDITIONAL INFORMATION

1. Actual attendance of a Member of the Supervisory Board at meetings of the Board and its Committees , along with reasons for his/her absence:

The absence of all Members at the meetings was due to valid reasons, mainly business commitments, but this did not jeopardize the effectiveness of the meetings.

Member of the Supervisory Board	Supervisory Board	Audit Committee	Risk Management Committee	Remuneration & Nomination Committee
Mr. Silvio Pedrazzi	28/28 (100%)	-	-	3/3 (100%)
Mr. Corrado Pietro Maria Casalino (independent)	28/28 (100%)	13/13 (100%)	9/9 (100%)	-
Mr. Fabrizio Mallen (independent)	28/28 (100%)	-	9/9 (100%)	-
Ms. Laura Febbraro (independent)	28/28 (100%)	12/13 (92%)	-	3/3 (100%)
Mr. Francesco Del Genio	26/28 (93%)	-	8/9 (89%)	-
Ms. Daniela Blandino	22/28 (78%)	-	-	3/3 (100%)
Mr. Antonio Giovanni Maria Bergalio	25/28 (89%)	10/13 (77%)	-	-
Average attendance rate	94%	90%	96%	100%

2. Confirmed facts of unacceptable behavior of a Member of the Supervisory Board (including those reported confidentially) and measures taken as a result of the investigation if such

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facts/measures have an impact on the payment of remuneration to a Member of the Supervisory Board

There are no facts of unacceptable behavior of a Member of the Supervisory Board (including those reported confidentially).

3. Presence / absence of reasonable grounds for payment / deferral / reduction / refund of variable remuneration of a Member of the Supervisory Board

Variable remuneration is not provided for the Members of the Supervisory Board. Accordingly, there are no grounds for payment / deferral / reduction / refund of variable remuneration.

OTHER INFORMATION ABOUT REMUNERATION

1. Information on payments in cash and/or non-monetary instruments made in favor of the Supervisory Board Members

1.1. the amount of payments related to hiring/dismissal;

The Bank did not make any payments in cash or non-cash form in connection with the hiring (election) or dismissal (termination of powers) of a Member of the Supervisory Board

1.2. market value of remuneration paid by means of material incentives

No remuneration was paid to the Supervisory Board Members in the form of material incentives.

2. Information on remuneration in the form of participation of the Supervisory Board Members in the supplementary pension program

2.1. in the case of participation in a defined benefit plan, changes in the planned benefits that occurred during the reporting financial year;

Members of the Supervisory Board do not participate in additional pension programs.

2.2. in case of participation in a defined contribution program - in respect of contributions paid by the Bank in respect of the Supervisory Board Members during the reporting financial year.

Members of the Supervisory Board do not participate in additional pension programs.

3. Information on the Bank's provision of loans, credits or guarantees to the Members of the Supervisory Board during the reporting financial year

The Bank did not provide loans, credits or guarantees to the Members of the Supervisory Board.