

Structure and amount of remuneration* of the Management Board members between 1 January 2019 and 31 December 2019 (in EUR)

First and last name	Function (President, member)	Fixed remuneration – gross (1)	Variable remuneration – gross			Deferred remuneration – gross (3)	Severance pay (4)	Benefits and SVPI (5)	Clawback (6)	Total gross – (1+2+4-6)	Total net (1+2+4-6)
			based on quantitative criteria	based on qualitative criteria	Total (2)						
META BERK SKOK	President	126,000	31,080	0	31,080	35,220	0	24,920	0	157,080	66,707
SIMON VIDMAR	Member	108,000	27,000	0	27,000	30,240	0	21,216	0	135,000	60,424
		234,000	58,080	0	58,080	65,460	0	46,136	0	292,080	127,131

* For the purposes of this disclosure, it is not required to disclose travel expenses, accommodation costs and daily allowance as, by their nature, they are not considered remuneration for the Management Board.

** The item (2) contains the 3rd portion of the bonus for 2015, the 2nd portion for 2016 and the 1st portion for 2018, which were paid in 2019.

*** The item (3) contains the 3rd portion of the bonus for 2016, the 2nd and 3rd portions for 2017 and the 2nd and 3rd portions for 2018, which will be paid out in the coming years.

**** The item (5) contains the benefits and the supplemental voluntary pension insurance premium.

in EUR

MANAGEMENT BOARD	Fixed remuneration (gross pay)	Other additional payments*	Bonuses	Net remuneration	Insurance premiums*	Other bonuses***	Cost reimbursement
META BERK SKOK	126,000	2,727	31,080	66,707	17,270	7,650	1,730
SIMON VIDMAR	108,000	2,703	27,000	60,424	14,719	6,497	1,545
Total	234,000	5,430	58,080	127,131	31,989	14,147	3,275

* Other additional payments include holiday pay and other cost reimbursements.

** Insurance premiums include premiums for supplemental voluntary pension insurance, accident insurance, liability insurance and other insurance.

*** Other benefits include the use of a company vehicle.

As at 31 December 2019, the Company had the following receivables from and liabilities to the Management Board members:

in EUR

MANAGEMENT BOARD	Receivables as at 31.12.2019	Liabilities as at 31.12.2019
META BERK SKOK		12,333
SIMON VIDMAR		10,607
TOTAL		22,940