

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)						
GREGOR STRAŽAR	President	134,017	35,352	*	35,352	43,050		20,073	0	169,369	77,469
TOMAŽ ROTAR	Member	122,017	36,000	*	36,000	39,600		19,249	0	158,017	68,247
STANISLAV VRTUNSKI	Member	130,417	38,520	*	38,520	41,489		18,761	0	168,937	72,800
		386,451	109,872	0	109,872	124,139	0	58,084	0	496,323	218,516

* 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.

* Note: The bonus is determined based on 4 quantitative indicators and 1 qualitative indicator, which taken together serve as the basis for the bonus. The bonus cannot be divided into a part based on qualitative criteria and a part based on quantitative criteria.

** Payment of net salary (includes benefits under item 5)

in EUR

MANAGEMENT BOARD	Fixed remuneration (gross salary)	Other additional payments*	Bonuses	Net remuneration	Insurance premiums**	Other bonuses***	Cost reimbursement
GREGOR STRAŽAR	132,000	2,017	35,352	77,469	16,763	3,310	3,359
TOMAŽ ROTAR	120,000	2,017	36,000	68,247	14,924	4,325	1,517
STANISLAV VRTUNSKI	128,400	2,017	38,520	72,800	16,894	1,868	2,910
Total	380,400	6,051	109,872	218,516	48,580	9,503	7,786

* 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
GREGOR STRAŽAR	27	60,698
TOMAŽ ROTAR	1,032	50,344
STANISLAV VRTUNSKI	27	53,726