

Remuneration policy statement

The UBB Remuneration Policy strictly adhere to the KBC Group Remuneration policy and to the European and Bulgarian legislative requirements, including also sustainability framework regulations.

The current Remuneration Policy of UBB:

- promotes sound and effective risk management and does not encourage risk-taking that exceeds the level of tolerated risk of the Bank;
- is in line with the business strategy, objectives, values and long-term interests of the Bank including corporate sustainability strategy;

Furthermore, the policy aims to prevent incentives for excessive risk taking and ensures that the payment of variable remuneration is aligned with the long-term interests of UBB (e.g. variable remuneration should not induce risk-taking in excess of the risk appetite of the Bank and where relevant, be based on risk and liquidity-adjusted profit, not on gross revenues). Additionally, ex ante and ex post risk adjustments to variable remuneration are possible in order to guarantee the sustainability strategy.