

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)						
MATIJACA MARIN	President	113,817	23,363		23,363			14,459		151,639	81,203
BURMAZ DENIS	Member	102,000	19,988		19,988			12,963		134,952	69,606
		215,817	43,351	0	43,351	0	0	27,422	0	286,590	150,809

* 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.

in EUR

MANAGEMENT BOARD	Fixed remuneration (gross pay)	Other additional payments*	Bonuses	Net remuneration	Insurance premiums*	Other bonuses***	Cost reimbursement
MATIJACA MARIN	113,817	271	23,363	81,203	6,156	8,303	
BURMAZ DENIS	102,000	271	19,988	69,606	5,471	7,492	
Total	215,817	542	43,351	150,809	11,627	15,795	0

* 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
MATIJACA MARIN		10,183
BURMAZ DENIS		9,284
TOTAL		19,467