



KOMERCIJALNA BANKA AD BEOGRAD

GENERAL MEETING OF THE BANK'S SHAREHOLDERS

No.33462/2

Belgrade, 25.01.2017

Pursuant to Article 14 of the Articles of Association of Komercijalna banka AD Beograd (revised text) and Article 66 of the Law on Banks, and with reference to Article 77 of the Law on Banks, the General Meeting of Shareholders of Komercijalna banka AD Beograd, at its regular session held on 25.01.2017, adopted the following

DECISION

I

The General Meeting of Shareholders of Komercijalna banka AD Beograd (hereinafter: „General Meeting of Shareholders“ and "Bank“) acknowledges and confirms that it reviewed the written information with detailed data on all salaries, remunerations and other earnings of the members of the bank's Board of Directors and Executive Board and on all contracts between the Bank and the members of these boards, and other persons related to those members, which result in material gain for such persons and it agrees with the same.

II

The General Meeting of Shareholders agrees with the proposal of the Board of Directors of Komercijalna banka AD Beograd in terms of salaries, remunerations and other material gain, as referred to in Article 77 of the Law on Banks, in the year 2017:

- Remuneration of the members of the Board of Directors shall be paid according to the Decision on Determining Remunerations of Members of the Board of Directors, passed by the General Meeting of Bank's Shareholders on 29.05.2007 and the Decision Amending the Decision on Determining Remunerations of Members of the Board of Directors, passed by the General Meeting of Bank's Shareholders on 28.04.2009.
- Expenses of the members of the Board of Directors shall be compensated pursuant to the Amended and Restated Deed of Undertaking and Terms of Reference of the Board of Directors.
- Potential costs arising from annual individual income tax shall be reimbursed to the members of the Board of Directors in relation to the income paid by the Bank
- Members of the Audit Committee shall receive remuneration pursuant to Decision of the Board of Directors no. 12429/13 dated 25.06.2008, and Decision of the Board of Directors no. 26174/12 dated 18.12.2008. Members of the Executive Board shall receive salaries, remunerations, other earnings and profit-sharing bonus in accordance with the employment contracts/annexes to the employment contracts and Remuneration Policy of Bank's Employees No. 6835 dated 07.04.2014 (consolidated text) and the Policy Amending Remuneration Policy No. 8440/5.2 dated 20.04.2016, adopted by the Board of Directors at the proposal of the Compensation Committee, as well as any other possible amendments to the Remuneration Policy.

III

This Decision shall come into force as of the date of its adoption.

CHAIRPERSON OF THE GENERAL MEETING OF
THE BANK'S SHAREHOLDERS

Jovanka Kosanović