



Remuneration Disclosures

The remuneration of the MB members, as well as those of senior staff members, including those engaged in risk management and control functions, and other staff members, is determined according to the bank's Remuneration Policy and Bonus Plan.

The Remuneration Policy stipulates criteria according to many financial and non-financial objectives, all reflecting the bank's long-term strategies and risk policy. From these objectives, performance targets are derived for staff members throughout the organization.

This policy and plan are based on the applicable regulations, and amongst others, include stipulations concerning fixed and variable remuneration, with claw back and deferral payment rules. According to a general rule stipulated in the Bonus Plan, variable remuneration does not exceed the maximum of 20% of the gross yearly fixed salary of an employee, and consists of a 50% cash component and a 50% non-cash component. Part of the variable remuneration is granted unconditionally (60%), while the remaining part is granted pro rata over a period of 3 calendar years (deferred).

For their 2023 performance, as variable remuneration, in aggregate EUR 336,704 were granted to the MB members, and in aggregate EUR 800,000 to senior staff - including performance surcharge for staff members. These amount are (annually) determined by the Annual General Meeting of Shareholders (GMS), based on the recommendation of the Supervisory Board, of which the individual amounts of the MB members are determined by the GMS and those of other staff by the MB.

None of DHB Bank employees qualifies as high earner, i.e., none have a total annual remuneration above EUR 1 million.

=====