

b) Remuneration paid to the current members of the ExCo of KBC Group NV (2024)

	Johan Thijs (CEO)		Peter Andronov		Aleš Blažek ¹		Erik Luts		David Moucheron		Bartel Puelinckx (4 months)		Christine Van Rijsseghem	
	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid
Base remuneration (fixed)	2 213 377	2 213 377	1 038 900	1 038 900	719 816	719 816	1 038 900	1 038 900	1 038 900	1 038 900	350 451	350 451	1 038 900	1 038 900
Individual remuneration for financial year (variable)														
- cash	189 481	75 792	68 520	27 408	33 196	13 279	67 783	27 113	64 836	25 934	19 647	7 859	64 099	25 640
- phantom stocks	189 481	-	68 520	-	33 196	-	67 783	-	64 836	-	19 647	-	64 099	-
Profit-related remuneration for financial year (variable)														
- cash	355 963	142 385	159 965	63 986	102 964	41 185	159 965	63 986	159 965	63 986	53 322	21 329	159 255	63 702
- phantom stocks	355 963	-	159 965	-	102 964	-	159 965	-	159 965	-	53 322	-	159 255	-
Remuneration for previous financial years														
- individual variable remuneration	-	68 266	-	19 227	-	10 341	-	31 614	-	17 983	-	-	-	30 089
- profit-related variable remuneration	-	151 382	-	48 011	-	31 034	-	81 362	-	48 011	-	-	-	81 358
- phantom stocks	-	338 353	-	95 083	-	47 244	-	173 476	-	92 997	-	-	-	177 332
Sub-total (variable remuneration)	1 090 888	776 178	456 971	253 715	272 320	143 083	455 497	377 551	449 603	248 911	145 938	29 188	446 709	378 121
Defined contribution pension plan (contribution) (excl. taxes) ²	787 334	787 334	271 323	271 323	414 949 ³	414 949 ³	332 488	332 488	378 826	378 826	126 050	126 050	356 836	356 836
Other benefits	15 571	15 571	8 239	8 239	4 867	4 867	10 340	10 340	8 039	8 039	1 825	1 825	8 826	8 826
Total	4 107 170	3 792 460	1 775 433	1 572 177	1 411 951	1 282 714	1 837 225	1 759 279	1 875 369	1 674 677	624 265	507 515	1 851 271	1 782 683
Ratio of fixed to variable remuneration (%)	73/27	80/20	74/26	84/16	81/19	89/11	75/25	79/21	76/24	85/15	77/23	94/6	76/24	79/21

¹ The net remuneration paid to Aleš Blažek is the same as that for the other members of the ExCo.

² The pension contribution also includes death cover and disability cover.

³ Includes 146 589 euros as compensation for the tax and social security contributions due in the Czech Republic on premiums paid.