

Remuneration paid to the current members of the ExCo of KBC Group NV (2025)

	Johan Thijs (CEO)		Peter Andronov		Aleš Blažek ¹		Erik Luts		David Moucheron		Bartel Puelinckx		Christine Van Rijsseghem	
	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid
Base remuneration (fixed)	2 279 730	2 279 730	1 069 602	1 069 602	775 799	775 799	1 069 602	1 069 602	1 069 602	1 069 602	1 069 602	1 069 602	1 069 602	1 069 602
Individual remuneration for financial year (variable)														
- cash	195 692	78 277	70 804	28 322	37 814	15 126	70 051	28 020	67 791	27 117	62 519	25 008	61 766	24 706
- phantom stocks	195 692	-	70 804	-	37 814	-	70 051	-	67 791	-	62 519	-	61 766	-
Profit-related remuneration for financial year (variable)														
- cash	357 576	143 031	160 690	64 276	102 964	41 185	160 690	64 276	160 690	64 276	160 690	64 276	156 695	62 678
- phantom stocks	357 576	-	160 690	-	102 964	-	160 690	-	160 690	-	160 690	-	156 695	-
Remuneration for previous financial years														
- individual variable remuneration	-	81 239	-	27 449	-	10 498	-	34 045	-	25 763	-	2 358	-	32 273
- profit-related variable remuneration	-	168 178	-	67 207	-	31 902	-	84 718	-	67 207	-	6 399	-	84 381
- phantom stocks	-	503 352	-	159 121	-	63 197	-	244 262	-	156 490	-	-	-	241 711
Sub-total (variable remuneration)	1 106 536	974 076	462 989	346 375	281 555	161 908	461 483	455 322	456 964	340 853	446 418	98 040	436 922	445 749
Defined contribution pension plan (contribution) (excl. taxes) ²	830 428	830 428	269 201	269 201	269 201	269 201	367 040	367 040	394 521	394 521	404 346	404 346	383 032	383 032
Other benefits	15 202	15 202	8 650	8 650	6 694	6 694	8 952	8 952	8 377	8 377	8 749	8 749	8 905	8 905
Total	4 231 896	4 099 435	1 810 442	1 693 828	1 333 249	1 213 602	1 907 077	1 900 916	1 929 464	1 813 354	1 929 115	1 580 737	1 898 461	1 907 288
Ratio of fixed to variable remuneration (%)	74/26	76/24	74/26	80/20	79/21	87/13	76/24	76/24	76/24	81/19	77/23	94/6	77/23	77/23

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. The contributions for the death cover and disability cover explain the differences between the Exco members.