

Approved by the decision of the sole shareholder
of JSC "ProCredit Bank" No. 3, dated August 23, 2023

REPORT ON THE REMUNERATION OF THE SUPERVISORY BOARD MEMBERS OF JOINT STOCK COMPANY "PROCREDIT BANK" FOR 2021

The report on the remuneration of the Supervisory Board members of Joint Stock Company "ProCredit Bank" (hereinafter referred to as the Bank) for 2021 has been prepared in accordance with the requirements of Law of Ukraine No. 2121-III "On Banks and Banking" of December 7, 2000 (as amended), Law of Ukraine No. 2465-IX "On Joint Stock Companies" of July 27, 2022 (as amended), Regulation on the Bank's Remuneration Policy approved by Resolution of the Board of the National Bank of Ukraine No. 153 dated November 30, 2020, Methodological Recommendations on the Organization of Corporate Governance in Ukrainian Banks approved by the Board of the National Bank of Ukraine No. 814-pш dated December 3, 2018 (as amended), the Bank's Charter, as well as the Regulations on the Supervisory Board Members Remuneration of JSC "ProCredit Bank" approved by the decision of the Bank's sole shareholder dated 06 January 2022 (hereinafter - the Remuneration Regulations).

The Remuneration Regulations determines that the remuneration system for members of the Bank's Supervisory Board provides for the payment of only fixed remuneration and reimbursement of expenses incurred in connection with the performance of their duties. The Bank's remuneration system for members of the Supervisory Board does not provide for the establishment and payment of a variable component, material payments in cash and/or non-monetary incentives, additional pension benefits, remuneration in case of early retirement, severance payments, etc.

The Bank does not set or pay fixed remuneration to the members of the Supervisory Board who are persons related by employment to a direct shareholder (owner of direct significant participation) of the Bank. During the period of exercising his/her powers as a member of the Supervisory Board, such person shall be reimbursed for expenses related to business trips, including daily expenses for the period of staying on a business trip, travel expenses to and from the place of destination, accommodation costs and other documented related expenses during the business trip.

The Bank does not provide for a variable component of remuneration to the members of the Supervisory Board and the incentive program, accordingly, the information on the performance evaluation criteria, based on the results of which the variable remuneration was accrued, as well as on the presence/absence of reasonable grounds for payment/delay/reduction/refund of variable remuneration to a member of the Supervisory Board (including the facts of the Bank's use of the right to refund the variable remuneration previously paid to the members of the Supervisory Board) is not provided in the report.

During the reporting period, there are no cases of decision-making refusal by members of the Bank's Supervisory Board on the grounds of a conflict of interest that prevents them from fully fulfilling their duties without prejudice to the interests of the Bank, its depositors and shareholders. There are no decisions on transactions with the Bank's related parties taken with the support of the Bank's Supervisory Board members. There are no cases of untimely or improper fulfillment of obligations to the Bank by the Bank's related parties, the decisions on transactions with which have been made with the support of a member of the Bank's Supervisory Board.

The information on the remuneration of the Bank's Supervisory Board members is provided below:

№	The list of information in accordance with the Remuneration Regulations	Information on the remuneration of the Supervisory Board members
1.	Amounts of remuneration that have been and/or are to be paid to the members of the Supervisory Board based on the results of the reporting financial year, in thousands of UAH	143 (including 61 for 2020). The amount to be paid for 2021 is 76 and will be paid upon the signing of service acceptance act
2.	Terms of actual payment of remuneration, their compliance with the Remuneration Regulations	No violations of the terms of actual payment of remuneration stipulated by the Remuneration Regulations occurred
3.	Full description of the structure of all components of remuneration paid to the members of the Supervisory Board	In the reporting period, the monetary fixed remuneration established for the independent members of the Supervisory Board was paid and the amount of reimbursement of expenses related to the performance of their duties was paid
4.	Participants in the implementation of the remuneration system	The Bank has not established a Remuneration Committee; no external consultants were involved in the implementation of the remuneration system. The remuneration of the Bank's Supervisory Board members belongs to the competence of the Bank's sole shareholder
5.	Deviations of the amounts of actual payments from the amounts to be paid in accordance with the Remuneration Regulations, as well as explanation of the reasons for such deviation and specific elements of the Remuneration Regulations, in respect of which there was a deviation, if such deviations occurred during the reporting year	There were no deviations between the amounts of actual payments and the amounts payable in accordance with the Remuneration Regulations
6.	Violations of the terms of the Remuneration Regulations detected by the Bank (if any) and measures or decisions taken as a result of such violations	No violations of the terms of the Remuneration Regulations were detected
7.	Actual attendance of members of the Supervisory Board at meetings of the Supervisory Board and its committees (if any), or reasons for their absence	Dr. Claus-Peter Zeitinger, Chairman of the Supervisory Board, shareholder representative - (4 of 4) Dr Gian Marco Felice, Member of the Supervisory Board, shareholder representative - (4 of 4) Wolfgang Bertelsmeier, Member of the Supervisory Board, Independent Director - (4 of 4)

		Rainer Peter Ottenstein,, Member of the Supervisory Board, independent director - (4 of 4) Dr. Klaus Ekkehard Glaubitt, Member of the Supervisory Board, independent director - (4 of 4) No committees of the Supervisory Board were established
8.	Confirmed facts of inappropriate behaviour of a member of the Bank's Supervisory Board (including those reported in confidence)	No facts of inappropriate behaviour have been identified
9.	Total amount of funds paid by the Bank in the reporting financial year, in thousands of UAH	143
10.	The amount of reimbursement of expenses incurred in connection with the performance of official duties, in thousands of UAH	4
11.	The amount of funds paid by the Bank as additional remuneration for performance of work outside the usual functions	No additional remuneration was provided or paid for performance of work outside the usual functions
12.	Total amount of funds paid to the members of the Supervisory Board as remuneration by related parties	No remuneration was paid to the members of the Supervisory Board by the Bank's related parties
13.	The amounts of severance payments	Not paid
14.	Estimated value of remuneration granted in-kind, if made by the Bank, in thousands of UAH	No in-kind remuneration was provided
15.	Information on loans, credits or guarantees granted by the Bank to the members of the Supervisory Board during the reporting financial year (with amounts and interest rates)	No loans, credits or guarantees were provided

Frankfurt am Main, Germany, July 26, 2023.

Chairperson of the Supervisory Board
of JSC ProCredit Bank (Ukraine)

Dr. Gian Marco Felice