

Sustainability-related Info on the Remuneration Policy

The Remuneration Policy of **DZI – Life Insurance JSC** has been fully complied with the Bulgarian labour, tax, social security and insurance legislation, the applicable international acts and the Remuneration Policy of **KBC Group**.

The Remuneration Policy of **KBC Group** represents a framework of stable practices, internationally applied with regard to remunerations within the Group of **KBC**. It corresponds to the corporate strategy for sustainability and taking into account the European and the different local legislations, aiming at sustainability (including **Article 5 of REGULATION (EU) 2019/2088 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL dated 27 November 2019** on sustainability-related disclosures in the financial services sector).

The Remuneration Policy of **KBC Group** aims at ensuring consistency and promoting stable and effective risk management (for example, „Sustainability“ is a specific parameter for assessing the top management of **KBC**). Furthermore, the Remuneration Policy of **KBC Group** aims to prevent incentives for excessive risk taking and ensures that the payment of variable remuneration is aligned with the long-term interests of **KBC Group** (e.g. variable remuneration should not induce risk-taking in excess of the risk appetite of the various subjects within **KBC Group** and where relevant, be based on risk- and liquidity-adjusted profit, not on gross revenues. Additionally, ex ante and ex post risk adjustments to variable remuneration are possible in order to guarantee the sustainability strategy).