

## **KBC Remuneration Policy**

The KBC Bank Ireland (KBCI) Remuneration Policy (Remuneration Policy) is a framework for a sound remuneration practice in line with the corporate sustainability strategy and European and Irish Legislation (including Article 5 of the Sustainable Finance and Disclosure Regulation (Regulation (EU) 2019/2088)). The Remuneration Policy aims to ensure consistency with and to promote sound and effective risk management (e.g. "sustainability" is a specific parameter for the evaluation of KBC Senior Management).

Furthermore, the Remuneration Policy aims to prevent incentives for excessive risk taking and ensures that the payment of variable remuneration is aligned with the long-term interests of KBCI. For example, variable remuneration should not induce risk-taking in excess of the risk appetite of KBCI.