

b) Remuneration paid to the current members of the EC of KBC Group NV (2023)	Johan Thijs (CEO)		Peter Andronov		Aleš Blažek*		Erik Luts		David Moucheron		Luc Popelier		Christine Van Rijssseghem	
	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid
Base remuneration (fixed)	1922 210	1922 210	1 011 753	1 011 753	682 324	682 324	1 011 753	1 011 753	1 011 753	1 011 753	1 011 753	1 011 753	1 011 753	1 011 753
Individual remuneration for financial year (variable)														
- cash	182 932	73 173	65 204	26 082	32 943	13 177	65 204	26 082	61 648	24 659	61 648	24 659	61 648	24 659
- phantom stocks	182 932	-	65 204	-	32 943	-	65 204	-	61 648	-	61 648	-	61 648	-
Result-related remuneration for financial year (variable)														
- cash	348 427	139 371	156 578	62 631	96 688	38 675	156 578	62 631	156 578	62 631	156 578	62 631	156 040	62 416
- phantom stocks	348 427	-	156 578	-	96 688	-	156 578	-	156 578	-	156 578	-	156 040	-
Remuneration for previous financial years														
- individual variable remuneration	-	59 327	-	11 403	-	2 457	-	28 789	-	10 585	-	26 145	-	27 791
- result-related variable remuneration	-	139 373	-	29 221	-	7 638	-	78 083	-	29 221	-	78 083	-	78 556
- phantom stocks	-	274 661	-	45 034	-	0	-	143 284	-	44 302	-	162 641	-	165 169
Sub-total (variable remuneration)	1 062 718	685 905	443 564	174 371	259 262	61 947	443 564	338 869	436 452	171 398	436 452	354 159	435 376	358 591
Defined contribution pension plan (contribution) (excl. taxes)	615 775	615 775	256 700	256 700	256 700	256 700	323 761	323 761	323 761	323 761	323 761	323 761	323 761	323 761
Other benefits	19 534	19 534	8 562	8 562	4 679	4 679	14 000	14 000	7 589	7 589	18 064	18 064	8 939	8 939
Total	3 620 237	3 243 424	1 720 579	1 451 386	1 202 965	1 005 650	1 793 078	1 688 383	1 779 555	1 514 501	1 790 030	1 707 737	1 779 830	1 703 045
Ratio of fixed to variable remuneration (%)	71/29	79/21	74/26	88/12	78/22	94/6	75/25	80/20	75/25	89/11	76/24	79/21	76/24	79/21

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