

Remuneration paid to the current members of the EC of KBC Group NV (2021)	Johan Thijs (CEO)		Peter Andronov (8 months)		John Hollows		Erik Luts		David Moucheron (8 months)		Luc Popelier		Christine Van Rijsseghem	
	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid	Awarded	Paid
Base remuneration (fixed)	1 277 400	1 277 400	580 988	580 988	864 000	864 000	871 800	871 800	580 988	580 988	871 800	871 800	871 800	871 800
Individual remuneration for financial year (variable)														
- cash	86 621	34 648	32 190	12 876	46 065	18 426	49 950	19 980	29 600	11 840	45 510	18 204	47 175	18 870
- phantom stocks	86 621		32 190		46 065		49 950		29 600		45 510		47 175	
Result-related remuneration for financial year (variable)														
- cash	221 286	88 514	90 455	36 182	135 683	54 273	135 683	54 273	90 455	36 182	135 683	54 273	135 289	54 116
- phantom stocks	221 286		90 455		135 683		135 683		90 455		135 683		135 289	
Remuneration for previous financial years														
- individual variable remuneration		42 960		–		22 782		17 835		–		21 626		23 030
- result-related variable remuneration		119 968		–		69 374		52 887		–		69 374		69 956
- phantom stocks		199 146		–		100 637		100 233		–		117 939		121 420
Sub-total (variable remuneration)	615 814	485 236	245 291	49 058	363 496	265 492	371 266	245 208	240 111	48 022	362 386	281 416	364 928	287 392
Defined contribution pension plan (contribution) (excl. taxes)	510 960	510 960	171 725	171 725	279 699	279 699	278 976	278 976	185 984	185 984	278 976	278 976	278 976	278 976
Other benefits	16 973	16 973	6 054	6 054	11 065	11 065	12 245	12 245	6 408	6 408	13 860	13 860	13 507	13 507
Total	2 421 147	2 290 569	1 004 058	807 825	1 518 260	1 420 256	1 534 287	1 408 229	1 013 491	821 402	1 527 022	1 446 052	1 529 211	1 451 675
Ratio of fixed to variable remuneration (%)	75/25	79/21	76/24	94/6	76/24	81/19	76/24	83/17	76/24	94/6	76/24	81/19	76/24	80/20