

Table 17 |

Compensation to members of the Management Board, the Supervisory Board and employees employed under service contracts in 2008 (in EUR)

	Fixed part of salary	The variable component of earnings (long-term and short-term incentives for achieving higher productivity and performance-related earnings, excluding profit sharing)	Profit participation	Option plan	Other earnings (severance pay, additional insurance premiums, benefits)	Session fees	Total gross	Total net
1. Management Board								
Andrej Lovšin	178,706	500	15,023	0	7,067	0	201,296	90,536
Zvezdan Markežič	152,231	500	13,031	0	9,497	0	175,259	78,011
Ondina Jonke	125,093	500	11,054	0	9,894	0	146,541	63,491
Total	456,030	1,500	39,108	0	26,458	0	523,096	232,037
2. Supervisory Board								
Boštjan Rigler	0	0	14,992	0	0	13,385	28,377	21,992
Emerika Eržen	0	0	14,992	0	0	9,005	23,997	18,598
Ervin Bužan	0	0	14,992	0	0	13,177	28,169	21,831
Manja Skernišak	0	0	14,992	0	0	10,494	25,486	19,752
Zlatka Čretnik	0	0	14,992	0	0	11,613	26,605	20,619
Nevija Pečar	0	0	14,992	0	0	11,446	26,438	20,490
Vinko Rebula	0	0	14,992	0	0	12,831	27,823	21,563
Total	0	0	104,944	0	0	81,952	186,896	144,844
3. Employees under service contracts	2,444,254	153,811	0	0	285,666	0	2,883,731	1,615,267
Total (1+2+3)	2,900,284	155,311	144,052	0	312,124	81,952	3,593,723	1,992,149

The company approved no advances, loans or guarantees to members of the Management Board, members of the Supervisory Board or employees under service contracts.