

Resolutions made at OTP Bank's AGM

OTP Bank Plc. announces that at its Annual General Meeting of 26 April 2024 the following resolutions were made:

RESOLUTION No. 1/2024

The Annual General Meeting accepts the Board of Directors' report on the Company's financial activity for the year ended 2023, furthermore with full knowledge of the Independent Auditor's Report, the Audit Committee's Report and the Supervisory Board's report, it accepts the proposal on the Company's separate financial statements and the consolidated financial statements in accordance with the International Financial Reporting Standards for the year ended 2023, and the proposal for the allocation of the profit after tax of the parent company.

The Annual General Meeting establishes the Company balance sheet for the year 2023 with total assets of HUF 17,552,953 million and with a profit after tax of HUF 654,988 million. The profit after tax for the period is allocated as follows: a general reserve of HUF 65,499 million and paying a dividend of HUF 150,000 million from the reporting year's profit for the year 2023.

The dividend rate per share is HUF 535.71 for the year 2023, i.e. 535.71% of the share face value. The actual dividend rate paid to shareholders shall be calculated and paid based on the Company's Articles of Association, so the Company distributes the dividends for its own shares among the shareholders entitled for dividends. The dividends shall be paid from 3rd of June 2024 in accordance with the policy determined in the Articles of Association.

The Annual General Meeting determines the Company's consolidated balance sheet with total assets of HUF 39,609,144 million, and with profit after tax from continuing operations of HUF 1,011,705 million. The profit after income tax from discounted operations is -HUF 21,246 million and the profit after income tax from continuing and discontinuing operations is HUF 990,459 million. From this amount attributable to non-controlling interest is HUF 1,801 million and attributable to owners of the Company is HUF 988,658 million.

FOR: 159,604,012 (98.77%)

AGAINST: 35,320

ABSTAIN: 1,416,774

RESOLUTION No. 2/2024

The Annual General Meeting approves OTP Bank Plc.'s 2023 Report on Corporate Governance.

FOR: 160,988,493 (99.63%)

AGAINST: 44,830

ABSTAIN: 5,023

RESOLUTION No. 3/2024

The Annual General Meeting, based on the request of the Board of Directors of the Company, has evaluated the activities of the executive officers in the 2023 business year and certifies that the executive officers gave priority to the interests of the Company when performing their activities during the business year, therefore, grants the discharge of liability determining the appropriateness of the management activities of the executive officers in the business year 2023.

FOR: 158,107,687 (98.59%)

AGAINST: 664,047

ABSTAIN: 1,553,276

RESOLUTION No. 4/2024

Concerning the audit of OTP Bank Plc.'s separate and consolidated annual financial statements in accordance with International Financial Reporting Standards for the year 2024, the Annual General Meeting is electing Ernst & Young Ltd. (001165, H-1132 Budapest, Váci út 20.) as the Company's auditor from 1 May 2024 until 30 April 2025.

The Annual General Meeting approves the nomination of Mr. Zsolt Kónya (No. 007383 chartered auditor) as the person responsible for auditing. In case any circumstance should arise which ultimately precludes the activities of Mr. Zsolt Kónya as appointed auditor in this capacity, the Annual General Meeting proposes the appointment of Ms. Zsuzsanna Nagyváradiné Szépfalvi (No. 005313 chartered auditor) to be the individual in charge of auditing.

The Annual General Meeting establishes the total amount of EUR 777,750 + VAT as the Auditor's remuneration for the audit of the separate and consolidated annual financial statements for the year 2024, prepared in accordance with International Financial Reporting Standards. Out of total remuneration, EUR 457,500 + VAT shall be paid in consideration of the audit of the separate annual accounts and EUR 320,250 + VAT shall be the fee payable for the audit of the consolidated annual accounts.

FOR: 158,681,464 (98.20%)

AGAINST: 2,617,599

ABSTAIN: 219,093

RESOLUTION No. 5/1/2024

The Annual General Meeting decides to amend the Articles of Association by way of a single resolution in accordance with the proposal of the Board of Directors.

FOR: 148,388,415 (91.83%)

AGAINST: 4,607

ABSTAIN: 23,954

RESOLUTION No. 5/2/2024

The Annual General Meeting approves the amendment of Article 6 Section 6 and Article 9 Section 12 of the Articles of Association in accordance with the proposal of the Board of Directors, as per the annex to the minutes of the Annual General Meeting.

FOR: 161,382,070 (99.88%)

AGAINST: 25,112

ABSTAIN: 577

RESOLUTION No. 6/1/2024

The Annual General Meeting, on a consultative basis, approves in line with the annex of the resolution the group-level remuneration guidelines of OTP Bank Plc. and requests the Supervisory Board of the Company to define the rules of the Banking Group's remuneration policy in detail, in line with the group-level remuneration guidelines.

FOR: 102,453,454 (63.70%)

AGAINST: 57,271,103

ABSTAIN: 19,688

RESOLUTION No. 6/2/2024

The Annual General Meeting in line with the annex of its resolution, on a consultative basis, approves the remuneration policy of OTP Bank Plc. under the act on encouraging long-term shareholder engagement.

FOR: 103,756,132 (64.51%)

AGAINST: 56,926,942

ABSTAIN: 78,311

RESOLUTION No. 7/2024

The Annual General Meeting does not modify the honorarium of the members of the Board of Directors as determined in resolution No. 9/2016 of the Annual General Meeting, while it determines the monthly remuneration of the members of the Supervisory Board as follows:

- *Chairman of the Supervisory Board: HUF 5,200,000*
- *Deputy Chairman of the Supervisory Board: HUF 4,500,000*
- *members of the Supervisory Board: HUF 4,000,000*

The members of the Audit Committee are not to receive any remuneration.

FOR: 158,156,759 (99.08%)

AGAINST: 301,608

ABSTAIN: 9,433

RESOLUTION No. 8/2024

The Annual General Meeting, based on Subsection 1 of Section 3:223 of Act V of 2013 on the Civil Code, hereby authorizes the Board of Directors of OTP Bank Plc. (hereinafter referred to as "Company") to acquire own shares of the Company especially, but not exclusively, for the purpose of supplying the shares necessary for the management incentives system that is in operation at the Company, developing and maintaining the services provided to customers, and executing transactions related to optimization of the Company's capital.

The Board of Directors is authorized to acquire a maximum of as many ordinary shares issued by the Company with a nominal value of HUF 100 that is one hundred forints, as ensures that the portfolio of own shares, in respect of the measure stipulated in the relevant permissions of the Magyar Nemzeti Bank, does not exceed 70,000,000 shares at any moment in time.

Should the acquisition of own shares take place in a reciprocal transaction, then the consideration applied in such transaction may be a minimum of the share's nominal value, and it can be no more in the case of a transaction outside a trading venue (OTC) than 150% of the highest price recorded on the Budapest Stock Exchange on the day before the transaction, or in the case of a transaction concluded on a trading venue (regulated market, multilateral trading facility or organised trading facility) than 120% of the closing price recorded on the Budapest Stock Exchange on the day before the transaction. The Board of Directors may exercise its rights set forth in this mandate until 26 October 2025. The mandate set forth in the decision of the Annual General Meeting resolution no. 10/2023 shall lose its effect upon the passing of this resolution.

FOR: 117,444,623 (73.02%)

AGAINST: 42,819,516

ABSTAIN: 534,416

OTP Bank Plc.

OTP Bank Plc.

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Corporate Governance Report

Introduction

OTP Bank Plc. (hereinafter: OTP Bank, Bank or Company) regards the development and maintenance of an **advanced corporate governance system** that conforms to local and international standards as being of primary importance. A reliable governance system, accurate financial planning, responsible management and the appropriate control mechanisms provide a stable basis for efficient and profitable operation.

To this end, the Bank is continuously reviewing and developing its corporate governance practices.

Our corporate governance practice is an important means of ensuring the **fulfilment of our strategic objectives**. Accordingly, within the effective statutory frameworks, we have developed a corporate governance system that simultaneously ensures the confidence and satisfaction of our customers, growth in shareholder value, and our socially responsible corporate conduct. There is no perfect, universally applicable corporate governance solution through which every goal can be achieved as efficiently as possible. For this reason we continuously monitor our governance practices, identifying any deficiencies arising as the result of external and internal changes, and effect those modifications that best serve the fulfilment of our objectives.

The resulting governance structure, optimised to suit our objectives, takes into account the special characteristics of our operations as well as the statutory, supervisory and stock-market requirements that apply to the Bank, while also endeavouring to comply with the related Budapest Stock Exchange (hereinafter: BSE) guidelines. The purpose of the BSE's corporate governance guidelines is for the governance and operating structures of stock exchange-listed companies to be **transparent and comparable** based on a uniform set of criteria. This enables investors, taking into consideration the special characteristics of a given company's operations, the complexity of its activities, and the statutory requirements related to its risk management and financial reporting, to make a well-founded judgement regarding the extent to which the given corporate governance practice ensures reliable and profitable operation.

Like all organisations that provide financial and investment services, the operations of the Bank are, to a high degree, regulated in statutory provisions. As a consequence, not only certain business activities, but our operations as a whole are regulated in detail and monitored by the authorities on a continuous basis. The individual internal control functions (risk management, compliance, and internal audit) have to conform to strict standards, and their effectiveness must be attested not only within the internal corporate governance system, but also to the satisfaction of the external supervisory authorities. All these factors guarantee purposeful, comprehensive and verified risk management procedures, as well as reliable and appropriately supervised data reporting. Therefore, our status as a financial and investment service provider requires us to implement complex and effective corporate governance practices that simultaneously ensure **responsible conduct towards clients and shareholders, reliable operation, and long-term profitability**.

1.) Statement on Corporate Governance Practice

The Bank's operation fully complies with the provisions of the relevant statutory regulations, the decrees of the supervisory authorities and the regulations of the BSE. The structure and operating conditions of the Company are contained in the Articles of Association, which are approved by the General Meeting.

1.1. General meeting

The supreme body of the Bank shall be the General Meeting consisting of the shareholders. The Articles of Association regulate the manner of convocation and operation of the General Meeting, the manner of participation, and of the exercise of voting rights.

The General Meeting shall be convened at least once annually by the Board of Directors.

1.2. Management bodies

1.2.1. Board of Directors

The Board of Directors is an executive body elected by the General Meeting of the Bank. The Board of Directors shall be entitled and obliged to make all decisions which are not within the competence of the General Meeting, the Supervisory Board or the Audit Committee as defined by law, the Articles of Association, or a resolution of the General Meeting.

The liability of the Board of Directors extends to the operation of the entire Company, as part of which the Board's main tasks include the approval of the Company's strategy, annual report, major organisational restructurings and policies, as well as making other significant company law-related decisions. In its objectives and activities, particular emphasis is placed on increasing shareholder value, profitability and efficiency, and on managing risks and complying fully with external requirements – in other words on ensuring the most effective enforcement of business, ethical and internal control policies.

The scope of its authority is defined in the effective statutory provisions, the Company's Articles of Association, General Meeting resolutions, and the Organisational and Operational Regulations. Its rules of procedure include the legal status and composition of the Board of Directors, as well as the regulations applicable to its operation and decision making.

All the obligations and prohibitions specified for executive officers under Act CCXXXVII of 2013 on Credit Institutions and Financial Enterprises (Credit Institutions Act) apply to the members of the Board of Directors.

The Board of Directors has an executive role in the governance of the Bank, and this is reflected in its members' remuneration, an important element of which is the share-based honorarium, which serves to harmonise the interests of the board with those of the shareholders.

It oversees the Company's operative management through the Chairman & CEO. The Chairman & CEO is authorised to decide in all matters that do not, pursuant to the Articles of Association, fall within the scope of authority of the General Meeting or the Board of Directors. The employer's rights related to the executive officers of the Company are in general exercised by the Board of Directors as a corporate body, with the proviso that in the case of the deputy CEOs, employer's rights are exercised through the Chairman & CEO, and the prior notification of the Board of Directors is required for their appointment and for the withdrawal of their appointment.

In view of the fact that the Board of Directors also has an important role to play in overseeing the work of the management, it is of substantive importance that **the principle of a majority of external (non-executive) members be implemented in respect of the Board of Directors** (3 executive members, 8 non-executive members). The makeup of the Board of Directors ensures that professional expertise, experience, and a degree of impartiality that goes beyond the above-mentioned independence requirement, are brought to bear in equal measure in the decision-making processes.

Members of the Board of Directors of OTP Bank Plc.:

The members of the Board of Directors are elected by the General Meeting for a term of five years.

Members of the Board of Directors	Beginning of Board Directors membership	Beginning of mandate	End of mandate	Non-executive/executive member	
Chairman	Dr. Sándor Csányi	15 March 1992	2021	2026	Executive member
Deputy Chairman	Tamás György Erdei	27 April 2012	2021	2026	Non-executive member
Members	Mihály Baumstark	29 April 1999	2021	2026	Non-executive member
	Dr. István Gresa	27 April 2012	2021	2026	Non-executive member
	Antal György Kovács ¹	15 April 2016	2023	2026	Non-executive member
	Dr. József Zoltán Vörös	15 May 1992	2021	2026	Non-executive member
	László Wolf	15 April 2016	2021	2026	Executive member
	Gabriella Balogh	16 April 2021	2021	2026	Non-executive member
	Péter Csányi	16 April 2021	2021	2026	Executive member
	György Nagy	16 April 2021	2021	2026	Non-executive member
	Dr. Márton Gellért Vági	16 April 2021	2021	2026	Non-executive member

Executive members:

Dr. Sándor Csányi **Chairman & CEO**

He graduated from the College of Finance and Accounting in 1974 with a bachelor's degree in business administration and from the Karl Marx University of Economic (now: Corvinus University) in 1980 with a master's degree in economics and finance, where he also obtained a doctorate in finance between 1981-1983. He is a chartered accountant – certified by the Ministry of Finance in 1982. After graduating he worked at the Tax Revenue Directorate and then at the Secretariat (Banking Supervision Section) of the Ministry of Finance. From 1983 to 1986, he was Head of Department at the Ministry of Agriculture and Food Industry. From 1986 to 1989 he was a senior department head at the Hungarian Credit Bank (MHB). From 1989 to 1992 he was Deputy CEO of K&H Bank.

He has been the Chairman and CEO of OTP Bank Plc. since 1992.

He is Vice Chairman of the Board of Directors of MOL Plc. and Co-Chairman of the Chinese-Hungarian Business Council.

In 2022, he founded Unity Asset Management Foundation, which acts as his family office, by contributing 100% of the shares of Bonitás 2002 Zrt. and Hungerit Zrt. as well as HUF 700 million in cash.

¹The employment of Mr. György Antal Kovács was terminated on 27.04.2023, and simultaneously his membership in the Board of Directors was also terminated. On 28.04.2023, at the General Meeting of OTP Bank Plc., he was appointed as an external member of the Board of Directors.

Bonitás 2002 Zrt. is the holding company that oversees his investments in agriculture, the food industry, real estate and asset management, which comprise some 240 directly or indirectly owned companies.

Bonitás 2002 Zrt. is one of the largest investors in agriculture and food industry in the CEE region through Bonafarm Group, Hungerit Zrt. and KITE Zrt. generating a total annual revenue of EUR 2.5 billion with more than 9.500 employees and with a total of 40.000 hectares of cultivated farmland. The Bonafarm Group is vertically integrated with agricultural companies producing the raw materials for food processors. Bonitás 2002 Zrt. has significant investments in venture capital and real estate through the Bonitás Venture Capital and Real Estate Fund. The size of venture capital fund is EUR 20 million and the average VC investment is between EUR 900.000 and EUR 2 million, while the size of the real estate fund is EUR 70 million.

He has been President of the Hungarian Football Federation (MLSZ) since 2010. He has been a member of the UEFA Finance Committee and a member of the FIFA Council since 2017, and Vice President of the FIFA Council since 2018.

He has been the owner of Pick Szeged Handball Club since 2011. He has been the Honorary Vice President of the International Judo Federation since 2008.

He has been the Vice President of the Board of Trustees of the International Children's Safety Service since 1995, and Chairman of the Board of Trustees of the Prima Primiissima Foundation since 2003. In 2005, he established the Csányi Foundation for Children with his own funds. Since 2009, he has been a member of the Board of Trustees of the Media Union for Social Awareness Formation Foundations. Since 2020, he has been the Chairman of the Board of Trustees of the Pro Sopron University Foundation. In 2021, he became the Chairman of the Board of Trustees of the Hungarian University of Agriculture and Life Sciences (MATE) Foundation.

As of 31 December 2023 he held 12.000 ordinary OTP shares (while the total number of OTP shares held directly and indirectly by him was 4.712.949).

Péter Csányi
Deputy CEO
Digital Division

He graduated from City University London in 2006 with a bachelor's degree in economics, then in 2007 with a master's degree in finance from the IE Business School in Madrid. In 2015, he received the Master of Business Administration (MBA) diploma from Kellogg School of Management in the USA.

He began his career in 2006 at Merrill Lynch's London office as an intern and he was working part-time on corporate finance projects for financial institutions while attending university as well.

From 2007 to 2011, he was an analyst in Deutsche Bank's London office and then a financial advisor in the field of corporate finance (for Central and Eastern European corporate customers).

From 2011-2016, he worked for McKinsey & Company Inc. as a senior consultant mostly working on banking related projects.

He joined OTP Bank in 2016 as managing director of the Digital Sales and Development Directorate. After the agile transformation at the Bank, he became responsible for the management of the Omnichannel Tribe from 2019. In addition, since January 2021, he was the head of the Daily Banking Tribe.

Since March 2021, he has been the Deputy CEO of OTP Bank, the head of the IT Division (as of 1 May 2021 Digital Division).

From 2020 he has been Chairman of the Supervisory Board of OTP banka d.d. in Croatia. He is also a member of the OTP Mobil Kft. Supervisory Board and the Board of Directors of PortfoLion Ltd. He is also the head of the Digitization Working Group of the Hungarian Banking Association and a member of the Mastercard European Advisory Board and the vice president responsible for digital transformation of IVSZ IT Association of Hungary.

He has been a member of OTP Bank's Board of Directors since 16 April 2021.

As of 31 December 2023 he held 25,939 ordinary OTP share.

László Wolf
Deputy CEO
Commercial Banking Division

He graduated from the Karl Marx University of Economic Sciences (now: Corvinus University) in 1983. After graduation, he worked at the Bank Relations Department of the National Bank of Hungary for 8 years, and then he was head of Treasury at BNP-KH-Dresdner Bank between 1991 and 1993.

From April 1993 he was managing director of OTP Bank's Treasury Directorate, and since 1994 he has been the head of Commercial Banking Division as Deputy CEO of OTP Bank Plc.

Since 2003 he has been a member of DSK Bank's Supervisory Board.

He has been a member of OTP Bank's Board of Directors since 15 April 2016.

Since 13 June 2023 he has been the Chairman of Supervisory Board of Ipoteka Bank.

As of 31 December 2023 he held 544,502 ordinary OTP shares.

Non-executive members:

Tamás György Erdei
Deputy Chairman of the Board of Directors
BSc Business Administration

He graduated in 1978 with a degree from the College of Finance and Accounting. He began his professional career at OTP, in a variety of administrative roles (his last position was branch manager), before going on to work at the Ministry of Finance in the area of bank supervision.

From 1983 he was employed by the Hungarian Foreign Trade Bank, where he gradually worked his way up through the ranks. In 1985 he became managing director, in 1990 he was appointed Deputy CEO, then in 1994 he became CEO, and from 1997 until the end of March 2012 he was Chairman & CEO.

Between 1997 and 2008, and between 2009 and 2011, he was the elected president of the Hungarian Banking Association.

He is the Chairman of the Supervisory Board of the International Children's Safety Service.

He has been a member of OTP Bank's Board of Directors since 27 April 2012. He has been the Chairman of OTP Bank's Risk Assumption and Risk Management Committee, and he was a member of the Nomination Committee between 2014 and 2020. He has been the Deputy Chairman of the Board of Directors of OTP Bank Plc. since April 2019 and the Chairman of the Work-out Committee since October 2019.

He has been Chairman of the Board of Directors at OTP Factoring Ltd. since December 2019.

As of 31 December 2023 he held 53,885 ordinary OTP shares.

Gabriella Balogh

MSc Economics, specialization in marketing

She graduated as organizing chemical engineer from the University of Veszprém in 1993 and as marketing economist from the University of Economics, Budapest in 1997.

She worked as a marketing associate between 1993 and 1998, as director of the Marketing Department from 1998 to 2005 and as managing director of the Marketing and Sales Directorate between 2005 and 2008 at OTP Bank Plc.

She has been the managing director of GoodStep Consulting Kft. since 2008. She fulfilled group management tasks as a member of the Board of Directors at the Central European Media and Publishing Company between 2010 and 2017.

She has been co-owner and Board of Directors member of Net Media Plc. since 2016. She is Presidium member and Chairwoman of the Marketing and Media Board of the Hungarian Football Federation. She is the Chairwoman of the Supervisory Board of Művészetek Palotája Ltd. Since 2023 she has been the Member of the Board of Directors of Richter Gedeon Plc.

She has been a member of OTP Bank's Board of Directors since 16 April 2021.

As of 31 December 2023 she held 17,793 ordinary OTP shares.

Mihály Baumstark

BSc Agricultural Business Administration, MSc Economics

He graduated with a degree in agricultural business administration at Gödöllő University of Agriculture (1973), and went on to do a masters in economics at the Karl Marx University of Economic Sciences (now: Corvinus University) (1981).

He was employed by the Ministry of Agriculture and Food Industry between 1978 and 1989. When he left the Ministry he was Deputy Head of the Investment Policy Department. Then he was managing director of Hubertus Bt., and from 1999 to 2011 he was deputy CEO and then Chairman & CEO of Villányi Winery Ltd. (now Csányi Winery Ltd.). He is currently retired.

He was a member of OTP Bank's Supervisory Board from 1992 to 1999, and has been a non-executive member of OTP Bank's Board of Directors since 1999.

He has been Chairman of OTP Bank's Ethics Committee since 2010, as well as a member of its Remuneration Committee since 2011. He was the member of the Nomination Committee between 2014 and 2020.

As of 31 December 2023 he held 59,200 ordinary OTP shares.

Dr. István Gresa

PhD Business Administration and Economics

He graduated from the College of Finance and Accountancy in 1974 and received a degree in economics from the Karl Marx University of Economic Sciences (now: Corvinus University) in 1980. He earned a PhD from the University of Economic Sciences in 1983.

He has been working in the banking sector since 1989. Between 1989 and 1993 he was branch manager of Budapest Bank's Zalaegerszeg branch.

From 1993 he was director of OTP Bank's Zala County Directorate, and from 1998 he was the managing director of the Bank's West Transdanubian Region.

From 1 March 2006 until 14 April 2016 – when he retired – he was Deputy CEO of OTP Bank Plc., the Head of the Credit Approval and Risk Management Division. He was Chairman of the Board of Directors at OTP Factoring Ltd. between 2006 and 2017.

He has been a member of OTP Bank's Board of Directors since 27 April 2012.

As of 31 December 2023 he held 192,458 ordinary OTP shares.

Antal György Kovács

MSc Economics

He graduated from the Karl Marx University of Economic Sciences (now: Corvinus University) with a degree in economics.

He began his professional career in 1990 at the Nagyatád branch of K&H Bank, where he worked as a branch manager between 1993 and 1995.

He has been working at OTP Bank Plc. since 1995, first as a county director and from 1998 as the executive director of OTP Bank's South Transdanubian Region.

From 1 July 2007 to 31 December 2022 he was the head of Retail Division as OTP Bank's Deputy CEO

He has received additional training at the International Training Centre for Bankers and on various courses held by the World Trade Institute.

Between April 2007 and April 2012 he was Chairman of the Supervisory Board of OTP banka Hrvatska d.d.

He has been Chairman of the Supervisory Board of OTP Bank Romania SA since 12 December 2012.

He has been Chairman of the Board of Directors of OTP Mortgage Bank Ltd. and OTP Building Society Ltd. since 24 April 2014.

He was a member of OTP Bank's Supervisory Board from 2004 to 14 April 2016.

Between 15 April 2016 and 27 April 2023 he was a member of OTP Bank's Board of Directors, on 28 April 2023 the General Meeting of OTP Bank elected him as non-executive member of the Board of Directors.

As of 31 December 2023 he held 126,584 ordinary OTP shares (while the total number of OTP shares held by him directly and indirectly was 130,884).

György Nagy

Msc International Economics

He graduated from the Department of International Foreign Economics of University of International Relations (Moscow) in 1989.

He was a founding owner of Wallis Holding (founded in 1990) and he managed the Wallis Group as CEO until 2000.

He founded Westbay Holding Kft. in 2004, the company's portfolio includes several successful investments.

He has been the Chairman of the Hungarian Shooting Federation since 2012, Presidium member of the European Shooting Confederation (ESC) since 2013 and he was elected the Vice President of ESC in 2021.

He has been a member of OTP Bank's Board of Directors since 16 April 2021.

As of 31 December 2023 he held 44,400 OTP shares (while the total number of OTP shares held by him directly and indirectly was 1,068,885).

Dr. Márton Gellért Vági
General Secretary
Hungarian Football Federation

He graduated in 1987 from the department of foreign economics at the Karl Marx University of Economic Sciences (now: Corvinus University).

From 1987 to 2000 he was lecturer at University of Economic Science of Budapest (today Corvinus University of Budapest) and from 1994 onwards associate professor and head of department. He has a university doctorate and a PhD in economics. He has authored or co-authored more than 80 studies, essays and books.

Between 2000 and 2006 he worked at the State Holding and Privatisation Co. (ÁPV Zrt.) as managing director, Deputy CEO and then CEO.

Between 2006 and 2010 he was the Chairman of the National Development Agency.

In various periods between 2000 and 2010, he was the Chairman of the Board of Directors of Magyar Villamos Művek, Paks Nuclear Power Plant and the National Textbook Publishing House. Between 2002 and 2010, he was a member of the Board of Directors of Földhitel és Jelzálogbank Nyrt., and the Chairman of the Board of Directors for 4 years.

Since 2010 he has been general secretary of the Hungarian Football Federation.

He was a member of UEFA's HatTrick Financial Assistance Committee between 2011 and 2023.

He has been a member of FIFA's Financial Committee since 2017 and since 2023 he has been a member of the UEFA National Teams Competition Committee

He was a member of OTP Bank's Supervisory Board between 2011-2021. He was a member of OTP Bank's Audit Committee between 2014-2021.

He was a member of OTP Bank's Nomination Committee between 2020-2021.

He has been a member of OTP Bank's Board of Directors since 16 April 2021.

As of 31 December 2023 he held 15,800 OTP shares.

Dr. József Zoltán Vörös
Professor emeritus, academician
University of Pécs

He earned a degree in economics from the Karl Marx University of Economic Sciences (now: Corvinus University) in 1974. In 1984 he earned a PhD in economics from the Hungarian Academy of Sciences, and a Doctor of Science degree in 1993. He has been a member of the Hungarian Academy of Sciences since 2013.

Between 1990 and 1993 he was the dean of the Faculty of Business and Economics, Janus Pannonius University (JPTE) in Pécs. In 1993 he attended a course in management for senior executives at Harvard University.

From 1994 he was a professor at JPTE, from 2021 he has been professor emeritus. He was the senior Vice Rector of the University from 2004-2007, between 2007 and 2011 he was the Chairman of the Economic Council of the University of Pécs.

He has been a non-executive member of OTP Bank's Board of Directors since 1992. He has been the Chairman of OTP Bank's Remuneration Committee since 2009, and member of its Risk Assumption and Risk Management Committee since 2014.

As of 31 December 2023 he held 196,314 ordinary OTP shares.

Operation of the Board of Directors of OTP Bank Plc.

The Board of Directors exercises its rights and performs its duties as a body. The division of responsibilities and powers between the Members of the Board of Directors is decided by the Board of Directors. This division of tasks does not affect the statutory liability of the Board of Directors, or of the individual members of the Board of Directors.

The Board of Directors usually makes its decisions at its meetings; however, according to the provisions of the Articles of Association and the rules of procedure of the Board of Directors, it may also make decisions without holding a meeting.

Meetings of the **Board of Directors** are convened by the Chairman & CEO by means of a written invitation, in accordance with the prevailing work schedule.

The Chairman & CEO must convene a meeting of the Board of Directors if

- the Board of Directors has passed a resolution calling for an expedited meeting of the Board of Directors;
- at least three members of the Board of Directors initiate a meeting in writing by designating the reason and the purpose, and the agenda items, and by submitting a written proposal in respect of the decision to be made;
- the Supervisory Board or the auditor initiates such a meeting in writing;
- the National Bank of Hungary (hereinafter: MNB or Supervisory Authority) requires it;
- under the law, a decision must be made about whether to convene an extraordinary General Meeting.

The meetings of the Board of Directors shall be held as necessary, but at least six times a year in accordance with the Articles of Association.

In accordance with the rules of procedure, the Board of Directors passes resolutions by simple majority, except in certain qualified cases; minutes must be taken of its meetings, and its resolutions shall be documented.

If decisions are made without convening a meeting, instead of the minutes, a summary must be prepared of the resolutions and these must be attached to the minutes of the next meeting of the Board of Directors that follows the successful written vote.

Both the minutes and the summary of resolutions shall contain the events taking place during the passing of resolutions in such detail as is necessary to ensure that relevant circumstances are reproducible even for a third party (important aspects considered, main arguments and counter-arguments, important comments, aspects determining the proposal for resolution, shares of votes, content of decisions on the merits).

The table below provides a brief overview of the number of Board of Directors meetings held in 2023, and of the attendance at these meetings:

Board of Directors meetings **2023**

<i>Date</i>	<i>Present</i>	<i>Absent</i>
<i>14 February</i>	11	-
<i>21 March</i>	11	-
<i>13 June</i>	11	-
<i>29 August</i>	11	-
<i>16 November</i>	11	-
<i>14 December</i>	11	-

Note:

In 2023 the Board of Directors met on a total of 6 occasions. In addition, resolutions were passed on 155 occasions by written vote.

The items on the agenda of the Board of Directors included, among other things, the tasks stipulated by law, such as making a decision on convening, and specifying the agenda of, the General Meeting, the acceptance of the documents submitted to the annual ordinary General Meeting, preparing a proposal concerning the annual report prepared in accordance with the Accounting Act and the use of the after-tax profit, preparation of the report on the management, on the Company's asset/liability position and on its business policy, measures taken to ensure the appropriate management of the Bank's trading books.

Other tasks that are outstanding from a corporate governance point of view: acceptance and practical implementation of the banking group's strategy and business policy, alignment of the group's organisational structure and operational strategy with the group's strategy, risk profile and role in the financial intermediation system, approval and review of policies falling within its competence (lending policy, collateral valuation, risk assumption, customer rating policy, etc.), ensuring the effectiveness of internal defence lines, ensuring a sustainable business model that takes into account all risks, including ESG² risks. It quarterly assesses the development of the banking group's portfolio quality and receives information on obligations in excess of HUF 3 billion. In addition, as part of its operative duties, the Board of Directors may make case-by-case decisions in respect of transactions that exceed the threshold value limit.

1.2.2. Supervisory Board

At the Bank, in line with the two-tier governance structure, the Supervisory Board – as a body elected by the General Meeting – performs the oversight of the Company's management, business activity and legal operation and fulfils the responsibilities assigned to it by the Credit Institutions Act.

In accordance with the legal provisions – the principle of a majority of independent (non-executive) members is fully enforced in respect of the composition of the Supervisory Board. The ratio of independent (non-executive) Supervisory Board members (4 persons) to the total number of Supervisory Board members (6 persons) is 67%.

The rules applicable to the appointment and recall of the employee delegate of the Supervisory Board are defined by the Works Council operating at the Company, and the Company does not consider such a member to be independent.

In order to avoid conflicts of interest, the General Meeting may not appoint the members of the Board of Directors and their close relatives to the Supervisory Board.

The liability of the Supervisory Board extends to the supervision of the lawfulness of the Company's operation, its business practices and management, including the control of the Company's internal audit unit. The Supervisory Board exercises a preliminary right of consent in respect of decisions relating to the establishment and termination by the employer of the employment of, and well as the determination of the remuneration of, the head of the internal audit unit, and the prior consent of the Supervisory Board is required for the removal of the head of the unit performing the compliance assurance function and the head responsible for risk control functions.

It is the task of the Supervisory Board to accept and regularly review – within the limits defined by the General Meeting – the principles of the Remuneration Policy.

The Supervisory Board's work is supported by the Bank's Audit Committee, Remuneration Committee, Nomination Committee as well as the Risk Assumption and Risk Management Committee.

² E: Environmental; S: Social; G: Governance

Members of the Supervisory Board of OTP Bank Plc.:

Supervisory Board members are elected by the General Meeting for a term of three years. In 2023, the mandate of the members of the Supervisory Board expired. The General Meeting held on 28 April 2023 re-appointed all of them as members of the Supervisory Board.

Members of the Supervisory Board		Beginning of Supervisory Board membership	Beginning of mandate	End of mandate	Independent/ Employee member
Chairman	Tibor Tolnay	15 May 1992	2023	2026	Independent member
Deputy Chairman	Dr. József Gábor Horváth	29 April 2005	2023	2026	Independent member
Members	Klára Bella	12 April 2019	2023	2026	Employee delegate
	András Michnai	25 April 2008	2023	2026	Employee delegate
	Olivier Péqueux	13 April 2018	2023	2026	Independent member
	Dr. Tamás Gudra	16 April 2021	2023	2026	Independent member

Independent members:

Tibor Tolnay Chairman of the SB

He graduated from Budapest University of Technology as a qualified civil engineering in 1978, and in 1983 he obtained a degree in economic engineering. In 1993 he finished his studies as specialized economist at Budapest University of Economics.

From 1989 to 1994, he was the director of State Construction Company No. 21. From 1994 to 2015 he was the Chairman & CEO of the already privatized Magyar Építő Joint Stock Company. He has been the managing director of Érték Ltd. since 1994.

From 2018 to 2021 he was the President of the National Association of Entrepreneurs and Employers, since 2021 co-President.

Since 1992 he has been a member of OTP Bank's Supervisory Board, and Chairman of the Supervisory Board since 1999. He was a member and Deputy Chairman of OTP Bank's Audit Committee between 2007 and 2011 and has been again since 2014. He has been the Chairman of OTP Bank's Nomination Committee since 2020.

As of 31 December 2023 he held 54 ordinary OTP shares.

Dr. József Gábor Horváth Deputy Chairman of the SB Retired Lawyer

He earned a degree in law from Eötvös Loránd University in Budapest in 1980.

From 1983 he worked for the Hungarian State Development Bank. He has been a lawyer since 1986, and from 1990 to 2023 he run his own law firm, which was specialised in corporate finance and corporate governance.

He has been a member of the Supervisory Board of OTP Bank since 1995 and was a member of MOL Plc.'s Board of Directors between 1999 and 2014.

He has been Deputy Chairman of OTP Bank's Supervisory Board since 2007.

He was Chairman of OTP Bank's Audit Committee between 2007 and 2011 and has been again since 2014.

He has been a member of OTP Bank's Nomination Committee since 2020. He was a member of the Board of Directors of INA Industrija Nafte d.d. from 2014 to 2018.

As of 31 December 2023 he held no ordinary OTP shares.

Dr. Tamás Gudra

BSc Business Administration, Lawyer

He graduated as business administrator in 1993 from the College of Commerce and Catering. He is a Hungarian chartered auditor since 1997. He also obtained a university degree in 2010 as a lawyer at the Faculty of Law of Janus Pannonius University in Pécs.

He worked as an auditor from 1993 to 2001 at Deloitte & Touche. Between 2001 and 2003 he was an accounting expert of subsidiaries at the Accounting and Tax Directorate of the Hungarian Oil and Gas Public Limited Company (MOL Rt). Then he was managing director at the Auditor, Financial and Accounting Directorate of the National Privatization and Asset Manager Plc. (ÁPV Zrt.) between 2003 and 2007 and became the director of Controlling Directorate at the Hungarian National Asset Manager Plc. (MNV Zrt.) from 2008 to 2010.

Following these assignments, he worked as the CFO of the Hungarian Football Federation from 2011 until June of 2020. As of July 2020, he became the group-level CFO of Bonafarm Zrt.

He was a member of the Supervisory Board of OTP Lakástakarék Zrt. between 2012 and 2021 and he is Chairman of the Hungarian Paralympic Committee's Supervisory Board since 2016. Since 2021 he has been property inspector of Hungarian University of Agriculture and Life Sciences, member of the Executive Committee of Pick Szeged Zrt., SOLE-Mizo Zrt and MCS Vágóhíd Zrt.

He has been a member of the Supervisory Board and Audit Committee of OTP Bank since 16 April 2021.

As of 31 December 2023 he held no ordinary OTP shares.

Olivier Péqueux

Groupama International SA

He graduated from Institute of Actuaries of France, Polytechnique School and ENSAE Paris Tech.

Started to work in 1998 as an insurance commissioner for the French Insurance Supervisory Authority. In 2003, he joined the French Ministry of Finance to take part in the pension law reform and the setup of a pension fund for French civil servants. Then he became technical adviser to the French Minister of health and pensions.

In 2005 he joined Groupama Group, first in charge of the actuary and accounting department of Gan Patrimoine, a life insurance company, and then in 2007 as Chief Financial Officer of Groupama Paris Val de Loire.

He moved to China in March 2011 as Deputy General Manager of Groupama China, in charge of finance, actuary and investments in the joint venture between AVIC and Groupama.

From 2015 to 2017, he was the General Manager of Groupama AVIC. He has been the Chief International Officer of Groupama Assurances Mutuelles since March 2018. He has been Groupama Assurances Mutuelles Deputy CEO since September 2020.

He has been a member of OTP Bank's Supervisory Board, and Audit Committee since 2018.

As of 31 December 2023 he held no ordinary OTP shares.

Employee delegates:

Klára Bella

Director

Large Corporate Department

She graduated from the College of Finance and Accountancy and later obtained a degree from the Budapest University of Economic Sciences.

From 1992 to 1994 she worked as a clerk at the Fertőszentmiklós branch of OTP Bank.

From 1994 to 1995 she was a lending consultant at Polgári Bank.

From 1995 to 1996 she worked as a risk manager at the Central Branch of OTP Bank.

From 1996 to 1997 she was authorizer in the Credit Approval and Risk Management Division.

From 1997 to 2010 she was Deputy Managing Director at the Central Branch.

From 2010 to 2016 she was Director at the Central Branch.

Between 2017 and 2020, she was Director of the Corporate Directorate.

Since 1 July 2020, she has been the Director of the Large Corporate Department of the Specialised Finance Directorate.

She has been a member of OTP Bank's Supervisory Board, and representative of the Bank's employees since 12 April 2019.

As of 31 December 2023 she held no ordinary OTP shares.

András Michnai

President of OTP Bank's Employees' Trade Union

He graduated in 1981 from the College of Finance and Accounting with a degree in business administration.

He has been an employee of the Bank since 1974, and until 1981 held a variety of posts in the branch network. Following this he held a management position in the central network coordination department before returning to work in the branch network. From 1994, as deputy managing director, he participated in the central coordination of the branch network. Between 2005 and 2014 he was the managing director of the Bank's Compliance Department.

He further expanded his professional skills, obtaining a Master's degree at the Budapest Business School, and is a registered tax advisor.

He has been a member of OTP Bank's Supervisory Board, and representative of the Bank's employees since 2008. He has been President of OTP Bank's Employees' Trade Union since December 2011.

As of 31 December 2023 he held 1,410 ordinary OTP shares.

Operation of the Supervisory Board of OTP Bank Plc.

As stipulated in the Articles of Association, the **Supervisory Board** meets at least six times a year.

The meetings of the Supervisory Board are convened by the chairman. The meetings must also be convened if a member of the Supervisory Board or at least two members of the Board of Directors, or the auditor, requests it in writing, indicating the objectives and reasons for the meeting.

In accordance with the rules of procedure, the Supervisory Board passes resolutions by simple majority, except in certain qualified cases; minutes must be taken of its meetings, and its resolutions shall be documented.

If decisions are made without convening a meeting, instead of the minutes, a summary must be prepared of the resolutions and these must be attached to the minutes of the next Supervisory Board meeting that follows the successful written vote.

Both the minutes and the summary of resolutions shall contain the events taking place during the passing of resolutions in such detail as is necessary to ensure that relevant circumstances are reproducible even for a third party (important aspects considered, main arguments and counter-arguments, important comments, aspects determining the proposal for resolution, shares of votes, content of decisions on the merits).

The table below provides a brief overview of the number of Supervisory Board meetings held in 2023, and of the attendance at these meetings:

Supervisory Board Meetings
2023

<i>Date</i>	<i>Present</i>	<i>Absent</i>
<i>16 February</i>	4	2
<i>21 March</i>	5	1
<i>28 April</i>	5	1
<i>18 May</i>	5	1
<i>5 June</i>	5	1
<i>14 September</i>	5	1
<i>14 December</i>	6	-

Note:

In 2023 the Supervisory Board met on a total of 7 occasions. In addition, resolutions were passed on 87 occasions by written vote.

The main function of the Supervisory Board is to see to it that the Bank has a comprehensive and effectively operating system of oversight and control, and to manage the internal audit unit as well as to verify the operational efficiency of internal lines of defence. It is also responsible for verifying the financial institution's annual and interim financial statements, making a suggestion to the annual General Meeting for the acceptance of the documents, reports and annual reports verified by it and submitted to the annual General Meeting, as well as for the acceptance of the proposal for the use of after-tax profits, and the person and remuneration of the auditor to be elected.

The tasks concerning the management of the internal audit organisation includes the acceptance of the audit plan at the bank-group level, and the discussion of the report at the bank-group level of the audits performed by the internal audit units and of the performance of the audit tasks at the bank-group level.

The principles and frameworks of the long-term remuneration and incentives system for employees in senior positions are determined by the General Meeting. With effect from 2014, the principles of the Bank Group's Remuneration Policy are approved and reviewed by the Supervisory Board, while the Board of Directors is responsible for the annual internal audit of the Policy.

Additional agenda items of the meetings of the Supervisory Board included: compliance with the provisions of the Credit Institutions Act, the operation, at group level, of the Unified Internal Audit System and the further development of the system, a review of the volume and composition of the qualified receivables portfolio, annual compliance report, the Safeguarding officer's report on the protection of customers' financial assets, etc.

1.3 Audit Committee

The Audit Committee, consisting of independent members of the Bank's Supervisory Board elected by the General Meeting, is a body that assists the work of the Supervisory Board in relation to the monitoring of the financial reporting system, selection of the auditor, and cooperation with the

auditor. Under its powers it monitors the internal audit, risk management and reporting systems, as well as the auditor's activity. The Audit Committee reviews and monitors – in respect of the entire OTP Bank Group – the auditor's independence, with special regard to the performance of any non-prohibited non-audit services to be provided by the auditor in addition to its audit activity. Furthermore, it fulfils the audit committee tasks of several domestic subsidiary banks.

Members of OTP Bank Plc's Audit Committee:

The Audit Committee consists of four members who are elected for a term of three years. The Audit Committee elects a chairperson from among its own members. In 2023, the mandate of the members of the Audit Committee expired. The General Meeting held on 28 April 2023 all of them were re-appointed as members of the Supervisory Board.

Members of the Audit Committee		Beginning of Audit Committee membership	Beginning of mandate	End of mandate
Chairman	Dr. József Gábor Horváth	from 21 September 2007 to 29 April 2011 and then from 25 April 2014 onward	2023	2026
Deputy Chairman	Tibor Tolnay	from 21 September 2007 to 29 April 2011 and then from 25 April 2014 onward	2023	2026
Members	Olivier Péqueux	13 April 2018	2023	2026
	Dr. Tamás Gudra	16 April 2021	2023	2026

Dr. József Gábor Horváth

Chairman of the Audit Committee

(For his CV, see point 1.2.2. Supervisory Board in the section entitled 'Management bodies')

Tibor Tolnay

(For his CV, see point 1.2.2. Supervisory Board in the section entitled 'Management bodies')

Olivier Péqueux

(For his CV, see point 1.2.2. Supervisory Board in the section entitled 'Management bodies')

Dr. Tamás Gudra

(For his CV, see point 1.2.2. Supervisory Board in the section entitled 'Management bodies')

Operation of OTP Bank Plc.'s Audit Committee

The Audit Committee meets at least two times a year, in accordance with its current rules of procedure.

The table below provides a brief overview of the number of Audit Committee meetings held in 2023, and of the attendance at these meetings:

Audit Committee meetings **2023**

<i>Date</i>	<i>Present</i>	<i>Absent</i>
<i>21 March</i>	<i>3</i>	<i>1</i>
<i>28 April</i>	<i>3</i>	<i>1</i>
<i>14 December</i>	<i>4</i>	<i>-</i>

Note:

In 2023 the Audit Committee met on a total of 3 occasions. In addition, resolutions were passed on 29 occasions by written vote.

The items on the agenda of the Audit Committee meetings included, among others, a briefing on the profit approved by the Company's auditor, the Company's non-consolidated financial statements prepared in accordance with International Financial Reporting Standards, the report on the financial statements and on the proposal regarding the distribution of the profit, and a recommendation on the selection of the Company's auditor, approval of the person nominated to be responsible for the audit, and the determining of his/her remuneration.

The proposals submitted by domestic subsidiary banks as well as the quarterly reports on contracts for non-prohibited auditor's services, have also been included in the agenda of the Audit Committee.

Remuneration of the members of the Board of Directors, the Supervisory Board and the Audit Committee

Determining the remuneration of the Board of Directors, the Supervisory Board and the Audit Committee is in the competence of the Company's supreme body, the General Meeting.

1.4. The operation of the committees

A key consideration in the establishment of the composition of special and standing committees is the election of members who are capable of taking a position in all fields and professional matters within the competence of the committee.

1.4.1. Committees that operate with the participation of external members of the Company's Board of Directors and the non-executive members of the Supervisory Board:

Remuneration Committee

The Remuneration Committee, established by the Board of Directors and meeting on a continuous basis, prepares proposals to the management bodies for elaborating and monitoring the guidelines and system of remuneration, as well as for specific remuneration decisions.

The Remuneration Committee exercises its authority as a body.

Its chairperson and members are appointed by the Board of Directors, and its procedural rules are approved by the committee itself.

Members of the Remuneration Committee	
Chairman	Dr. József Zoltán Vörös
Members	Mihály Baumstark
	György Nagy

Nomination Committee

The Nomination Committee, which was established by the Board of Directors and operates on a continuous basis, elaborates the principles for selection of the members of the Bank's executive bodies, and nominates candidates accordingly, and also makes recommendations regarding the basic principles and framework for the testing of compliance with the requirements prescribed in respect of members of the executive bodies of the Bank and the Bank Group, and in respect of employees in management and key positions.

Its chairperson and members are appointed by the Board of Directors, and its procedural rules are approved by the committee itself.

Members of the Nomination Committee	
Chairman	Tibor Tolnay
Members	Dr. József Gábor Horváth
	Dr. Tamás Gudra

Risk Assumption and Risk Management Committee

The Risk Assumption and Risk Management Committee, which was established by the Board of Directors and operates on a continuous basis, fulfils a decision support function, commenting on the Bank's risk assumption strategy and risk appetite, and providing support for the supervision of implementation of the risk assumption strategy.

Its chairperson and members are appointed by the Board of Directors, and its procedural rules are approved by the committee itself.

Members of the Risk Assumption and Risk Management Committee	
Chairman	Tamás György Erdei
Members	Dr. József Zoltán Vörös
	Dr. István Gresá

1.4.2. Special committee:

Ethics Committee

A special committee of the Bank established by the Board of Directors – and consisting of delegated members thereof – presided over by one of the non-executive members of the Board of Directors.

The committee gives guidance on compliance with standards of ethical conduct through its position statements issued in general and specific cases, and its decisions serving to assist with interpretation. The committee also makes decisions in the event of reports, relating to the Bank, made via the ethical complaints hotline, or investigates the reports and makes a decision in a second-tier procedure.

Its procedural rules are approved by the committee itself.

Ethics Committee	
Chairman	Mihály Baumstark

1.4.3. Standing committees established by the Bank's Management in support of management functions:

Management Committee

The Management Committee is a standing committee established by the Board of Directors. It is a forum that directly supports the work of the Chairman & CEO and is the standing committee of the Bank. The Management Committee coordinates the preparation of strategic decisions and the implementation of the Bank's strategic and business policy objectives. It is responsible for adopting planning and resource allocation decisions affecting the Bank and the Banking Group as a whole, preparing shareholders' decisions, adopting a stakeholder system, and requesting regular reporting. It has decision-making powers in matters referred to its competence by the Organisational and Operational Regulations. It takes a preliminary position and prepares decisions in the majority of issues that are discussed by the General Meeting, the Board of Directors and the Supervisory Board, and plays a coordinating role in the senior management of the Bank.

The Management Committee performs its work on the basis of a six-month work schedule approved by the committee itself, and meets once a month (and on an ad-hoc basis as and when necessary). Their order of business is determined by its procedural rules.

Members of the Management Committee	
Chairman	Dr. Sándor Csányi
Members	András Becsei
	László Bencsik
	Imre Bertalan
	Péter Csányi
	Dr. Bálint Csere
	György Kiss-Haypál
László Wolf	

Executive Steering Committee

The Executive Steering Committee is a standing committee established by the Board of Directors. The Executive Steering Committee is a coordination and operational decision-making forum of the Bank's executive management. As a regular operational decision-making forum, it also ensures that the Bank is able to respond flexibly and effectively to market and regulatory factors and that the Bank as a whole is able to act in a coordinated fashion. Moreover, it ensures the discussion of proposals and information submitted to the management bodies (Board of Directors, Supervisory Board) that are not discussed by the Management Committee. In matters requiring a complex approach, the Committee is responsible for operational coordination between the Bank's departments and decision-making.

Members of the Executive Steering Committee	
Chairman	Péter Csányi
Deputy Chairman	Imre Bertalan
Members	András Becsei
	László Bencsik
	Imre Bertalan
	Dr. Bálint Csere
	György Kiss-Haypál
	László Wolf

The following additional standing committees operate within the Company for the performance of specific tasks:

- Asset-Liability Committee (ALCO)
- Product Development, Sales and Pricing Committee (TÉÁB)
- International Product Development, Sales and Pricing Committee (NTÉÁB)
- Work-Out Committee (WOB)
- Credit and Limits Committee (HLB)
- IT and Operations Board (ITOB)
- Group Operational Risk Management Committee (OpRisk)
- Group Impairment Committee (ÉVB)
- Committee on the Prevention of Money Laundering (PMB)
- Group Investment Committee (GIC)
- ESG Committee

Asset-Liability Committee

The Asset-Liability Committee (ALCO) is a standing committee established by the Board of Directors, which acts as the Bank's governing body in asset-liability management matters of the highest level.

Asset-Liability Committee	
Chairman	László Bencsik
Deputy Chairman	László Wolf

Product Development, Sales and Pricing Committee

The Product Development, Sales and Pricing Committee (TÉÁB) is a standing committee established by the Board of Directors. As a committee it deals with the products and services of the Bank and its domestic subsidiaries sold through the Bank's sales channels, including their normative pricing and their distribution through the various sales channels available, as well as with major campaigns.

Product Development, Sales and Pricing Committee	
Chairman	András Becsei
Deputy Chairman	László Wolf

International Product Development, Sales and Pricing Committee

The International Product Development, Sales and Pricing Committee (NTÉÁB) is a standing committee established by the Board of Directors to provide a management forum for the management of matters relating to the products and services of the Bank's foreign subsidiary banks, including their pricing and sales, and of any business disagreements that may arise between the Bank's foreign subsidiary banks and OTP Bank's business areas.

International Product Development, Sales and Pricing Committee	
Chairman	András Becsei
Deputy Chairman	László Wolf

Work-Out Committee

The Work-Out Committee (WOB) is a standing committee established by the Board of Directors. Its responsibility is to approve the collection strategy and submit it to the Board of Directors. The Work-Out Committee exercises decision-making power in the enforcement of claims the recovery of which is at risk in the portfolio of the Bank, and right of consent concerning such in the portfolios of the Bank's foreign subsidiaries, Merkantil Bank Zrt. and its subsidiaries, as well as OTP Factoring Ltd. and its foreign subsidiaries. The Work-Out Committee also acts as an NPL committee in charge of the general management of non-performing exposures, in the framework of which it pre-approves, reviews and supports the Bank's NPL strategy and supports its implementation in practice.

Work-Out Committee	
Chairman	Tamás György Erdei
Deputy Chairman	Tibor Csonka

Credit and Limits Committee

The Credit and Limits Committee (HLB) is a standing committee established by the Board of Directors, which discusses proposals made on methodologies, regulations and transactions related to OTP Bank's and the banking group's lending activities to customers, credit risk management and credit risk assumption, exercises the right of consent, has powers of approval, and submits to the Board of Directors of OTP Bank documents relevant to the subject that require approval by the Board of Directors.

Credit and Limits Committee	
Chairman	György Kiss-Haypál
Deputy Chairman	László Wolf

IT and Operations Board

The IT and Operations Board (ITOB) is a standing committee set up by the Board of Directors that provides guidance concerning the investment strategy within the sphere of competence of the Bank Group's Digital Division in order to ensure the prudent and secure operation of the Bank Group. The IT and Operations Board has independent decision-making powers in matters referred

to its competence by OTP Bank's Organisational and Operational Regulations, and performs a decision support function for other bodies of the Bank. The IT and Operations Board is an executive forum for dealing with possible differences of opinion in investment matters falling within the competence of the Digital Division.

IT and Operations Board	
Chairman	Péter Csányi
Deputy Chairman	László Bencsik

Group Operational Risk Management Committee

The Group Operational Risk Management Committee (OpRISK) is a standing committee set up by the Board of Directors that monitors changes in operational risks, operational risk management activities and business continuity planning activities and ensures that regulatory risk management solutions required by law and expected by the management are in place and that reporting pathways are working properly.

Group Operational Risk Management Committee	
Chairman	György Kiss-Haypál
Deputy Chairman	Gábor Horváth

Group Impairment Committee

The Group Impairment Committee (ÉVB) is a standing committee established by the Board of Directors. The sphere of competence of the Committee includes Bank Group-level decisions about the methodological issues involved in the group valuation used in impairment recognition under IFRS 9.

Group Impairment Committee	
Chairman	László Bencsik
Deputy Chairman	György Kiss-Haypál

Committee on the Prevention of Money Laundering

The Committee on the Prevention of Money Laundering (PMB) is a standing committee established by the Board of Directors that makes decisions about the sustainability of a business relationship or the approval of the establishment of a business relationship that involve customers concerned with the arising of specific money laundering risks.

Committee on the Prevention of Money Laundering	
Chairman	Dr. István Gresá
Deputy Chairman	Gábor Bucsek

Group Investment Committee

The Group Investment Committee (GIC) is a standing committee established by the Board of Directors. It decides at Group level on strategic asset allocation issues underlying investment advice, forming a single and coherent structure.

Group Investment Committee	
Chairman	Attila Bánfi
Deputy Chairman	Tünde Molnár

ESG Committee

The ESG Committee is a standing committee established by the Board of Directors. Its role is to develop the ESG strategy, plans and policies, and to support the Bank's managing bodies in discharging their ESG duties.

ESG Committee	
Chairman	Gabriella Balogh
Deputy Chairman	Gergely Pókos

Standing committees are the Bank's bodies in charge of preparing and making decisions as well as conducting consultations. The task of standing committees is to prepare and make decisions needed for the performance of the Bank's business activities, for minimising the Bank's risks and for ensuring its operation. Decisions to establish standing committees are made by the Bank's Board of Directors. The members of the committees are persons in charge of the professional areas concerned, who have exceptional expertise and all-round competence in the given matter. The chairpersons of the committees are nominated by the Chairman & CEO, and their rules of procedure – with the exception of the Management Committee and the Executive Steering Committee – are approved by the head of the Legal Directorate. The Management Committee and the Executive Steering Committee approve their own procedural rules. In respect of resolutions, the Asset-Liability Committee, the Credit and Limits Committee, the Group Operational Risk Management Committee, the International Product Development, Sales and Pricing Committee, the Work-Out Committee, Committee on the Prevention of Money Laundering, Group Investment Committee, ESG Committee and the Group Impairment Committee operate on the principle of simple majority, while in the case of the Management Committee, the Executive Steering Committee, the Product Development, Sales and Pricing Committee and the IT and Operations Committee, decisions are made by a simple majority of votes but the chairperson has a right of veto.

1.5. Members of OTP Bank Plc.'s senior management (with CV)

Dr. Sándor Csányi

Chairman & CEO

(For his CV, see the section entitled 'Management bodies')

András Becsei

Deputy CEO

Retail Division

In 2001, he graduated with a master's degree in Finance from the Budapest University of Economic Sciences and Public Administration. During his studies he was awarded a scholarship at the University of Southern California in Los Angeles. He went on to get a second master's degree in International Management from the University of Cologne (2002) and an MBA from INSEAD (2005-2006).

His career started as a Mergers & Acquisitions analyst at MOL in 2000, before moving to Ruhrgas in Essen (2001-2002).

Between 2002-2009, he worked as a Consultant and a Project Manager at McKinsey & Company.

Since 2009, he has worked at OTP Bank in various roles including Managing Director of the Retail Subsidiary Management and Business Development Directorate (2009-2012), CEO of OTP Mortgage Bank and OTP Building Society (from 2014), Director of Retail Product Development (2012-2016), and Managing Director of Budapest Region (2017-2022).

Alongside his primary role at OTP, he has performed other duties as a member of the Supervisory Board of OTP Bank Ukraine - JSC OTP Bank (2010-2014) and as the Vice President of the Hungarian Banking Association since 2014. He temporarily served as President for 9 months since July 2019.

Since the beginning of 2023, he has been appointed to Deputy CEO at OTP leading the Retail Banking Division.

As of 31 December 2023 he held 7,199 ordinary OTP shares.

László Bencsik

**Chief Strategic and Financial Officer, Deputy CEO
Strategy and Finance Division**

In 1996, he graduated from the Faculty of Business Administration at the Budapest University of Economic Sciences, and in 1999 he obtained a Master's in Business Administration (MBA) from INSEAD Business School in France.

Between 1996 and 2000 he worked as a consultant at Andersen Consulting (now Accenture). From 2000 to 2003 he was a project manager at consulting firm McKinsey & Company. He joined OTP Bank in 2003, when he became managing director of the Bank Operations Management Directorate, and the manager with overall responsibility for controlling and planning.

He has been deputy CEO of OTP Bank, and head of the Strategy and Finance Division, since August 2009.

Since 13 March 2012 he has been Chairman of the Supervisory Board of DSK Bank.

As of 31 December 2023 he held 15,462 ordinary OTP shares.

Péter Csányi

**Member of the Board of Directors, Deputy CEO
Digital Division**

(For his CV, see point 1.2.1. Board of Directors in the section entitled 'Management bodies')

György Kiss-Haypál

**Deputy CEO
Risk Management Division**

He is a qualified economist. He graduated from the Budapest University of Economic Sciences in 1996.

He started his career as a project finance analyst for Budapest Bank Plc., and by 2007 he was appointed head of the bank's risk management department.

Between 2002 and 2006 he also worked in Ireland as corporate credit risk portfolio manager for GE Consumer Finance Europe, and in Austria as GE Money Bank's consumer loans portfolio manager. Between 2008 and 2015 he was member of the Board of Directors of Budapest Bank.

From 2015 he was deputy head of the Credit Approval and Risk Management Division of OTP Bank Plc., and then was appointed acting head of the Division.

Since 3 May 2017, he has been deputy CEO of OTP Bank Plc, the head of Credit Approval and Risk Management Division. As of 1 January 2024 the new name of the Division is Risk Management Division.

As of 31 December 2023 he held 15,160 ordinary OTP shares.

Antal György Kovács

Member of the Board of Directors, Deputy CEO

Retail Division

(For his CV, see point 1.2.1. Board of Directors in the section entitled 'Management bodies')

László Wolf

Member of the Board of Directors, Deputy CEO

Commercial Banking Division

(For his CV, see point 1.2.1. Board of Directors in the section entitled 'Management bodies')

1.6. Internal control system

The appropriate functioning of the internal control system is provided for, at bank-group level, in accordance with the relevant statutory regulations and in keeping with the relevant Recommendations.

The internal control system, alongside responsible corporate governance, is a cornerstone of the internal lines of defence that promote prudent, reliable and effective operation in accordance with the statutory regulations and internal regulations, protects the economic interests and social objectives of the customers and the owners and ensures continued trust in the Company.

It is a basic expectation concerning the operation of internal control functions that they should operate in a way to provide support to the senior management in making sound decisions.

Internal control functions

With regard to the lines of defence, the Bank uses the so-called "three lines of defence" model to manage risks and implement internal controls. The three lines of defence are (i) functions responsible for and managing risks (first line); (ii) functions exercising control over risks (second line) and (iii) functions providing independent assurance (third line). The second and third lines of defence together constitute the internal control functions.

The first line of defence has principal responsibility for risks related to the operation of the organisation, so its appropriateness is primarily ensured by employees and operational managers.

The functions of the second line of defence are independent risk management, compliance assurance and certain security internal controls.

The second line of defence monitors and assists in the controls established by the first line of defence in order to implement the provisions of the legislation and of internal regulatory documents.

The purpose of the **independent risk management** function (Credit Approval and Risk Management Division³) is to prepare a Risk Strategy and to identify, measure, regulate and manage credit, market, operational and other risks, to ensure appropriate reporting, and to participate in risk management related decision-making. In the course of its activities, the risk management function continuously monitors the risk exposure of the Bank and the Banking Group and compares it with the Risk Strategy, risk appetite, risk management policies and limit system.

The purpose of operating a **compliance assurance function** is to identify and manage compliance risks⁴. The compliance assurance function is performed by the Compliance Directorate. It carries out its activities in accordance with legal regulations and best industry practices, the main focus of which is the control and management of data protection, consumer protection, ethical, conflict of interest, prevention of money laundering, sanction, and capital market compliance risks.

As part of its function as a second line of defence, the **Security Directorate** manages the risks of financial crimes and cyber risk, as well as risks related to fraud prevention in the case of non-credit risks.

³From 1 January 2024, the new name of the Division is Risk Management Division.

⁴ "Compliance risk" means any legal risk, supervisory or other official sanctions, significant financial loss, or reputational damage that may arise as a result of non-compliance with the legislation applicable to the financial institution, as well as other non-legislative acts and regulations and internal regulations.

The third line of defence is the independent internal audit, which, through its investigations, provides independent and objective assurance in order to achieve the goals and carry out the tasks of the Bank, effectively helps the lawful and effective management of assets and resources, and the protection of property. It reveals deviations from the requirements and regulations, helping to reduce the possibility of the occurrence of high-risk events and making actionable recommendations to the management, and then checks their implementation. In addition to performing the independent internal audit function, the Audit Directorate also performs the professional supervision of the internal audit units of member companies covered by the Single Internal Audit System, which ensures that audits are in line with the single audit methodology at the group level.

The Risk Governance Function prepares bi-annual summary reports on the risk control activities carried out by the Credit Approval and Risk Management Division and submits it to the Risk Assumption and Risk Management Committee as well as annual reports to the Board of Directors and the Supervisory Board.

The Compliance Board reports quarterly on the activities to the Executive Steering Committee, the Risk Assumption and Risk Management Committee, and the Board of Directors, as well as annually to the Supervisory Board.

The Security Directorate reports annually on its activities to the Management Committee, the Board of Directors, and the Supervisory Board.

The Audit Directorate reports on its activities to the Executive Steering Committee, the Management Committee, the Board of Directors, and the Audit Committee, and also presents submissions to the Risk Assumption and Risk Management Committee.

The tasks performed by the internal control functions (second and third lines of defence) and the principles of cooperation and coordination between the Bank's central organisational units are detailed in the Organisational and Operational Regulations.

The internal control functions are independent of the audited organisational units and of one another.

Close cooperation and communication between the management of the first and second lines of defence and the third line of defence (internal audit) ensures that there are no duplications, overlaps or uncovered areas in terms of controls. The cooperation of internal control functions takes place in several forms: joint participation in the work of certain committees, multilateral or bilateral cooperation, and the Internal Controls Forum as a cooperation forum of internal control functions. The Internal Controls Forum is a consultative forum for knowledge sharing and information exchange by the control functions belonging to the second and third lines of defence, and it aims to enhance the operational efficiency of the internal control functions through synergies and thus supporting the continued prudent operation and long-term development of the banking group's activities.

Risk management

The basis for effective group-level risk management is the operating of a standardised, 'OTP-compliant' regulations and procedures at the group members concerned. The Company has detailed risk management regulations that include every type of risk (credit, country, counterparty, market, liquidity, operational, compliance) which are consistent with the statutory regulations pertaining to prudential banking operation. The annual report and the Information that is to be disclosed to the public under CRR describe the risk management practices, the limits, and compliance with these limits.

Within the Company, the Credit Approval and Risk Management Division, the Strategy and Finance Division, the Security Directorate, and the Compliance Directorate exercise functional control over the guidelines, methodology and infrastructure of the bank-group risk management strategy, the purpose of which is to create a clearly defined, transparent, standardised credit, country, counterparty, market, liquidity, operational and compliance risk management system at group level which complies with the expectations of the Supervisory Authority and local conditions. The Bank Group pays special attention to the management of ESG risks and the implementation of

climate protection aspects in business practice. The Bank Group's Risk Strategy, as well as the rules on risk prescribed by the Credit Institutions Act, are approved by the Bank's Board of Directors.

The Risk Strategy determines, with respect to the entire Bank Group, the framework for risk management and the principles, guidelines and focus programmes of risk assumption.

With respect to the cornerstones of the risk management methodologies, and the main risk topics for Banking Group members, the final decision-making competence is held by the Group members' management bodies and risk committees (Credit and Limit Committee, Workout Committee, Risk Assumption and Risk Management Committee, Asset-Liability Committee, Group Operational Risk Committee, Group Impairment Committee, ESG Committee, Committee on the Prevention of Money Laundering).

The Bank's risk management system encompasses the identification of the risks, assessment of their impact, elaboration of the necessary action plans, and the monitoring of their effectiveness and results. The management make their business decisions in a knowledge of all the key risks. All significant risks related to internal and external operations, or to compliance with financial and legal requirements, as well as numerous other risks, are evaluated and managed using a clearly defined and transparent internal mechanism.

The business continuity framework is intended to provide for the continuity of services. Developed on the basis of international methodologies, the lifecycle model includes process evaluation, action plan development for critical processes, the regular review and testing of these, as well as related DRP activities. The activity is overseen by the Group Operational Risk Management Committee.

Compliance

In accordance with EU regulations, Hungarian statutory provisions and supervisory recommendations, an independent organisational unit (the Compliance Directorate) operates at the Company, with the task of exploring and managing compliance risks. This function is supported by the appropriate regulatory documents: a compliance strategy, policy, regulations pertaining to the management of each compliance risk, as well as a work plan. The purpose of the compliance policy is to set out a summary of the Bank's key principles related to compliance, and to mark out the main strategy relating to independent compliance activities, which together facilitate and support the Bank's compliant, lawful, secure and prudent operation. The compliance policy is approved by the Board of Directors and the Supervisory Board of the Bank. The Bank's senior management is responsible for the implementation in practice of the compliance policy.

The Compliance Directorate prepares a report quarterly to the Executive Steering Committee and the Board of Directors, and annually to the Supervisory Board, about the Bank's and the Bank Group's compliance activities and position.

Internal audit

OTP Bank Plc. has established and operates internal lines of defence that promote the prudent, reliable and efficient operation of the organisation in compliance with the law and internal regulations, the protection of the organisation's assets and the economic interests and social objectives of customers and owners, and, through these, the smooth and efficient operation of the organisation and the maintenance of confidence in the institution.

The scope of the internal audit system covers all entities, organisational units, processes, business lines and activities of the OTP Group, including outsourced activities.

The Company's internal audit system consists of several modular control levels. The elements of the internal audit system are comprised of in-process controls and management controls, and an independent internal audit unit and management information system.

As one of the internal lines of defence of priority importance, the **independent internal audit unit of the OTP Bank Plc.** assists in the legally compliant and effective management of assets and liabilities and the protection of property; it supports secure business operation, the effective operation of internal control systems, the minimisation of risks, and it also detects and reports

deviations from the provisions of the statutory regulations and internal policies, makes recommendations for the elimination of deficiencies, and monitors the implementation of the measures. It performs its activities objectively and professionally. Its independence is ensured by the fact that it is professionally overseen by the Supervisory Board of OTP Bank Plc., within the framework set out by the Credit Institutions Act. The independent internal audit unit was established to ensure the performance of owner audits throughout the OTP Group, in all its institutions and branch network, as well as the professional management and supervision of foreign and domestic internal audit organisations. The independent internal audit unit performs tasks related to regular contacts and coordination with, and reporting to, external supervisory and control bodies.

OTP Bank Plc. has developed and operates a Unified Internal Audit System consistently throughout the bank group, proportionate to the size of the OTP Group and the market share of the Company. In addition to the audits covering the entire parent bank, the Unified Internal Audit System includes owner audits conducted at the foreign and domestic group members as well as the professional oversight of the internal audit units of the financial institutions that are subject to consolidated supervision as specified in the Credit Institutions Act. As a means to this end, uniform internal control procedures and methodologies have been developed and applied, and their continuous development is being carried out.

The annual activities of the independent internal audit unit are set out in the annual audit plan approved by the Supervisory Board. The annual plan is prepared using a risk-based and process-oriented approach, keeping in mind the coverage of the audit universe and the focus on the areas with major risk exposures, with a particular emphasis on the Company's latest strategic priorities. An annual internal audit plan is prepared at group level on an annual basis as well as reports on its implementation, the performance of the tasks stipulated in this plan, the audits conducted and other activities and the circumstances of the organisation's operation, as well as on any changes to the internal audit system.

The independent internal audit unit has unrestricted access to the information, documents and data needed to carry out the audits, and receives continuous information on any and all changes in the structure, risks and priorities of the group.

The internal audit unit makes group-level reports on its auditing activities and results for the management bodies at quarterly and annual intervals. In its quarterly reports it gives a summary account of the audits conducted by the Group's internal audit units, the risks identified in the course of its audits and audits conducted by the authorities, and the success of any action taken to eliminate them. In exceptional events that require immediate intervention, it provides the management with extraordinary briefings.

The internal audit unit reports annually to the Supervisory Board, the Board of Directors and the Risk Assumption and Risk Management Committee with the prior opinion of the Audit Committee, on the operation of risk management, internal control mechanisms and corporate governance functions. In addition, in line with the provisions of the Credit Institutions Act, reports, once a year, to the Supervisory Board and the Board of Directors on the regularity of internal audit tasks, professional requirements and the conduct of audits, and on the review of compliance with IT and other technical conditions needed for the audits. Furthermore, it reports annually to the Supervisory Board and the Audit Committee on the functioning of the Single Internal Audit System at the Parent Bank and the companies under its professional supervision, as well as on the planned developments of that system.

1.7. Auditor

The General Meeting has the authority to elect the company performing the audit, and to approve the nomination of the member responsible for the audit.

Our company was audited for the year 2023 by Ernst & Young Könyvvizsgáló Kft. (company registration number: 01-09-267553). Last year the auditor did not perform any activity that might have compromised its independence.

The Audit Committee makes a decision on any non-audit service provided to the auditor, and the related contract may only be concluded with the Committee's approval. The Audit Committee receives quarterly reports on the composition and the value of any non-auditor contracts, ensuring the independence of the auditor.

The Board of Directors must inform the Company's General Meeting and Supervisory Board if the auditor is given any other material mandates. In addition, if warranted, the Company's Board of Directors, Supervisory Board and other boards may use the services of an external consultant as well.

In the course of developing its accounting policy and accounting procedures, the Company establishes internal controls that reliability assure fulfilment of the Company's objectives in the interest of ensuring the reliability of financial reporting, the effectiveness and efficiency of the various corporate operations, consistency with the latest statutory provisions, and full compliance with the reporting requirements towards the individual regulatory bodies. The detailed tasks relating to the production or reports and to accounting audits are regulated in internal regulatory documents, the scope of which extends to all of the Bank's organisational units involved in the compilation of the financial statements.

An internal regulatory document provides instructions on the account-closing and reporting tasks related to the Company's interim (monthly, quarterly, half-yearly) and annual financial statements, and sets out in a consolidated format the account-closing operations, tasks and reporting actions to be performed monthly, quarterly, half-yearly and at the end of the year, specifying the deadline for completion of the tasks and the persons responsible.

Another regulatory document instructions on the inventory-taking and reconciliation of general ledger accounts serving the temporary recording of items that, at the time they arise, cannot for various reasons be stated immediately in actual asset or liability accounts, or in accounts that serve to record off-balance sheet items.

Pursuant to the provisions of the Accounting Act (IFRS), the financial statements must be supported with an inventory report. An internal regulatory document sets out in detail the tasks related to inventory-taking, in the interest of assuring the authenticity of the balance sheet through the accurate valuation of assets and liabilities, and ensuring the auditing of records, and through this a strengthening of documentary discipline, the protection of property, and the identification of any depreciated inventory stock and assets that are no longer in use.

In addition to the foregoing, the Company has elaborated and applies detailed accounting procedures, and continuously adapts the related accounting rules in relation to individual new products and activities. The individual internal accounting documents relating to accounting are regularly (annually) reviewed and updated where necessary. The legal, internal auditing and compliance units also participate in the elaboration and amendment of the Bank's internal regulatory documents.

1.8. Disclosure of information

Providing regular, authentic information is essential if the shareholders and the other participants in the capital market are to make sound decisions, and the way in which the Company discloses information also has an impact on its reputation.

The Company performs its disclosures in strict compliance with the provisions of Act V of 2013 on the Civil Code (hereinafter: Civil Code), the Capital Market Act, the Credit Institutions Act, Act CXXXVIII of 2007 on Investment Firms and Commodity Dealers, and the Regulations governing their Activities, Act C of 2000 on Accounting, Ministry of Finance Decree 24/2008 (VIII. 15), Act LXVII of 2019 on the encouragement of long-term shareholder engagement and modification of certain acts with the purpose of legal harmonization, as well as the relevant Regulations of the BSE. In addition, the Company has effective internal regulations that ensure compliance with the obligation to disclose information.

The aforementioned regulations ensure that all material information pertaining to the Company and having a bearing on the price of the Company's shares is published accurately, in full, and in good time.

The Board of Directors describes its business and strategic goals of the given year at every ordinary General Meeting. The proposal to the General Meeting is published by the Company on the website of the Budapest Stock Exchange in accordance with its rules of disclosure and the provisions of the relevant regulations of the BSE.

The Company, in accordance with the statutory regulations, publishes on the Company's website and in its Annual Report the professional careers of the members of the Board of Directors, the Supervisory Board and the management.

The proposal pertaining to the remuneration of the chairman and members of the Board of Directors and the chairman and members of the Supervisory Board constitute a part of the proposals of the General Meeting.

The Company has detailed risk management regulations that include every type of risk (liquidity, market, country, counterparty, credit, operational, compliance) which are consistent with the statutory regulations pertaining to prudential banking operation. The Annual Report provides information about the Company's risk management practices, the relevant limits and compliance with the limits.

The Company has detailed internal regulations pertaining to insiders and potential insiders that fully comply with the restrictions and prohibitions regulated in detail by the Capital Market Act. In addition, the guidelines pertaining to securities trading by insiders are also available on the website. All transactions involving the Company's shares performed by the members of the Board of Directors and the Supervisory Board are published by the Company in accordance with the rules on disclosure, and the shareholdings in the Company of the officers of the Company (number of shares) are published in the Company's Annual Report.

The Board of Directors has assessed the effectiveness of information disclosure processes in 2023, and found them to be satisfactory.

1.9. Overview of the exercising of shareholders' rights

Participation in the General Meeting and voting rights

Shareholders may exercise their right of participation and their voting rights at the General Meeting, in person or by proxy.

The letters of proxy must be set forth in a notarised deed or a private document of full probative force. In the event that a shareholder is represented at the General Meeting by its legal representative (e.g. director, managing director, mayor etc.), the authenticated deed issued by the court or court of registration concerning the right of representation, or a certificate testifying to the election of the mayor, must be presented at the venue of the General Meeting.

The letters of proxy must be handed over at the location specified in the invitation to the General Meeting, within the allotted time. The authorisation shall be valid only for a General Meeting or for a specified period not exceeding twelve months. Unless otherwise regulated, the authorisation shall be valid for the continuation of a suspended General Meeting and for re-convened General Meetings by reason of the lack of quorum. If the letter of proxy was issued outside Hungary, it must satisfy, in terms of its form, the statutory provisions pertaining to the authentication or counter-authentication of documents issued outside Hungary. Information on the subject can be obtained from the Hungarian representation offices abroad.

A condition of participation and voting in the General Meeting is that

- the shareholding as at the time of the shareholder identification procedure is corroborated by the result of the shareholder identification procedure;
- the owner of the shares be validly recorded in the Company's Share Register by the time of its closure as per point 8.4. of the Company's Articles of Association (hereinafter: Articles of Association); and
- the shareholder's shareholding or voting right does not violate the statutory provisions or the provisions of the Articles of Association, which the Company ascertains through a check following receipt of the result of the shareholder identification process from KELER Central Depository Ltd. (hereinafter: KELER Zrt).

Voting at the General Meeting is performed using a computer, with a voting device. The shareholder or the shareholder's proxy, provided that he or she is attending lawfully in accordance with the provisions of the Articles of Association, may collect the voting device after certifying his or her identity and signing the attendance register at the venue of the General Meeting. If due to technical reasons voting is not possible with the voting device, the voting will take place with the help of voting books. Any given shareholder (including a shareholder represented by a shareholder's proxy) is only entitled to use a single voting device (book of voting slips).

The rules on participation in the General Meeting and the exercising of voting rights on the part of GDR holders are contained in the Custody Agreement concluded between The Bank of New York and the Company.

Further details are contained in the Articles of Association published on our website.

1.10. Brief description of the rules related to the conducting of the General Meeting

The Company requests a shareholder identification procedure for the date of the General Meeting (including any repeated General Meeting), as a corporate event, from the KELER Zrt. The shareholder identification procedure may take place only in the period between the 7th and 5th trading day at the stock exchange prior to the General Meeting (including any repeated General Meeting). The rules pertaining to the shareholder identification process are set out in the latest effective regulations of KELER Zrt.

The Company, at 18:00 Budapest time on the second working day before the General Meeting (or repeated General Meeting), deletes all the data in the Share Register and at the same time registers the results of the shareholder identification process in the Share Register, and closes it with the results of the shareholder identification. After this any entry related to the shareholder's holding may only be made, at the earliest, on the working day following the closure of the General Meeting or following the day of the non-quorate General Meeting.

The General Meeting must be announced in the manner specified in respect of announcements made by the Company, at least 30 days before the projected date of the General Meeting, unless otherwise stipulated in the Civil Code and the Credit Institutions Act. The (extraordinary) General Meeting, that is to decide on a capital increase necessary in order to avoid the proceeding referenced in Section 135 (2) of the Credit Institutions Act, can be announced at least 10 days before the projected date of the meeting.

The invitation must include the following:

- a) the Company's official name and registered office;
- b) the date and place of the General Meeting;
- c) the manner in which the General Meeting is to be held;
- d) the agenda of the General Meeting;

- e) the provisions contained in section 8.5 of the Articles of Association, with the reminder that shareholders may participate in and vote at the General Meeting only in compliance therewith;
- f) information about the place and date of the handing over of the letters of proxy;
- g) in the event that there is no quorum, the place and date of the reconvened General Meeting,
- h) the time of ownership verification process and closure of the Share Register,
- i) the fact that in order to exercise shareholder's rights the shareholder must be listed in the Share Register at the time of its closure, but subsequent to this the shares may be freely traded without this affecting the ability to exercise shareholder's rights,
- j) the conditions, stipulated in the Articles of Association, for exercising the shareholder's right to request information,
- k) the conditions, stipulated in the Articles of Association, for exercising the shareholder's right to supplement the agenda of the General Meeting, and
- l) information regarding the time, place and means (including the address of the Company's website) of accessing the motions and proposed resolutions on the agenda of the General Meeting.

Questions not listed on the agenda may be discussed by the General Meeting only if all shareholders are present and they give their unequivocal consent thereto.

The General Meeting is regarded as having a quorum if the votes of the attending shareholders represent more than one-third of the total votes embodied by shares entitling the holder to vote.

If a duly convened General Meeting does not have a quorum, then the repeated General Meeting – convened for the time and date and venue specified in the announcement that is published in accordance with section 8.13 of the Articles of Association – shall have a quorum in respect of the agenda items set forth in the invitation irrespectively of the extent of the voting rights represented by those in attendance. The repeated General Meeting can be convened with the same start date as that of the General Meeting without a quorum. The repeated General Meeting shall be convened no later than twenty-one days after the day of the General Meeting without a quorum. If the agenda of the General Meeting includes a proposal relating to the withdrawal of the shares from any regulated market (hereinafter: delisting), then the repeated General Meeting shall have a quorum in respect of such agenda item if shareholders representing more than half of the votes embodied by the shares conferring voting rights are in attendance.

If a General Meeting that has a quorum cannot pass a resolution in respect of all the items on the agenda, it may decide to suspend the meeting and to convene a follow-up General Meeting, while indicating the new time and place. The General Meeting may only be suspended once, and the follow-up General Meeting must be held within 30 days of the suspension.

In respect of the quorum of a suspended and then reconvened General Meeting (follow-up General Meeting), the general rules apply. The follow-up General Meeting may pass decisions only in respect of the announced agenda items of the original General Meeting in respect of which the original General Meeting did not make a decision.

The General Meeting is chaired by the Chairman of the Board of Directors or another person designated by the Board of Directors who

- opens the General Meeting;
- appoints the person responsible for taking minutes;
- determines whether the General Meeting has a quorum;
- gives and revokes the right to speak;
- formulates resolution proposals and puts them to the vote;
- announces the result of the vote on the basis of the results indicated by the vote counters;
- announces the intermission; and
- closes the General Meeting.

Prior to the opening of the General Meeting, shareholders who have voting devices may notify the Chairman of the General Meeting in writing if they would like to speak in relation to any of the agenda items. The comments made by the shareholders may not be on a topic that is different from the designated agenda item. The Chairman of the General Meeting must grant the right to speak to persons who have indicated their desire to speak in accordance with the above.

The Chairman of the General Meeting may determine the order in which the comments on the given agenda item will be heard, may grant any person the right to speak or may retract such right, with the proviso that the right to speak may be retracted from a shareholder who has indicated his/her wish to speak in writing only if the shareholder's comments depart from the given agenda item despite a warning in this regard. The Chairman of the General Meeting may prohibit the recording in the minutes of comments that are made after the right to speak is retracted, and may terminate the availability of the technical conditions (microphone) for making such comments.

The Chairman of the General Meeting may decide to hold the General Meeting in private, and, with the exception of the members of the Board of Directors, the managing directors specified in the Credit Institutions Act, the members of the Supervisory Board, the auditor, shareholders with voting terminals, and the representatives of such shareholders as well as the representatives of the MNB and the BSE, he may exclude anyone from attending the General Meeting.

The General Meeting passes its resolutions, unless the Articles of Association stipulate otherwise, through a simple majority of the votes of the attending shareholders.

Decisions at the General Meeting are made by open vote.

In its first resolution, the General Meeting selects, from the list proposed by the Chairman of the General Meeting, the attending shareholders who will act as the authenticator of the minutes and the vote counters. In the case of an unsuccessful vote the Chairman of the Meeting must submit a new proposal.

Minutes must be taken of the General Meeting, which must include the following:

- the Company's official name and registered seat;
- the date and place of the General Meeting and the manner in which it is held;
- data necessary for determining whether the General Meeting has a quorum and changes in the number of persons attending;
- the name of the Chairman of the General Meeting, the person taking the minutes, the authenticator of the minutes and the name of the vote counters;
- the most important events at the General Meeting and the proposals made;
- the draft resolutions, in the case of each resolution the number of shares with respect to which valid votes have been cast, the share represented by these votes in the share capital, the number of votes for and against the proposals and the number of those who abstained;
- objections to a resolution by any shareholder and any member of the Board of Directors or the Supervisory Board if the person objecting requests it himself;

The minutes are signed by the Chairman of the General Meeting and the person taking the minutes and are authenticated by an attending shareholder who has been selected for this purpose.

The Board of Directors must send the Company Court an authenticated copy of the minutes of the General Meeting within 30 days after the General Meeting is adjourned, together with the attendance register and the documents that certify that the General Meeting was properly convened.

Further details are contained in the Articles of Association published on our website.

1.11. Declaration on Remuneration

The purpose of this section is to provide the General Meeting of the Bank with information on Act LXVII of 2019 on the promotion of long-term shareholder participation and the amendment of certain laws for the purpose of legal harmonisation (hereinafter: "SRD II Act"). This law is the adaptation in Hungary of Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement (SRD II).

Pursuant to Section 16 (1) of the SRD II Act, the Bank had established a remuneration policy for directors in accordance with the provisions of the Act, which was approved by the Bank's Board of Directors, acting under the authority of the Bank's General Meeting convened for 30 April 2020, through its Resolution No.92/2/2020 passed by a vote of opinions (hereinafter: "Remuneration Policy").

Pursuant to Section 16 (1) of the SRD II Act, the Bank applies the Remuneration Policy to directors. The personal scope of the Remuneration Policy extends, in accordance with this provision, to the members of the Bank's Board of Directors, Supervisory Board and Audit Committee, as well as to the Chief Executive Officer and Deputy Chief Executive Officers of the Bank (hereinafter: "Directors")

According to the provisions of SRD II Act (Section 16 (2)), the remuneration policy shall contribute to the company's business strategy and long-term interests and sustainability, and shall explain how it does so. To facilitate all of the above, the Bank's Remuneration Policy and Practice includes the following:

- The managers' remuneration is based on value creation. It encourages high performance and appropriate risk-taking in line with the Bank's strategy, as well as a responsible behaviour serving the long-term interests of the Bank (e.g. developing incentives, through the creation of a performance measurement scheme and the use of financial and non-financial indicators, that aligns the managers' individual interests with the Bank's long-term interests).
- The share-based honorarium and performance-based remuneration ensure consistency between the individual interests of the executives and the long-term interests of shareholders and the company, by guaranteeing the long-term commitment of the beneficiaries of share-based honorarium and performance-based remuneration and their commitment to the Bank's sustainable and long-lasting success.
- The objective is to ensure that the Bank's senior management consists of executives with the appropriate skills and competences and with a good business reputation, who contribute to the implementation of the Company's long-term success and strategy (including, in particular, the application of selection criteria aligned with these values and of a competitive wage system adjusted to market conditions, qualifications and the complexity of the tasks, in an effort to attract and retain the appropriate executive staff).
- Provisions intended to ensure several years' deferral of performance-based remuneration and its subsequent risk adjustment also promote long-term value creation and sustainability, as well as ethical behaviour. These provisions examine eligibility for performance-based remuneration not only at the time that it is awarded, but also before each deferred instalment is paid (in every year of the deferral cycle), thereby ensuring that the performance measurement process is indeed based on long-term results and, where appropriate, any disbursed performance-based remuneration can be reclaimed.

Pursuant to Section 16 (3)-(4) of the SRD II Act, the remuneration policy must be clear and comprehensible, with the proviso that the company is not obliged to make public in the remuneration policy information the disclosure of which would seriously compromise its business interests or its rights to business secrecy. In our opinion, with an accurate, comprehensive and easy-to-understand description and clear wording of the rules, the Bank's Remuneration Policy complies with the aspects of clarity and comprehensibility.

Section 16 (5) of the SRD Act II stipulates that the company may pay the directors remuneration only on the basis of a remuneration policy submitted to the General Meeting for a vote of opinions, in accordance with the provisions of Section 3:268 (2) of the Civil Code.

The Bank ensures compliance with this provision by the Remuneration Policy having been approved by the Board of directors, acting under the authority of the Bank's General Meeting convened for 30 April 2020, through Resolution No. 92/2/2020. In view of the fact that, pursuant to Section 29 (3) of the SRD II Act, the Remuneration Policy was to be adopted in 2020 and was required to be applied for the first time to the year 2021, only payments made after 1 January 2021 were relevant in terms of compliance, after which date no payments were made in non-compliance with the provisions of the Remuneration Policy.

The Remuneration Policy contains all the content elements listed in Section 17 (1)-(3) of the SRD II Act, as follows:

- The specification of the various fixed and variable components of the remuneration, including all forms of remuneration and other benefits that may be provided to directors, indicating their relative proportions, is comprehensively set out in Sections II and III of the Remuneration Policy.
- The description of how the remuneration and employment conditions of the company's employees were taken into account during the elaboration of the remuneration policy is contained in Section VIII of the Remuneration Policy.
- The duration of the contracts concluded with the directors for employment or performance of office and the related remuneration, the applicable notice periods, the main characteristics of supplementary pension or early retirement schemes, as well as the terms of the termination and payments linked to termination are contained in Section IV of the Remuneration Policy.
- The presentation of the decision-making process followed for the determination, review and implementation of the remuneration policy, including, measures to avoid or manage conflicts of interests, as well as the role of the remuneration committee or other committees concerned is contained in Section IX of the Remuneration Policy.
- In connection with share-based remuneration, the vesting periods, possibly the retention of shares after vesting, and an explanation of how share-based remuneration contributes to the company's business strategy, long-term interests and sustainability are set out in Chapter V of the Remuneration Policy.
- In respect of variable remuneration, the clear, comprehensive and varied criteria for the award of the variable remuneration and the applicable financial and non-financial performance criteria – including in particular criteria relating to corporate social responsibility – and an explanation of how they contribute to the Company's business strategy, long-term interests and sustainability, as well as the methods to be applied to determine to which extent the performance criteria have been fulfilled are contained in Section VI to the Remuneration Policy.

In connection with these criteria, it needs to be emphasised that the objectives defined in the Remuneration Policy must be sufficiently long-term and comprehensive to ensure that they remain standard and relevant in a continuously changing business environment even over several-year cycles, and that their public accessibility does not prejudice the Bank's legitimate business interests (in line with Section 16 (4) of SRD II Act).

The Bank uses a KPI library containing some 120 quantitative and qualitative objectives, and each of the objectives defined in this KPI library in respect of the Directors corresponds to a comprehensive criterion set out in Section VI of the Remuneration Policy. In each case, the specific objectives of a given Director are selected from the objectives contained in the

KPI library, which, in the given business year, clearly define the business objectives relevant to the area of responsibility of the Director concerned. Nevertheless, the objectives set for the Directors always follow the two-tier objective structure set out in the Remuneration Policy (both institutional and individual objectives are to be defined). In accordance with the provisions set out in the Remuneration Policy, these objectives also include objectives related to corporate social responsibility.

- In connection with variable remuneration, information on any deferral periods and on the possibility for the company to reclaim variable remuneration is set out in Section VII of the Remuneration Policy.

Section 17 (4) of the SRD II Act stipulates that, in the event that the remuneration policy is revised, the revised policy must describe and explain all significant changes occurred since the most recent votes by the general meeting of shareholders, as well as a presentation of how it takes into account the votes and views of shareholders regarding the remuneration policy and the reports. As the Remuneration Policy was first adopted in 2020 and, according to Section 3:268 (2) of the Civil Code, only needs to be put on the agenda of the General Meeting “in the event of a significant change thereof, but at least every four years”, the possibility of revising the policy has not arisen to date, as there have been no significant changes to the Remuneration Policy since its adoption. Accordingly, this section of the SRD II has not been applied to date; however, in 2024, it will be submitted to the General Meeting again in order to comply with the legal requirement.

Pursuant to Section 17 (5) of the SRD II Act, departures from the remuneration policy are only accepted in exceptional cases, and temporarily. Since the application of the adopted Remuneration Policy started on 1 January 2021, there has been no departure from the prescribed rules, so compliance with the law can be established in this respect as well.

Section 18 of the SRD II Act stipulates that, after the vote on the remuneration policy at the general meeting, the remuneration policy together with the date and the results of the vote must be made public without delay on the website of the company, and that the remuneration policy must remain publicly available, free of charge, at least as long as it is applicable. The Bank complies with the above requirements, as the Remuneration Policy was published immediately after its approval – together with the decision adopting it – and it is still available free of charge (starting from page 60) at the following link:

https://www.otpbank.hu/static/portal/sw/file/200430_hatarozatok_082.pdf

Pursuant to Section 22 (2) of the SRD II Act, the provisions of the SRD II Act applicable to remuneration reporting shall apply to credit institutions and investment firms only if this is requested by Magyar Nemzeti Bank in its resolution. In the absence of such a decision, the Bank shall continue to fulfil its obligation to disclose information in compliance with Article 450 of Regulation (EU) No 575/2013 of the European Parliament and of the Council on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012 ("CRR"). The Bank fulfilled the above obligation to disclose information in 2023 as well. The published remuneration information is available at the following link (pages 38-45 of the document):

https://www.otpbank.hu/static/portal/sw/file/230428_Nyilvanossagra_hozando_informaciok_065.pdf

1.12. Evaluation of the work of the Board of Directors, the Supervisory Board and the management

In accordance with the expectations of the supervisory authority, the execution capabilities of the Board of Directors, the Supervisory Board and the management were evaluated with respect to the affected managers, in the framework of the 2023 annual performance evaluation. The evaluation was performed along the following dimensions: business thinking, business and operational development, governance, relationship and resource management, integrity and personal drive. Based on the results of the evaluation, no issue has arisen that would necessitate action.

Within the group of managers concerned, during the evaluated period – based on the conflicts of interest policy, code of ethics, or human risk criteria – no conflict of interest or issue relating to the independence of the managers has arisen.

1.13. Description of the diversity policy applied with respect to the undertaking's administrative, management and supervisory bodies

The Bank defines and regulates the requirements relating to executive officers in compliance with the requirements and guidelines under European Union and domestic law that fundamentally determine the operation of credit institutions.

When nominating the members of its management bodies (Board of Directors, Supervisory Board) the Bank, and when appointing the members of the Management, the Board of Directors, gives priority to the possession of professional expertise, advanced interpersonal and management skills, varied academic qualifications, wide-ranging business experience and good standing, but they are also strongly committed to taking effective steps to ensure diversity in connection with the Company's operation, including efforts to steadily improve the rate of participation by women. Without prejudice to the above principles, the Bank also strives to ensure that all genders are represented among the candidates during the selection process for members of management bodies. In 2021, the Bank's Nomination Committee adopted the Bank's Gender Equality Strategy, which is available at the link below:

https://www.otpbank.hu/static/portal/sw/file/Strategia_nemi_egyenloseg_megteremtese_20210707.pdf

The Bank's Nomination Committee constantly monitors the applicable European Union and domestic regulations, with the purpose of taking the necessary steps without delay should clearly expressed expectations be announced. The Bank's current strategy is to have at least one female member on both the Management Board and the Supervisory Board.

It should be borne in mind, however, that as a public limited company the election of members of the management bodies is the exclusive prerogative of the General Meeting, over which the Bank has no substantive influence beyond fully complying with the above criteria.

Pursuant to the Bank's Articles of Association, a Board of Directors with 5-11 members and a Supervisory Board with 5-9 members operate at the Bank. The present Board of Directors has 11 members, including one female member, while the Supervisory Board has 6 members, including one female member. The Bank's senior management currently consists of 6 persons, none of whom are women.

1.14. Legal background

The Bank Group complies with the prevailing corporate law and prudential legal provisions during its operation. OTP Bank Plc., which acts as the controlling credit institution, controls the members of the Bank Group with consideration to Hungarian law and the local law pertaining to each foreign subsidiary.

As a credit institution subject to consolidated supervision, OTP Bank is also responsible for ensuring prudent operation, and compliance with risk-taking and capital adequacy regulations for the entire group of enterprises under its controlling influence.

Pursuant to Section 3:112 (3) of the Civil Code, the Bank may give instructions to the executive officers of single-person companies owned 100% by the OTP, which the executive officer is obliged to comply with.

1.15. Group structure

The Bank Group includes OTP Bank, its Subsidiaries and all Companies operating in Hungary or abroad in which OTP Bank or its Subsidiaries have, directly or indirectly, Controlling Interest or Minority Interest.

1.16. Group governance

In the OTP Banking Group, “group governance” means a set of rules, responsibilities, processes, tools, activities, and organisational solutions that OTP Bank, as the Parent Company, uses for the long-term effective operation and control of the directly or indirectly owned Banking Group Member Companies. An efficient, transparent and prudent framework necessary to achieve the objectives of the OTP Banking Group. The purpose of group governance is to ensure the banking group’s:

- a/ commercial success in accordance with its risk appetite;
- b/ responsiveness and flexibility;
- c/ homogeneous controls with the prudent management of systemic risks;
- d/ efficient use of resources, leveraging of synergies, sharing of professional experience and dissemination of best practices, taking into account the local characteristics of its member companies.

Features of the governance model

OTP Bank, as a top-level Bank Group Parent Company which is a credit institution, is responsible for ensuring prudent operation and compliance with risk-taking, liquidity and capital adequacy standards for the Banking Group Member Companies as a whole.

OTP Bank’s mission is to operate a transparent, prudent, effective and efficient banking group based on uniform principles, in a model that also takes into account the particularities of each member of the banking group.

The model is based on following the transparent goals and principles of the Parent Company, on the controlled autonomy of banking group members operating in accordance with them, and on prudent operation compliant with EU, national and sectoral legislation and requirements.

In the governance model of the OTP Bank Group, a shift towards deeper integration can be observed, where the Parent Company provides strategic control and professional/functional guidance and cooperates with the members of the banking group.

Brief introduction of the Group Governance Matrix Model

OTP Bank Group has been using the group governance matrix model for many years, which uniformly applies to the Hungarian and foreign members of the banking group, regardless of their activities, and also serves as a model for the Majority Parent Companies Directly Held by OTP Bank (e.g. Merkantil Group).

Elements of the Governance Matrix Model:

- a/ Ownership Governance,
- b/ Professional Field Governance, and
- c/ the organisational unit responsible for the proper functioning of the Group Governance Model.

OTP, as the Banking Group Parent Company, governs the banking group through professional cooperation and enforcement of the owner’s interests.

Ownership governance means the direct enforcement of interests, the exercise of the rights of ownership of the parent company as enshrined in law. Ownership Governance serves the implementation of OTP Bank’s expectations and decisions at the Bank Group Member Companies (in accordance with the applicable legislation and regulations of competent authorities).

The parent bank enforces its interests as owner at the general meeting and through the governing bodies and chairpersons of the subsidiary’s governing body.

Specialised Area Governance is governance, knowledge sharing, operational support and control substantially separated from Ownership Governance – based on the outstanding professional

knowledge accumulated by OTP Bank and the Banking Group –, which is typically realised through the communication of the position or opinion of the Parent Company.

The purpose of Specialised Area Governance is to share the tried-and-true methods and processes used by the Functional and Business Departments of OTP Bank, as the Banking Group's Parent Company, as well as other Banking Group Member Companies, with other Banking Group Member Companies. An additional goal is to put them into practice to ensure that the Banking Group Member Company demonstrates outstanding professional standards and to promote effectiveness at the banking group level.

It is the task and responsibility of the given specialist banking department of OTP to develop the tools, methods and processes that fall within the scope of Professional Field Governance, and to ensure that the Banking Group Member Companies operate in accordance with them.

The Parent Company operates a special organisational unit dedicated to ensuring the proper functioning and development of the group governance activities (Governance Model Management Department).

1.17. Operating structure

Managers of the Bank's operation based on organizational hierarchy

The Chairman & CEO controls and supervises the Bank's daily operation in order to ensure that it takes place within the framework of the law and the Bank's Articles of Association and in accordance with the decisions of the General Meeting and the Board of Directors.

The Chairman & CEO directs the work of the Bank's Board of Directors in accordance with the Articles of Association and the Board of Directors' Rules of Procedure. As Chairman of the Board, they convey the shareholders' requests to the Bank's executive management.

The Bank's central organisation is divided into functional organisational units.

Under the direction of the Chairman & CEO, each of the central specialised fields and functions, with due regard to their logical and professional connections, are managed by Deputy CEOs (Heads of Divisions) with the exception of areas under the direct management of the Chairman & CEO.

Deputy CEOs are responsible for managing the specialised fields and/or special tasks entrusted to them. They ensure that the units under their direction contribute, in a manner and to the extent appropriate to their competence, to the effective operation of the Bank by fully completing the tasks under their responsibility.

1.18. Reporting lines

The reporting pathways of the Bank are well regulated and documented both within the Bank Group and concerning outsourced activities.

The Group Operational Risk Management Committee is responsible for the appropriate operation of the reporting pathways required by law and expected by the management.

1.19 ESG organisation

In November 2020, the Bank's Management Committee launched the Bank's ESG Programme, in which all ESG-related areas of the Bank actively participated. The Programme also had steering and operational committees. The ESG Steering Committee reported regularly to the Bank's governing bodies on the Programme's activities and achievements. In 2021 as per the 5/2021 (IV.15.) MNB Green Recommendation, a conceptual proposal was prepared for the establishment of the functional units that constitute the Bank's standing ESG organisation, the ESG Committee, the ESG Sub-Committee and the ESG control function, which was discussed and unanimously approved by both the Management Committee and the Board of Directors. By means of a Board

decision, the Bank's ESG unit was established in December 2021. The unit has several levels: the main decision-maker is the Board of Directors. The ESG Committee assists in the work of, and reports to, the Board of Directors. The ESG Committee and the ESG Sub-Committee were included as standing committees in the Organisational and Operational Regulations, and the tasks, responsibilities and reporting obligations of the relevant organisational units and departments were defined. The ESG Committee is responsible for defining the ESG strategy, plans and policies of the Bank and the Bank Group. The ESG Committee gives its prior opinion on all ESG-related proposals to be submitted to the governing body. The ESG Sub-Committee is the standing decision-preparation forum of the ESG Committee, and performs coordinating, consulting and implementing duties in the context of its technical support work. The ESG Committee, together with the relevant departments, is responsible for identifying ESG risks, preparing strategies, plans and policies, setting objectives and performance targets, as well as evaluation, which means that in addition to defining and managing climate change-related and environmental risks and social and corporate governance risks, it is also responsible for evaluating their implications and thereby contributing to the fulfilment of the ESG tasks of the Board of Directors.

2.) CG Report on compliance with the Corporate Governance Recommendations

As part of the Corporate Governance (CG) Report, the Company states, by completing the following tables, the extent to which it has implemented the recommendations and guidances specified in the specific sections of the Corporate Governance Recommendations (hereinafter: CGR) of the Budapest Stock Exchange in its own corporate governance practice.

By looking at the tables, market participants are able to gain a quick insight into the extent to which the corporate governance practices of particular companies comply with certain requirements specified in the CGR, and to quickly compare the practices of various companies.

Level of compliance with the Recommendations

The company specifies whether it has applied the relevant recommendation or not, and if not, it describes briefly the reasons why a particular recommendation has not been implemented.

1.1.1. The Company has an organisational unit that deals with investor relations or a designated person that performs these tasks.

Yes

1.1.2. The Company's Articles of Association are accessible on the Company's website.

Yes

1.1.4. If the Company's Articles of Association allow shareholders to exercise their rights in their absence, the Company has published the methods and conditions for doing so, including all necessary documents.

Yes

1.2.1. The Company has published on its website a summary document with the rules applicable to the conduct of its General Meetings and to the exercise of voting rights by shareholders.

Yes

1.2.2. The Company has published the precise date when the circle of those eligible to participate in a given company event is determined (effective date), and has also published the last date when the shares granting eligibility for participating in the given company event are traded.

Yes

1.2.3. The Company held its General Meetings by ensuring that as many shareholders can attend as possible.

Yes

1.2.6. The Company has not restricted the rights of shareholders to designate a different representative for each of their securities accounts at any General Meeting.

Yes

1.2.7. For proposals for the agenda items, in addition to the Board of Directors' draft resolution, the Supervisory Board's opinion was also disclosed to shareholders.

Yes

1.3.3. The Company has not restricted the rights of shareholders attending a General Meeting to request information, add comments and submit proposals, and has not set any preconditions for these, unless measures were taken in the interest of conducting the General Meeting in accordance with the rules and with its intended purpose.

Yes

1.3.4. By answering the questions raised at the General Meeting, the Company has ensured compliance with the information provision and disclosure principles set out in the legal and stock-exchange requirements.

Yes

1.3.5. The Company published on its website, within three working days after the General Meeting, its answers to questions that the representatives of the Company's boards or any auditor present were unable to satisfactorily answer at the time, or information as to why it refrained from offering answers.

Yes

1.3.7. The Chairman of the General Meeting ordered a recess or suggested that the General Meeting be postponed when a motion or proposal relating to a particular issue on the agenda was submitted which the shareholders did not have a chance to become familiar with before the General Meeting.

Yes

1.3.8.1. The chairperson of the General Meeting did not use a combined voting procedure for a decision related to electing and recalling senior officers and Supervisory Board members.

Yes

1.3.8.2. For senior officers or Supervisory Board members, whose nominations were supported by shareholders, the Company disclosed the identity of the supporting shareholder(s).

Yes

1.3.9. Prior to discussing agenda items concerning the amendment of the Articles of Association, the General Meeting passed a separate resolution to determine whether to decide on each amendment of the Articles of Association by individual votes, joint votes, or votes combined in a specific manner.

Yes

1.3.10. The Company published the minutes of the General Meeting containing the resolutions, the description of the draft resolutions and any important questions and answers related to the draft resolutions within 30 days following the General Meeting.

Yes

1.6.1.1. The Company's disclosure guidelines include electronic and internet disclosure procedures.

Yes

1.6.1.2. The Company's website has been created with due regard to the disclosure guidelines, and with a view to providing appropriate information to investors.

Yes

1.6.2.1. The Company has internal regulations in place with respect to disclosure (publication), which covers the treatment of the information listed in Section 1.6.2 of the Recommendations.

Yes

1.6.2.2. The internal regulations of the Company cover the classification of events that are material in terms of disclosure.

Yes

1.6.2.3. The Board of Directors has assessed the effectiveness of disclosure processes.

Yes

1.6.2.4. The Company has published the findings of its assessment of the disclosure processes.

Yes

1.6.3. The Company has published its annual corporate event calendar.

Yes

1.6.4. The Company has published its strategy, its business ethics policy and its guidelines related to other stakeholders.

Yes

1.6.5. The Company has published information on the careers of Board of Directors /Governing Board, Supervisory Board and management members in its annual report or on the company website.

Yes

1.6.6. The Company has published all relevant information about the work of the Board of Directors/Governing Board, the Supervisory Board and the management, the assessment of such work and any changes thereto in the current year.

Yes

1.6.8. The Company has published its risk management guidelines and information about its system of internal controls, the main risks and the principles applied in their management.

Yes

1.6.9.1. The Company has published its guidelines relating to the trading of its shares by insiders (insider dealing).

Yes

1.6.9.2. The Company has disclosed the share of the Board of Directors/Governing Board, Supervisory Board and management members in the securities issued by the Company in the annual report or in some other manner.

Yes

1.6.10. The Company has disclosed the relationship of Board of Directors/Governing Board, Supervisory Board and management members with third parties which could affect the operation of the Company.

Yes

2.1.1. The Company's Articles of Association contain clear provisions regarding the responsibilities and competences of the General Meeting and the Board of Directors/Governing Board.

Yes

2.2.1. The Board of Directors/Governing Board has rules of procedure in place defining the tasks related to the preparation and conduct of meetings, and to the adopted resolutions, as well as other issues related to the operation of the Board of Directors/Governing Board.

Yes

2.2.2. The Company has published the procedure for nominating Board of Directors/Governing Board members.

Yes

2.3.1. In its rules of procedure and its work plan, the Supervisory Board provides a detailed description of its operation and duties, as well as the administrative procedures and processes followed by it.

Yes

2.4.1.1. The Board of Directors/Governing Board and the Supervisory Board held meetings periodically at predefined intervals.

Yes

2.4.1.2. The rules of procedure of the Board of Directors/Governing Board and the Supervisory Board provides rules for the conduct of meetings that cannot be planned in advance, and for decision-making using electronic means of communication.

Yes

2.4.2.1. The board members had access to the proposals of the given meeting at least five working days before the given meeting.

Yes

2.4.2.2. The Company ensured the appropriate conduct of the meetings, the drawing up of minutes on the meetings, and the management of the documentation and the resolutions of the Board of Directors/Governing Board and the Supervisory Board.

Yes

2.4.3. The rules of procedure stipulate the regular and occasional participation in the board meetings of non-board members.

Yes

2.5.1. The members of the Board of Directors/Governing Board and the Supervisory Board were nominated and elected through a transparent process, and the information on the candidates was made public in due time before the General Meeting.

Yes

2.5.2. The composition and size of the boards comply with the principles set out in Section 2.5.2 of the Recommendations.

Yes

2.5.3. The Company ensured that the newly elected board members became familiar with the structure and operation of the Company and their tasks to be performed as members of the respective boards.

Yes

2.6.1. The Governing Board/Supervisory Board requested (in the context of preparing the annual corporate governance report) those of its members that are considered independent to confirm their independence at regular intervals.

Yes

2.6.2. The Company provided information about the tools which ensure that the Board of Directors/Governing Board assesses the management's activities objectively.

Yes

2.6.3. The Company has published on its website its guidelines concerning the independence of the Board of Directors / Supervisory Board and the applied criteria of independence.

Yes

2.6.4. The Supervisory Board of the Company has no members who have held any position in the Board of Directors or in the management of the Company in the preceding five years, not including cases when they were involved to ensure employee participation.

Yes

2.7.1. The members of the Board of Directors/Governing Board informed the Board of Directors/Governing Board (the Supervisory Board/Audit Committee) if they (or individuals they have business relations with, or their relatives) have an interest in any business transactions of the Company (or any subsidiaries thereof) that prejudices their independence.

Yes

2.7.2. Transactions and assignments between members of boards/members of the management (or individuals closely associated with them) and the Company (or its subsidiaries) were carried out and approved in accordance with the Company's general business practices, but applying more stringent transparency rules as compared with such general business practices.

Yes

2.7.3. Board members informed the Supervisory Board/Audit Committee (Nomination Committee) if they received a request to sit on a board or take up a management position at a company not belonging to the Company Group.

Yes

2.7.4. The Board of Directors created guidelines pertaining to the flow of information within the Company as well as the management of insider information and supervises compliance therewith.

Yes

2.8.1. The Company has established an independent internal audit function that reports directly to the Audit Committee/Supervisory Board.

Yes

2.8.2. Internal Audit has unrestricted access to all information necessary for carrying out audits.

Yes

2.8.3. Shareholders have received information about the operation of the system of internal controls.

Yes

2.8.4. The Company has a function ensuring compliance (compliance department).

Yes

2.8.5.1. The Board of Directors or the committee operated by it is responsible for the supervision and direction of the Company's entire risk management operations.

Yes

2.8.5.2. The relevant organisation of the Company and the General Meeting received information about the effectiveness of the risk management procedures.

Yes

2.8.6. With the involvement of the relevant areas, the Board of Directors/Governing Board developed the basic principles of risk management, taking into account the unique features of the industry and the Company.

Yes

2.8.7. The Board of Directors/Governing Board defined the principles for the system of internal controls to ensure the management and control of the risks affecting the Company's activities as well as the achievement of its performance and profit objectives.

Yes

2.8.8. The functions of the internal control system reported on the operation of the internal control mechanisms and the corporate governance functions to the competent board at least once a year.

Yes

2.9.2. The Board of Directors/Governing Board invited the Company's auditor in an advisory capacity to meetings involving discussion of the financial reports.

Yes

Level of compliance with the guidances

The Company must specify whether it applies the relevant proposal of the CGR or not (Yes/No). The Company also has the opportunity to justify any deviation from such proposals.

1.1.3. The Company's Articles of Association provide an opportunity for shareholders to exercise their voting rights in their absence.

Yes

1.2.4. The Company determined the place and time of General Meetings initiated by shareholders by taking the initiating shareholders' proposal into account.

Yes

1.2.5. The voting procedure used by the Company ensures a clear, unambiguous and rapid determination of voting results, and in the case of electronic voting, the validity and reliability of such results.

Yes

1.3.1.1. The Board of Directors and the Supervisory Board were represented at the General Meeting.

Yes

1.3.1.2. In the event of the absence of the Board of Directors/Governing Board and the Supervisory Board, information thereon was disclosed by the Chairman of the General Meeting before discussion of the agenda items.

Yes

1.3.2.1. The Articles of Association of the Company do not preclude any individuals from receiving an invitation to the General Meetings of the Company at the initiative of the Chairman of the Board of Directors/Governing Board and being granted the right to express their opinion and to add comments, if that person's presence and expert opinion is thought to be necessary, and they also help in the provision of information to shareholders and for the General Meeting to make decisions.

Yes

1.3.2.2. The Articles of Association of the Company does not preclude any individual from receiving an invitation to the General Meetings of the Company at the initiative of shareholders requesting to supplement the agenda items of the General Meeting and from being granted the right to express their opinion and to add comments.

Yes

1.3.6. The annual report of the Company, prepared pursuant to the Accounting Act, contains a brief, easy-to-understand and illustrative summary for shareholders, including all material information related to the Company's operations for the year.

Yes

1.4.1. In line with Section 1.4.1, the Company paid dividends within 10 working days to its shareholders who had submitted all the necessary information and documents.

Yes

1.6.11. The Company has published its information notices in English as well, in line with the provisions of Section 1.6.11.

Yes

1.6.12. The Company informed its investors about its operations, financial situation and assets on a regular basis, but at least on a quarterly basis.

Yes

2.9.1. The Company has internal procedures in place regarding the use of external advisors and of their outsourced services.

Yes

Proposal on the amendment of Article 6 Section 6 and Article 9 Section 12 of the OTP Bank Plc.'s Articles of Association

The text of the Articles of Association is in Times New Roman font, new text is indicated by double underlining and ~~deleted text~~ is indicated by strikethrough.

1. Technical amendment due to the change in the form of operation of the Budapest Stock Exchange

Proposed Text:

[Rights and obligations of shareholders]

- 6.6. The Company informs its shareholders and the capital market about its operation and business activity at the general meetings, and through the general meeting documentation and the disclosures prescribed under the Capital Markets Act, the Investment Services Act and the regulations of the Budapest Stock Exchange Plc. (hereinafter: BSE). (...)

Justification:

As of 7 June 2023, the form of operation of the Budapest Stock Exchange Plc has been changed from a private limited company to a public limited company, and therefore Article 6 Section 6 of the Articles of Association has been clarified.

2. Exception rule in the Articles of Association regarding the deadline for the submission of written votes by board members

Proposed Text:

[The Board of Directors]

- 9.12. (...)
- b.) The Board of Directors may pass valid resolutions without holding a meeting if the board members send their vote – given in respect of the draft resolution sent to them – in writing, ~~in an original copy,~~ to the registered office of the Company within 15 days. The Chairman of the Board of Directors has the right, in justified cases, to stipulate a shorter deadline than 15 days, but not less than 1 working day, for the submission of votes.

Justification:

The rules of the Board of Directors of the Company for taking decisions without holding a meeting are clarified by providing that, in the case of taking decisions without holding a meeting, the Chairman of the Board of Directors is entitled, in justified cases, to set a time limit for the submission of votes shorter than 15 days, but not less than 1 working day. The deletion of the text "in an original copy" is justified by the fact that the form of casting the vote has changed: instead of a paper-based ballot, the vote is sent in an electronic, closed system or in an electronically signed form, and the term "original" has lost his meaning. The other changes are of a technical nature.

GROUP-LEVEL REMUNERATION GUIDELINES OF OTP BANK PLC.

The Bank Group's Remuneration Policy is an integral part of the corporate governance system and must be enforced throughout the entire Bank Group. The Bank Group's Remuneration Policy, in keeping with the relevant European Union directive, is consistent with effective and successful risk management, and in accordance with its purpose, it does not encourage the assumption of risks that exceed the risk-assumption limits of the Bank and Bank Group-member subsidiaries, and furthermore it is consistent with the business strategy, objectives, values (including environmental and social responsibility as well as the requirements of good governance) and long-term interests of the Bank and Bank Group-member subsidiaries, and it promotes the achievement of this.

1. The objective of the Remuneration Policy

The objective of the Bank Group's Remuneration Policy is, within the Bank Group's risk-tolerance capacity, to acknowledge the contribution of those managers and employees of OTP Bank Plc. and the Bank Group Subsidiaries who, through their professional activity, have a material impact on the risk profile of the individual institutions operating within the Bank Group, towards the achievement of bank and group-level results, and to provide an incentive for their performance. The Bank Group's Remuneration Policy is gender-neutral; it is based on the principle of equal pay for men and women for equal work or work of equal value.

2. Institutional and personal scope of the Remuneration Policy

The institutional scope of the Bank Group's Remuneration Policy covers OTP Bank Plc., as well as all its subsidiaries that are rendered subject to consolidated supervision by the National Bank of Hungary, with the proviso that the fund management companies (UCITS, AIFMD), are not, as a general rule, subject to institutional scope, unless the Bank's Supervisory Board extends the institutional scope to them.

Within this institutional circle, the personal scope of the Bank Group's Remuneration Policy is determined, in accordance with the applicable EU regulations, on the basis of qualitative criteria drawn from the risk profile of the institutions operating within the Bank Group, as well as quantitative criteria determined by income level. To ensure fulfilment of the qualitative criteria, the Bank applies a comprehensive risk-analysis procedure, in keeping with the group's business and risk strategy, based on which it performs an assessment at least three times a year for the purpose of identifying employees that exercise a material impact on the risk profile. The Bank takes the qualitative and quantitative criteria into account in accordance with the prevailing statutory requirements.

Belonging under the scope of the Bank Group Remuneration Policy are those senior officers and regular employees who, based on qualitative and quantitative criteria defined in Commission Delegated Regulation (EU) No 2021/923 and in accordance with the provisions of the Bank Group Remuneration Policy, exercise a material impact on the Bank Group's operation and risk profile at

consolidated level, or on the operation and risk profile of the individual institutions of the Bank Group at sub-consolidated or local level.

The Bank's Supervisory Board decides on the persons that fall under the scope of the Bank Group's Remuneration Policy based on the following criteria:

- In the case of those employees who are identified purely by quantitative criteria, the Bank's Supervisory Board is entitled to consider whether they exercise a material impact on the risk profile through their professional activity, and in the absence of such impact, it may decide to exclude the persons concerned from the scope of application of the remuneration policy, with the prior permission of the National Bank of Hungary.
- Those subsidiaries that are not classed as credit institutions or investment firms and that represent less than 2% of the internal capital composition of the Bank Group or of a sub-consolidated group of an institution shall not qualify as material business units. Senior officers and regular employees of subsidiaries not classed as material business units are not, as a general rule – and in the absence of fulfilment of other identification criteria – regarded by the Bank as exercising a material impact on the risk profile of an institution.
- Persons who have not been identified by the criteria defined in Commission Delegated Regulation (EU) No 2021/923, but who through their activity may exercise a material impact on the Bank's operation and/or risk profile, may be brought by the Bank's Supervisory Board under the personal scope of the remuneration policy.

3. The framework for applying the Bank Group's Remuneration Policy to the subsidiaries

All basic decisions relating to the remuneration policy shall be made by OTP Bank Plc., while the subsidiaries shall be responsible for complying with the local statutory provisions and obligations.

- As a general rule, **the Bank Group Remuneration Policy** covers staff identified at the parent bank, as well as identified staff at subsidiaries that do not belong under the effect of the local remuneration policy.
- **The local remuneration policies prepared by the foreign institutions operating within the Bank Group** – that transpose the provisions of the Bank Group Remuneration Policy to the local statutory environment of the individual countries – cover, as a general rule, the staff employed in the sub-consolidated group of the foreign institution who exercise a material impact on the risk profile of a bank-group institution.
- **Subsidiaries classifying as fund management companies operating in the European Union are entitled to adopt remuneration policies in accordance with the provisions of the Bank Group's Remuneration Policy**, in addition to the remuneration policy established on the basis of the supervisory regulations governing them, if the institutional scope of the Bank Group's Remuneration Policy is extended to them by the Bank's Supervisory Board.

4. The ratio of basic remuneration and performance-based remuneration

The **members of the Board of Directors** and the **Supervisory Board** receive an honorarium of a fixed amount for their work in this capacity, and do not receive performance-based remuneration.

For other persons falling under the effect of the remuneration policy, the remuneration consists of basic remuneration and performance-based remuneration. As a general rule, the elements of the basic remuneration are the basic salary and the benefits payable to all employees in the same position, on equal terms. The basic remuneration may not be subject to the performance of those entitled to it, or to the discretionary decision of the employer.

The ratio of basic remuneration to performance-based remuneration is determined by the OTP Bank Plc.'s Supervisory Board, on the basis of the function, size and complexity of the organisation managed. In respect of the staff identified at sub-consolidated and local level, the Supervisory Board may assign this power – within the framework defined in these Guidelines – to the head of the Bank's Human and Organisational Development Directorate. The ratio of performance-based remuneration cannot exceed 100% of the basic remuneration for each person concerned. The maximum ratio of performance-based remuneration achievable in the case of a general bonus limit or in the case of joint application of a general and an exceptional bonus limit is determined for each individual separately, taking into account the above limit.

In determining the general bonus limit, the ratio of performance-based remuneration to total remuneration, depending on the function performed and the organisational position occupied by the senior officer or employee concerned, in the case of subsidiaries classed as institutions operating within the Bank Group may vary within the bands set according to the following, with the proviso that the Supervisory Board of OTP Bank Plc. may – with consideration to the risk associated with retaining key staff as well as to local labour market practices – authorise departures from the specified bands:

		Levels							
		Level 1		Level 2		Level 3		from Level 4	
		min.	max.	min.	max.	min.	max.	min.	max.
Type of position	Business	30%	40%	20%	40%	11%	40%	0%	25%
	Support	-	-	20%	40%	0%	34%	0%	25%
	Control	-	-	20%	40%	0%	34%	0%	25%

The ratios of performance-based remuneration determined in respect of the general bonus limit in the case of subsidiaries not classed as institutions operating within the Bank Group, depending on the function performed and the organisational position occupied by the senior officer or employee concerned, may vary within the bands set according to the following, with the proviso that the Supervisory Board of OTP Bank Plc may – with consideration to the risk associated with retaining key staff as well as to local labour market practices – authorise departures from the specified bands:

Levels					
Level 1		Level 2		from Level 3	
min.	max.	min.	max.	min.	max.
14%	40%	7%	40%	0%	30%

Where an exceptional bonus limit is determined, the performance-based remuneration that may be granted to the senior officer or employee concerned from the exceptional bonus limit may, as a

general rule, not exceed 50% of the individual's performance-based remuneration determined based on the general bonus limit.

In the event of exceptional individual performance, a senior officer or employee may be granted payment from the general bonus limit as well, in an extent exceeding the performance-based remuneration ratio determined with respect to the general bonus limit but not exceeding the performance-based remuneration ratio determined for the joint application of the general and the exceptional bonus limit, provided that such payment is covered by the general bonus limit.

5. The method of performance assessment linked to performance-based remuneration

In the case of **managers employed by OTP Bank Plc.**, performance is assessed on the basis of criteria that measure performance at the bank-group and at the individual level (financial indices and indices measuring the quality of work).

In the case of the **managers of the Bank Group's subsidiaries**, performance is assessed on a differential basis, in view of the nature of the companies' respective activities.

Bank Group-level performance is, based on the decision of the Supervisory Board, assessed by applying the group-level RORAC+ indicator (risk-adjusted ROE/ER) or the group-level RORAC indicator or the group-level Economic Value Added (EVA) indicator.⁵

The group-level RORAC+ indicator measures the return on equity relative to the expected return, the group-level RORAC indicator measures the return on capital adjusted by the risk of the activity, whereas the EVA indicator measures the nominal value generation capacity of the bank group, as the difference between the profit produced by the group and the expected yield on the regulatory capital required for this purpose.

The target value of the bank group-level indicator chosen for evaluating performance is determined by the Bank's Supervisory Board based on the approved financial plan for the given year. The Supervisory Board may modify the target value in response to statutory changes implemented after the determination thereof and/or changes in market circumstances that have a significant objective effect on the Bank Group's profit and/or the achievement of the target values set.

With regard to the financial indicators used for performance assessment, the Supervisory Board may set a performance threshold below which the employee is not entitled to performance-based remuneration, furthermore, it may also specify a tolerance threshold above which not only the measured performance, but subjective considerations may also be taken into account in assessing the actual performance. If the value of the bank group or institution-level financial indicators reach the tolerance threshold, only the Supervisory Board is entitled to recognise any performance deviating from the measured performance, provided that the performance is adversely affected by objective circumstances.

In order to integrate sustainability risks into performance measurement, the Bank sets objectives related to compliance-conscious behaviour as well as environmental and social responsibility, as indicators of the quality of work, at least for the Bank's Chairman & CEO and deputy CEOs and the top managers of subsidiaries.

⁵This index is calculated on the basis of the figures of Hungarian and foreign group members that were subject to consolidation throughout the entire economic year assessed.

6. Determining entitlement to performance-based remuneration

The decision regarding the maximum amount (general bonus limit) that may be spent on performance-based remuneration for the assessed year, taking the Bank Group's performance into account, is made by the Supervisory Board within 45 days following the annual General Meeting closing the year in question. If the previous business year's business performance was exceptional, the Supervisory Board may also decide to set an exceptional bonus limit. Exceptional bonus limits may be set individually for each company operating within the Bank Group, provided that the exceptional business performance of the company concerned is demonstrated. Payments from the exceptional bonus limit – even if all other conditions are met – is only possible if ratio between the payment that can be executed at group level jointly from the general and the exceptional bonus limit and the Bank's consolidated common equity does not exceed 2%.

In respect of the general bonus limit, eligibility for performance-based remuneration, and the extent of the annual award are determined, proportionately with fulfilment of the corporate and individual targets,

- by the Board of Directors on the basis of a proposal by the Remuneration Committee in the case of the Chairman & CEO of OTP Bank Plc.,
- by the manager exercising employer's rights in the case of managers employed by the Bank, with the proviso that in respect of the heads of Risk Management, Internal Audit and Compliance the Remuneration Committee shall have the right of joint decision-making,
- in the case of the chief executives and the employees of the Bank Group subsidiaries identified at consolidated level, the body exercising owner's rights
- in the case of the managers of Bank Group subsidiaries identified at sub-consolidated and local level – not including the chief executive – and in knowledge of the position on the matter of the manager exercising employer's rights, the chief executive

with due consideration to any restrictive decision by the Supervisory Board.

If the Supervisory Board has made a decision on the determination of an exceptional bonus limit, then the Board of Directors shall decide on the eligibility and the amount of the effective disbursement of this bonus, based on a proposal by the Remuneration Committee in the case of the Chairman & CEO of OTP Bank Plc.

In the case of the senior officers employed by the Bank and the chief executives of the Bank Group's subsidiaries, proposals for eligibility and the amount of the effective disbursement from the exceptional bonus limit, while in the case of other employees of the Bank Group's subsidiaries, proposals for the allocable budget shall be made by the Chairman & CEO of OTP Bank Plc with the involvement of the Deputy CEOs and, if necessary, the chairman of the Bank Group Subsidiary's governing body.

The decision regarding disbursement from the exceptional bonus limit, based on the proposal, shall be made by the party exercising employer's rights in the case of managers employed by the Bank, with the proviso that in respect of the heads of Risk Management, Internal Audit and Compliance the Remuneration Committee shall have the right of joint decision-making. In the case of the chief executives of the Bank Group's subsidiaries, the decision is made by the body controlling owner's rights, while in the case of other executives employed by the Bank Group's subsidiaries, the decision is made jointly by the chief executive of the subsidiary concerned and the chairman of the shareholders' governing body.

7. Principles and rules concerning the payment of performance-based remuneration

7.1. Basic Principles

- When assessing the performance of the year evaluated (“T year”), the amount of performance-based remuneration is determined and broken down to the level of individuals. The amount of performance-based remuneration payable from the general bonus limit is determined in consideration of individual performance, as well as the ratio of basic and performance-based remuneration achievable from the general bonus limit. The amount of the performance-based remuneration payable from the exceptional bonus limit may not be higher than 50% of the performance-based remuneration payable from the general bonus limit.
- For persons exercising a material impact on the risk profile at consolidated level, the performance-based remuneration is, as a general rule, provided in the form of a cash bonus and, depending on whether the beneficiary chooses it, a share award, granted at a discounted price, with the proviso that the proportion of shares within the performance-based remuneration is at least 50%. In the case of subsidiaries that have their registered office outside the area of Hungary, the performance-based remuneration is, as a general rule, provided in the form of a cash bonus and, depending on whether the beneficiary chooses it, a cash payment of an amount equivalent to that which the beneficiary would have received had he or she received remuneration in the form of shares or a preferentially-priced share award. This latter form of award must account for at least 50% of the performance-based remuneration.
- For persons at Hungarian subsidiaries exercising a material impact on the risk profile at sub-consolidated level, the performance-based remuneration is, as a general rule, provided in the form of a cash bonus and a share award, with the proviso that the proportion of shares within the performance-based remuneration is at least 50%.
- For persons employed at the foreign subsidiaries who exercise a material impact on the risk profile at sub-consolidated level or local level, the performance-based remuneration is, as a general rule, provided in the form of a cash bonus plus a cash payment of an amount equivalent to that which the beneficiary would have received had he or she been paid in shares. This latter form of award must account for at least 50% of the performance-based remuneration.
- For persons participating in the share award – not including any persons who join the OTP Bank ESOP Organisation as participants – the share-based portion of the variable remuneration shall be provided by OTP Bank Plc.
- In the case of the CEO and deputy CEOs of OTP Bank Plc., and above a total remuneration threshold to be established by the Supervisory Board for each country, 60% of the performance-based remuneration shall be deferred; in all other cases, in principle, 40% of the performance-based remuneration shall be deferred.
- The period of the deferral is at least 4 years – and in the case of the Chairman & CEO and the Deputy CEOs of OTP Bank Plc., 5 years – during which period the amount of the deferred payment is set annually, in equal proportions.
- Eligibility to receive such deferred instalments is determined through a retrospective assessment of risks. The assessment of risks takes place partly on the basis of criteria for assessing prudent operation, i.e. it is necessary to ensure that the capital remains above the minimum level of regulatory capital defined in the law, and that operations are conducted without a need to resort to the deposit insurance fund, and, secondly, it is

linked to the activity of the persons concerned. On the basis of the assessment of risks related to the activity of the persons concerned, deferred amounts may be reduced or clawed back in the case of a significant breach of the internal regulations, with special respect to those concerning risk management.

- Entitlement to the deferred instalments is linked to the subsequent assessment of risks and is subject to the person's still being employed at the company at the time that the deferred instalment is due for payment. Exceptions to the above may only be validly authorised in respect of the executive directors (Chairman & CEO, Deputy CEOs) by OTP Bank's Supervisory Board, in the case of exceptional performance, whereas in respect of managers employed at the Bank and chief executives of subsidiaries identified at consolidated level, exceptions are permitted based on a decision of the Chairman & CEO of OTP Bank Plc. In the case of other staff identified at consolidated level and for chief executives identified at sub-consolidated and local level, the head of OTP Bank Plc.'s Human and Organisational Development Directorate is entitled to authorise exceptions. For other staff identified at sub-consolidated and local level, exceptions are permitted based on the decision of the subsidiary's chief executive, subject to the consent of the chairperson of the owner's governing body. The Chairman-CEO of OTP Bank Plc. may withdraw the right to authorise exceptions in respect of any subsidiary at any time.
- OTP Bank Plc.'s Supervisory Board – not including executives falling under the personal scope of the remuneration policy as per the act on the encouragement of long-term shareholder engagement – is entitled to make decisions on the proportionate application of the rules set out in the remuneration guidelines in respect of the settlement of the performance-based remuneration of identified staff whose annual performance-based remuneration does not exceed HUF 17,500,000 and whose performance-based remuneration within their total remuneration for the year represents a share of maximum 33.3%. The Supervisory Board of OTP Bank Plc. is also entitled to take a decision with respect to proportionate application in regard to the identified employees of those subsidiaries that do not qualify as large credit institutions under Article 4(1)(146) of the CRR and whose average balance sheet total of the past four years is less than HUF 1,500 billion. As part of proportionate application, the application of certain regulations (deferred payment, share-based payment) may be avoided either in part or in full, provided that such departure is not in conflict with local statutory or supervisory provisions.

7.2 Settlement rules

- In principle, settlement of the due instalments of performance-based remuneration shall take place by 30 June in the year following the assessed period.
- The number of shares that may be used for the settlement of performance-based remuneration taking the form of shares, broken down to individuals, must be determined as the quotient of the amount of performance-based remuneration taking the form of shares, and the share price determined by the Supervisory Board.
- The share price to be taken into account when determining the number of shares is set by the Supervisory Board on the basis of the arithmetic average of the daily quoted price of the ordinary shares issued by OTP Bank, as registered by the Budapest Stock Exchange, on the three trading days preceding the date of the Supervisory Board's decision made, in principle, within the 10 days preceding settlement of the performance-based remuneration.

- Concurrently with this, the specific terms and conditions of the discounted share award are also determined, with the proviso that the share allowance granted at a discounted price may contain a maximum discount of HUF 6,000 at the time of performance assessment, and the profit content per share may amount to a maximum of HUF 12,000 at the time of vesting the share award.
- The Bank's Board of Directors, in the interest of managing shares acquirable in the framework of the remuneration policy, has decided to establish an ESOP Organisation. In the course of implementing the remuneration policy, shares or bonds issued by OTP Bank Plc. as founder and that constitute coverage for payment of an award to which the beneficiary is entitled as part of his or her performance-based remuneration, may be handed over to the ESOP Organisation, or may be purchased, or subscribed to, by the ESOP Organisation using funds provided to it by the Bank or one of its subsidiaries. Through the handing over of these securities to the ESOP Organisation, or through the purchase thereof or subscription thereto by the ESOP Organisation – in the manner set out in the ESOP remuneration policy – the beneficiary concerned shall acquire a member's holding in the ESOP Organisation. The member's holding in the ESOP Organisation is not a negotiable instrument; it may not be encumbered or pledged as collateral, and it only assures payment of the award to the individual if the conditions prescribed in the remuneration policy (result of performance assessment, retrospective assessment of risks) are fulfilled. Any member's holding that does not fulfil the conditions shall revert to the Bank or to the Bank's subsidiary that employs the individual concerned.
- Among the staff identified by the Bank Group's Remuneration Policy, the detailed terms of share-based performance remuneration awards granted through an ESOP Organisation may – within the constraints of the Group-Level Remuneration Guidelines – be set by the Supervisory Board.

The Supervisory Board of OTP Bank Plc., with the exception of matters placed under the authority of the General Meeting by law – is authorised to amend the Bank Group's Remuneration Policy.

REMUNERATION POLICY OF OTP BANK PLC. IN ACCORDANCE WITH THE ACT ON THE ENCOURAGEMENT OF LONG-TERM SHAREHOLDER ENGAGEMENT

The remuneration policy of OTP Bank Plc (hereinafter: **Bank**) based on Act LXVII of 2019 on the encouragement of long-term shareholder engagement and modification of certain acts with the purpose of legal harmonisation (hereinafter: **Remuneration Policy**) has been developed in an effort to provide appropriate incentives to pursue both strategic and operational objectives, while ensuring compliance with domestic and international regulations.

The Bank's Remuneration Policy supports the values, long-term objectives, interests and sustainability of the Company, in the course of which it also promotes efficient and effective risk management, and ensures that no risks are taken beyond the limits of the Bank's risk exposure. To facilitate all of the above, the Bank's Remuneration Policy and Practice includes the following.



- The managers' remuneration is based on value creation. It encourages high performance and appropriate risk-taking in line with the Bank's strategy, as well as a responsible behaviour serving the long-term interests of the Bank (e.g. developing incentives, through the creation of a performance measurement scheme and the use of financial and non-financial indicators, that aligns the managers' individual interests with the Bank's long-term interests).
- The share-based honorarium and performance-based remuneration ensure consistency between the individual interests of the executives and the long-term interests of shareholders and the company, by guaranteeing the long-term commitment of the beneficiaries of share-based honorarium and performance-based remuneration and their commitment to the Bank's sustainable and long-lasting success.
- The objective is to ensure that the Bank's senior management consists of executives with the appropriate skills and competences and with a good business reputation, who contribute to the long-term success of the Company and the implementation of its strategy (including, in particular, the application of selection criteria aligned with these values and of a competitive salary system adjusted to market conditions, qualifications and the complexity of the tasks, in an effort to attract and retain the appropriate executive staff).
- Provisions ensuring several years' deferral of performance-based remuneration and its subsequent risk adjustment also promote long-term value creation and sustainability, as well as ethical behaviour. These provisions examine eligibility for performance-based remuneration not only at the time that it is awarded, but also before each deferred instalment is paid (in each year of the deferral cycle), thereby ensuring that the performance measurement process is indeed based on long-term results and, where appropriate, any disbursed performance-based remuneration can be reclaimed.

I. SCOPE OF THE REMUNERATION POLICY

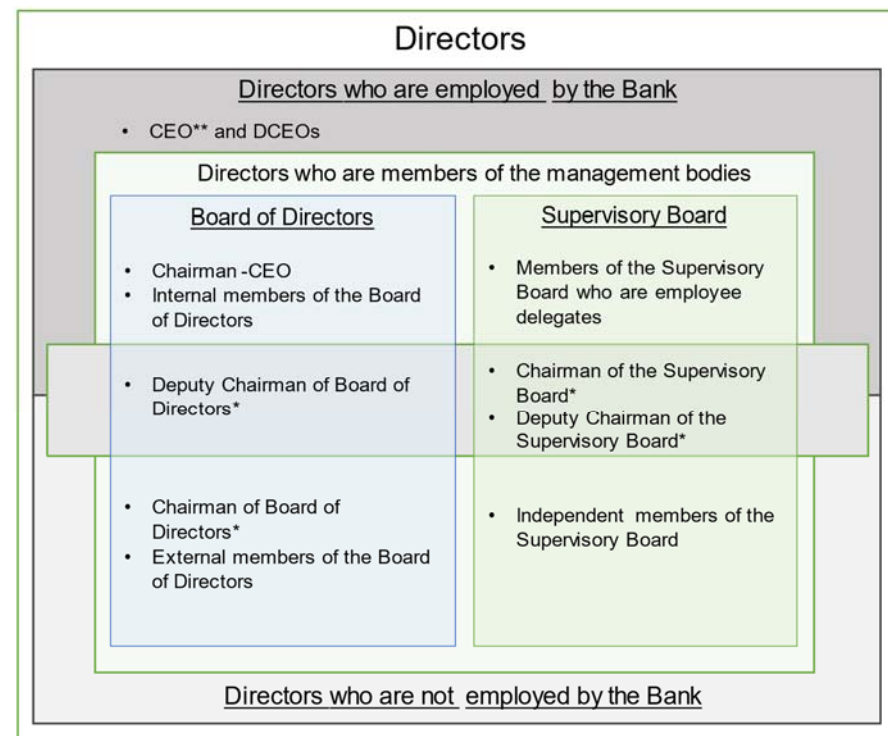
The scope of the Bank's Remuneration Policy includes, in accordance with the relevant statutory provisions, the Chairman, Deputy Chairman and members of the Bank's Board of Directors, the Chairman, Deputy Chairman and members of the Supervisory Board, the Bank's Chief Executive (Chairman-CEO) and the deputy chief executives (hereinafter collectively: **Directors**). Should the Board of Directors, based on the authorisation granted by the Bank's Articles of Association, decide that the position of the Chairman of the Board of Directors and the CEO of the Bank shall be held by separate persons, the provisions of this Remuneration Policy shall also apply to the CEO.

For the purpose of applying the remuneration rules relevant to Directors, the following personnel categories must be distinguished.

- **Directors qualifying as members of the Management Bodies:** Chairman, Deputy Chairman and members of the Board of Directors (collectively: **members of the Board of Directors**) and Chairman, Deputy Chairman and members of the Supervisory Board (collectively: **members of the Supervisory Board**).
- **Directors employed by the Bank:** Chairman-CEO (Chief Executive Officer), the Deputy CEOs (including internal members of the Board of Directors) and members of the Supervisory Board qualifying as employee delegates.
- **Directors not employed by the Bank:** external members of the Board of Directors (including the Chairman of the Board, if he does not hold the position of the CEO) and the independent members of the Supervisory Board.

If a particular Director is a member of more than one personnel category, then the remuneration rules of this Remuneration Policy that are applicable to the personnel categories relevant to the Director concerned shall apply jointly to the Director concerned.

The Bank's Remuneration Policy shall enter into force on the day on which it is submitted to the General Meeting for expressing an opinion.



*: These officials are elected by the management body from among its members, and therefore depending on the decision of the given body, may either be a director employed or a director not employed by the Bank.
 **: if not a member of the Board of Directors.

The Bank's Remuneration Policy shall be submitted to the General Meeting in case of a significant change therein, but at least every four years.

II. ELEMENTS OF REMUNERATION, RATIO OF FIXED AND VARIABLE REMUNERATION

The Directors' remuneration may consist of fixed, variable and extraordinary elements.

The elements of the Remuneration			Code	
Fixed elements of the Remuneration	Monetary benefits	Cash and share based award	1.1	➤
		Cash award	1.2	➤
		Basic salary	1.3	➤
		Commission fee	1.4	➤
	Fringe benefits	Role-based allowances for Directors	2.1	➤
		Benefits payable on equal terms to all employees	2.2	➤
		Personalised entertainment budget	2.3	➤
		Role based allowances for Chairman-CEO (CEO) and for Deputy CEOs	2.4	➤
		Role based allowances for Chairman-CEO	2.5	➤
		Benefits based on Agency contract	2.6	➤
	Role-based allowances based on job classification	2.7	➤	
Variable elements of the Remuneration	Performance-based remuneration		3.0	➤
	Extraordinary elements	Benefits related to the establishment of an employment relationship	4.1	➤
		Benefits related to the termination of an employment relationship	4.2	➤

Fixed elements of directors' remuneration include:

Code

- For Directors who are members of the Management Bodies, the **honorarium** shall be:
 - For members of the Board of Directors, the remuneration consists of a cash and a share-based award. With regard to 50% of the share-based award, the members of the Board of Directors are subject to an extended holding obligation until the end of their term of office. 1.1
 - In the case of members of the Supervisory Board, the honorarium shall consist solely of a cash benefit. 1.2
- For Directors employed by the Bank, the **basic salary**. 1.3
- If an agency contract is concluded with an external member of the Board of Directors for the performance of a specific task beyond the scope of his/her duties as a member of the board, the **commission fee**. 1.4
- In the case of members of the Board of Directors and Directors employed by the Bank, **role-based allowances** that all directors in the same position are entitled to under equal conditions. 2.1
- For Directors employed by the Bank, **benefits payable on equal terms to all employees**.

Variable elements of Directors' remuneration include:

2.2

- In the case of Directors not employed by the Bank, the **remuneration has no variable components**.
- In the case of Directors employed by the Bank, **performance-based remuneration** provided in accordance with the Group Remuneration Guidelines. 3.0

The **extraordinary elements** of the Directors' remuneration are not considered as regular benefits, but may be linked to the establishment or termination of an employment relationship, and therefore only Directors who are employed by the Bank may acquire the right to such a benefit.

Benefits related to the establishment of an employment relationship granted to Directors employed by the Bank may include the guaranteed bonus and the buyout of previous contract. Such benefits related to the establishment of an employment relationship may be payable only when the employment is first started and may not exceed the annual basic remuneration. 4.1

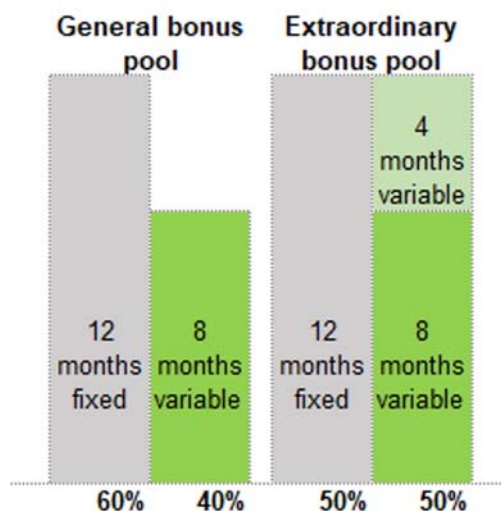
Benefits related to the termination of an employment relationship granted to Directors employed by the Bank may include:

4.2

- Compulsory benefits payable under the Labour Code: severance pay, absence fee for the discharge period, redemption of unused holidays.
- Severance pay paid in accordance with the provisions of the Remuneration Policy.
- Proportionate consideration for a non-compete commitment.

The ratio between fixed and variable remuneration is determined as follows:

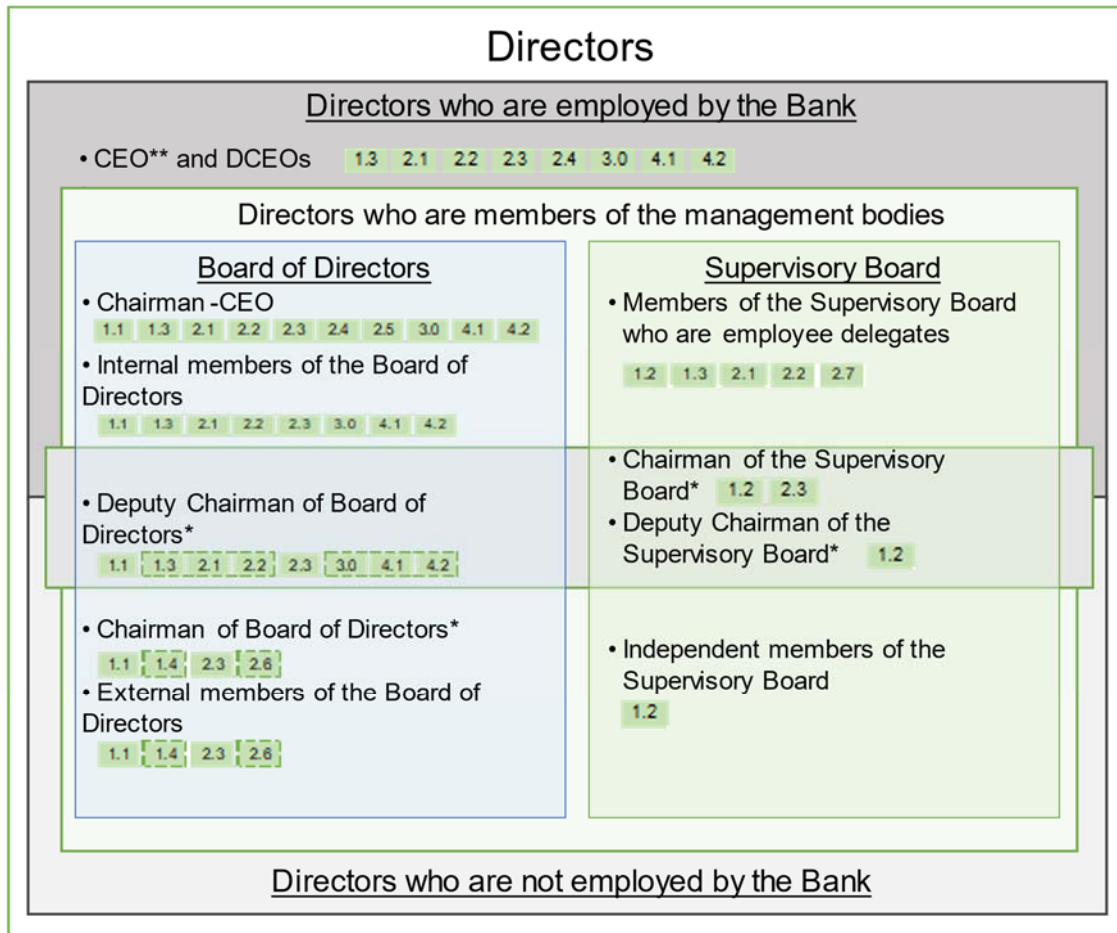
- In the case of Directors who are not employed by the Bank, **100% of the remuneration shall be fixed**, and no variable remuneration may be determined or paid.
- In the case of the Chairman-CEO (Chief Executive Officer) and the Deputy CEOs (including internal members of the Board of Directors), the ratio of **basic remuneration to performance-based remuneration** is determined for both the general and the extraordinary bonus pools under the Group Remuneration Guidelines, as follows: 3.0



- In the event that only the **general bonus pool** is determined for a given business year, **the maximum ratio of fixed to variable remuneration components is 60%-40%**. The rate of variable remuneration may only exceed the above ratio – up to a 50-50% fixed to variable remuneration ratio – in the case of a specific Director, if the performance-based remuneration of another Director is reduced by the same extent as the former Director’s performance-based remuneration was increased.
- If an extraordinary bonus pool is also determined in addition to the **general bonus pool**, then **the fixed to variable remuneration maximum ratio shall be 50-50%**, with the proviso that the ratio of variable remuneration may also be lower than this, depending on the determined extraordinary bonus pool.

- Although the employee delegates of the Supervisory Board **are not entitled to variable remuneration based on their Supervisory Board membership**, they may become eligible to variable remuneration based on their jobs filled at the Bank. The fixed to variable remuneration ratio of employee delegates is always determined by the Bank's Supervisory Board in association with the duties and responsibilities of the employee concerned. As the duties and responsibilities of an employee delegate delegated to the Supervisory Board cannot be foreseen, the ratio of the fixed and the variable components of the remuneration paid to employee delegates of the Supervisory Board with regard to their employment relationship cannot be specified in advance in this Remuneration Policy. However, it may be established as a guarantee rule that, in the case of employee delegates of the Supervisory Board as well, the proportion of the annual variable remuneration may not exceed the annual fixed remuneration, and that, in justified cases, the Supervisory Board is entitled not to determine any kind of remuneration for members of the Supervisory Board qualifying as employee delegates. If variable remuneration is determined for an employee delegate, this shall be determined and paid to them in accordance with the Group Remuneration Guidelines.

III. AWARDS AND OTHER BENEFITS AVAILABLE TO DIRECTORS



Cash and share based award	1.1
Cash award	1.2
Basic salary	1.3
Commission fee	1.4
Role-based allowances for Directors	2.1
Benefits payable on equal terms to all employees	2.2
Personalised entertainment budget	2.3
Role based allowances for Chairman-CEO (CEO) and for Deputy CEOs	2.4
Role based allowances for Chairman-CEO	2.5
Benefits based on Agency contract	2.6
Role-based allowances based on job classification	2.7
Performance-based remuneration	3.0
Benefits related to the establishment of an employment relationship	4.1
Benefits related to the termination of an employment relationship	4.2

*: These officials are elected by the management body from among its members, and therefore, depending on the decision of the given body, may either be a director employed or a director not employed by the Bank.

** : if not a member of the Board of Directors.

 : the holder of the office is entitled to the benefit if he/she is employed by the Bank or, in the case of external members of the Board of Directors, if he/she has an assignment contract.

In the case of Directors who are not employed by the Bank, **no variable remuneration** (including premiums or awards) **may be determined**.

Directors employed by the Bank may become **eligible for performance-based remuneration (premium) under the Group Remuneration Guidelines**, based on a target agreement and performance assessment.

3.0

Directors shall be entitled to the following **role-based allowances** qualifying as fixed remuneration:

2.1

- a) personally used IT devices,
- b) personally used mobile phones and mobile phone usage limits,
- c) travel (accident) and health insurance,
- d) reimbursement of health care costs,
- e) holidays in a facility owned by the Bank Group,
- f) providing for training and education,
- g) travel, hotel accommodation, subsistence allowances and material expenses in the case of missions,
- h) health insurance package for the Director's family.

The members of the Board of Directors, the Chairman of the Supervisory Board, the Chairman-CEO (Chief Executive Officer) and the Deputy CEOs are also entitled to a **personalised entertainment budget**, as role-based allowances qualifying as fixed remuneration.

2.3

The Chairman-CEO (Chief Executive Officer) and the Deputy CEOs shall, in addition to the above benefits, also be entitled to the following **role-based allowances** qualifying as fixed remuneration:

2.4

- a) insurance of personally used vehicles, and the associated drivers' insurance,
- b) risk life insurance.

The Chairman-CEO shall, in addition to the above benefits, also be entitled to the following **role-based allowances** qualifying as fixed remuneration:

2.5

- a) reimbursement of the cost of a general medical examination every year,
- b) the creation of working conditions and reimbursement of costs associated with working outside the workplace (telecommuting),
- c) reimbursement of the costs of maintaining language skills and the provision of working time allowances for this purpose,
- d) reimbursement of travel and accommodation expenses of one family member travelling with the Chairman-CEO.

If an **agency contract** is concluded with an external member of the Board of Directors for the performance of a specific task beyond the scope of his/her duties as a member of the board, a personally used vehicle and a driver may also be granted to him/her in the agency contract, which shall qualify as fixed remuneration.

2.6

Members of the supervisory board who qualify as employee delegates are, as a general rule, **eligible for role-based allowances, based on their job class**, under the same conditions as all staff members with whom they work at the same classification level. On this basis, it is possible that members of the Supervisory Board who qualify as employee delegates may also be entitled to a personalised entertainment budget, or a personally used vehicle – aligned with the given classification level.

2.7

In addition to the above, Directors who are employed by the Bank shall be entitled to any benefits qualifying as fixed remuneration provided by the Bank on equal terms to all employees of the Bank, which shall include, in particular, the following remuneration components:

2.2

- a) annual cafeteria limit,
- b) health fund contribution,
- c) voluntary pension fund contribution,
- d) jubilee award,
- e) private health insurance,
- f) awards granted under the system of non-financial recognition (list of awards and the amount of the associated benefits are set out in the policy, and are available to all employees of the Bank, subject to the conditions for the award being met).

IV. CHARACTERISTICS OF EMPLOYMENT CONTRACTS CONCLUDED WITH DIRECTORS

1. RULES UNIFORMLY APPLICABLE TO DIRECTORS WHO ARE NOT EMPLOYED BY THE BANK

Directors who are not employed by the Bank **may be recalled at any time without explanation**, in accordance with company-law stipulations, and they **may resign from their office at any time**.

Directors not employed by the Bank **shall not be entitled to a notice period**.

Directors who are not employed by the Bank are entitled to the benefits listed in Chapters II and III of this Remuneration Policy, as defined therein.

Directors who are not employed by the Bank **shall not receive separate remuneration in the event of termination**.

Directors who are not employed by the Bank **are not entitled to participate in a supplementary or early retirement scheme**.

2. RULES UNIFORMLY APPLICABLE TO DIRECTORS WHO ARE EMPLOYED BY THE BANK

The employment of Directors employed by the Bank may be terminated in accordance with the provisions of the Labour Code.

Directors employed by the Bank for an indefinite term shall be entitled to a uniform notice period calculated as follows:

5.1

Number of years of employment at OTP Bank Plc:							
below 3 years	between						over 20 years
	3-5 years	5-8 years	8-10 years	10-15 years	15-18 years	18-20 years	
Notice period in calendar days							
60	70	80	90	120	140	160	180

Directors employed by the Bank for an indefinite term shall be entitled to a uniform discharge period, provided that termination of the legal relationship was initiated by the Bank, calculated as follows:

5.2

Number of years of employment at OTP Bank Plc:							
below 3 years	between						over 20 years
	3-5 years	5-8 years	8-10 years	10-15 years	15-18 years	18-20 years	
Discharge period in calendar days							
45	53	60	68	96	112	128	162

In the event that **the employment is terminated due to retirement**, the party exercising the employer's rights may exempt the Director from work for the entire duration of the notice period.

Directors who are employed by the Bank are entitled to the benefits listed in Chapters II and III of this Remuneration Policy, as defined therein.

Directors who are employed by the Bank are entitled to payment in the event of termination of their legal relationship, as follows:

5.2

- **absence fee** for the applicable discharge period, **as calculated based on the Labour Code**,
- **severance pay calculated based on the Labour Code**, depending on the duration of the employment,
- **redemption of holidays** not taken by the employee,
- if employment is terminated because of retirement and at least 50% of the period required for payment of the next stage of jubilee award has elapsed, the Director is entitled to receive the **jubilee award** due at the next stage.

5.3

5.4

5.5

Directors who are employed by the Bank are not entitled to participate in a supplementary or early retirement scheme, although they are entitled to a supplement to their independent pension fund membership under the same conditions as all the employees of the Bank.

3. RULES APPLICABLE TO MEMBERS OF THE BOARD OF DIRECTORS

Members of the Board of Directors are elected by the General Meeting for a **fixed term of 5 years**, in accordance with the Bank's Articles of Association.

No separate contract is concluded with the members of the Board of Directors for the performance of their duties as members of the Board of Directors.

Internal members of the Board of Directors, as employees, are considered to be executive employee, so **their employment may be terminated in writing at any time without explanation**.

Members of the Board of Directors **may be unilaterally recalled** from the Board, or **they may resign** from their office **at any time**. If so required by the Bank's proper operation, the resignation shall take effect upon the election of a new member of the Board of Directors or, failing that, on the sixtieth day following notification.

If the Bank concludes an **agency contract** with an external member of the Board of Directors for the performance of a specific task beyond its duties as a member of the Board of Directors, such agency contract shall in all cases be for a **fixed period**, and **it may at any time be terminated by the Bank unilaterally, without explanation and without a notice period**. **The member of the Board of Directors shall not be entitled to any benefit in connection** with the termination or early termination of such contract.

In all other respects, **the above rules that are uniformly applicable to Directors employed by the Bank** shall also apply to internal members of the Board of Directors, and the rules uniformly applicable to **Directors not employed by the Bank** shall also apply to external members of the Board of Directors.

Benefits to which the employed internal members of the Board of Directors **are entitled in the event of termination of employment** (in addition to the benefits laid down in the rules that apply uniformly to the Directors who are employed by the Bank):

- **Consideration for non-compete commitment**, the amount of which may not exceed the amount of the basic remuneration for the duration of the non-compete obligation. The **period** of non-compete commitment **may not exceed 24 months**. 5.6
- **Severance pay provided within the standard framework defined in the Remuneration Policy**, depending on the length of the employment, in addition to the statutory severance pay, and settled upon termination of employment, without deferral, as follows: 5.7

<i>Number of years of employment at OTP Bank Plc:</i>					
<i>over</i>					
<i>3 years</i>	<i>5 years</i>	<i>10 years</i>	<i>15 years</i>	<i>20 years</i>	<i>25 years</i>
The extent of the severance pay expressed in the monthly basic salary, may not be more than					
<i>1 month</i>	<i>3 months</i>	<i>5 months</i>	<i>7 months</i>	<i>9 months</i>	<i>12 months</i>
<i>with the proviso that the amount so determined is to be weighted by the arithmetic mean of the percentage representing the results of the performance assessment of the Director concerned for the 5 years preceding the year in which the employment was terminated.</i>					

4. RULES APPLICABLE TO MEMBERS OF THE SUPERVISORY BOARD

Members of the Supervisory Board are elected by the General Meeting **for a fixed term of 3 years**, in accordance with the Bank's Articles of Association.

No separate contract is concluded with the members of the Supervisory Board for their Supervisory Board membership.

In all other respects, the above rules that are uniformly applicable to **Directors not employed by the Bank** shall also apply to independent members of the Supervisory Board, and the rules uniformly applicable to **Directors employed by the Bank** shall also apply to employee delegates of the Supervisory Board.

5. RULES APPLICABLE TO THE CHAIRMAN-CEO (CHIEF EXECUTIVE OFFICER) AND THE DEPUTY CEOS

The employment contract of the Chairman-CEO is adjusted to the membership of the Board of Directors, **for a fixed term of 5 years**. The employment contract of the Deputy CEOs (CEO) is concluded for an **indefinite period**.

The Chairman-CEO (Chief Executive Officer) and the Deputy CEOs, as employees, are considered to be executive employee, so **their employment may be terminated in writing at any time without explanation**.

In the event of early termination of the employment contract of the Chairman-Chief Executive, the provisions of the Labour Code governing early termination of fixed-term employment contracts shall apply, under which he/she is entitled to an absence fee for the remaining part of the fixed-term employment, up to a maximum of 12 months, calculated according to the Labour Code.

5.8

The **basic salary** of the Chairman-CEO **is reviewed annually by the Board of Directors**.

In all other respects, **the rules that apply uniformly to the Directors employed by the Bank shall also apply to** the Chairman-CEO (Chief Executive Officer) and the Deputy CEOs.

Those Deputy CEOs who are not members of the Board of Directors (and, if the chairman and the chief executive officer positions are separated, the chief executive officer, unless he/she is a member of the Board of Directors) **are entitled to the same benefits upon termination of employment, as the internal members of the Board of Directors**.

Remuneration components due in connection with the termination of employment



Notice period	5.1
Discharge period	5.2
Severance pay	5.3
Redemption of holidays not taken	5.4
Jubilee award	5.5
Consideration for a non-compete commitment	5.6
Severance pay provided within the standard framework, in addition to the statutory severance pay	5.7
Consideration for the early termination of a fixed-term employment contract	5.8

*: if not a member of the Board of Directors

--- the holder of the office is entitled to the benefit if he/she is employed by the Bank

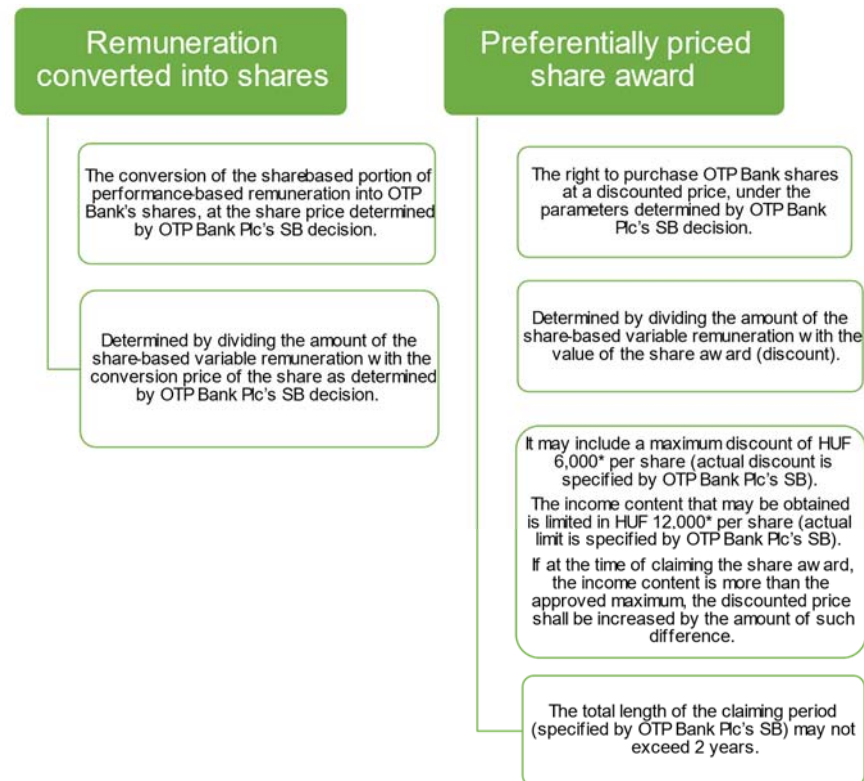
V. RULES APPLICABLE TO SHARE- AND PERFORMANCE-BASED REMUNERATION

The share- and performance-based remuneration constituting a part of the variable remuneration ensures consistency between the individual interests of the employees and the long-term interests of shareholders and the company, by guaranteeing the long-term commitment of the beneficiaries of share- and performance-based remuneration and their commitment to the Bank's sustainable and long-lasting success.

Only Directors who are employed by the Bank are entitled to share- and performance-based remuneration. The variable (performance-based) remuneration of Directors employed by the Bank shall be settled uniformly in the form of a cash bonus and share awards, in equal (50-50%) proportions.

The **share- and performance-based remuneration may be determined annually in relation to the performance achieved in the business year.** Share- and performance-based remuneration may only be paid in accordance with the time schedule determined by the deferral and retention rules set out in Chapter VII of the Remuneration Policy.

The **share-based portion of variable remuneration** shall be settled – depending on the decision of the authorised person – either in the form of a remuneration converted into shares or a preferentially priced share award.



▪ **Remuneration converted into shares** means the conversion of the share-based portion of performance-based remuneration into OTP Bank's ordinary shares, at the share price determined by the Supervisory Board of OTP Bank Plc. The number of units of remuneration converted into shares, per individual, is determined by the ratio of the amount of performance-based remuneration given in shares and the price of the share.

▪ A **preferentially priced share award** is the right to purchase the Bank's ordinary shares at a discounted price, under the parameters determined by the Supervisory Board of the Bank. The preferentially-priced share award may entail a maximum discount of HUF 6,000 per share, and the income equivalent attainable per share, at the time of exercising the share award, may be a maximum of HUF 12,000. In the case of a preferentially priced share award, the number of shares per individual is determined by the ratio of the amount of the share-based variable remuneration and the value of the share award. The Supervisory Board of the Bank is authorised to set the period for exercising the preferential share option at a maximum of two years, and to extend the specified period on one occasion by a maximum of two years, with the proviso that the entire draw-down period may not exceed two years.

The Bank's Board of Directors, in the interest of managing shares acquirable in the framework of the remuneration policy, has decided to establish an **ESOP Organisation**. In implementing the remuneration policy, shares or bonds issued by OTP Bank Plc that constitute coverage for payment of an award to which the Director is entitled as part of his or her variable (performance-based) remuneration, may be provided to, purchased, or subscribed to, by the ESOP Organisation. Through the handing over of these securities to the ESOP Organisation, or through the purchase of, or subscription to them by the ESOP Organisation, the Director concerned shall acquire a member's share in the ESOP Organisation. The member's holding in the ESOP Organisation is not a negotiable instrument; it may not be encumbered or pledged as collateral, and it only assures payment of the award to the individual if the conditions prescribed in the remuneration policy (result of performance assessment, ex-post assessment of risks) are fulfilled. The Supervisory Board is entitled to set the detailed conditions of performance-based remuneration awards granted through an ESOP entity, with the proviso that participation of the Director concerned in the ESOP entity may only take place based on the voluntary decision of the Director concerned.

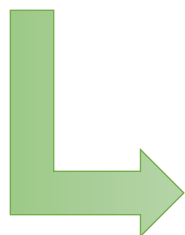
VI. CONDITIONS FOR ENTITLEMENT TO VARIABLE REMUNERATION

Directors not employed by the Bank **are not entitled to variable remuneration**.

In the case of Directors in an employment relationship with the Bank, the **evaluation of performance** takes place on the basis of the **criteria used to measure group- and institution-level** and **individual performance** (financial indicators and indicators of the quality of work performance).

The **performance** of the Directors employed by the Bank **is measured** by weighting bank group / institutional and individual indicators, as follows:

- For the Chairman-CEO (Chief Executive Officer), institutional and individual indicators are taken into account with a 50% weight each.
- For the Deputy CEOs controlling the business and support areas, institutional indicators are taken into account with a 40% weight, while individual indicators with 60% weight.
- For Deputy CEOs fulfilling risk control functions, institutional indicators are taken into account with a 25% weight, while individual indicators with 75% weight.



KPIs	Chairman & CEO		DCEO*		Central executives (business, support areas** and region manager)	
Performance evaluation	<i>Performance evaluation</i>		<i>Performance evaluation</i>		<i>Performance evaluation</i>	
	Institutional goals	50%	Institutional goals	40%	Institutional goals	25%
	Individual goals	50%	Individual goals	60%	Individual goals	75%

The above weighting shall not apply to the case when the individual performance is below the institutional / bank group performance, as in this case the **performance** is determined based on **the individual performance below** the institutional / bank group performance, thereby ensuring that individual performances that are below the institutional / bank group performance are not recognised.

KPIs	Chairman & CEO		DCEO*		Central executives (business, support areas** and region manager)	
	Indicators	Weight	Indicators	Weight	Indicators	Weight
Institutional	Group-level (entity) indicators, total:	100%	Group-level (entity) indicators, total:	100%	Group-level (entity) indicators, total:	100%
Individual	Numerical indicators	100%	Numerical indicators	90%	Numerical indicators	80%
	Individual target tasks		Individual target tasks		Individual target tasks	
			competence	10%	competence	20%
	Individual indicators total:	100%	Individual indicators total:	100%	Individual indicators total:	100%



The **bank group and institutional indicators** applied to Directors may be as follows:

- RORAC + (risk-adjusted ROE/Expected Return)
- Cost-to-income ratio
- Market Share

The **individual numerical and logical indicators** used for the Chairman-CEO (Chief Executive Officer) may be as follows:

- The OTP Group's strategic objectives for the given business year.
- The Bank's strategic objectives for the given business year.
- Priority projects of the OTP Group and the Bank for the given business year.
- Additional numerical or logical (quality) indicators, that ensure the proper, profitable, sustainable and prudent operation of the OTP Group in the given business year, at least one of which must be an objective associated with social responsibility.

Individual numerical and logical indicators applied to Deputy CEOs may be as follows:

- If the Deputy CEO concerned qualifies as an ownership or professional manager of a subsidiary of the OTP Group, the composite indicator that defines the institutional objectives of the subsidiary under his/her control as ownership / professional manager. The composite indicator that applies to such subsidiaries includes the observance of the cost manager's budget, and at least one financial indicator for the given business year.
- If the Deputy CEO concerned qualifies as a cost manager at the Bank, the observance of the cost manager's budget.
- If the Deputy CEO concerned is in charge of a business area, he/she must have at least one financial / numerical indicator measuring the performance of the business area under his/her control.
- If the Deputy CEO is in charge of a support area, he/she must have at least one numerical indicator that measures the performance of the support area under his/her control, provided that the performance of the support area concerned is measurable and the performance expectation can be quantified in advance.
- If the Deputy CEO is in charge of a risk control area (risk management, internal audit, compliance), he/she must have at least one numerical indicator that measures the performance of the support area under his/her control, provided that the performance of the given area is measurable and the performance expectation can be quantified in advance.
- If the Deputy CEO concerned is in charge of a business area or holds a risk control function, he/she must have at least one logical or numerical indicator related to compliance with the limits set out in the statement of appetite for risk.
- One or more of the logical (quality) indicators defined below, with the proviso that at least one objective must be associated with social responsibility.

The **logical indicators** that measure quality performance may be as follows:

- Objectives related to projects and business development.
- Objectives related to acquisition and integration.
- Development, elaboration and implementation of corporate / business strategies.
- Strengthening, supporting and enforcing prudent behaviour.
- Objectives related to human resources management.
- Objectives related to group governance.
- Objectives related to the establishment, provision and improvement of operating conditions.
- Corporate Social Responsibility (CSR) objectives.
- ESG objectives.

In terms of the **structure of the individual objectives**, it is necessary to emphasise that, compared to all individual objectives

- numerical objectives have a weighting of up to 60%,
- logical (quality) indicators represent at least 40% weight,
- competency-based (subjective) objectives represent up to 20% weight.

The above performance measurement criteria effectively implement the Bank's strategy by aligning the business objectives assigned to the Directors with the Bank's business plan, by ensuring that, in this context, the company's key strategic objectives have a weight depending on the given Director's organisational level and his/her control over the implementation of the business objectives, and by ensuring that the quantitative and qualitative objectives that reflect the quality of the Directors' work, consistent with their responsibilities within the Bank, are also defined.

Members of the Supervisory Board who qualify as employee delegates may not, in this capacity, become eligible for variable remuneration, and therefore have no objectives in this regard. The employment objectives of the employee delegate members of the Supervisory Board are aligned with the employees' organisational classification and responsibility, and cannot be determined in advance.

The **group / institutional criteria for the business year in question**, the related target values and the relevant performance and tolerance thresholds **are determined by the Supervisory Board in the light of the annual financial plan. The Supervisory Board also determines the individual performance criteria** of Directors for a given business year, the related target values and the relevant performance and tolerance thresholds.

Subject to this decision, the concrete performance **measurement criteria** for the Chairman-CEO (Chief Executive Officer) are **established by the Board of Directors**, while in the case of other Directors employed by the Bank, by the party exercising employer's rights. Another condition for eligibility for variable remuneration is the **conclusion of a target agreement** setting out the above objectives and the terms of payment.

Further detailed rules governing the determination of the eligibility for variable remuneration and the amount of the benefit are set out in the **Group Remuneration Guidelines submitted to the General Meeting**, and the Banking Group's Remuneration Policy elaborated on its basis and accepted by the Supervisory Board, with particular regard to the following:

- the rules for determining the general and extraordinary bonus pools and for limiting these bonus pools;
- rules for determining and applying the performance threshold and the tolerance threshold;
- bodies and persons involved in performance assessment and entitled to determine the performance-based remuneration.

VII. DEFERRAL AND RETENTION RULES RELATING TO THE PAYMENT OF THE VARIABLE REMUNERATION

Variable remuneration may only be paid out in accordance with the time schedule determined by the deferral and retention rules set out in the Group Remuneration Guidelines.

Variable remuneration payable under a deferred payment schedule **is divided up into short-term** (non-deferred) **and deferred instalments**. In the case of Directors, 60% of the variable remuneration is deferred.

Performance year 2024		Year of payment					
		2025	2026	2027	2028	2029	2030
Short-term performance based remuneration 40%	cash	20%					
	share-based	10%	10%*				
Deferred performance based remuneration 60%	cash		6%	6%	6%	6%	6%
	share-based		6%	6%	6%	6%	6%

Short-term payment, half of the share-based part is retained for one year
Deferred payment; depending on ex-post risk assessment
*: the retained part is not subject to ex-post risk assessment

50% of the share-based part of the short-term (non-deferred) **instalment of the variable remuneration is retained for one year**. Accordingly, half of the short-term (non-deferred) instalment of the share- and performance-based remuneration is the non-retained part, while the other half is the retained part.

The deferred portion of the performance-based remuneration shall be paid to the Directors within the deferral period prescribed by law and by the Group Remuneration Guidelines. This **deferral period** shall be **4 years** for members of the Supervisory Board who qualify as employee delegates at the time of adoption of this Remuneration Policy, and **5 years** for all other

Directors employed by the Bank. If the statutory regulations or the Group Remuneration Guidelines subsequently stipulate stricter deferral periods, then these stricter deferral periods shall apply to the payment of Directors' performance-based remuneration, from the effective date thereof.

The deferred part of the performance-based remuneration **must be paid out in equal instalments** (e.g. 12-12-12-12-12%).

With respect to shares constituting the share-based part of the performance-based remuneration **that will be paid in the future** (deferred and retained part), employees do not have any right of disposal (for example, they may not conclude a pre-contract or contract with respect to this part, or offer it as collateral), and **they will not be entitled** to any dividend related to these **shares until the time of acquisition**.

With respect to deferred instalments, the ex-post risk adjustment must be applied. The assessment of risks takes place partly on the basis of criteria for assessing prudent operation, i.e. it is necessary to ensure that the capital remains above the minimum level of regulatory capital defined in the law, and that operations are conducted without a need to resort to the deposit insurance fund, and, secondly, it is linked to the activity of the persons concerned. Throughout the full outstanding period of deferral, the impacts related to the activity of the Director, occurring in the meantime, must be assessed, and the amount of performance-based remuneration paid out in a deferred manner must, if necessary, be reduced accordingly, including the possibility of complete withdrawal.

The Bank's Supervisory Board is also authorised to decide with regard to the **clawback of performance-based remuneration** settled/paid out to the person concerned in respect of a period affected by a circumstance giving grounds for clawback, if the identified staff member was a participant in, or responsible for, a practice that resulted in a significant loss, or if he/she does not fulfil the expectations relating to suitability and competence or if a criminal offence or serious failures, abuses or deficiencies have been detected that have significantly damaged the good standing and/or profitability of the Bank or a Bank Group Subsidiary.

VIII. RELATIONSHIP BETWEEN THE SALARIES AND THE EMPLOYMENT CONDITIONS OF THE DIRECTORS AND COMPANY'S EMPLOYEES

Directors who are not employed by the Bank receive an honorarium but no performance-based remuneration. Due to its fixed nature, this honorarium is unrelated to the salaries and employment conditions of the Company's employees, and its extent is to be determined by the General Meeting. For directors employed by the Bank, **the relationships may be summarised as follows**.

In addition to the Directors who are employed by the Bank, the Bank's employees are also entitled to **performance-based remuneration** aligned with their organisational level and classification, subject to the Bank's internal regulations.

An important principle in determining the variable remuneration for both Directors employed by the Bank and the Bank's other employees is that **performance shall be measured against criteria in which the employee has actual influence**. In order to achieve this, in the course of performance assessment, descending through the Bank's organisational hierarchy, the weight of the bank group and institutional indicators decreases, while the weight of individual indicators gradually increases. The Bank's personnel engaged in sales activities **are granted sales-based remuneration** that takes account of the priority of consumer needs.

In the event that the Supervisory Board decides to establish an extraordinary bonus pool, on the basis of which additional variable remuneration will be paid to the Directors employed by the Bank, it is also necessary to determine, for the managers and employees subordinated to the Directors affected by the payment, a bonus pool ensuring payments exceeding the performance-based remuneration that is usual whenever a general bonus pool is opened, dividing such limit for the persons concerned.

The approach applied in developing the remuneration is uniform for Directors employed by the Bank and all other employees of the Bank, and it **ensures fair and competitive pay and employment conditions** for all employees. For both the Directors and the Bank's other employees:

- the Bank uses market data obtained from external sources to make decisions regarding the level of income,
- the incentive system is closely linked to the company's strategic objectives and long-term business performance,
- individual performance – including the achievement of individual objectives – is measured every six months, and the result of the annual evaluation constitutes the basis for performance-based remuneration.

It must also be noted that ***the Bank has a number of benefit elements to which all employees of the Bank are entitled on equal terms*** (e.g. cafeteria limit, health fund and voluntary pension fund contribution, jubilee award, system for non-financial recognition).

IX. PRESENTATION OF THE DECISION-MAKING PROCESS FOR DEFINING, REVIEWING AND IMPLEMENTING THE REMUNERATION POLICY

The Bank's Remuneration Policy is required to set out rules, based on the statutory provisions applicable to credit institutions, that are consistent with the Group Remuneration Guidelines elaborated in compliance with the same statutory regulations.

All Bank areas that are significant in terms of corporate governance are involved in the development of the Bank's Remuneration Policy. ***The proposal for the Bank's Remuneration Policy is to be approved by the Bank's Remuneration Committee*** and, after being discussed by the Bank's Risk Assumption and Risk Management Committee, the Bank's Supervisory Board. After approval by the Supervisory Board, the Remuneration Policy is submitted by the Chairman of the Remuneration Committee to the General Meeting for a vote of opinions. Should the General Meeting reject the Remuneration Policy, it must be re-submitted to the next General Meeting for proposal.

The Bank's Board of Directors ***is responsible for the day-to-day implementation of the Remuneration Policy***. The Board of Directors of the Bank is required to ensure that the internal regulatory documents used in accordance with the provisions of the Remuneration Policy in respect of the same matters, as well as the individual declarations/agreements, are harmonised with the provisions of the Remuneration Policy.

The enforcement of the provisions of the Remuneration Policy ***is reviewed at least once a year*** by the Bank's internal auditing unit, which makes a report on this to the Remuneration Committee, Supervisory Board and Board of Directors of the Bank.

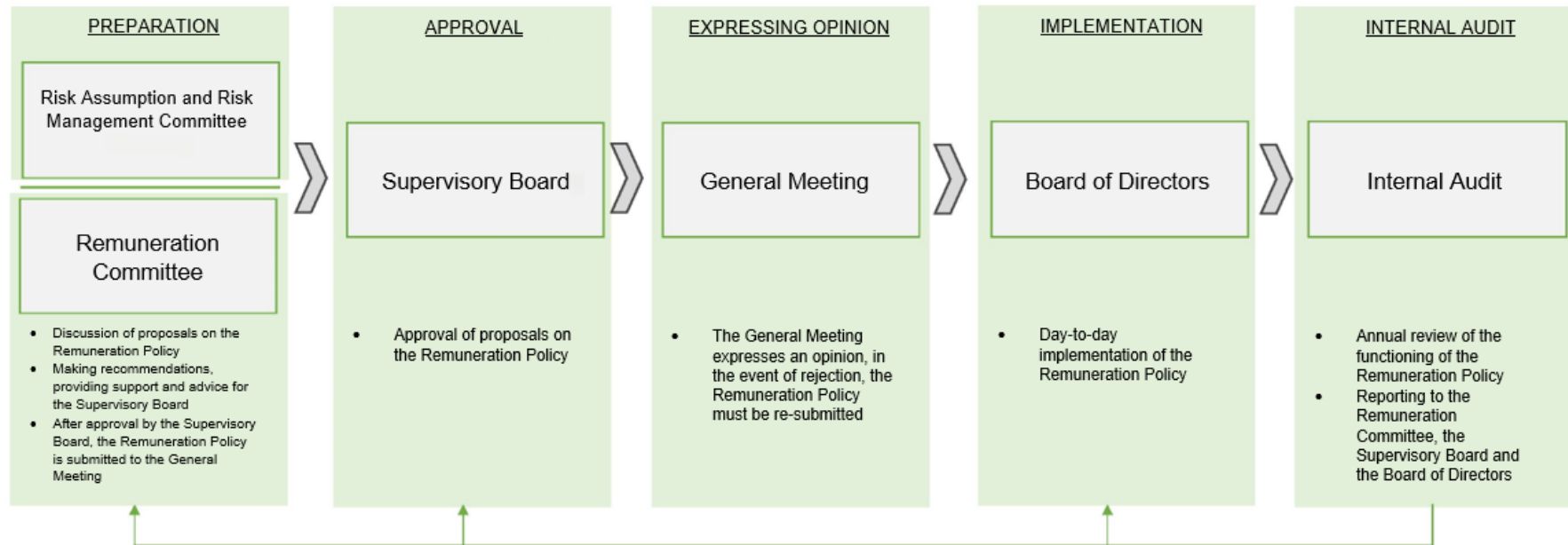
Based on the internal auditor's report, the Remuneration Committee of the Bank ***makes a proposal on the amendment of the Remuneration Policy***, and elaborates the appropriate procedures.

The Remuneration Committee of the Bank ***prepares remuneration decisions*** by taking into account the long-term interests of shareholders, investors and other stakeholders of the credit institution. The Remuneration Committee of the Bank draws up recommendations for the Bank's Supervisory Board with regard to the remuneration of the Directors, and provides support and advice to the Bank's Supervisory Board for the monitoring of the design and operation of the remuneration system. Proposals relating to the Remuneration Policy are submitted by the chairman of the Bank's Remuneration Committee for the Bank's Supervisory Board, which takes it into consideration and, if necessary, decides whether the proposal should be submitted to the next General Meeting of the Bank.

In exceptional cases, the Supervisory Board may, on the basis of a proposal by the Remuneration Committee, ***derogate*** from the provisions of this Remuneration Policy with respect to certain benefits and the objectives for which variable remuneration is granted, if such derogation is necessary to ensure the long-term interests and sustainability of the company or to provide for its viability. Such exceptional circumstances may include, in particular, the situation where the Bank is able to attract or retain a suitably skilled and qualified, professionally suitable candidate in a position classified as Director under this Remuneration Policy only at the cost of derogating from this Remuneration Policy, and if failure to attract or retain such a Director would have a material adverse effect on the Bank's financial results.

Derogations from the Remuneration Policy require a unanimous decision of the Remuneration Committee and a two-thirds majority decision of the Supervisory Board, and the derogation and its underlying reasons must be reported to the next General Meeting.

The Remuneration Policy must be amended if the amendment is made compulsory by a law.



In order to avoid a **conflict of interest** between the persons involved in the development of the Remuneration Policy, the following guarantee rules will be enforced:

- Members of the Bank's Board of Directors who perform the management of an organisational unit in the Bank or in a Bank Group Subsidiary cannot be members of the Bank's Remuneration Committee.
- Members of the Bank's Supervisory Board may not be members of the Bank's Remuneration Committee.
- Members of the Remuneration Committee of the Bank are obliged to notify the chairman of the Remuneration Committee and the Supervisory Board of the Bank, simultaneously, should any cause of a conflict of interest on their part arise. Members of the Remuneration Committee of the Bank from the time at which the cause of a conflict of interest arises, may not act in matters within the Remuneration Committee's scope of authority, and any declaration made by them on behalf of the Remuneration Committee shall be null and void.
- The Remuneration Committee submitting the Remuneration Policy and the Risk Assumption and Risk Management Committee discussing it consists exclusively of independent (external) members of the Board of Directors, and the Supervisory Board approving the Remuneration Policy has a majority of independent members. These independent members of the Board of Directors and the Supervisory Board are not entitled to variable remuneration under the Remuneration Policy, and therefore have no personal interest in developing the incentive scheme.