

Policy

MBH Bank Nyrt. Remuneration Policy under the Hrsztv.

Number of the regulation	POL-0002/2020/V5
Date of entry into force	2026.
Effective date of the last amendment	29.04.2025
Validity	Indefinite period – until revoked
Group-level	No
Subject to MNB data supply?	No
Public Access (Access to the Regulation and its annexes) (mark with an x)	<input checked="" type="checkbox"/> Normal (For internal use) <input type="checkbox"/> Restricted
In the case of a restricted access regulation, list the organisational units(s) authorised to access the regulation	
Other provisions	The HRSZtv. Remuneration Policy must be put on the agenda of the General Meeting for an opinion vote when it changes significantly, but at least every four years. Number of the last General Meeting resolution: xx/2026. (27 April) MBHB General Meeting Resolution

Regulation owner organisational unit	Compensation and HR services
Issuer	Supervisory Board of MBH Bank Nyrt.
Last amended by	Noémi Laczkó

Summary of annexes		
Number of annex	Title of annex	Entitled to approve amendments
1. annex - in the policy	Data relating to the work contract concluded with Directors or the performance of duties, or remuneration related thereto	Issuer

Revoked regulations
<ul style="list-style-type: none"> POL-0002/2020/V4. Policy (MBH Bank Nyrt. Remuneration Policy according to the Hrsztv)

The General Meeting of MBH Bank Nyrt. adopted this version V5 of this policy and its related annex by MBHB General Meeting resolution xx/2026 (27 April) on 27 April 2026 following an indicative vote.

The Supervisory Board of MBH Bank Nyrt. adopted this version V5 of this policy and its related annex by Supervisory Board resolution xx/2026(04.01)-MBHB-FB on 01 April 2024.

Budapest, 27.04.2026

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MBH Bank Nyrt. Remuneration Policy under the Hrsztv.
(“Remuneration Policy under the Hrsztv.” / “Remuneration Policy for Directors”)**Summary of changes**

The present Remuneration Policy under the Hrsztv. is a consolidated version of the Remuneration Policy according to Hrsztv No. **POL-0002/2020/V4.** as amended.

The Remuneration Policy under the Hrsztv. has been revised as follows:

(1) MBH Bank Nyrt. intends to operate its long-term incentive system in a manner that reinforces an ownership mindset and makes the management interested in achieving the strategic goals to the required standard. The MBH Bank Group was created through a unique triple merger, whereby Budapest Bank Zrt and Magyar Takarék Bankholding Zrt merged into MBH Bankholding Nyrt. with effect from 31 March 2022, followed by Takarékbank Zrt merging with MBH Bank Nyrt. with effect from 30 April 2023. Following the triple merger, the Bank Group is undergoing a particularly important phase of development, facing a number of complex strategic challenges, in particular the full integration of IT systems following the merger, the realization of the resulting efficiency and business synergies, and a significant increase in capital market activity. In order to successfully achieve these goals, meet strategic objectives, and ensure long-term, sustainable value creation, it is necessary to strengthen the long-term interests of those managers who have the greatest impact on the achievement of institutional objectives. This engagement is best achieved through a share-based incentive scheme, where the *Instrument-Based Benefit is based on ordinary shares issued by MBH Bank Nyrt.*, which reinforces the ownership mindset and creates a direct link between managerial performance and shareholder value creation, thereby enhancing the alignment of interests between management and shareholders. Share-based programmes encourage outstanding performance, reinforce long-term strategic focus, and contribute significantly to the long-term retention of managers with outstanding quality performance. In addition, share-based incentives are a transparent and market-conform solution that increases investor confidence and improves the reputation of MBH Bank Nyrt. on the capital market.

(2) In a With respect to the Named Individuals (the CEO and Deputy CEOs as defined in this Remuneration Policy according to the Hrsztv.) who deliver outstanding performance that fulfils the aforementioned strategic objectives in line with the long-term interests of MBH Bank Nyrt., Performance-Based Remuneration amounting to up to 180% of the Base Remuneration shall be applied.

(3) In accordance with applicable regulations and pursuant to the authorisation granted by the general meeting of MBH Bank Nyrt. held on 19 September 2025, the Hpt. Performance Remuneration Policy (Hpt JP) stipulates that the maximum ratio of Performance Remuneration to Base Remuneration is 1.8:1.

(4) The adoption of a 1.8:1 ratio of Performance Remuneration to Base Remuneration does not affect MBH Bank Nyrt.'s ability to continue to comply with all prudential rules, in particular capital requirements and the maintenance of a solid capital base.

(5) The remuneration structure established in accordance with the principles set forth above enables MBH Bank Nyrt. to maintain a close link between remuneration and performance, as well as market competitiveness, while complying with regulatory capital requirements.

The shareholders' opinions and votes on the remuneration policy and reports will be taken into account as set out in section 4 (“*Validity and amendment of the Remuneration Policy according to the Hrsztv*”).

1 Purpose of the Remuneration Policy under the Hrsztv.

The purpose of the Remuneration Policy for Directors is for the MBH Bank Nyrt. to establish a remuneration policy for the person employed in Director positions by MBH Bank Nyrt. - as specified in Section **Hiba! A hivatkozási forrás nem található.** of the Remuneration Policy for Directors - which is in line with the provisions of Act LXVII of 2019 on Encouraging Long-Term Shareholder Engagement and amendments of further regulations for harmonisation purposes (hereinafter referred to by the Hungarian abbreviation: 'Hrsztv.')

and to acknowledge their performance in a manner corresponding to

- a) the Group-level [Remuneration Policy](#) (Hpt. Remuneration Policy; Hpt., JP) issued pursuant to Act CCXXXVII of 2013 on Credit Institutions and Financial Enterprises (Hpt.),
- b) effective and efficient risk management, without encouraging the assumption of risks beyond the risk assumption limits of MBH Bank Nyrt., and
- c) the business strategy, objectives, sustainability, values and long-term interests of MBH Bank Nyrt., promoting the achievement thereof.

This Remuneration Policy for Directors encourages high performance, appropriate risk-taking in line with MBH Bank Nyrt's strategy and responsible conduct in the long-term interests of MBH Bank Nyrt. It aims to create incentives that align the individual interests of managers with the long-term interests of MBH Bank Nyrt. The remuneration of managers is based on value creation, ensuring sustainability and ethical behaviour.

2 Relationship between the Remuneration Policy under the Hrsztv. and the Hpt. Performance Remuneration Policy

- 2.1 This Remuneration Policy for Directors is an independent remuneration policy determined pursuant to the Hrsztv. in line with the regulations of the Hpt. Performance Remuneration Policy, which is subject to the provisions set out in the Hpt. Performance Remuneration Policy, with the exception of the provisions that are, by their nature/purpose, not applicable or of no relevance to this Remuneration Policy for Directors.
- 2.2 Pursuant to the specification set out in Section 2.1, the capitalised term used in this Remuneration Policy for Directors are defined in the Hpt. Performance Remuneration Policy.
- 2.3 This Remuneration Policy for Directors regularly references specific sections of the Hpt. Performance Remuneration Policy to avoid unnecessary repetition. If the terms, processes or their numbering used in the Hpt. Performance Remuneration Policy change, then this Remuneration Policy for Directors shall refer, mutatis mutandis, to the changed terms and processes and their numerical designation.
- 2.4 It is the task of MBH Bank Nyrt. to ensure the consistency between the Hpt. Performance Remuneration Policy and this Remuneration Policy for Directors.

3 Scope of the Remuneration Policy under the Hrsztv. - MBH Bank Nyrt. Directors

- 3.1 The institutional scope of this Remuneration Policy for Directors extends to MBH Bank Nyrt.

3.2 In line with the provisions of the legislation, the personal scope of the Remuneration Policy under the Hrsztv. applies to

- the Chairman and members of the Board of Directors of MBH Bank Nyrt.,
- the Chairman and members of the Supervisory Board, and
- the chief executive officer (CEO) and deputy CEOs of MBH Bank Nyrt.,

(hereinafter jointly: Directors).

If based on an authorisation in MBH Bank Nyrt.'s Articles of Association, the Board of Directors decided that the positions of Chairman of the Board of Directors and CEO of MBH Bank Nyrt should be held by separate persons, the provisions of this Remuneration Policy for Directors shall also apply to the CEO.

For the purposes of the application of the remuneration rules applicable to Directors, the following categories of personnel should be separated:

- **Directors who are members of an executive body:** the Chairman and members of the Board of Directors (hereinafter collectively: "**Board Members**") and the Chairman and members of the Supervisory Board (hereinafter collectively: "**Supervisory Board Members**").
- **Directors employed by MBH Bank Nyrt:** the Chairman - Chief Executive (CEO) (Chief Executive Officer), the Deputy CEOs (including the members of the Internal Board members) and the members of the Supervisory Board who are employee delegates.
- **Directors who are not employed by MBH Bank Nyrt:** the external members of the Board of Directors and the independent members of the Supervisory Board.

If a particular Director is part of more than one group of persons at the same time, the remuneration rules of this Remuneration Policy for Directors applicable to the groups of persons relevant to that Director shall apply to that Director jointly.

4 Validity and amendment of the Remuneration Policy under the Hrsztv.

4.1 Payments to the Directors may only be made on the basis of the Remuneration Policy for Directors approved by the General Meeting (hereinafter: 'General Meeting') of MBH Bank Nyrt., with the proviso that the Remuneration Policy under the Hrsztv. is to be submitted to the General Meeting for an opinion vote in the event of a significant change, but at least every four years. [Section 3:268 of the Civil Code; Section 16 (5) of the Hrsztv.]

4.2 If the General Meeting rejects the Remuneration Policy for Directors submitted - pursuant to Section 4.1 of this Remuneration Policy for Directors -, then the revised Remuneration Policy for Directors shall be submitted for a vote at the subsequent General Meeting.

4.3 The amended or revised Remuneration Policy for Directors submitted to the General Meeting contains all the descriptions and explanations of the substantial amendments implemented since the last General Meeting

vote, as well as the way in which it takes into account shareholders' views and votes on the Remuneration Policy under the Hrsztv.

4.4 If there is no approved Remuneration Policy for Directors and the General Meeting does not approve the proposed remuneration policy, MBH Bank Nyrt. will continue to pay remuneration to the Directors in line with its current practice, with the proviso that the revised Remuneration Policy for Directors shall be submitted to the subsequent General Meeting for a vote. [Article 9a (2) of Directive 2007/36/EC]

4.5 If there is an approved Remuneration Policy for Directors and the General Meeting does not approve the proposed remuneration policy for Directors, MBH Bank Nyrt. may continue to pay remuneration to the Directors in line with the existing Remuneration Policy, with the proviso that the revised Remuneration Policy for Directors shall be submitted to the subsequent General Meeting for a vote. [Article 9a (2) of Directive 2007/36/EC]

5 Possible deviation from the Remuneration Policy under the Hrsztv.

5.1 Deviation from this Remuneration Policy for Directors is possible only in exceptional cases (for the purpose of ensuring the long-term interests and sustainable operation of MBH Bank Nyrt. or to ensure its viability) and temporarily, in accordance with the provision of Section I.1.2. of the Hpt. Performance Remuneration Policy.

6 Applicable rules

- Act V of 2013 on the Civil Code (Civil Code)
- Act LXVII of 2019 on Encouraging Long-Term Shareholder Engagement and amendments of further regulations for harmonisation purposes (Hrsztv.)
- Directive 2007/36/EC of the European Parliament and of the Council of 11 July 2007 on the exercise of certain rights of shareholders in listed companies (Directive 2007/36/EC)
- the regulatory background and principles listed in Section I.3. of the Hpt. Performance Remuneration Policy.

7 Disclosure

7.1 The provisions of this Remuneration Policy for Directors must be made available to all parties concerned.

7.2 Following the General Meeting vote on the Remuneration Policy under the Hrsztv. - in the case of its rejection the repeated vote -, MBH Bank Nyrt. shall - during its validity - make available the Remuneration Policy according to the Hrsztv. on its website, free of charge, together with the date and result of the vote.

8 Components of Director remuneration

8.1 The remuneration for Directors - in line with Paragraph (55) of the Hpt. Performance Remuneration Policy - can only be Basic Remuneration or Performance Remuneration, there is no third remuneration category, i.e.

each component of remuneration can be classified either as Basic Remuneration or Performance Remuneration.

8.2 Directors who are members of the Executive Board are entitled to a fixed amount of remuneration. For both the members of the Board of Directors and the members of the Supervisory Board, the remuneration shall consist exclusively of financial remuneration.

8.3 In the case of Directors who are not employed by MBH Bank Nyrt, the remuneration is fixed Basic Remuneration in 100%, variable Performance Remuneration may not be established or paid.

8.4 The components of the Basic and Performance Remuneration of Directors employed by MBH Bank Nyrt, as well as their ratios are presented in the table below:

Position	Basic remuneration	Performance remuneration	Maximum performance remuneration
Chief Executive Officer, Deputy Chief Executive Officer	basic salary, benefits as detailed in the internal rules of MBH Bank Nyrt (cafeteria, insurance, other fringe benefits), mobile phone and vehicle use	annual Bonus	12-month base wage ¹
Member of the Board of Directors (internal members of the Board of Directors)	basic salary, benefits as detailed in the internal rules of MBH Bank Nyrt (cafeteria, insurance, other fringe benefits), mobile phone and vehicle use	performance remuneration as detailed in the internal rules of MBH Bank Nyrt, the Hpt, JP and other internal regulations (annual bonus, reward, specific area incentive, target bonus, project bonus, retention bonus)	12-month base wage
Supervisory Board member (Supervisory Board members who are employee delegates)	basic salary, benefits as detailed in the internal rules of MBH Bank Nyrt (cafeteria, insurance, other fringe benefits), mobile phone and vehicle use	performance remuneration as detailed in the internal rules of MBH Bank Nyrt, the Hpt, JP and other internal regulations (annual bonus, reward, specific area incentive, target bonus, project bonus, retention bonus)	12-month base wage

8.5 The remuneration structure, established in accordance with the principles set forth in the preamble, allows for a ratio of Performance Remuneration to Base Remuneration of up to 1.8:1 for the CEO and Deputy CEOs. If the Performance Remuneration for the relevant Year is higher than the Base Remuneration, that is, if the

¹Subject to the provisions of Section 8.5, this may vary up to the maximum ratio of Performance Remuneration to Base Remuneration of 1.8:1 (+9 months' base salary).

ratio between the Base Remuneration and Performance Remuneration to which the CEO and Deputy CEOs are entitled exceeds 1:1 in the relevant Year, MBH Bank Nyrt. must notify the Magyar Nemzeti Bank thereof following approval by its general meeting, in accordance with Section 118 of the Hpt. and the MNB recommendation.

- 8.6 The Basic Remuneration amount must be sufficiently high to allow for the reduction to zero of Performance Remuneration. Directors should not be dependent on the award of Performance Remuneration as this may otherwise encourage excessive short-term risk assumption. [Sections 16 (2) and 17 (1) of the Hrsztv.;
- 8.7 Performance Remuneration is defined in order to encourage the Directors to contribute to the long-term effective operation of MBH Bank Nyrt. and the Bank Prudential Group (hereinafter: Bank Group) and to allow for Ex Ante and Ex Post Risk Assessment based on risks as well as the clawback of any accounted/paid Performance Remuneration. Reduction and clawback rules shall be applied to 100% of the Performance Remuneration in accordance with the provisions of this Remuneration Policy for Directors and the Hpt. Performance Remuneration Policy.
- 8.8 When deciding on the remuneration of persons covered by the scope of the Remuneration Policy pursuant to the Hrsztv.:
- the qualifications, required experience defined for the particular position and the related restrictive factors;
 - wage market information; and
 - tasks, responsibilities and competence; and
 - the importance of the position in the organisation and the service period may be taken into account.

9 Basic principle and method of Performance Remuneration

- 9.1 The most important principle of the Remuneration Policy under the Hrsztv. is that, in line with the provisions of the Performance Assessment Policy and the Policy on Incentives, and in addition to the ex ante and ex post risk assessment, the Performance Remuneration amount is tied to the degree of achievement of
- the Bank Group; and
 - the individual objectives of the Directors.
- 9.2 The Performance Remuneration amount is established on the basis of the joint assessment of the objectives, also taking into account the financial and non-financial criteria specified in Section 10.3.
- 9.3 Performance Remuneration is paid in compliance with the provisions of the Hpt. Remuneration Policy, on the due dates of each Payment Cycle.

10 General principles and framework of Performance Measurement [Section 17 (3) a) of the Hrsztv.]

- 10.1 It is a fundamental pre-requisite of the Performance Assessment that MBH Bank Nyrt. should set objectives for Directors for each Reference Year. These objectives must be derived from the business activities and strategy, corporate values, risk appetite and long-term interests of MBH Bank Nyrt., by also taking into account the cost of MBH Bank Nyrt.'s – Bank Group-level – capital and liquidity.
- 10.2 The objectives must be set by taking into account all present and future risks, and all on- and off-balance sheet risks, making a distinction between the risks relevant to Directors.
- 10.3 In order to define objectives, quantitative and qualitative performance criteria must be established for Directors, which are in line with the strategic goals of MBH Bank Nyrt for the given year. The objectives include both all-bank and specific area financial targets and non-financial performance criteria, which will ensure the Group's sound, sustainable and profitable operation in the long term.

At individual level, these criteria are included in the Target Agreements concluded with Directors.

- 10.4 The quantitative criteria must cover a period which is long enough to sufficiently capture the risks assumed by MBH Bank Nyrt. and the Directors and to include risk adjustments and economic efficiency indicators.

11 Performance Measurement component at the level of the Bank Group – Corporate Assessment Index

- 11.1 At the level of the Bank Group, Performance Remuneration-related performance measurement is based on the target value specified in the Corporate Assessment Index (as a score) for the Reference Year - defined based on the current Business Plan approved by the Board of Directors of MBH Bank Nyrt. -, pursuant to the provisions of the Hpt. Performance Remuneration Policy.
- 11.2 The Chairman - Chief Executive of MBH Bank Nyrt. decides on the realization of the target of the Corporate Assessment Index for the Current Year in the subsequent year. The decision is confirmed by the Board of Directors of MBH Bank at a meeting prior to the Annual General Meeting of the following year and by the Annual General Meeting of the following year.

12 Performance Measurement component at Director level

- 12.1 At the individual level, performance measurement related to Performance Remuneration is measured by evaluating performance indicators and targets based on quantitative and qualitative criteria set in the Target Agreements.

13 Ex Ante Risk Assessment

- 13.1 At Bank Group level, the Chairman - Chief Executive of MBH Bank may decide on the (reasonable) amendment of the Corporate Assessment Index or, if it is deemed necessary, on the application of a proportionate Performance Remuneration pursuant to the provision of the Hpt. Performance Remuneration Policy.

13.2 At individual level, the Ex Ante Risk Assessment is performed according to the criteria system established in the Target Agreements concluded pursuant to the Performance Assessment Policy, on a quarterly basis during the Reference Year, the result of which is taken into account during the Performance Assessment.

13.3 The Ex Ante Risk Assessment period starts, at Bank Group level, from the setting of the Corporate Assessment Index by the Chairman – Chief Executive, at individual level, from the conclusion of the Target Agreements, and lasts until the Performance Assessment. [Paragraphs (129) - (131) of the Hpt. JP.]

14 Performance Remuneration tools

14.1 The Performance Remuneration of Directors consists of 50% Cash Benefit and 50% Instrument-Based Benefit in compliance with Section 118 (11) of the Hpt., unless the legislation provides otherwise, taking into account the divergent provisions of the Hpt. Performance Remuneration Policy. [Paragraph (135) of the Hpt. JP.]

15 Payment of Performance Remuneration to Directors

15.1 The Cash Benefit part of the Performance Remuneration of Directors is payable in cash, –while the Instrument-Based Benefit part may be paid out in the form of an instrument or cash, depending on the decision of the Board of Directors of MBH Bank Nyrt. – with regard thereto, pursuant to the provisions of the Hpt. Performance Remuneration Policy. [Paragraph (148) of the Hpt. JP.]

15.2 In the case of Directors the payment of 60% of the Awarded Performance Remuneration shall be deferred.

15.3 In the case of Directors where the Maximum Performance Remuneration available for the Reference Year is not higher than the € 250,000 threshold value, the payment of 40% of the Awarded Performance Remuneration shall be deferred. [Paragraph (155) of the Hpt. JP.]

15.4 For the Directors, with regard to the deferred portion of the Awarded Performance Remuneration, the period of deferral according to the Payment Cycle shall be 5 years, during which the deferred payment.

a) shall be defined in equal proportions each year (12%; 12%, 12%; 12%), when it is due according to the Payment Cycle in the case of 60% deferral referred to in Section 15.2 of this Remuneration Policy,

b) shall be defined in equal proportions each year (8%; 8%, 8%; 8%), when it is due according to the Payment Cycle in the case of 40% deferral referred to in Section 15.3 of this Remuneration Policy,

and 50-50% of the non-deferred (short-term) and deferred payment shall be Cash Benefits and Instrument-Based Benefits.

15.5 In the case of Instrument-Based Benefits, 50% of the first (non-deferred) part shall be retained for one year.

15.6 From the conclusion of the Performance Assessment, during the entire period of deferral, the interim effects relating to the activities of the Directors in the Reference Year shall be taken into account and, depending on the outcome, the total of the Awarded Performance Remuneration paid with non-deferred and deferred payments shall be reduced within the framework of Ex Post Risk Assessment as and when necessary.

15.7 The deferred instalments may be paid out in each due year of the payment cycle, following a subsequent risk assessment.

15.8 The Annual General Meeting of the given year of due payment within the Payment Cycle shall have the right to decide on the reduction of the deferred portion of the Performance Remuneration awarded to the Directors and due according to the Payment Cycle within the framework of an Ex Post Risk Assessment.

The settlement of time proportionate Performance Remuneration shall be performed according to the general rules on the condition that, if the employment relationship in the Reference Year is shorter than 6 months, in an active staff status, the Eligible Person shall not be eligible to Performance Remuneration, unless otherwise provided for by MBH Bank Nyrt.

16 Clawback rules [Section 17 (3) b) of the Hrsztv.]

16.1 If the Director

- a) committed a criminal act related to the Bank Group or its operation,
- b) with regard to the tasks performed by them and their responsibilities, committed misconduct, gross negligence, abuse, or there was a deficiency therein – not constituting a crime – (especially if the act of the Director significantly deteriorated the trustworthiness and/or profitability of MBH Bank Nyrt. or its Subsidiary),
- c) was a partner in or responsible for a practice causing Major Financial Loss, or
- d) does not meet the expectations of suitability and competence,
- e) commits a compliance offence as defined in the policy titled Group-Level Compliance Policy,

their entitlement to the not yet performed portion of their Awarded Performance Remuneration ceases and, pursuant to the procedure specified in Paragraph (173) of the Hpt. Performance Remuneration Policy, the President - Chief Executive of MBH Bank Nyrt. shall be entitled to decide on the clawback of the Performance Remuneration settled/paid to the concerned Director with respect to the period concerned with the circumstance substantiating the clawback.

16.2 The General Meeting of MBH Bank Nyrt. may decide on the clawback of the performance remuneration of the Chairman - Chief Executiveja of MBH Bank Nyrt.

17 Conflict of interest [Section 17 (1) d) of the Hrsztv.]

17.1 Conflicts of interest with the Remuneration Policy according to the Hrsztv. and with the remuneration specified by the Remuneration Policy according to the Hrsztv. shall be identified and appropriately mitigated.

17.2 The Hpt. Performance Remuneration Policy ensures that no significant conflict of interest should arise with regard to the Directors and the persons performing the control functions.

18 Remuneration Committee [Section 17 (1) d) of the Hrsztv.]

- 18.1 The members of the Remuneration Committee shall be members of the Board of Directors not in an employment relationship with MBH Bank Nyrt., selected by the Board of Directors to be members of the Remuneration Committee. If the Board of Directors does not have at least three members who are not in an employment relationship with MBH Bank Nyrt. the independent members of the Supervisory Board can also be selected for the Remuneration Committee.
- 18.2 The members of the Remuneration Committee of MBH Bank Nyrt. shall inform the chairman of the Remuneration Committee and the Supervisory Board of MBH Bank Nyrt. at the same time of any reason for conflict of interests with their person immediately but not later than within 15 days of the occurrence of the reason for conflict of interests. The member of the Remuneration Committee of MBH Bank Nyrt. shall not act in matters within the authority of the Remuneration Committee beginning from the occurrence of the reason for conflict of interests and their legal declaration given on behalf of the Remuneration Committee shall be of no effect.
- 18.3 The tasks of the Remuneration Committee include especially the preparation of the decisions of the Supervisory Board of MBH Bank Nyrt. in accordance with this Remuneration Policy for Directors and the Hpt. Remuneration Policy. The Rules of Procedure of the Remuneration Committee are established and approved by the Board of Directors. The duties, powers, and operation of the Remuneration Committee, as well as the status of its members, are set forth in the Remuneration Committee's rules of procedure.

19 Review of the Remuneration Policy under the Hrsztv. [Section 17 (1) d) of the Hrsztv.]

- 19.1 The Remuneration Policy according to the Hrsztv. will be reviewed in the context of the Regular Annual Review (annual central review of the implementation of the Hpt. Performance Remuneration Policy and the Remuneration Policy under the Hrsztv., on the basis of which the Supervisory Board of MBH Bank Nyrt. may amend them), to which the rules set forth in Section IV.2. of the Hpt. Performance Remuneration Policy shall apply.

**Remuneration policy for Directors
Annex 1**

Data relating to the work contract concluded with Directors or the performance of duties, or remuneration related thereto [Section 17 (1) d) of the Hrszvtv.]

Rules applicable uniformly to Directors employed by MBH Bank Nyrt

Definition	Chairman – Chief Executive	Deputy Chief Executive Officer	Member of the Board of Directors	Members of the Supervisory Board
Term of the contract relating to the title, or the related remuneration	Fixed term based on a General Meeting resolution and statement of approval, with the proviso that the Board membership of the internal Board member or the employee delegate Supervisory Board member shall cease, by law, upon the termination of their employment relationship. The membership may also cease before the expiry of the fixed term in the cases specified in the Civil Code.			
In the case of an employment relationship				
Term of the contract relating to work or the related remuneration	Indefinite			
Applicable notice period	In accordance with the provisions of the Labour Code	In accordance with the provisions of the Labour Code, but minimum 60 days.	In accordance with the provisions of the Labour Code and in the case of an employee holding a managerial position pursuant to Section 208 (1) of the Labour Code, a minimum of 60 days.	
Main characteristics of supplementary pension or early retirement schemes	MBH Bank Nyrt. does not provide supplementary pension or early retirement.			
Conditions for contract termination	The employment of Directors employed by MBH Bank Nyrt may be terminated in accordance with the provisions of the Labour Code.			
Payments due in the case of termination	In accordance with the provisions of the Labour Code	absence fee for 12 months	In line with the provisions of the Labour Code, and for deputy CEOs absence fee for 12 months	

Rules applicable uniformly to Directors not employed by MBH Bank Nyrt

Directors who are not employed by MBH Bank Nyrt may be recalled or resign at any time without giving reasons in accordance with the provisions of company law. Directors who are not employed by MBH Bank Nyrt are not entitled to a period of notice of termination. Directors who are not employed by MBH Bank Nyrt are entitled to the benefits set out in Sections 8.2 and 8.3 of this Remuneration Policy for Directors. Directors who are not employed by MBH Bank Nyrt shall not receive any special remuneration in the event of termination of employment. Directors who are not employed by MBH Bank Nyrt. are not entitled to participate in a supplementary pension or early retirement scheme.