



**MBH BANK NYRT.  
CORPORATE GOVERNANCE REPORT  
FOR 2025**

**MARCH 2026**

## Preamble

Considering that MBH Bank Nyrt. (**Company**) shares were admitted in Budapest Értéktőzsde Nyrt.'s (**BÉT**) standard category on 30 May 2019, in accordance with market practice and the BÉT Corporate Governance Recommendations (**Recommendations**)<sup>1</sup>, the Bank prepared its Corporate Governance Report for the fifth time after March 2020.

On 30 April 2023, the final step of the three-way bank merger led by Magyar Bankholding Zrt. (Magyar Bankholding) was completed, resulting in the establishment of Hungary's second-largest universal bank. Following the merger of Budapest Bank Zrt., MKB Bank Nyrt., and Takarékbank Zrt., from 1 May 2023 the combined financial institution continued to operate under the name MBH Bank Nyilvánosan Működő Részvénytársaság (abbreviated name: MBH Bank Nyrt.). The merger did not imply any change in the ownership structure of the bank group, the dominant shareholder of the banks involved in the merger process will remain Magyar Bankholding Zrt. until its demerger.

The Company continues to attach great importance to the development and operation of a corporate governance system that complies with best market practice and ensures efficient and effective operation, and responsible corporate governance.

The Company intends to comply at the possible highest level with the Recommendations. The governance structure of the Company will also be developed during the integration by taking into account the legal, supervisory and stock exchange requirements, and by considering the specificities of the business.

The purpose of the Recommendations is to formulate guidelines facilitating compliance by public limited companies (issuers) with all internationally recognised rules and standards of responsible corporate governance in the course of their operation. Another purpose of the Recommendations is to make transparent the structure of responsible corporate governance and controllable also in Hungary by making information pertaining to the management and operation of issuers publicly available.

Issuers should make statements about their corporate governance practice mandatory presented to the annual general meeting in two different ways. On the one hand, companies should make a statement on the corporate governance practices they used in the given business year and secondly the issuers should give an account of their compliance with each point of the Recommendations.

Following the structure above the Company's Corporate Governance Report has two parts:

1. Declaration of Corporate Governance practice
2. Introduction of compliance with the Corporate Governance Recommendations

---

<sup>1</sup> BÉT Corporate Governance Recommendations:

<https://www.bet.hu/Kibocsatok/Ajanlasok-kibocsatoknak/Felelos-tarsasagiranyitas>

## 1.) Declaration of Corporate Governance practice

Throughout its operation the Company fully complies with the applying governing law, the supervisory resolutions, the rules of BÉT and the Responsible Corporate Governance Recommendations. The structure of the Company and its conditions of operations are described in its Articles of Association approved by the General Meeting.

### 1.1. Governing bodies of the Company

#### A) Board of Directors

The Board of Directors is the Company's managing body. The members of the Board of Directors represent the Company with regard to third parties, at court and before other authorities. The Board of Directors shall develop and manage the work organisation of the Company. According to Section 150 of Act CCXXXVII of 2013 on credit institutions and financial enterprises (**Hpt.**) the employer's rights are exercised by the General Meeting in terms of the CEO. The following falls within the exclusive competence of the Board of Directors: decision on all issues rendered to the exclusive competence of the Board of Directors by law, the Articles of Association, or the internal regulations approved by the Board of Directors of the Company.

The Board of Directors shall prepare a report at least annually to the General Meeting and at least quarterly to the Supervisory Board on the management, financial position and business policy of the Company. The Board of Directors shall consist of minimum 3 and maximum 9 members. The members of the Board of Directors shall be elected by the General Meeting for a definite term of maximum five years. The members of the Board of Directors may be re-elected and may be recalled at any time by the General Meeting without giving reasons, in accordance with the provisions of the Articles of Association.

#### *Members of the Board<sup>2</sup>*

**Dr. Zsolt Barna, Chairman of the Board of Directors, Chairman-CEO,** internal Board member

He started his career at the Hungarian Financial Supervisory Authority (HFSA), he was a Head of a Unit and then Head of Department of the Authority from 1998. From 1998 to 1999, he was a member of the Board of Directors of BEVA (Hungarian abbreviation for Investor Protection Fund - IPF). From 2004 he has been head of department and then from 2006 the Executive Director of the Supervisory Board of the HFSA. Between 2006 and 2010, he was a member and permanent guest of the governing bodies and professional committees of the European Securities (CESR) and Markets Authority and the Committee of European Banking Supervisors (CEBS). Between 2008 and 2009, he was a key player in crisis management in the banking sector. From 2010, he worked for the OTP Group for ten years. During that time he became the Chairman of the Board of Directors of CKB Bank in Montenegro, where he managed the reorganisation process. After holding various management positions within the OTP Group, he was Chairman and CEO of Ingatlan Befektetési Alapkezelő Zrt. between 8 June 2016 and 31 August 2018, and from September 2016 to 31 August 2018, he was Chairman of the Board of Directors of OTP Alapkezelő Zrt. Between 2017 and 2020, he was Chairman of the Board of Directors of OTP Ingatlan Befektetési Alapkezelő Zrt. In 2017-2018, OTP Bank managed its first significant subsidiary integration in Croatia. From 10 September 2018, he was Chairman of the Supervisory Board of OTP Ingatlan Zrt. On 1 September 2018, he was appointed Deputy CEO of OTP Bank. From 2019 to 20 July 2020, he was the Chairman of the Board of Directors of OTP Ingatlan Zrt. and a member of the Supervisory Board of the Croatian

---

<sup>2</sup> as of 20 March 2026

subsidiary of the OTP Group. From December 2019, he was Chairman of the Board of Directors of SKB Banka, the first European Central Bank-supervised subsidiary of the OTP Group in Slovenia. Until 20 July 2020, he held the position of Deputy CEO of OTP Bank Nyrt. Since 30 October 2020, he has been the Chairman of the Board of Directors of Magyar Bankholding Zrt which managed the merger of MKB, Budapest Bank and Takarékbank. As of 1 January 2021, he was the chairman-CEO of MKB Bank and from 1 January 2022 he was in charge the merger of Budapest Bank, MKB Bank and Takarékbank as Chairman and Chief Executive of Magyar Bankholding. He is the Chairman of the Board of Directors and the Supervisory Board of the Group's subsidiaries (MBH Befektetési Alapkezelő Zrt., MBH Befektetési Bank Zrt., Fundamenta Lakáskassza Zrt., Euroleasing Zrt., Budapest Lízing Zrt., Euroleasing Ingatlan Zrt., Solus Capital Zrt.). He is also the Chairman of the Board of Trustees of the MKB Bank Foundation for the Support and Development of the Arts, established by MKB Bank in 2022 in the spirit of social responsibility. Since May 2023, he has been the Chairman and Chief Executive of the Company resulting from the triple merger. Since 19 May 2023, he has been a member of the Presidential Board of the Hungarian Banking Association. On 20 August 2024, he was awarded the Cross of the Order of Merit of Hungary. From November 2024 to 30 January 2025 he was the Chairman of the Universitas Quinqueecclesiensis Foundation, the maintainer of the University of Pécs.

Beginning date of board membership: 01.01.2021

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

#### **Marcell Tamás Takács**, member of the Board of Directors

He graduated from Budapest Corvinus University. He has more than a decade of experience in transactional consulting. Currently, he is also the managing director of Blue Robin Management S.à r.l. Since July 2020 he has been a member of the Board of Directors of the Company and on 29 July 2025 he was re-elected by the General Meeting as a member of the Board of Directors from 30 July 2025. He is a member of the Company's Remuneration Committee and the Chairman of the Risk Assumption and Management Committee. He was a member of the Board of Directors of Magyar Bankholding Zrt. from April 2022 until the cessation of the Company (30 November 2024).

Beginning date of board membership: 30.07.2020

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

#### **Levente Szabó**, an internal member of the Board of Directors, Deputy CEO

He started his professional career in 1997 at Creditanstalt Rt. and joined Takarékbank Zrt. in 1999, where he held several management positions before being appointed Deputy Chief Executive in 2010. He was Chief Executive of Takarékbank from August 2013 to January 2017. From April 2017 to October 2019, he held the position of Chief Executive of TakaréKereskedelmi Bank Zrt. Starting in July 2021, as Deputy CEO of Magyar Bankholding Zrt., he oversaw the business units for individual servicing of the three merging banks (MKB Bank, Takarékbank, and Budapest Bank); the Agricultural, Large Corporate, Mid-Market, Factoring, and Markets divisions, as well as Customized Business Development. Deputy Chief Executive for Individual Business Servicing of MKB Bank from December 2021, member of the Board of Directors of MKB from April 2022. Member of the Board of Directors of Magyar Bankholding Zrt. and Chairman and Chief Executive of MTB Magyar Takarékszövetkezeti Bank Zrt. from 1 January 2022. the Chairman and Chief Executive of Takarékbank Zrt. from 1 January 2022, until the merger of Takarékbank Zrt. into MBH Bank Nyrt. Since May 2023 he has been the Deputy Chief Business Officer of MBH Bank for Individual Servicing. He is a Member of MBH Befektetési Bank's Board of Directors.

Start date of board membership: 04.04.2022

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 81,473

**Ádám Egerszegi**, internal member of the Board of Directors, Deputy CEO

He graduated in Economics from the College of Finance and Accounting in 1997 and obtained his Master's degree in 2023 in the MBA programme at the Faculty of Economics of the University of Pécs. He started his career in 1998 at the department for German customers of Takarékbank, from 2003 as head of the network department, and from 2005 to 2014 as Director of the bank's savings cooperative business. From February 2014 to March 2015 he was Deputy Chief Executive of Polgári Bank Zrt., then Executive Director and member of the Board of Directors of Duna Takarékbank Zrt. From 10 December 2021, he has been Deputy Chief Executive of MBH Bank Nyrt, responsible for Transformation, and from May 2022, also for Operations. From April 2022 he was a member of the Board of Directors of MKB Bank Nyrt. Deputy CEO of MBH Bank for Transformation and Operations from May 2023 and Deputy CEO for Digitisation and Operations from December 2023. He is a member of the Board of Directors of MITRA Informatika Szolgáltató Zrt., the chairman of the Supervisory Board and a member of the Audit Committee of MBH Befektetési Bank, and the chairman of the Supervisory Board of Fundamenta Lakáskassza Zrt.

Start date of board membership: 04.04.2022

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 12,535

**Dr. Attila Tamás Tajthy** member of the Board of Directors

He graduated from the Faculty of Law of ELTE in 1990. He was first a trainee lawyer, passed the bar exam, and then worked for 22 years at the legal predecessor of Raiffeisen Bank in Hungary from 1992. There, he first headed the legal department and then the problem loans department. Subsequently, in 2014, he was appointed head of a savings cooperative in crisis, and following its consolidation, he became vice president of strategy at B3 Takarékbank Szövetkezet and, from 2016, head of the central organisation of savings cooperatives (IHKSz). In addition to the latter, he has been the managing director of Citadel Fund Management since 2024. He holds an MBA from Manchester Business School and is a banking lawyer. He is a listed arbitrator and an external lecturer at the Department of Financial Law at ELTE.

Start date of board membership: 01.01.2026

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

**Dr. Koppány Tibor Lélfi** member of the Board of Directors

Between 2000 and 2011 he worked in the business and later in the legal division of MFB Zrt., thereafter he managed Bethlen Gábor Alapkezelő Zrt. as Chief Executive Officer until November 2016. From November 2016 he held a Deputy Chief Executive Officer position and was internal Member of the Board of Directors at MFB Zrt. Between 1 January 2018 and 31 March 2022 he managed Budapest Bank as Chairman and Chief Executive Officer, however, he had already been participating in the management and in the strategic decision making processes of the bank from as early as 1 April 2017. He has, since

2019, been Member of the Supervisory Board of Budapest Alapkezelő Zrt. (today known as; MBH Alapkezelő Zrt.). He was appointed Member of the Board of Directors, and Chief Executive Officer, of OPUS GLOBAL Nyrt. in 2022 and in the same year he also became Member of the Supervisory Board of TakarékJelzálogbank Nyrt. (today known as: MBH Jelzálogbank Nyrt.), OPUS TIGÁZ Zrt. and OPUS TITÁSZ Zrt.. In 2023 he was appointed Member of the Supervisory Board of OPUSZ OPUS Zrt. As of September 2021, he is a member of the Supervisory Board of the Foundation for Hungarian Culture.

Start date of board membership: 01.01.2026

Number of shares held directly in MBH Bank Nyrt. on 31 December 2025: 6,982.

In 2025, the following changes took place within the Board of Directors:

- István Sárvári resigned from his position on the board of directors on 28 July 2025; his resignation took effect on 12 August 2025.
- Dr. Balázs Vinnai's mandate as a member of the Board of Directors expired on 31 December 2025.
- At the extraordinary general meeting held on 17 November 2025, Dr. Zsolt Barna, László Levente Szabó, Ádám Egerszegi, Tamás Marcell Takács, Dr. Tamás Attila Tajthy, and Dr. Tibor Koppány Lélfaí were elected as members of the Board of Directors for a fixed term from 1 January 2026, to 31 May 2030. The General Meeting also elected Dr. Csaba István Kandrács to the Board of Directors for a fixed term, from 2 April 2026, to 31 May 2030.

### ***Operation of the Board of Directors***

The Board of Directors defines its own procedures, has its meetings according to its accepted annual work plan. The procedures contains the structure of the Board, the rules for obligations and responsibilities of board members, the rights and authorisation of the board, the rules for preparing, calling and holding the meeting, and furthermore it contains the rules for decision making within the frames of the meeting and aside of it in writing, and the rules on minutes of making resolutions, and its documentation.

The Board of Directors had 8 meeting in 2025, and in further 90 occasions it made resolutions in writing.

Among others the Board of Directors has on its agenda the assembling of the General Meeting, approving the documents to be proposed on the annual general meeting, accepting the financial statements according the accounting law and proposal for use of after tax profit, reports on management, quarterly reports on the Company's financial situation and business policies for the Supervisory Board. The board approved the Company's risk taking strategy. The Board of Directors furthermore discussed the proposals and report for the Supervisory Board, approved the rules in its discretion, acknowledged the regular and ad hoc reports prepared for it. It also made risk taking decisions in its authority according to the internal rules for risk taking competencies.

### **B) Supervisory Board**

The Supervisory Board supervises the Company's executive management in order to protect the Company's interests. As part of this task, the Supervisory Board may request reports or information from members of the Board of Directors and the Company's managers. The Supervisory Board consists of at least 3 and not more than 9 natural persons. The members of the Supervisory Board are elected by the General Meeting for a definite period of maximum 5 years.

The Company consider those members independent who comply with Section 3:287 of Act V of 2013 on the Civil Code (Civil Code).

The number of independent members of the Supervisory Board was 3 on 31 December 2025 and is 4 from 1 January 2026 which ensure the majority of independent members in the supervisory board. The Company does not consider the members representing the employees independent.

### ***Members of the Supervisory Board<sup>3</sup>***

#### **Independent members:**

Miklós Vaszily, chairman of the Supervisory Board and a member of the Audit Committee

He graduated from the Budapest University of Economic Sciences (currently: Budapest Corvinus University) and from the Faculty of Law and Political Sciences of ELTE. He started his career as an equity analyst. From 2001 he was CEO of Net Média Zrt., the publisher of Portfolio.hu, and in 2005 he became CEO of Index.hu Zrt. In addition to the management of companies, in 2007, he was appointed Deputy CEO and member of the Board of Directors of the owner Közép-Európa Média Zrt. From February 2010 to November 2014 he was CEO of Origo Zrt. From August 2015 he was Chief Executive of MTVA, and from October 2018 until 31 March 2019, he was Chief Executive of ECHO HUNGÁRIA TV Zrt. In 2019, Miklós Vaszily became chairman of the Board of Directors of TV2 Zrt. He has been a member of the Supervisory Board and the Audit Committee of the Company since April 2022, and has been the Chairman of the Supervisory Board since March 2025. He has been the chairman and chief executive of TV2 Zrt since May 2025.

Beginning date of supervisory board membership: 04.04.2022

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

**Rita Fodor**, member of the Supervisory Board and Chairman of the Audit Committee

She has been working in the business sector in the fields of taxation and accounting for more than 30 years. She has been a member of the Supervisory Board and the Audit Committee of the Company between September 2018 and April 2022, a member of the Risk and NPL Committee, Nominating Committee and Remuneration Committee between January 2019 and April 2022, and has been the chairperson of the latter committee since April 2019. Since September 2022 she was a member of the Supervisory Board again and chairperson of the Audit Committee, as well as a member of the Nomination Committee of the Company. She was a member of the Supervisory Board of Magyar Bankholding Zrt. from June 2022 until the demerger (30 November 2024).

Beginning date of supervisory board membership: 01.09.2022

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

**Árpád Czene**, member of the Supervisory Board and member of the Audit Committee

He studied at the Budapest University of Economics and graduated as an actuary in 2002. During his career to date, he has worked for a number of domestic financial institutions and held management positions primarily in the areas of insurance, investments, and bancassurance. Between 2006 and 2010,

---

<sup>3</sup> as of 20 March 2026

he participated in the development of Citibank's insurance business. From 2010 to 2016, he was Director of Product Development and Operations at AXA Biztosító (later VIG following the acquisition). In 2016, he joined NN Biztosító Zrt, where he has been a member of the board of directors responsible for business and service development since 2019. Since 2020, he has also been a member of the board of directors of NN Szolgáltató Zrt. In addition, he has been a member of the supervisory board of Citadel Alapkezelő Zrt. since October 2024.

Beginning date of supervisory board membership: 01.01.2026

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

#### **Dr. Árpád Kovács** members of the Supervisory Board

Dr. Árpád Kovács started his career as a design engineer in 1971, and later worked in the Hungarian Ministry of Transport on the development and financing of transport supply systems. His first doctorate decree in engineering in 1989 was also related to the finance and organisation of road investment projects. Between 1979 and 1989 he worked as an economic expert and then as head of department at the central government audit office, where he was responsible for the financing and control of transport, telecommunications and construction. In 1989, he took part in a six-month training programme at the USA General 151 Accountability Office (US State Audit Office). From 1990, he was Head of Unit and then Director of the State Audit Office. Its tasks were related to the control of the financing of the social care systems, in particular social security, the management of public funds and the financial control of the functioning of political institutions. In 1996, he is appointed Chairman of the Board of Directors of the State Privatisation and Asset Management Agency (ÁPV Rt.) It was from this function that he was elected President of the State Audit Office of Hungary by Parliament at the end of 1997. He held that position until the end of 2009. In connection with his work, he was first Head of the Working Committee of the International Organisation for Supreme Audit Institutions (INTOSAI), Vice-Chairman of the Governing Board from 2001 to 2004 and then Chairman from 2004. After the end of his term as President of the State Audit Office, in 2010 he returned to public and state asset management, as a member of the Board of Directors of Magyar Nemzeti Vagyonkezelő Zrt. and Chairman of the Supervisory Boards of tMagyar Villamosművek, the Budapest transport and the municipal operations holding companies. He was President of the Budget Council from 2012 to 2024. From 2014 he was Senior Advisor to the President of the SAO. In 2001 he obtained a PhD followed by habilitation at the Budapest University of Technology and Economics. Since 2009 he has been lecturer and then professor emeritus at the University of Szeged. He teaches at the Eötvös Lóránd University of Budapest, the University of Debrecen and the National University of Public Service. He holds a honorary doctorate at several universities. Since 2021, he has been the chairman of the Supervisory Board of the Foundation for the University of Szeged. His research focuses on the operation and control of public finances and public asset management. Author, co-author, chapter writer and editor of a number of books. Almost three hundred of his articles have been published in professional journals. From 1998 he was President and Co-President of the Hungarian Association of Financial and Economic Auditors, and from 2008 to 2017 he was President of the Hungarian Economic Association, and then Honorary President in perpetuity.

Beginning date of supervisory board membership: 01.01.2026

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 0.

#### **Employee representatives:**

**Kitti Dobi**, employee representative member of the Supervisory Board

He graduated from the Faculty of Corporate Finance of the Budapest University of Economics with excellent grades. She started her career in 2003 as a regional manager responsible for various HR processes at Procter & Gamble. Her experience in international HR management has been expanded through training in human resources and management in Geneva and Cincinnati. From 2008 to 2010, she managed the establishment of Vodafone's International Operations Centre, and then continued as Head of HR Processes. She is an OPP international MBTI coach qualified in Oxford. She continued her work as a lecturer and HR management module leader at the International Business School. As HR Director of the European and African Service Centres of BP global service organisation (a subsidiary of British Petrol), between 2010 and 2014, she led the establishment of the company's international HR service units in Europe and Asia. From 2014 to 2016, she worked as East European Head of HR Service Management, Account Management of Alexander Mann Solutions and also worked in Client Management. Since 2016, he has been the Managing Director of Human Resources at MKB Bank Nyrt. and MKB Financial Group, and from 9 December 2021 he has been the Deputy CEO of Magyar Bankholding Zrt. for Human Resources. During this time, he applied for and completed the Senior HR Executive Training at Harvard Business School and then qualified in HR Executive Education at the Michigan Ross School of Business. Since May 2023, she has been Chief Human Resources Officer at MBH Bank.

Beginning date of supervisory board membership: 25.07.2021

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 1,393.

**Dr. Ilona Török**, employee representative member of the Supervisory Board

Dr. Ilona Török has more than twenty years of banking experience. She started her career at the HFSA, where she gained legal and financial experience in several areas, before becoming Head of the Licensing and Enforcement Directorate. Between 2010 and 2021, she held various positions at OTP Bank Nyrt in capital markets and treasury, then became Head of Corporate Governance, and was a member of the management board of several domestic and foreign subsidiaries of the OTP Group. From March 2021, she has been the head of the cabinet office of the company's Chairman and CEO. From November 2021 she held the same position at Magyar Bankholding Zrt and its member banks. She has been a member of the Supervisory Board of the Company since 2022. From November 2022, she has been a member of the Board of Directors of MBH Jelzálogbank Nyrt. As of May 2023, as Head of the Chairman and CEO's Office, she coordinates the Company's prudential compliance and manages core areas such as Law and Governance, Compliance and Anti-Money Laundering, Internal Audit, Banking Security, Marketing, Events and Protocol, International Banking Relations, Acquisitions and Credit Institution Group Management. She joined the Board of Directors of MBH Befektetési Bank Zrt in June 2023. She is a member of the Supervisory Boards of Fundamenta-Lakáskassza Zrt. and MBH Blue Sky Kft.

Beginning date of supervisory board membership: 02.09.2022

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 4,655.

**Balázs Bechtold**, employee representative member of the Supervisory Board

Graduated in Mechanical Engineering, he has been working at MBH Bank and its legal predecessor, MKB Bank, since January 2006, first in the Contact Center, then in 2007 in the Banking Security, Information Security area. Team leader since 2010 and expert on secondment to the Bank's priority projects. Since April 2022, he has been head of the authorisation management department and a key expert in the merger process of the three legal predecessors. Since November 2014, he has been a member of the Bank's Works Council and Chairman of the Sport and Health Committee, and since February 2020, Chairman of the Works Council. Since November 2022, he has been a member of the executive

committee of the Bank's trade union. He was the employee representative member of the Supervisory Board of MBH Bank between 2021 and 2024.

Beginning date of supervisory board membership: 01.01.2026

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 3,482

In 2025, the following changes took place within the Supervisory Board:

- Dr. Zsigmond Járai's term as a member of the Supervisory Board ended on 31 December 2025.
- The extraordinary general meeting held on 17 November 2025, elected Miklós Vaszily, Rita Feodor, Árpád Czene, and Dr. Árpád Kovács as members of the Supervisory Board for a fixed term from 1 January 2026 to 31 May 2030; Balázs Bechtold for a fixed term from 1 January 2026, to 31 May 2030; and Dr. Ilona Török for a fixed term from 1 April 2026, to 31 May 2030.

#### **Rules of procedure for the Supervisory Board**

The procedures for the Supervisory Board are approved by the Supervisory Board. The procedures of the Supervisory Board contains the structure of the Board, the rules for obligations and responsibilities of board members, the rights and authorisation of the board, the rules for preparing, calling and holding the meeting, and furthermore it contains the rules for making resolutions within the frames of the meeting and aside of it in writing, and the rules on minutes of making resolutions, and its documentation. The Supervisory Board convenes as often as required for the effective performance of its duties. The employee delegates have the same rights and obligations as other members of the Supervisory Board. The Supervisory Board shall adopt its resolutions by the support of the majority of the attendees.

The Board of Directors had 5 meeting in 2025, and in further 39 occasions it made resolutions in writing.

Among others the Supervisory Board has on its agenda the making resolutions on assembling of the General Meeting, approving the documents to be proposed on the annual general meeting, accepting the financial statements according the accounting law and proposal for use of after tax profit, payment of interim dividend and dividend, approving the financial plan, reports on management, quarterly reports on the Company's financial situation and business policies. The board approved the Company's Remuneration Policy. The Supervisory Board furthermore discussed the proposals and report for the General Meeting, acknowledged the regular and ad hoc reports prepared for it, the compliance, the anti-money-laundering and the safe guard officer's reports, the internal audit and quarterly risk reports.

#### **C) Audit Committee**

The Audit Committee provides assistance to the Supervisory Board in supervising the financial report regime, in selecting an auditor, and in working with the auditor and, in that context, in particular, it gives its opinion on the annual accounts, makes a proposal for the auditor and their remuneration and prepares the contract to be concluded with the auditor. At present he Audit Committee has 3 members. The members of the Audit Committee shall be elected by the General Meeting from among the independent members of the Supervisory Board. At least one member of the Audit Committee shall have competence in accounting or auditing.

**Members of the Audit Committee<sup>4</sup>** (professional CVs are available in section 'B')

Rita Feodor (chair)  
Miklós Vaszily  
Árpád Czene

---

<sup>4</sup> as of 20 March 2026

### ***Procedures for the Audit Committee***

The Company operates an Audit Committee of three members. The members of the Audit Committee shall be elected by the General Meeting from among the independent members of the Supervisory Board. At least one member of the Audit Committee shall have accounting or auditor qualification. The procedures for the Audit Committee are approved by the Supervisory Board. The Audit Committee convenes as often as required for the effective performance of its duties, the meetings are held according to the work plan approved by the Supervisory Board. The by-laws of the Audit Committee contains the structure of the Committee, the rules for obligations and responsibilities of committee members, the rights and authorisation of the committee, the rules for preparing, calling and holding the meeting, and furthermore it contains the rules for making resolutions within the frames of the meeting and aside of it in writing, and the rules on minutes of making resolutions, and its documentation.

The Audit Committee had 4 meeting in 2025, and in further 16 occasions it made resolutions in writing. Among others the Audit Committee had on its agenda the proposals for choosing, appointing and remuneration of the statutory auditor, and the approval of choosing the auditor in charge, the conditions of the mandate agreement with the auditor and approving the mandate agreement. The Committee discussed the auditor's report on the supplementary audit report, the audit method, the auditor's findings, the scope and timing of the audit, the ongoing audit assignments, the status of the audit and the risks identified, the cooperation with the auditor, compliance with professional requirements, conflicts of interest and the auditor's independence, as well as the services provided by the auditor to the Company other than the audit of the accounts under the Accounting Act on a quarterly basis. The Audit committee also made resolutions in authorized matters regarding the agreement contracts with the statutory auditor and companies having the same or partly the same owner as the auditor providing services to the Company.

In 2025-2026, the following changes took place within the Audit Committee:

- Dr. Zsigmond Járai's term as a member of the Audit Committee ended on 31 December 2025. Árpád Czene became a new member of the Audit Committee from 1 January 2026.
- The extraordinary general meeting held on 17 November 2025, elected Miklós Vaszily, Rita Feodor, Árpád Czene, as members of the Audit Committee for a fixed term from 1 January 2026 to 31 May 2030.

#### **D) Remuneration of the Members of the Board, Members of the Supervisory Board, and Members of the Audit Committee**

The establishment of the remuneration of the members of the Board of Directors, the Supervisory Board and the Audit Committee falls within the competence of the general meeting. Members of the board of directors, supervisory board members and members of the audit committee receive a fix monthly remuneration.

#### **E) Committees with the membership of external Board members and independent Supervisory Board members according to Hpt.**

#### **Nomination Committee**

The Nomination Committee is responsible for nominating and recommending nominees to the Supervisory Board and the Board of Directors, with the exception of the members of the Supervisory Board representing the employees, defining the skills and responsibilities required for membership of the governing body, and evaluating the composition and performance of the governing body and its members. Decision on the target for the representation of genders in the executive board and

elaboration of a strategy required to meet that target, He is also responsible for the regular review of the Company's policy on the selection and appointment of the Managing Director.

#### **Remuneration Committee**

The Remuneration Committee is responsible for preparing decisions on remuneration, taking into account the long-term interests of shareholders, investors and stakeholders in the company. In this context, the Committee prepares the performance evaluation and ex-post risk assessment of the Chairman and Chief Executive, the Deputy Chief Executive and other members of the Board of Directors, and assesses the achievement of performance targets. The Committee ensures the implementation of the remuneration policy. Oversees the remuneration of the manager responsible for risk management and compliance, including employees with internal control functions.

#### **Risk Assumption and Management Committee of the Bank**

As part of its ongoing monitoring of the Company's risk-taking strategy and risk appetite, the Risk and NPL Committee reviews the risk strategy, remuneration policy and quarterly risk report. He supports the Board of Directors in overseeing the implementation of the risk strategy.

The Committees operate in accordance with the rules laid down in their rules of procedure. Bodies shall meet as often as necessary to carry out their functions and shall take their decisions in the form of a meeting or in writing and without a meeting. The work of the bodies is organized by the chairman of the body.

### **F) Standing Committees as defined in the Company's Rules of Procedure and Standing Committees' Rules of Procedure**

The Company performs strategic decision making, prudential control and group governance functions over the MBH Group. A key element of the merger is the creation of a single organisational governance structure in the MBH Group. In line with this, a single committee structure has been established in the MBH Group.

#### **Management Committee (MC)**

The MC is the operational decision making and decision preparing body for the full range of the Company's operations. The MC decides on general and strategic issues submitted to it, on matters of a business nature concerning the operation of the MBH Group, the organisation of the company, the management, administration and development of human resources. Without prejudice to the powers of corporate bodies, the MC may adopt decisions or appoint decision makers in matters not expressly assigned to any corporate body, committee or individual by internal regulations. The MC regularly reviews and discusses current issues affecting the operation of the MBH Entire Group and prescribes measures where necessary.

#### **Credit and Debt Management Committee (CDMC)**

It takes decisions on credit and counterparty risk proposals for which it is responsible in accordance with the relevant regulations, and gives its opinion on credit and counterparty risk proposals for which the Board of Directors is responsible, in accordance with the provisions of the risk-taking decision making powers. The CDMC also acts as a debt management committee, responsible for overseeing and managing the sale of receivables and its process, implementing the NPL strategy in practice, taking the necessary measures, supervising the management of non-performing exposures and taking the risk-taking decisions that fall within its decision-making powers under the provisions of the risk-taking decision powers rules.

#### **Asset and Liability Committee (ALCO)**

The ALCO has primary responsibility for asset and liability management, and exercises competencies in liquidity and market risk management, capital management. It develops the principles, measurement methodology and related limit system for managing liquidity risk, interest rate risk, foreign currency risk (foreign currency and securities) and capital adequacy risk, monitors the utilisation of limits, and determines the necessary measures in case of overruns. It sets the pricing framework for the business segments and products and the internal settlement prices and risk price levels within its pricing powers. It approves securities issuance programmes and individual issues.

#### **Group Banking Operations Committee (GBOC)**

GBOC is responsible for the group and individual company level banking operations, with a focus on profitability, cost, investment and resource management. It monitors and controls the bank group expenses and capital expenditure. It decides on the use of budgets, capital expenditure and commitments within defined limits, monitors operational efficiency and formulates measures to improve operational efficiency.

#### **Internal Defence Lines Committee**

The Internal Defence Lines Committee is primarily a consultative forum between the lines of defence. It is responsible for integrating, regulating and systemising communication between the individual lines of defence, strengthening communication channels and, where appropriate, building them, and through its preventive and proactive activities, it identifies and effectively manages and manages in a timely manner the risks for the MBH Group that may lead to non-compliance with the law, external investigations by the authorities or decisions of the authorities supervising banking operations, and ensures that any necessary corrective action is taken immediately.

#### **Methodology Committee (MC)**

It controls the implementation of the group-wide risk strategy and risk strategy limit system. It approves all methodological, modelling, limit setting and monitoring, supervisory, regulatory and reporting submissions related to Pillar 1 credit risk, concentration risk and country risk, counterparty risk, operational risk and Pillar 2 risks, and the ICAAP-SREP methodology and the exercise of supervision/control, the Recovery Plan/resolution framework. Its responsibilities include the discussion of the NPL strategy, related methodological, modelling, internal portfolio setting and monitoring, supervisory, regulatory and reporting proposals, including individual and portfolio-level decisions on impairment and provisioning.

#### **Quarterly Business Review Committee (QBR)**

Defines, monitors and, if necessary, modifies the development and project portfolio at the level of the banking group in line with the implementation of the banking strategy, It sets portfolio priorities in line with the strategic goals and the current business plan. It makes proposals for launching new projects, monitors the progress of the portfolio and reports regularly to the Management Committee.

### **G) Chief Executive Officer and deputy CEOs**

**Dr Zsolt Barna chairman-CEO** (his CV is presented in section 'A')

#### **Ildikó Ginzer, Deputy Chief Business Officer for Standard Services**

She graduated from Corvinus University of Budapest, where she obtained a Master's degree in Economics in 2005 with a specialisation of the teacher of Corporate Finance and Economics. She started her professional career in the banking sector, working at Raiffeisen Bank from 2004 to 2016 as a business risk manager in structured and project finance, and later as a risk manager in corporate intensive management, where she was involved in the development of the strategy and processes of the areas.

She gained international experience as a strategy and business development specialist at Borealis AG, where she was responsible for several acquisition projects in the petrochemicals sector during 2016. At the end of 2016, she joined the Company's predecessor, MKB Bank, as Deputy Chief Risk Officer, responsible for the bank's retail and corporate risk management and receivables management. From 2019, she was Deputy CEO of MKB Bank for retail, corporate, treasury and leasing, and from May 2023, she has been Deputy CEO of the Company for standard services. She is a member of the Supervisory Board of CIG Pannónia Nyrt., the Board of Directors of MBH Befektetési Bank, MBH Jelzálogbank and Euroleasing and Chair person of the Supervisory Board of MBH Alapkezelő, a member of the Board of Directors of Fundamenta Lakáskassza Zrt.

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 6,962.

**Kitti Dobi, Deputy CEO for Human Resources** (her CV is presented in section "B")

**Ádám Egerszegi, Deputy CEO for Digitalisation and Operation** (his CV is presented in section 'A')

**Krizsanovich Péter, Chief Financial Officer and Deputy CEO for Strategy**

He graduated from Budapest Corvinus University in 2003. He was a consultant at the management consultancy IFUA Horváth & Partners. From 2005, he held senior positions at OTP Bank for 17 years, including Executive Director of Strategy, Planning and Controlling. Involved in regional expansion, he has international experience, having served on the boards of directors of several leading foreign banks, including OTP Bank in Serbia and CKB Bank in Montenegro. Between 2017 and 2022 he was a member of the Board of Directors of OTP Ingatlan Befektetési Alapkezelő Zrt. From September 2022 he worked as Chief Advisor to the Chairman and Chief Executive of Magyar Bankholding in finance, risk management and strategy, from 1 January 2023 he was appointed Chief Financial Officer, and from February 2023 Deputy Chief Financial Officer. Deputy Chief Financial Officer of the Company from May 2023 and Deputy Chief Strategy and Finance Officer from December 2023. He is a member of the Supervisory Boards of MBH Befektetési Bank Zrt. and Euroleasing Zrt., a member of the Board of Directors of Fundamenta-Lakáskassza Zrt., a member of the Supervisory Board and Audit Committee of MBH Jelzálogbank Nyrt., and chairman of the supervisory board of MITRA Informatikai Zrt.

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 6,979.

**Levente Szabó, Deputy Chief Business Officer for Individually Tailored Service** (his CV is presented in section 'A')

**Dr Beatrix Mészáros, Deputy CEO for Subsidiaries**

She started her studies at the Budapest School of Economics, Faculty of Foreign Trade, and graduated in 2009 with a degree in Export-Import Management. She holds a Master's degree in Communication from the Università Cattolica di Sacro Cuore in Italy. In January 2019, she graduated from the Faculty of Law and Political Sciences of the University of Debrecen. She started her professional career in telecommunications and media. She started her management career in the agricultural sector, from 2012 she was responsible for the full management of agricultural and production companies, she was the Managing Director of Búzakalász 66 Kft. and later Chairman of the Board of Aranykorona Zrt. From 2016 to 2022, she is a member of the Board of Directors of Talentis Group Zrt. In addition to agribusiness and tourism, she holds executive officer positions in several dynamic companies in the energy sector and the

construction industry. Deputy Chief Executive responsible for Subsidiaries from 9 February 2022 to 1 November 2023, and has been in long absence since then.

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 46,546.

#### **András Bakonyi, Chief Risk Officer**

He graduated from Budapest Corvinus University in 2002. He started his career in banking at MKB Bank Zrt. between 2002 and 2023. From 2003 he worked for CIB Bank Zrt. at the Large Corporate Customer Relations division where he was Head of Department from 2007. From 2010 he joined K&H Bank Zrt. where, from 2011, he was head of the Budapest West Corporate Region, then from 2013, head of the Budapest East Corporate Region. At the same time, from 2013 he has also been deputy head of the corporate network. From 2015 he was managing director, head of the corporate division, of MKB Bank Zrt.. In 2017 he was appointed Deputy CEO for Corporate and Treasury, where he was responsible for the Bank's corporate, treasury and leasing activities. From 2019 to 2021 he worked as the Bank's Deputy Chief Executive for Risk Management. In the newly launched Magyar Bankholding Zrt. he headed the credit risk management area as managing director from 2021. Since 1 May 2023, he has been MBH Bank Nyrt.'s Deputy Chief Executive for Risk Management. He was member of the Széchenyi István Student Association between 1997 and 2002. He studied economics and political science at the University of Heidelberg, Germany from 1999 to 2000. He studied at the International Credit School of the KBC Bank Group in Brussels in 2010 and 2012. He participated in a Management Training Programme in Ghent, Belgium, in 2013. He speaks English and German at an advanced level. Since May 2023 he has been MBH Bank's risk officer, performing his tasks since June 2023 as Deputy Chief Executive Officer. He is member of the Supervisory Board of MBH Jelzálogbank, MBH Befektetési Bank and Fundamenta Lakáskassza.

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 4,654.

#### **András Puskás, Chief Business Officer for Public Affairs, Local Governments, Churches and ESG**

He graduated from the Budapest University of Economics and Public Administration in 2000 with a degree in economics. At the beginning of his career, he worked in the Ministry of Finance as Chief of Cabinet to support the government. He then served as Deputy Mayor of the City of Budapest, where he was responsible for urban development. Starting 2014, he worked as Deputy CEO and member of the Board of Directors of the Hungarian Export-Import Bank Zrt. and the Hungarian Exporthitel Biztosító Zrt. As Deputy CEO for Risk and Operations at Budapest Bank, he was a member of the Bank's Senior Management and Board of Directors from 2018 to 2022 as Head of Risk Management, Operations, IT and PMO. On 1 July 2021, he was appointed Chief Advisor to the Chairman and CEO of Magyar Bankholding, and since June 2023 he has been Chief Business Officer for Public Affairs, Local Governments, Churches, Communication and ESG of MBH Bank.

Number of shares held in MBH Bank Nyrt. on 31 December 2025: 41,892.

## **1.2 Internal control systems and risk management**

### **A. Main features of the internal control system of the Company**

The operation of internal control system is ensured within the company group according to governing laws and recommendations. Executive management and internal controls are the basics of internal protecting lines which ensures prudent operations, compliance with laws and internal rules, and maintains trust towards the Company.

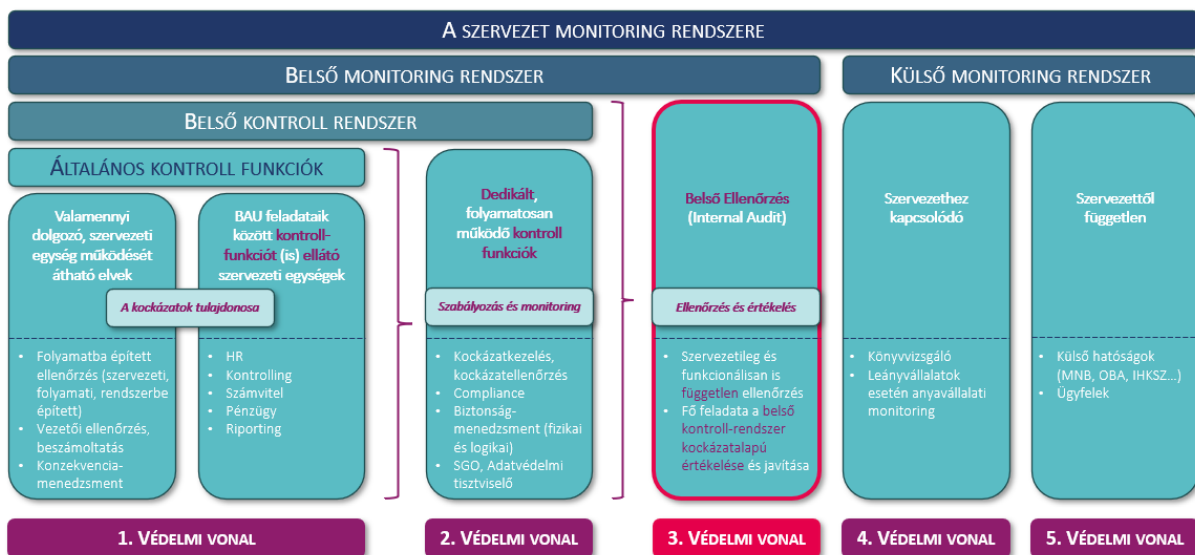
The internal controlling functions are independent from each other and also from the organizational units controlled or supervised by them.

The provisions regarding the operation, management and functions of the internal control system of the Company are set out in the Hpt., the provisions of the Civil Code on business associations, Act CXX of 2001 on the Capital Markets; the applicable recommendations of the Magyar Nemzeti Bank (MNB) (primarily Recommendation MNB 12/2022. (11 July) on the establishment and operation of internal lines of defence, the management and control functions of financial organisations), the Articles of Association of the Company and the Company’s effective rules of organisation and operation, and the Global Internal Control Standards also fall in this category<sup>5</sup>.

While the respective provisions of the Hpt, the MNB's Recommendation on internal lines of defence and the Global Internal Control Standards use different definitions of internal control in the heading, it is important that when interpreting all regulatory contexts, the internal control system and the independent internal control function are properly distinguished at the level of definitions and their content.

Section 154 (4) of the Hpt sets out the rules for the internal control system and for the operation of internal control, pursuant to which the Credit institutions “shall set up the internal control system consistent with the characteristics, magnitude, complexity, and risks of the services they provide”, and “shall operate an independent internal control function under the direct supervision of the management body with supervisory powers”.

Also in view of the MNB recommendation 12/2022. (11 July) referred to above, the system of internal lines of defence is interpreted in the Company’s monitoring framework system, also in line with the Global Internal Control Standards, as illustrated in the figure below.



The Company’s monitoring system consists of an internal and an external part. The external monitoring system includes an external monitoring (5th line of defence), independent of the Bank (e.g. customers, MNB, other authorities) and an external monitoring (4th line of defence linked to the Bank) (e.g. auditor), while the internal monitoring system includes the internal control system (lines of defence 1 and 2) and the organisationally and functionally independent internal audit function (line of defence 3).

<sup>5</sup>Published by: The Institute of Internal Auditors (IIA), ©2024

Within the Company's internal control system, we can distinguish between general principles (for example: consistent responsibility management), practices, organisational solutions (for example: in-process controls or management control<sup>6</sup>), and areas with a control function in addition to their BAU activities (for example: Controlling) and activities (for example: management information system<sup>7</sup>), which together form the first line of defence of the Company's internal monitoring system. In fact, this line of defence includes all employees and managers who, through their prudent work, protect the Company's interests and values.

Another element of the Company's internal control system is all those organisational units, activities and persons responsible for performing dedicated operational functions, activities and control functions (for example: Risk Control, Compliance, Bank Security, Data Protection Officer), which together constitute the Company's second line of defence.

The function of the second line of defence can also be formulated by overseeing and supporting the activities of the first line of defence, while the main task of the third line of defence (independent internal audit function) is to assess and improve the internal control system, i.e. the first and second lines of defence, on a risk basis.

The organisational and functional independence of internal audit means that (1) the internal audit function is directly managed by the Supervisory Board, i.e. the area is organisationally independent of the other departments, and (2) internal audits must be carried out by persons who are not involved in the Company's operational work and who are therefore independent of the department or process being audited.<sup>8</sup> According to the definition, internal audit is an independent, objective assurance tool and consulting activity that adds value to the Company's operations and improves its quality. It is responsible for examining the Company's risk management, governance processes and the internal control system (or the Company's first and second lines of defence) in a systematic and regulatory manner, evaluating and improving its operation, thereby contributing to the achievement of organisational goals.

## **B. Brief description of the Company's risk management system and principles applied in risk management**

The Company's Risk Control reviews the risk strategy of the Bank Group every year with the involvement of the relevant areas. In line with the current economic environment and in accordance with the Company's business strategy and capital plan, the Risk Strategy sets out the risk strategy principles and objectives of the Company for each risk type and risk appetite. The approval of the risk strategy falls within the scope of competence of the Board of Directors.

In line with the basic regulatory requirements, a concept for the Company's comprehensive risk-taking processes has been developed and is constantly being fine-tuned.

### The main elements of the concept are:

- Group-wide application of risk management principles;
- Applying the Unified Segmentation to the entire clientele of the group;
- A decision-making system that depends on customer quality and risk-taking;
- the use of Basel conform rating tools, in compliance with internal rating based method (IRB = Internal Ratings-Based) and analytical and behavioural scorecards, as well as a corresponding

<sup>6</sup> In-process and management controls are forms of control directly or indirectly integrated into business processes. These controls are performed by persons who are functionally involved in the processes or by those responsible for the final outcome of the audited activities.

<sup>7</sup> The concept of a management information system encompasses all information technology based or manual systems that transform data into useful information for decision-makers. Its main tasks are to produce ad hoc and regular reports and to support (in general) decision making.

<sup>8</sup> Based on the above, it is clear that, due to the conflict of interest, i.e. not to control itself, internal audit cannot be understood as part of the internal control system, and the conceptual distinction is therefore justified.

- client rating regime, which adequately supports the decision-making activities of the bank management;
- internal, group-level model validation methodology with annual frequency (rating and scoring tools, validation of related processes);
  - Monitoring activities with IT support;
  - Establishment of a comprehensive system of criteria that includes and takes into account relevant indicators enabling the detection of threatened loans in order to identify loans at risk as quickly as possible and, based on this, to determine the various types of customer/exposure management, the related tasks and order of procedure.
  - IFRS 9 provisioning system;
  - Pillar 1 and Pillar 2 capital accounting systems based on IFRS;
  - Regular group level management reports, backtesting measurements (Risk Reports, Capital Management Reports, Rating Quality, Rating Monitoring Reports, etc.)
  - Definition of a revised recovery plan and its evaluation on a monthly basis.

The key risk management principles include ultimate control at board level, independent control separate from risk areas, and appropriate measurement, diversification, monitoring and reporting of risks.

Effective internal communication regarding risks and risk appetite, continuous improvements in risk identification, measurement, monitoring, and management, keeping key risk management processes and procedures up-to-date and user-friendly, enhancing performance, and employing a properly trained workforce are the cornerstones of the Company's Group's effective risk management function.

### 1.3 Auditor

**Name and address of the Statutory auditor of the Company:**

PricewaterhouseCoopers Könyvvizsgáló Kft. registered office: 1055 Budapest, Bajcsy-Zsilinszky út 78., Chamber of Hungarian Auditors registration number: 001464)

**Person in charge of the audit:**

Árpád Balázs registered auditor (membership certificate number of the Chamber of Hungarian Auditors: 007272, registration number: 006931) and if he is impeded in his duties, his deputy is Balázs Mészáros (membership certificate number of the Chamber of Hungarian Auditors: 005614, registration number: 005589) is impeded in his duties.

The General Meeting of the Company shall elect the Statutory auditor.

The Company's statutory auditor was PricewaterhouseCoopers Könyvvizsgáló Kft. in 2025, the auditor did not have any kind of activity which could jeopardize its independence.

The Audit Committee decides on all assignments for the auditor including statutory assignment, as defined in its Rules of Procedure. The Audit Committee receives a quarterly report on the independency if the auditor, and on the mandate agreements signed with them.

### 1.4 Publications and handling insider trading

In order to prevent insider trading, unauthorised disclosure of inside information and to comply with disclosure guidelines, the Company strictly follows the provisions of the following regulations:

- REGULATION (EU) NO 596/2014 Of The European Parliament and of the Council of 16 April 2014 on market abuse (market abuse regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC (**MAR**);
- Commission Delegated Regulation (EU) 2016/522 supplementing Regulation (EU) No 596/2014 of the European Parliament and of the Council as regards an exemption for certain third countries public bodies and central banks, the indicators of market manipulation, the disclosure thresholds, the competent authority for notifications of delays, the permission for trading during closed periods and types of notifiable managers' transactions;
- Commission Implementing Regulation (EU) 2016/523 laying down implementing technical standards with regard to the format and template for notification and public disclosure of managers' transactions in accordance with Regulation (EU) No 596/2014 of the European Parliament and of the Council;
- Commission Implementing Regulation (EU) 2022/1210 laying down implementing technical standards for the application of Regulation (EU) No 596/2014 of the European Parliament and of the Council with regard to the format of insider lists and their updates (MAR RTS);
- Commission Implementing Regulation (EU) 2016/1055 laying down implementing technical standards with regard to the technical means for appropriate public disclosure of inside information and for delaying the public disclosure of inside information in accordance with Regulation (EU) No 596/2014 of the European Parliament and of the Council
- Act CXX of 2001 on the Capital Market (**Capital Market Act**)
- Act CXXXVIII of 2007 on Investment Firms and Commodity Dealers, and on the Regulations Governing their Activities;
- Act C of 2012 on the Criminal Code (Criminal Code);

as well as the Decree of the Minister of Finance 24/2008. (VIII.15.) PM on the detailed rules of the information obligation of publicly issued securities, the MNB Recommendations and Management Circulars on these topics and the respective Regulation of BÉT.

The referred rules ensure that all information effecting the Company, or which may have substantial effect on the price of the financial instruments issued the Company are published correctly, in full and on time. Furthermore, the Company has internal rules in force to ensure execution of its publication obligations.

The Board of Directors of the Company assessed the Company's publishing processes in accordance with Section 1.6.2.3. of the Recommendations and found that between 31 January 2025 and 31 December 2025, the Company's publication processes complied with the legal requirements, the internal rules and its publishing policies. Based on the result of this assessment it can be stated that the Company followed efficient publishing practices.

The Company has detailed risk management rules covering all types of risks (liquidity, market, country, partner, credit, operational, compliance) which correspond with legal requirements for prudent financial institutional operations. Information on the Company's risk management procedures, the applied limits and their keeping can be found in the Annual Report.

The Company has detailed internal rules covering all insider and potential insider persons accessing information, which totally comply with the detailed regulated limits and prohibitions set forth in the MAR, its implementing regulations and the effective Capital Market Act. The Company discloses transactions involving financial instruments issued by the Company in which members of the Board of Directors and the Supervisory Board are involved, in accordance with disclosure rules, and discloses the interests (number of shares) held by executive officers in the Company in its Annual Report.

## 1.5 Rules to exercise rights by shareholders

### A) Attending and voting rights at General Meetings

The Company requests shareholder identification as at the date of the General Meeting as a corporate event, from KELER Központi Értéktár Zártkörűen Működő Részvénytársaság (**KELER Zrt.**) The Rules related to the shareholder identity verification are included in the effective regulation of KELER Zrt.

On the last but one working day before the General Meeting's starting day the Company deletes all data (that are effective at the time of shareholder identification) contained in the share register and at the same time it enters the data resulting from shareholder identification in the share register and closes the register with the data produced by shareholder identification. Thereafter, an entry in the Register of Shares concerning the shareholder's share ownership may be made on the business day following the General Meeting the soonest.

The closing of the Register of Shares does not restrain the person registered in the Register of Shares from transferring their shares. Transferring his/her shares prior to the General Meeting does not exclude the right of a shareholder registered in the Register of Shares to participate the General Meeting and execute his/her shareholders rights.

The shareholder may also exercise his/her rights at the General Meeting by way of proxy (hereinafter: 'proxy'). Members or the chairman of the Board of Directors, the Supervisory Board or the auditor may not act as shareholder's proxy. Shareholders may authorise an executive employee of the Company as well to exercise their rights relating to the Shareholders' Meeting. The proxy authorisation shall be valid for one General Meeting or for the period of time defined therein. The validity of the proxy shall cover the continuation of the suspended General Meeting or the General Meeting re-convened because of the lack of quorum. The proxy shall be drawn up in the form of a public document or a private document providing full evidence and it shall be submitted to the Company. The authorisation issued by the shareholder's proxy shall state that the representative is acting as shareholder's proxy. A proxy may represent more than one shareholder, but must have a proxy authorisation in the form of a public document or a private document providing full evidence for each shareholder represented.

The Company requires prior registration as a prerequisite for attendees being present at the venue of the General Meeting on the day of the event.

The shareholders may also attend the General Meeting by electronic means of communication provided that the conditions for it are in place.

### B) Holding the General Meeting

The supreme body of the Company is the General Meeting. A General Meeting shall be convened by means of a notice published according to the Articles of Association at least thirty (30) days before the start date of the General Meeting.

The General Meeting has a quorum when shareholders representing more than 50% of the voting shares are present. When a General Meeting does not have a quorum, a repeated General Meeting shall be convened to discuss items on the original agenda maximum twenty-one (21) days after the original date. The repeated General Meeting shall have a quorum regardless of the number of attendees.

The invitation to the General Meeting shall contain:

- a) the company name and registered office of the Company;

- b) the date and place of the General Meeting,
- c) the agenda of the General Meeting;
- d) the manner of holding the General Meeting;
- e) the conditions required to exercise voting rights as specified in the Articles of Association;
- f) the venue, date and time of the repeated General Meeting in case the General Meeting does not have a quorum;
- g) conditions to exercising rights of adding items to the agenda, and
- h) the place of availability of the draft resolutions and the original and complete text of the documents to be submitted to the General Meeting.

The presiding chairman of the General Meeting shall be the current Chairman and Chief Executive, or a person requested by them, except in the case of impediment, because in this case the person elected by the General Meeting by a simple majority will preside. A list of attendees shall be prepared to include shareholders present at the General Meeting. For each shareholder the list must contain the name and residential address (or registered office) of the shareholder or his/her proxy; the number of his/her shares and the number of votes he/she is entitled to; and any change in the person of attendees during the General Meeting. The list of attendees shall be authenticated by the presiding Chairman of the General Meeting and the Minute-taker, attaching their signatures to it.

According to his/her tasks and power the presiding Chairman of the General Meeting shall:

- a) open the General Meeting;
- b) establish if there is quorum;
- c) lead the meeting, within the framework of which he/she shall grant and withdraw the right to speak and he/she may limit the duration of the speech; may define the order of speakers at the meeting;
- d) order breaks;
- e) terminate the General Meeting.

Minutes shall be taken at each General Meeting, containing:

- a) the company name and registered office of the Company;
- b) the place, the date and the procedure for holding the General Meeting;
- c) the names of the Chair of the General Meeting, the keeper and the verifier of the minutes and of the officials counting the votes;
- d) the most important events of, and motions made at, the General Meeting;
- e) the draft resolutions;
- f) for each resolution, the number of shares for which valid votes were cast and the proportion of the share capital represented by these votes;
- g) the number of votes cast for, cast against, and the number of abstentions.

The minutes shall be signed by the Minute-taker and the presiding chairman of the General Meeting, and a shareholder in attendance elected for that purpose. The Board of Directors of the Company shall place the Minutes of the General Meeting and the list of attendees among their documents and keep them as well as submit them to the court of registration within 30 days after the termination of the General Meeting. The Board of Directors of the Company shall furthermore publish the Minutes of the General Meeting incorporating the resolutions adopted at the General Meeting, the draft resolutions, the key questions and answers related to the draft resolution within 30 (thirty) days following the General Meeting.

By giving answers to the questions arising at the General Meeting the Company shall meet the principles of informing and publishing prescribed by the law and the stock exchange regulations and shall comply with them. The Company shall have 3 (three) business days following the day of the General Meeting to answer questions arisen at the General Meeting and not answered to the satisfaction of the shareholder within its framework.

### **1.6 Demonstration of compliance with Chapter IV of Act LXVII of 2019 on Encouraging Long-Term Shareholder Engagement and amendments of further regulations for harmonisation purposes**

Pursuant to the provisions of Section 22 (2) of the Hrszvt. and the Hpt., the Company is not required to prepare a remuneration report complying with Chapter IV of Act LXVII of 2019 on Encouraging Long-Term Shareholder Engagement and amendments of further regulations for harmonisation purposes (**Hrszvt.**) However, the Company discloses remuneration information in accordance with Regulation (EU) No 575/2013 of the European Parliament and of the Council on prudential requirements for credit institutions and investment firms (CRR).

## 2.) Introduction of compliance with the Corporate Governance Recommendations

As part of the Corporate Governance Report, the Company makes a statement regarding the extent to which it has implemented in its own corporate governance practice the recommendations and proposals specified in the relevant sections of the Corporate Governance Recommendations (Hungarian abbreviation: **FTA**) issued by Budapesti Értéktőzsde Zrt., by completing the following tables. These tables provide an overview for the investors of the extent of the compliance - by the relevant company - with certain requirements set out in the Corporate Governance Recommendations at glance, and enable easy comparison of the practices of the specific companies.

### Level of compliance with the Recommendations

The Company indicates whether it follows the relevant recommendation or not, and if not, briefly explains the reasons why it did not follow that specific recommendation.

**1.1.1.** The Company has an organisational unit dealing with investor relationship management, or a designated person to perform these tasks.

**Yes**

**1.1.2.** [The Company's Articles of Association are available 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 published the methods and conditions of doing so, including all necessary documents.

**Yes**

**1.2.1.** The Company published on its website a summary document containing 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 published the exact date when the range of those eligible to participate in a given company event is set (record date), and also the last day when the shares granting eligibility for participating in a given company event are traded.

**Yes**

**1.2.3.** The Company held its General Meetings in a manner providing for maximum shareholder participation.

**Yes**

**1.2.6.** The Company did not restrict the shareholders' right to designate a different representative for each of their securities accounts to represent them at any General Meeting.

**Yes**

**1.2.7.** For proposals for the agenda items, the Board of Directors' draft resolution and also the Supervisory Board's opinion were disclosed to the shareholders.

**Yes**

**1.3.3.** The Company did not restrict the right of its shareholders attending a General Meeting to request information, add comments and submit proposals, or set any preconditions for these with the exception of some measures taken to conduct the General Meeting in a correct manner and as intended.

**Yes**

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

**Yes**

**1.3.5.** The Company published on its website the answers to the questions that the representatives of the Company's boards or its auditor present at the General Meeting could not satisfactorily answer at the meeting within 3 working days following the General Meeting, or an official statement explaining why it refrained from giving answers.

**Yes**

**1.3.7.** The Chairman of the General Meeting ordered a recess or suggested that the General Meeting be postponed when a proposal or proposal relating to a particular issue on the agenda was submitted which the shareholders hadn't had a chance to become familiar with before the General Meeting.

**Yes**

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

**Yes**

**1.3.8.2.** For executive 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 way.

**Yes**

**1.3.10.** The Company publish 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 publication guidelines cover the procedures for electronic, online disclosure.

**Yes**

**1.6.1.2.** The Company designs its homepage by considering the aspects of disclosure and the information of investors.

**Yes**

**1.6.2.1.** The Company has an internal publication policy in place which covers the processing the information listed in Section 1.6.2 of the Recommendations document.

**Yes**

**1.6.2.2.** The internal regulations of the Company cover the methods for the assessment of events judged to be important for publication.

**Yes**

**1.6.2.3.** The Board of Directors/Governing Board assessed the efficiency of the publication processes.

**Yes**

**1.6.2.4.** The Company published the findings of the efficiency assessment of the publication process.

**Yes**

**1.6.3.** The Company published its annual company event calendar.

**Yes**

**1.6.4.** The Company published its strategy, business ethics and policies regarding other stakeholders.

**Yes**

**1.6.5.** The Company published the career information 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 published all relevant information about the internal organisation and the operation of the Board of Directors/Governing Board and the Supervisory Board, about the work of the management, the assessments of these and the changes in the current year.

**Yes**

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

**Yes**

**1.6.9.1.** The Company published its guidelines relating to the trading of its shares by insiders.

**Yes**

**1.6.9.2.** The Company 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 way.

**Yes**

**1.6.10.** The Company published the relationship the Board of Directors / Governing Board, Supervisory Board and management members may have with third parties which could affect the operation of the Company.

**No**

Explanation: The Company manages conflicts of interest in accordance with applicable sectoral laws and recommendations of the MNB, the European Banking Authority, and the European Securities and Markets Authority as well as the changes in the regulations referred to above.

**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 a rules of procedure in place defining the organisational structure, the actions for arranging for and conducting the meetings, and the tasks regarding 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 published the procedure used for nominating Board of Directors / Governing Board members.

**Yes**

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

**Yes**

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

**Yes**

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

**Yes**

**2.4.2.1.** Board members had access to the proposals to be presented at the meeting of the respective board at least five days prior to the meeting.

**No**

Explanation: The Company partially complies. The general practice is in line with the Recommendation, but, by way of derogation, the chairmen of the boards are entitled to set a shorter deadline in justified cases. The Company's Articles of Association specifically contains this right of the chairmen.

**2.4.2.2.** The Company arranged the proper conduct of the meetings, the drawing up of the meeting minutes and management of the resolutions made by the Board of Directors / Governing Board and the Supervisory Board.

**Yes**

**2.4.3.** The rules of procedure provide for the regular or ad hoc participation of non-board members at respective board's meetings.

**Yes**

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

**Yes**

**2.5.2.** The composition and size of the boards complies 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 of Directors / Governing Board and Supervisory Board members became familiar with the structure and operation of the Company and their tasks were carried out 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) its members considered to be independent to confirm their independence at regular intervals.

**Yes**

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

**Yes**

**2.6.3.** The Company published its guidelines concerning the independence of its Governing Board / Supervisory Board members and the applied independence criteria on its website.

**Yes**

**2.6.4.** The Supervisory Board of the Company does not have any members who has held any position in the Board of Directors or in the management of the Company in the previous five years, not including cases when they were involved to ensure employee participation.

**Yes**

**2.7.1.** Members of the Board of Directors / Governing Board informed the Board of Directors / Governing Board and (if applicable) the Supervisory Board (or the Audit Committee if a uniform governance system is in place) if they, or individuals they have business relations with, or their relatives have interest in any business transactions of the Company (or any subsidiaries thereof) which excludes their independence.

**Yes**

**2.7.2.** Transactions and assignments between members of boards/ members of the management/individuals closely associated with them and the Company/subsidiaries of the Company were carried out in accordance with the Company's general business practice but applying more stringent transparency rules compared to general business practice, and were they approved.

**Yes**

**2.7.3.** Board members informed the Supervisory Board / Audit Committee (Nominating Committee) if they had received an appointment for board membership or management position of a company not belonging to the Company Group.

**Yes**

**2.7.4.** The Board of Directors / Governing Board developed guidelines for the flow of information and the management of insider information within the Company, and monitor compliance with them.

**Yes**

**2.8.1.** The Company created 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 received information about the operation of the system of internal controls.

**Yes**

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

**Yes**

**2.8.5.1.** The Board of Directors / Governing Board or a committee operated by it is responsible for the supervision and management of the entire risk management of the Company.

**Yes**

**2.8.5.2.** The relevant organisation of the Company and the General Meeting received information about the efficiency 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 special idiosyncrasies 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.** Internal control systems functions reported about the operation of internal control mechanisms and 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 the meetings on financial reports.

**Yes**

### Level of compliance with the Proposals

The Company must state whether it follows the relevant proposal included in the Corporate Governance Recommendations, or not (Yes / No). The Company can also explain any derogation from it.

**1.1.3.** The Company's Articles of Association provided an opportunity for shareholders to exercise their voting rights also when they are not present in person.

**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 ensure a clear, unambiguous and fast determination of voting results, and in the case of electronic voting, also the validity and reliability of the results.

**Yes**

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

**Yes**

**1.3.1.2.** In the event the Board of Directors/Governing Board and the Supervisory Board was absent, it was disclosed by the Chairman of the General Meeting before discussion of the agenda began.

**Yes**

**1.3.2.1.** The Articles of Association of the Company did 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 there if that person's presence and expert opinion is presumed to be necessary or help provide information to the shareholders and help the General Meeting make decisions.

**Yes**

**1.3.2.2.** The Articles of Association of the Company did 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 there.

**Yes**

**1.3.6.** The annual report of the Company prepared as specified in the Accounting Act contains a brief, easy-to-understand and illustrative summary for shareholders, including all material information

related to the Company's annual operation.

**Yes**

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

**Yes**

**1.6.11.** The Company published its information 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 operation, financial situation and assets on a regular basis, but at least quarterly.

**Yes**

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

**Yes**