



MBH Jelzálogbank Nyrt's Remuneration Policy under the Hrszvt.

The General Meeting of MBH Jelzálogbank Nyrt. adopted version No. V3 of this policy and its attachment by its General Meeting Resolution No. 3/2024. (04.24.) adopted on 24.04.2024.

The Supervisory Board of MBH Jelzálogbank Nyrt. adopted version No. V3 of this policy and its attachment by its Supervisory Board resolution No. 4/2024. (03.11.) adopted on 11.03.2024.

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**MBH Jelzálogbank Nyrt's Remuneration Policy under the Hrsztv.
("Remuneration Policy under the Hrsztv." / "Directors' Remuneration Policy")**

Summary of amendments

This Remuneration Policy under the Hrsztv. is a consolidated version of the No. POL-0002/2020/V2. Remuneration Policy under the Hrsztv. including amendments.

The Remuneration Policy under the Hrsztv. has been amended as detailed below:

- (i) in regard to its objectives, by the declaration of the requirements of long term value creation, sustainability and ethical conduct;
- (ii) in regard to its personal scope, in that it clarifies the categories of Directors: in addition to introducing the category of Directors considered as Managing Body Members as a category under the company law, in terms of the Labour Code it clearly distinguishes between Directors employed and Directors not employed by MBH Jelzálogbank Nyrt. (subsection 3.2);
- (iii) the elements of the remuneration of Directors (Section 8) are detailed in accordance with the categories specified in subsection 3.2;
- (iv) the characteristics of the contracts concluded with Directors regarding the performance of work or holding of position or remuneration for these (Annex 1) are detailed in accordance with the categories specified in subsection 3.2;
- (v) format changes (including references to the remuneration policy under the Credit Institutions Act (Hpt. JP), in view of amendments made to the Hpt. JP in the meantime /see Section 16: Claim of refund rules / Section 18: Remuneration Committee/).

The shareholders' opinions and votes concerning the remuneration policy and the reports are taken into account as specified in Section 4 ("*Validity and amendment of the Remuneration Policy under the Hrsztv.*").

1 The purpose of the Remuneration Policy under the Hrsztv.

The purpose of this Directors' Remuneration Policy is for MBH Jelzálogbank Nyrt. to lay down a remuneration policy for those holding positions of directors specified in subsection **Hiba! A hivatkozási forrás nem található.** of this Directors' Remuneration Policy in accordance with the provisions laid down in Act LXVII of 2019 on the encouragement of long-term shareholder engagement and modification of certain acts with the purpose of legal harmonization ("Hrsztv.") and reward their performance in such a way that it is in accordance with

- a) the Group-wide remuneration policy "[On the remuneration policy](#)" as specified in Act CCXXXVII of 2013 on Credit Institutions and Financial Enterprises ("Hpt.") (Performance-based Remuneration Policy under the Hpt.; "Hpt. JP"),
- b) efficient and effective risk management, and does not encourage risk taking exceeding MBH Jelzálogbank Nyrt's risk taking limits and
- c) MBH Jelzálogbank Nyrt's business strategy, objectives, sustainability, values and long term interests and promote the achievement of the same.

This Directors' Remuneration Policy encourages high performance, adequate risk taking in accordance with MBH Jelzálogbank Nyrt's strategy and responsible conduct promoting MBH Jelzálogbank Nyrt's long term interests. Its purpose is to create incentives that will coordinate managers' individual interests with those of MBH Jelzálogbank Nyrt.. The remuneration provided for managers is based on value creation ensuring sustainability and ethical conduct.

2 The relationship between the Remuneration Policy under the Hrsztv. and the Performance-based Remuneration Policy under the Hpt.

- 2.1 This Directors' Remuneration Policy is a separate remuneration policy prepared on the basis of the Hrsztv., in accordance with the rules laid down in the Performance-based Remuneration Policy under the Hpt., to which the provisions laid down in the Performance-based Remuneration Policy under the Hpt. must be applied, *mutatis mutandis*, with the exception of the provisions that are – by nature or purpose – not applicable or are of no relevance to this Directors' Remuneration Policy.
- 2.2 The meanings of the terms and expressions appearing in this Directors' Remuneration Policy in a capitalised form are – pursuant to subsection 2.1 – defined in the Performance-based Remuneration Policy under the Hpt..
- 2.3 This Directors' Remuneration Policy makes multiple references to specific sections and subsections of the Performance-based Remuneration Policy under the Hpt., in order to avoid unnecessary repetitions. In the case of any change in the terms, expressions or processes used in the Performance-based Remuneration Policy under the Hpt., or their numbering, the references contained in this Directors' Remuneration Policy shall apply to the changed terms, expressions and processes, or their changed numbering, as appropriate.
- 2.4 Consistency between the Performance-based Remuneration Policy under the Hpt. and this Directors' Remuneration Policy shall be ensured by MBH Jelzálogbank Nyrt..

3 The scope of the Remuneration Policy under the Hrsztv. – MBH Jelzálogbank Nyrt. Directors

- 3.1 The institutional scope of this Directors' Remuneration Policy shall cover MBH Jelzálogbank Nyrt..
- 3.2 The personal scope of the Remuneration Policy under the Hrsztv. shall, in accordance with the applicable statutory regulations, cover
- the Chairman and Members of MBH Jelzálogbank Nyrt's Board of Directors,
 - the Chairman and Members of its Supervisory Board,
 - MBH Jelzálogbank Nyrt.'s Chief Executive Officer and Deputy Chief Executive Officers

(hereinafter collectively: "Directors").

In case the Board of Directors determines – in exercise of its power granted by MBH Jelzálogbank Nyrt's Articles of Association – that the Chairman of the Board of Directors and the Chief Executive Officer of MBH Jelzálogbank Nyrt. must be two different persons, the provisions of this Directors' Remuneration Policy shall apply to the Chief Executive Officer as well.

The following groups of persons are to be distinguished from the perspective of the application of the rules on remuneration concerning the Directors:

- **Directors categorised as members of managing bodies:** the Chairman and the Members of the Board of Directors (hereinafter collectively: "**Board of Directors Members**") and the Chairman and the Members of the Supervisory Board (hereinafter collectively: "**Supervisory Board Members**").
- **Directors employed by MBH Jelzálogbank Nyrt.:** the Chief Executive Officer, the Deputy Chief Executive Officers (including internal Board of Directors' Members) and the Supervisory Board Members delegated by the employees.
- **Directors not employed by MBH Jelzálogbank Nyrt.:** the external Board of Directors' Members and the independent Supervisory Board Members.

If a given Director is a member of more than of the above categories at the same time, the provisions of this Directors' Remuneration Policy pertaining to the categories of relevance to the Director concerned shall together be applied to that Director.

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

- 4.1 Payments may be made to Directors only on the basis of the Directors' Remuneration Policy adopted by the General Meeting of MBH Jelzálogbank Nyrt. (hereinafter: "General Meeting"), providing that Remuneration Policy under the Hrsztv. must be put on the agenda of the General Meeting when it is modified significantly, but at least every four years, for advisory voting. [Section 3:268 of the Civil Code, Section 16 (5) of the Hrsztv.]
- 4.2 In case the Directors' Remuneration Policy proposed pursuant to Subsection 4.1 of this Directors' Remuneration Policy is rejected by the General Meeting, the revised Directors' Remuneration Policy shall be submitted for voting again, to the next General Meeting.
- 4.3 The amended or revised Directors' Remuneration Policy submitted to the General Meeting shall contain a description and an explanation of all material amendments made since the voting concerning the Remuneration Policy under the Hrsztv. at the previous General Meeting, along with a description of how they reflect the shareholders' opinions and votes relating to the Remuneration Policy under the Hrsztv..
- 4.4 In case no Directors' Remuneration Policy has been adopted yet and the General Meeting does not approve the proposed remuneration policy, MBH Jelzálogbank Nyrt. may continue to pay remuneration to the Directors in accordance with its existing practices, providing that the revised Directors' Remuneration Policy must be submitted to the next General Meeting for approval. [Article 9a(2) of Directive 2007/36/EC]
- 4.5 In case there is an approved Directors' Remuneration Policy and the General Meeting does not approve the proposed new Directors' Remuneration Policy, MBH Jelzálogbank Nyrt. may continue to pay remuneration to the Directors in accordance with its existing Directors' Remuneration Policy, and the revised Directors' Remuneration Policy must be submitted to the next General Meeting for approval. [Article 9a(2) of Directive 2007/36/EC]

5 Possible derogations from the Remuneration Policy under the Hrsztv.

5.1 This Directors' Remuneration Policy may only be derogated from in exceptional cases (for the purposes of MBH Jelzálogbank Nyrt.'s long term interests and sustainable operation, or to ensure its viability) and on a temporary basis, as specified in subsection 1.1.2 of the Performance-based Remuneration Policy under the Hpt..

6 The applicable rules

- Act V of 2013 on the Civil Code (Civil Code),
- Act LXVII of 2019 on the encouragement of long-term shareholder engagement and modification of certain acts with the purpose of legal harmonization (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 basic principles specified in subsection 1.3. of the Performance-based Remuneration Policy under the Hpt..

7 Disclosure

7.1 The provisions laid down in this Directors' Remuneration Policy shall be accessible for all stakeholders.

7.2 MBH Jelzálogbank Nyrt. shall, after voting – or, if it rejected by the first vote, after the repeated voting – at the General Meeting on the Remuneration Policy under the Hrsztv., make the Remuneration Policy under the Hrsztv. accessible free of charge on its website during its validity, together with the date and result of the voting.

8 The elements of the Directors' remuneration

8.1 The Directors' remuneration may – in accordance with Section (55) of the Performance-based Remuneration Policy under the Hpt. – only be either Basic Remuneration or Performance-based Remuneration; there is no third remuneration category, i.e. all components of the remuneration may be associated with the Basic Remuneration or the Performance-based Remuneration.

8.2 Directors categorised as Managing Body Members are eligible for a fixed-amount honorarium. the honorarium shall consist exclusively of a cash allowance for both the Members of the Board of Directors and the Members of the Supervisory Board.

8.3 The remuneration for Directors not employed by MBH Jelzálogbank Nyrt. shall consist entirely of a Basic Remuneration; no Performance-based Remuneration shall be established and paid to such Directors.

8.4 The components of the Basic Remuneration and the Performance-based Remuneration of Directors employed by MBH Jelzálogbank Nyrt., and the proportions of such components, are presented in the table below:

Position	Basic Remuneration	Performance-based Remuneration	Maximum rate of the Performance-based Remuneration
Chief Executive Officer, Deputy Chief Executive Officer	basic wage, the allowances (cafeteria, insurance, other fringe benefits) specified in detail in MBH Jelzálogbank Nyrt's internal regulations, mobile phone and vehicle use	annual bonus	12-month basic wage
Member of the Board of Directors(internal Members of the Board of Directors)	basic wage, the allowances (cafeteria, insurance, other fringe benefits) specified in detail in MBH Jelzálogbank Nyrt's internal regulations, mobile phone and vehicle use	performance-based remuneration as detailed in MBH Jelzálogbank Nyrt's Hpt. JP and other internal regulations (annual bonus, premium, area incentive, target premium, project bonus, retention bonus)	12-month basic wage
Member of the Supervisory Board (Members of the Supervisory Board delegated by employees)	basic wage, the allowances (cafeteria, insurance, other fringe benefits) specified in detail in MBH Jelzálogbank Nyrt's internal regulations, mobile phone and vehicle use	performance-based remuneration as detailed in MBH Jelzálogbank Nyrt's Hpt. JP and other internal regulations (annual bonus, premium, area incentive, target premium, project bonus, retention bonus)	12-month basic wage

- 8.5 The amount of the Basic Remuneration should be large enough to make it possible to reduce the amount of the Performance-based Remuneration to zero. The Directors must not be dependent on the granting of the Performance-based Remuneration because that might, incidentally, encourage excessive short term risk taking [Section 16 (2) and Section 17 (1) b) of the Hrsztv.]
- 8.6 The amount of the Performance-based Remuneration shall be set such that it encourages Directors to facilitate the successful operation of MBH Jelzálogbank Nyrt. and the MBH Jelzálogbank Prudential Group (hereinafter: Bank Group) in the long run and enable Ex-ante and Ex-post Risk Assessment on the basis of risks as well as claiming refund of amounts of Performance-based Remuneration accounted/paid, as might be necessary. The rules on reduction, and refund claim, regarding 100% of the Performance-based Remuneration shall be applied in accordance with the provisions laid down in this Directors' Remuneration Policy and the Remuneration Policy under the Hpt..
- 8.7 In determining the rate of the remuneration for the persons covered by the scope of the Remuneration Policy under the Hrsztv.:
- the qualification and experience requirements prescribed for the position concerned and the limiting factors relating to them;
 - wage market information;

- the given scope of tasks, responsibilities and powers; and
- the weight of the position in the organisation and the individual's service time, may be taken into account.

9 The basic principle and method of Performance-based Remuneration

9.1 The most important basic principle of the Remuneration Policy under the Hrsztv. is that it links the rate of Performance Remuneration – on the basis of the provisions laid down in the Performance Evaluation Policy and the Incentives Policy – besides the ex-ante and ex-post assessment of risks to the level of achievement of the

- Bank Group and targets
- the Directors' individual targets.

9.2 The rate of Performance-based Remuneration is determined on the basis of an assessment of the combination of the relevant targets, in view of both the financial and the non-financial criteria specified in subsection 10.3.

9.3 The amounts of the Performance-based Remuneration are paid on the due dates specified in the Disbursement Cycle, in accordance with the provisions laid down in the Remuneration Policy under the Hpt..

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

10.1 One essential prerequisite for performance assessment is that MBH Jelzálogbank Nyrt. sets the Directors' targets for each year. Such targets must be derived from MBH Jelzálogbank Nyrt's business operation and strategy, its corporate values, its risk appetite and long term interests, taking into account the costs of MBH Jelzálogbank Nyrt's capital and liquidity – at the level of the Bank Group – as well.

10.2 All relevant existing and future risks, including on- and off-balance sheet risks – distinguishing between risks of relevance from the perspective of the Directors – must also be taken into account in target setting.

10.3 Quantitative and qualitative performance criteria pertaining to the Directors – in line with MBH Jelzálogbank Nyrt's strategic goals for the year concerned – need to be established for the purposes of target setting. Bank-wide and area-specific financial goals and non-financial performance criteria equally appear among the goals; these ensure the Bank Group's prudent, sustainable and profitable operation in the long run as well.

Such criteria are included at an individual level in the Target Agreements concluded with the Directors.

10.4 The quantitative criteria must cover a period that is long enough for adequately recording the risks taken by MBH Jelzálogbank Nyrt. and the Directors. They must also include the risk adjustment and the economic efficiency metrics.

11 The Performance Measurement element at the level of the Bank Group – Corporate Valuation Index

11.1 At the level of the Bank Group the performance measurement, which is linked to Performance-based Remuneration, is based on the target value of the Corporate Valuation Index prescribed for the Year Concerned

(expressed in a number of points), determined on the basis of the Business Plan for the Year Concerned as approved by MBH Jelzálogbank Nyrt's Board of Directors, in accordance with the provisions laid down in the Performance Remuneration Policy under the Hpt.

11.2 The Chief Executive Officer of MBH Jelzálogbank Nyrt. makes his decision on the accomplishment of the target value of the Corporate Valuation Index set for the Year Concerned, which decision is confirmed by MBH Jelzálogbank's Board of Directors – at its meeting preceding the Regular Annual General Meeting of the year following the Year Concerned – and by the Regular Annual General Meeting of the year following the Year Concerned.

12 The Performance Measurement element at the level of the Directors

12.1 At the individual level the performance measurement linked to Performance-based Remuneration takes place on the basis of an evaluation of the target tasks, and the indicators fixed on the basis of quantitative and qualitative criteria, specified in the Target Agreements.

13 Ex-ante Risk Assessment

13.1 At the Bank Group level the Chief Executive Officer of MBH Jelzálogbank has the right to make decisions on modifications (to justified extents) of the Corporate Valuation Index or, on the application of proportional Performance-based Remuneration in accordance with the provisions laid down in the Performance Remuneration Policy under the Hpt..

13.2 At an individual level the Ex-ante Risk Assessment takes place on the basis of a set of criteria laid down in the Target Agreements as per the Performance Evaluation Policy, once a quarter during the Year Concerned, and its results are taken into account in the Performance Evaluation process.

13.3 At the Bank Group level the Ex-ante Risk Assessment period starts when the Corporate Valuation Index is set by the Chief Executive Officer, while at an individual level it starts upon the conclusion of the Target Agreements and lasts until the Performance Evaluation date [Hpt. JP (129) – (131)].

14 The instruments of Performance-based Remuneration

14.1 Half of the Directors' Performance-based Remuneration is made up of a Cash Allowance, the other half is – unless otherwise stipulated by law and in view of the different provisions laid down in the Remuneration Policy under the Hpt. – made up of the Instrument-based Allowance which is in line with Section 118 (11) of the Hpt. [Hpt. JP (135)]

15 Disbursement of the Performance-based Remuneration to the Directors

15.1 The Cash Allowance component of the Directors' Performance-based Remuneration shall be disbursed in cash, while its Instrument-based Allowance component shall – on the basis of the decision taken by MBH Jelzálogbank Nyrt's Board of Directors regarding this – be provided in the form of instruments or cash, in

accordance with the provisions laid down in the Performance Remuneration Policy under the Hpt. [Hpt. JP (148)]

15.2 The disbursement of 60% of the Performance-based Remuneration granted to Directors shall be delayed.

15.3 The disbursement of 40% of the Performance-based Remuneration granted shall be delayed in the case of Directors to whom the amount of the Maximum Performance-based Remuneration that may be granted for the Year Concerned is not larger than EUR 250,000. [Hpt. JP (155)]

15.4 The duration of the delay – as per the Disbursement Cycle concerned – of the disbursement of the delayed part of the Performance-based Remuneration granted to Directors shall be 5 years, during which the rate of the delayed disbursement

a) shall, in the case of the 60% delay specified in subsection 15.2 of this Remuneration Policy, be set at equal (12%, 12%, 12%, 12%, 12%) parts in each due year of the Disbursement Cycle,

b) shall, in the case of the 40% delay specified in subsection 15.3 of this Remuneration Policy, be set at equal (8%, 8%, 8%, 8%, 8%) parts in each due year of the Disbursement Cycle,

and both the undelayed (short term) and the delayed disbursements shall be made up of Cash Allowance and Instrument-based Allowance in equal (50%-50%) proportions.

15.5 50% of the first (undelayed) part of the Instrument-based Allowance shall be withheld for one year.

15.6 Impacts occurring in the meantime, resulting from the Directors' activities during each Year Concerned, shall be assessed during the whole period of the delay starting from the closure of Performance Evaluation, and the amount of the Granted Performance-based Remuneration of each Director – payable without a delay or after a delay – shall, depending on such impacts, be reduced if necessary, in the framework of Ex-post Risk Assessment.

15.7 The delayed instalments may be disbursed during each due year of the Disbursement Cycle after the completion of the Ex-post Risk Assessment procedure.

15.8 The Annual Regular General Meeting of the given due year of the Disbursement Cycle shall have the power to make a decision on the reduction of the delayed part of the Directors' Granted Performance-based Remuneration – payable according to the Disbursement Cycle – in the framework of the Ex-post Risk Assessment.

The accounting treatment of the *pro rata temporis* Performance-based Remuneration shall be governed by the general rules, providing that in case the employment relationship is shorter during the Year Concerned than 6 months spent as a member of the active staff, the Eligible Person is not entitled to Performance-based Remuneration, unless otherwise stipulated by MBH Jelzálogbank Nyrt..

16 Claim of refund rules [Section 17 (3) of the Hrsztv.]

16.1 If the Director

a) committed an offence relating to or affecting the operation of a member of the Banking Group,

- b) in the event of breach of an obligation, gross negligence, abuse or omission in connection with his or her duties and responsibilities, not considered as a criminal offence, (in particular, if the Director's actions have significantly impaired the credibility and/or profitability of MBH Jelzálogbank Nyrt. or its Subsidiary),
- c) was involved in, or responsible for, a practice that has caused a Significant Financial Loss, or
- d) does not meet requirements relating to fitness or suitability,
- e) commits a breach of compliance in terms of the policy entitled Compliance Mandate Policy,

his or her eligibility for the still outstanding part of his or her Granted Performance-based Remuneration shall lapse and the Chief Executive Officer of MBH Jelzálogbank Nyrt. shall have the right to make a decision – through the procedure specified in Section (173) of the Remuneration Policy under the Hpt. – about claiming the refunding of the Performance-based Remuneration accounted/disbursed for the Director concerned for the period affected by the circumstance giving rise to claiming refund.

16.2 MBH Jelzálogbank Nyrt.'s General Meeting shall have the right to make decisions on claiming refund of the Performance-based Remuneration of MBH Jelzálogbank Nyrt.'s Chief Executive Officer.

17 Conflicts of interests [Section 17 (1) d) of the Hrsztv.]

17.1 Any conflict of interest relating to the Remuneration Policy under the Hrsztv. and/or to remuneration determined on the basis of the Remuneration Policy under the Hrsztv. shall be identified and adequately mitigated.

17.2 The Performance Remuneration Policy under the Hpt. ensures that no material conflict of interest involving Directors and persons performing control functions can occur.

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

18.1 The members of the Remuneration Committee are those members of the Board of Directors who are not employed by MBH Jelzálogbank Nyrt. and have been elected by the Board of Directors members of the Remuneration Committee. If the Board of Directors does not have at least three members who are not employed by MBH Jelzálogbank Nyrt., independent members of the Supervisory Board may also be elected members of the Remuneration Committee.

18.2 A member of MBH Jelzálogbank Nyrt.'s Remuneration Committee shall notify to the Chair of the Remuneration Committee and the Supervisory Board of MBH Jelzálogbank Nyrt. to occurrence of any reason for a conflict of interest involving him or her, immediately upon – but within a maximum of 15 days after – the occurrence of the reason for a conflict of interest. From the occurrence of a reason for a conflict of interest involving him or her, the member MBH Jelzálogbank Nyrt.'s Remuneration Committee shall not proceed in regard to any case falling within the powers of the Remuneration Committee and any legal representative made by such member on behalf of the Remuneration Committee shall be null and void.

18.3 The tasks of the Remuneration Committee shall include the preparation of the decisions to be adopted by MBH Jelzálogbank Nyrt's Supervisory Board as specified in this Directors' Remuneration Policy and the Remuneration Policy under the Hpt.. The rules of procedure of the Remuneration Committee shall be prepared and adopted by the Board of Directors. The scopes of duties and powers, the operation and the status of the members of the Remuneration Committee shall be laid down in the Remuneration Committee's rules of procedure.

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

19.1 The Remuneration Policy under the Hrsztv. shall be revised in the framework of the Ordinary Annual Revision (annual central revision regarding the implementation of the Performance Remuneration Policy under the Hpt. and the Remuneration Policy under the Hrsztv., on the basis of which these may be amended by MBH Jelzálogbank Nyrt's Supervisory Board) to which the rules laid down in subsection IV.2 of the Performance Remuneration Policy under the Hpt. shall be applied as appropriate.

**Directors' Remuneration Policy
Annex 1**

Data on contract concluded with Directors regarding the performance of work or holding of position or remuneration for these [Section 17 (1) c) of the Hrsztv.]

Rules applying to all Directors employed by MBH Jelzálogbank Nyrt.

Description	Chief Executive Officer	Deputy Chief Executive Officer	Member of the Board of Directors	Member of the Supervisory Board
The duration of the contract pertaining to the fulfilment of the position or the related remuneration	Definite period of time based on the General Meeting's resolution and declaration of acceptance, providing that the membership of an internal Board of Directors Member or an employee delegate Member of the Supervisory Board shall lapse by the operation of law upon the termination of the employment of the person concerned. Membership may also lapse even before the end of the definite period of time in the cases specified in the Civil Code.			
In the case of a legal relationship aimed at work				
The duration of the contract aimed at work or pertaining to the related remuneration	Indefinite			
Applicable notice period	In accordance with the relevant provisions of the Labour Code	In accordance with the relevant provisions of the Labour Code, but at least 60 days.	In accordance with the relevant provisions of the Labour Code, and in the case of an employee in a managerial position as specified in Section 208 (1) of the Labour Code, at least 60 days.	
The main characteristics of the supplementary pension or the early old age retirement system	MBH Jelzálogbank Nyrt. does not apply supplementary pension or the early old age pension			
Terms and conditions for the termination of the contract	The employment relationship of a Director employed by MBH Jelzálogbank Nyrt. may be terminated in accordance with the relevant provisions of the Labour Code.			
Disbursements due upon termination	In accordance with the relevant provisions of the Labour Code	12-month absence fee	In accordance with the relevant provisions of the Labour Code, and in the case of Deputy Chief Executive Officers 12-month absence fee	

Rules applying to all Directors not employed by MBH Jelzálogbank Nyrt.

A Director not employed by MBH Jelzálogbank Nyrt. may – in accordance with the provisions of the company law – be removed, and they may resign from their positions, at any time without stating its grounds for doing so. Directors not employed by MBH Jelzálogbank Nyrt. shall not be entitled to a notice period. Directors not employed by MBH Jelzálogbank Nyrt. shall be entitled to the remunerations specified in subsections 8.2 and 8.3 of this Directors' Remuneration Policy. Directors not employed by MBH Jelzálogbank Nyrt. shall receive no specific remuneration upon the termination of their legal relationship. Directors not employed by MBH Jelzálogbank Nyrt. shall not be entitled to participate in the supplementary pension or early old age retirement system.