

Total amount of remuneration consolidated group of Bank and subsidiaries

EU REM1 - Remuneration awarded for the financial year 2022 (EUR)			a	b	c	d
			MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	Fixed remuneration	Number of identified staff	9	10	6	47
2		Total fixed remuneration	127 440,46	1 564 231,94	175 843,08	3 071 656,31
3		Of which: cash-based	127 440,46	1 552 561,57	169 105,31	2 984 415,37
EU-4a		Of which: shares or equivalent ownership interests	0	11 670,37	6 737,77	87 240,94
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
7		Of which: other forms	0	0	0	0
9	Variable remuneration	Number of identified staff	0	5	3	40
10		Total variable remuneration	0	1 340 000	85 239,85	1 172 972,09
11		Of which: cash-based	0	670 000	52 275,52	1 001 696,56
12		Of which: deferred	0	402 000	13 185,73	68 510,21
EU-13a		Of which: shares or equivalent ownership interests	0	0		
EU-14a		Of which: deferred	0	0		
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	670 000	32 964,33	171 275,52
EU-14b		Of which: deferred	0	670 000	32 964,33	171 275,52
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2+10)		127 440,46	2 904 231,94	261 082,93	4 244 628,39

Based on Article 17(a) of Commission Implementing Regulation (EU) 2021/637, with the content set out in Annexes XXXIII and XXXIV to the Regulation, the qualitative disclosure (EU REMA), the main elements of the remuneration policy, information on the remuneration policy and practices at EBH are disclosed in a separate document, which is published on the Bank's website under

<https://www.erstebank.hu/hu/ebh-nyito/bankunkrol/erste-bank-hungary-zrt/vallalatiranyitas/javadalmazasi-politika>

EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff) (EUR)		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards					
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards - Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap				
Severance payments awarded in previous periods, that have been paid out during the financial year					
4	Number of identified staff	0	0	0	0
5	Total amount	0	0	0	0
Severance payments awarded during the financial year					
6	Number of identified staff	0	0	0	0
7	Total amount	0	0	0	0
8	Of which paid during the financial year				
9	<i>Of which deferred</i>				
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap				
11	Of which highest payment that has been awarded to a single person				

EU REM3 - Deferred and retained remuneration (EUR)		a	b	c	d	e	f	EU-g	EU-h
		Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	2 180 128,176	845 361,7073	1 334 766,469	0	0	0	845 361,7073	0
8	Cash-based	415 934,318	135 356,3911	280 577,9271	0	0	0	135 356,3911	0
9	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
10	Share-linked instruments or equivalent non-cash instruments	1 764 193,858	710 005,3161	1 054 188,542	0	0	0	710 005,3161	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	91 443,398	53 625,8499	37 817,548	0	0	0	53 625,8499	0
14	Cash-based	24 258,630	10 699,7122	13 558,9176	0	0	0	10 699,7122	0
15	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
16	Share-linked instruments or equivalent non-cash instruments	67 184,768	42 926,1378	24 258,631	0	0	0	42 926,1378	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	554 171,0701	282 421,3776	271 749,6925	0	0	0	282 421,3776	0
20	Cash-based	172 214,0246	72 678,35424	99 535,67	0	0	0	72 678,3542	0
21	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
22	Share-linked instruments or equivalent non-cash instruments	381 957,0455	209 743,0234	172 214,0221	0	0	0	209 743,0234	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	2 825 742,644	1 181 408,935	1 644 333,71	0	0	0	1 181 408,935	0

EU REM4 - Remuneration of 1 million EUR or more per year		a
EUR		Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0

EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										72
2	Of which: members of the MB	9	10	19							
3	Of which: other senior management				1	1,75	0	0	1,75	1,5	
4	Of which: other identified staff				10	9	1	13	13	1	
5	Total remuneration of identified staff (EUR)	127 440,46	2 904 231,936	3 031 672,396	1 266 320,057	886 039,422	52 377,12177	1 280 624,952	908 539,663	111 810,111	
6	Of which: variable remuneration	0	1 340 000	1 340 000	501 386,6224	197 171,8967	8 757,688	316 984,2927	208 634,6863	25 276,7528	
7	Of which: fixed remuneration	127 440,46	1 564 231,936	1 691 672,396	764 933,4342	688 867,5252	43 619,43419	963 640,659	699 904,9766	86 533,3579	