

## **Addendum to Disclosures 2023 (under Pillar 3)**

- **Template 39:** EU REM1 - Remuneration awarded for the 2022 financial year (Article 450 (1)(h)(i) and (ii) of the CRR)
- **Template 41:** EU REM3 – Deferred remuneration (Article 450 (1) (h) (iii) and (iv) of the CRR)



**DISCLOSURES OF THE OTP LUXEMBOURG GROUP**

**Template 1: EU REM1 – Remuneration awarded for the 2023 financial year**  
*(Article 450 (1)(h)(i) and (ii) of the CRR)*

		a	b	c	d	
		MB Supervisory function	MB Management function	Other senior management	Other identified staff	
1	<b>Fixed remuneration</b>	Number of identified staff	7.00	4.00	18.00	12.80
2		Total fixed remuneration	<b>267,373.84</b>	<b>2,351,841.05</b>	<b>2,702,859.46</b>	<b>1,039,004.28</b>
3		Of which: cash-based	267,373.84	2,183,282.91	2,575,332.10	1,009,628.66
7		Of which: other forms	0.00	168,558.14	127,527.36	29,375.62
9	<b>Variable remuneration</b>	Number of identified staff	0.00	4.00	18.00	11.80
10		Total variable remuneration	<b>0.00</b>	<b>1,899,216.00</b>	<b>1,420,794.34</b>	<b>366,386.17</b>
11		Of which: cash-based	0.00	949,608.00	929,023.84	287,761.17
12		Of which: deferred	0.00	335,606.40	83,002.86	0.00
EU-13a		Of which: shares or equivalent ownership interests	0.00	949,608.00	491,770.50	78,625.00
EU-14a	Of which: deferred	0.00	759,686.40	393,416.40	62,900.00	
17	<b>Total remuneration (2 + 10)</b>	<b>267,373.84</b>	<b>4,251,057.05</b>	<b>4,123,653.80</b>	<b>1,405,390.45</b>	



**Template 2: EU REM 3 – Deferred remuneration**

*(Article 450 (1)(h)(iii) and (iv) of the CRR)*

	a	b	c	d	e	f	EU - g	EU - h
Deferred and retained remuneration	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 amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
7 <b>MB Management function</b>	<b>3,974,448.38</b>	<b>871,992.90</b>	<b>3,102,455.48</b>			<b>1,237,693.51</b>	<b>935,820.46</b>	<b>1,574,454.50</b>
8 Cash-based	1,816,747.39	435,996.45	1,380,750.94				435,996.46	
9 Shares or equivalent ownership interests	2,157,700.99	435,996.45	1,721,704.54			1,237,693.51	499,824.00	1,574,454.50
13 <b>Other senior management</b>	<b>458,193.74</b>	<b>36,166.66</b>	<b>422,027.06</b>			<b>20,960.33</b>	<b>18,083.33</b>	<b>41,509.60</b>
14 Cash-based	69,166.67	18,083.33	51,083.33				18,083.33	
15 Shares or equivalent ownership interests	389,027.07	18,083.33	370,943.73			20,960.33	0.00	41,509.60
25 <b>Total amount</b>	<b>4,432,642.12</b>	<b>908,159.56</b>	<b>3,524,482.54</b>	<b>0.00</b>	<b>0.00</b>	<b>1,258,653.84</b>	<b>953,903.79</b>	<b>1,615,964.10</b>

The figures in the table do not include legal entities which, due to a change of ownership in 2023, are no longer part of the OTP Luxembourg Group.

Note: The document is a correction of 2023 Disclosures (Pillar 3) due to an error in the preparation of the Template EU REM 1 and Template EU REM 3. **As a result, templates EU REM 1 and EU REM 3 in the document Disclosures 2023 (under Pillar 3) shall not apply.**