



## **Addendum to DISCLOSURES OF OTP GROUP LUXEMBOURG 2024 (within the scope of Pillar 3)**

- **Template 43:** EU REM1 - Remuneration awarded for the 2024 financial year
- **Template 47:** EU REM5 – Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)



**Template 43: EU REM1 – Remuneration awarded for the 2024 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 remunera tion</b>	Number of identified staff	8.00	6.00	21.00	21.00
2		Total fixed remuneration	<b>394,599.56</b>	<b>3,593,733.37</b>	<b>3,182,434.03</b>	<b>3,184,767.67</b>
3		Of which: cash-based	394,599.56	3,347,473.05	3,056,496.04	3,015,554.82
7		Of which: other forms	0.00	246,260.32	125,937.99	169,212.85
9	<b>Variable remunera tion</b>	Number of identified staff	0.00	6.00	21.00	21.00
10		Total variable remuneration	<b>0.00</b>	<b>2,907,777.46</b>	<b>1,636,530.28</b>	<b>1,339,299.63</b>
11		Of which: cash-based	0.00	1,474,461.23	971,632.07	1,046,375.63
12		Of which: deferred	0.00	626,322.09	22,677.00	76,652.00
EU-13a		Of which: shares or equivalent ownership interests	0.00	1,433,316.23	664,898.21	292,924.00
EU-14a		Of which: deferred	0.00	1,093,658.18	520,235.57	190,602.40
17	<b>Total remuneration (2 + 10)</b>		<b>394,599.56</b>	<b>6,501,510.83</b>	<b>4,818,964.31</b>	<b>4,524,067.30</b>



## DISCLOSURES OF THE OTP GROUP LUXEMBOURG

**Template 1:** EU REM5 – Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

(Article 450 (1)(g) of the CRR)

	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									56
2	Of which: members of the MB	8	6	14						
3	Of which: other senior management			2	3	0	8	4	4	
4	Of which: other identified staff			0	5	0	4	12	0	
5	Total remuneration of identified staff	394,599.56	6,501,510.83	6,896,110.39	589,758.05	1,728,004.85	0.00	3,023,540.58	3,155,698.97	846,029.16
6	Of which: variable remuneration	0.00	2,907,777.46	2,907,777.46	241,011.94	561,931.49	0.00	1,033,852.70	924,123.78	214,910.00
7	Of which: fixed remuneration	394,599.56	3,593,733.37	3,988,332.93	348,746.11	1,166,073.36	0.00	1,989,687.88	2,231,575.19	631,119.16

**Note:** The document is a correction of 2024 Disclosures (Pillar 3) as the final data on variable remuneration for the year 2024 were not yet known at the time of the legal publication deadline. **As a result, templates EU REM 1 and EU REM 5 in the document Disclosures 2024 (under Pillar 3) shall not apply.**