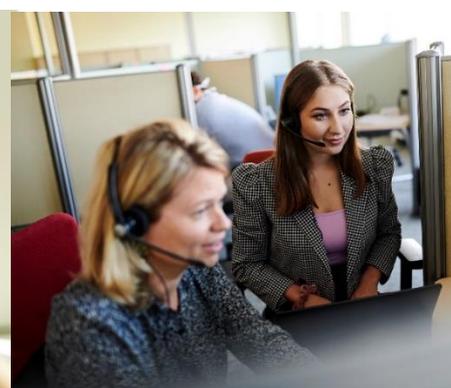


Women at OTP – women in leadership positions
OTP Bank Plc.'s strategy to create gender equality





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Our mission is to create a working environment, where our committed employees are able to work in a diverse, mutually supportive team and in an inclusive working culture enabling them to work to the best of their potential. Diversity and inclusion is not only a right step, but also essential to the implementation of the corporate strategy.

There are many things that are common in our employees' values, still they are different from each other in numerous things, similarly to our Customers, Investors and the community we live in.

Our Colleagues join us with diverse backgrounds, different qualifications and experiences, variant beliefs and unique family environments. This kind of **diversity** is an important value, because the variety of perspectives leads to unique ideas, which is a key to understand better our customers' needs and each other.

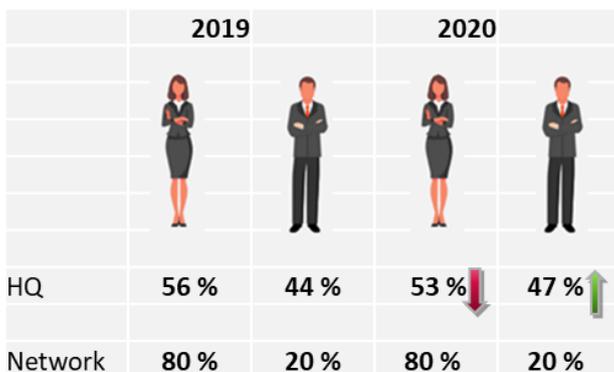
If we approach with an open mind and curiosity, we can learn a lot from each other; that also means continuous development and innovation, which is one of our most important value promise.

Inclusion means this kind of openness: create **equal opportunities** to everyone to join the OTP community, to develop himself or herself and to move forward.

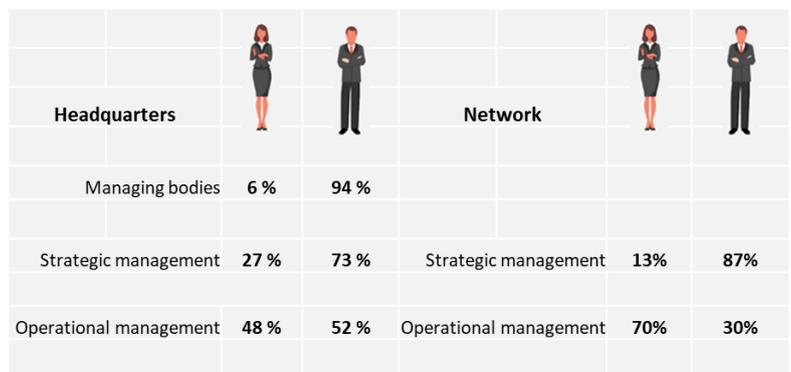
I. Gender ratio amongst our employees

Within the group of OTP Bank our female colleagues have higher representation ratio compared to our male colleagues, consequently we consider it as particularly important to provide place for them in all professional areas as well as in leadership positions.

Gender distribution



Gender distribution among executives





II. Ensuring gender equality

Compliance with the law

The purpose of the present strategy is to ensure compliance with Section 112 Paragraph (3) Point f) of Act CCXXXVII of 2013 on credit institutions and financial enterprises (hereinafter: Hpt.), which prescribes it as the Nomination Committee's responsibility to decide on a target ratio of gender representation in the management body, as well as to prepare a strategy necessary for achieving such target.

During the establishment of the strategy on the representation of genders in the management bodies, Nomination Committee of OTP Bank Plc. takes into account the related recommendations on local and on EU level (including in particular the recommendation of the Hungarian National Bank No. 11/2019. (V.6.) and the guidelines of the European Banking Authority No. EBA-GL-2017-12). Furthermore, the Nomination Committee of OTP Bank Plc. seeks to take into consideration the relevant international best practices as well.

In accordance with the requirements set out in Section 107 Paragraph (1) Point f) of Hpt., OTP Bank Plc. applies a gender-neutral remuneration policy.

III. Achieving our strategy goals in practice

We pursue 3 important goals in our daily operation at OTP Bank:

1. We seek to develop a diverse, professionally outstanding, supportive team and an open, cooperative work culture.
2. We provide all groups of employees with equal opportunities in the workplace.
3. We create a discrimination-free, open and inclusive workplace.

Concerning the employment of the female workers, these 3 goals can be achieved through various programs:

Gender ratio in the management bodies

OTP Bank Plc. is committed to improve the gender ratio within the management bodies, while also taking into account the legal requirement that the members of the management bodies must have adequate knowledge, skills and experience. The fulfillment of the latter requirements shall remain the top priority during the selection of suitable candidates.

Our goal is to have at least one female member on the Board of Directors and the Supervisory Board of OTP Bank Plc.

Implementation:

- In order to ensure that there is a sufficient number of internally appointed female candidates concerning the succession planning of the management of the company, we determined a proportion of at least 25% of female candidates in the OTP Group-level leadership succession planning practice.



Gender-neutral remuneration policy

OTP Bank Plc. follows the expectation of a gender-neutral remuneration policy not only as a kind of principle, but it is actually reflected in the Bank's remuneration practice.

- In our remuneration strategy we adjust the position-based wage bands to the level of the positions and market practices.
- We monitor the wages regularly in order to prevent any significant gender pay gaps.
- Our performance evaluation system is based on objective indicators and/or specific objectives.

Equal opportunities and anti-discrimination

The Code of Ethics of OTP Bank Plc. establishes and enforces the prohibition of gender discrimination not only with regard to remuneration, but concerning all aspects of the workplace environment as well. In order to ensure the latter requirement, we operate an ethics whistleblowing system under the direct supervision of the Ethics Committee of OTP Bank Plc.

Inclusive approach

Creating an open and supportive workplace atmosphere is important for us, therefore an essential element of the group-level senior management training of OTP Bank Plc. is the leadership training on “Diversity and Inclusion” (Board effectiveness programme / Diversity and Inclusion module).

IV. Changing the approach

We place special emphasis on the design of our operational processes and the development of the managers so that a diversity-oriented and inclusive approach becomes part of our work culture and is integrated into our daily practices.

We harmonize our efforts at group-level and support the strengthening of this approach in our new programs and our internal communication by all means.