

Annex 1 to the Co-operation Agreement on Employee Account Management

Key Plus Employee Package – List of Conditions

Valid: from 1st May 2019 until withdrawn

The amendments are marked by italicized text in the List of conditions.

The amendments in the List of Conditions:

The account maintenance fees will be debited on the first banking day of the month followed by monitored month instead of the last banking day of the monitored month – except in case of Base 2.0 account package. At the first time the account maintenance fees will be charged on 03/06/2019 instead of the end of May.

1. General provisions

Fees, commissions, costs, and APR values not detailed in this List of Conditions, as well as any matters not regulated herein, shall be governed by the latest effective Retail List of Conditions.

Employees are entitled to use Key Plus Employee Package whose employer has a cooperation agreement with the Bank regarding the Key Plus Employee Package at the time of the account opening.

General provision applicable to customers who first signed or modified the supplement to the Framework Agreement on the Provision of Financial Services after 22 July 2010:

Condition of monthly crediting prescribed by the agreement for the use of products and services regulated in this List of Conditions: single-sum crediting to the bank account equal to at least the prevailing net amount of the monthly minimum wage.

The crediting specified above as a condition may not be performed through a cash-desk deposit.



2. Bank account management

| | | |
|--|---|--|
| Opening and closing an account¹ | | free of charge |
| Account management^{1,2} | In the case of a single-sum crediting equal to at least the prevailing net amount of the monthly minimum wage | free of charge |
| | In the case of the crediting of an amount less than the prevailing net monthly minimum wage | HUF 664/month/account |
| Transfer between own accounts¹ | | free of charge |
| One-off order in forint¹ | | |
| At a branch | within the Bank | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| | to another bank | |
| Via Raiffeisen Direkt | within the Bank | |
| | to another bank | |
| Via Raiffeisen DirektNet | within the Bank | |
| | to another bank | |
| Transfer of positive account balance in bank account switching process | to another bank | |
| Standing order¹ | | |
| At a branch | | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| Via Raiffeisen Direkt | | |
| Via Raiffeisen DirektNet | | |
| Collection of service provider fees (direct debit)¹ | | free of charge |
| Changing fee package¹ | | free of charge |
| Paper based statement mailed to the customer's notification address¹ | | HUF 105 |
| Paper based statement with pick-up at branch | | free of charge |
| Electronic account statement | | free of charge |

In case Customer initiate an in-bank transfer, standing payment order with fixed amount, SEPA credit transfer or payment in foreign currencies to their own in-bank Securities or Bank Accounts maintained as private entrepreneur, small-scale farmer, private individual with tax number or other independent private entrepreneurs, the 0.3%, max HUF 6000 part of the fee does not apply.

¹ Indexation: The Bank links the calculation of the fees indicated in this List of Conditions to the average consumer price index published annually by the Central Statistics Office with respect to the preceding calendar year. The amount and rate of the fee is automatically modified (indexed) in accordance with the average annual consumer price index applicable from 1 April of each year to preceding calendar year. The modification of the fee is published by the Bank in each year at the latest by the 1st day of April in this List of Conditions. The fee is specified by the Bank to a whole forint amount in accordance with the general rules on rounding, and in the case of a tariff specified in euro, to two decimal places. The Bank reserves the right not to apply fee indexation on one or even on several occasions with respect to certain customer groups and certain service types.

² In case of this package we require a regular monthly incoming fund with one transaction in the amount of at least the prevailing net amount of the monthly minimum wage to the current account held with Raiffeisen Bank. Incoming fund is accepted from non-Raiffeisen Bank source or from a Raiffeisen Bank account of the customer's employer as well. Raiffeisen Bank grants a onetime grace period of a further one months following the month of the opening of the account or the changing of the account package, for the credit of the first minimum monthly net incoming fund on the account holder's account. If the above determined incoming fund is not arriving to the account in the 2nd month after the month of account opening or package changing, the Bank is charging the monthly account maintenance fee specified in this List of Interest Rates and Charges. This rule is valid in the later months as well: the Bank is charging the account maintenance fee on the first banking day of the month followed by the monitored month, when the incoming fund has not arrived. The monitored period for the fee charge of the month concerned: from the 21st day of the month prior to the month concerned to the 24th day of the month concerned. The required credit defined in the conditions cannot be fulfilled through cash deposit in branches.

3. Cash withdrawal from account at the cash desk¹

Cash withdrawal at the cash desk

In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions

4. Bank- and credit-card fees¹

Application Fees of Bankcards¹

| Type | Application Fee |
|--|--|
| OneCard bankcard - application fee | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| Unembossed Start CLEVERcard - application fee | |
| VISA Classic - application fee | |
| Embossed Start CLEVERcard (not applicable) - application fee | |

Annual fees of bank- and credit cards¹

| Type | Annual bank card fee in the 1 st year* | Annual bank card fee from the 2 nd year |
|--|--|--|
| OneCard bankcard | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions. The Bank will charge the 50% of the first yearly fee stated in the prevailing Retail List of Conditions for the OneCard bankcards applied for in Key Plus Employee Package. The promotion is valid until withdrawal. | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| Unembossed Start CLEVERcard | Free of charge | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| VISA Classic | Free of charge | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| Embossed Start CLEVERcard (not applicable) | Free of charge | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions |
| VISA Gold | In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions | |

* Fee waiver for the first year is available only once for the given account and the given card (for main and supplementary card as well).

In accordance with Act LXXXV of 2009 on the Pursuit of the Business of Payment Services, 36/A. § section (4) point c), Raiffeisen Bank provides two HUF cash withdrawals for free of charge per month from any Automated Teller Machine (ATM) in Hungary up to HUF 150,000 in total for customers who submitted a declaration at Raiffeisen Bank and own a bankcard (including Start and Versatile Clever Card) linked to the bank account with declaration. Discount is not applicable for post office transactions.

If the sum of the first two HUF cash withdrawals in the actual calendar month is higher than HUF 150,000, Bank applies fees listed in the actual List of Conditions for the amount which exceeds HUF 150,000.

Bank provides the free of charge transactions related to the bank account for which the declaration has been submitted.

In case the declaration is submitted until the 20th day of the given calendar month, the discount is available from the first day of the next calendar month.

| Fees of domestic HUF cash withdrawal if the Customer submitted declaration about free of charge cash withdrawal related to the bank account used for the transaction | |
|--|---------------------|
| Number of free of charge ATM cash withdrawals per month In case of domestic HUF transactions, up to HUF 150,000 in total. ³ | 2 pcs |
| from Raiffeisen ATMs ¹ | 0,63%, min. 263 Ft |
| from other bank ATMs and at post office ^{1,4} | 1,26%, min. HUF 664 |
| Fees of domestic HUF cash withdrawal if the Customer did not submit declaration about free of charge cash withdrawal related to the bank account used for the transaction | |
| from Raiffeisen ATMs ¹ | 0,63%, min. 263 Ft |
| from other bank ATMs and at post office ^{1,4} | 1,26%, min. HUF 664 |
| Purchase ¹ | free of charge |

All other conditions applicable to bank (debit) cards and credit cards, not detailed above, are governed by the prevailing Retail List of Conditions.

5. Mobile Banking service

The monthly fee of the Mobil Banking service is free of charge for a period of maximum 6 months in case it was applied for after the application of the account package. Thereafter the monthly fee is equal to the fee listed in the prevailing Retail List of Conditions.

6. Credit Facilities and Loans

| | |
|--|---|
| Overdraft Facility | 2% discount off the interest rate published in the prevailing Retail List of Conditions. The promotion is valid until withdrawal. |
| Personal Loan with Real Estate Collateral | 50% discount off the standard credit appraisal fee published in the prevailing Retail List of Conditions. If the rate of discount applicable to the prevailing credit appraisal fee published in the prevailing Retail List of Conditions with respect to standard customers equals or exceeds the rate of discount published in this List of Conditions, customers applying for a credit facility within the framework of the Key Plus Employee account package will be entitled to the discount credit appraisal fee contained in the prevailing Retail List of Conditions. |
| Housing Loan | |

7. Insurance contracts

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|----------------------------|--|
| Raiffeisen Care II. | Free of charge for 3 months in the case of an application for a new Raiffeisen Care II. insurance. |
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The packages and monthly fees of Raiffeisen Care II. are regulated by the Retail List of Conditions.

³ Transactions are selected based on the transaction date in the actual month.

⁴ Paying postal check or other services by bankcard at the post offices, is considered as cash withdrawal or purchase depending on the POS terminal applied by Magyar Posta. For more information, please visit the website of the Magyar Posta (<http://posta.hu>).