

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

Key Plus Employee Package – List of Conditions

Announced on 28th of February 2025, 31st of March 2025

Valid: from 1st of April 2025

(certain provisions come into effect on the dates specified below)

The amendments announced on the 28th of February 2025 and effective as of 01st of April 2025 are **marked by yellow emphasis** in the List of conditions:

- The fees marked by N.o. 1 superscript are increased by 3.7%, which was the scale of the Average Consumer Price Index in 2024.

The changes announced on 2025.03.31 and effective from 2025.06.01 are marked with a **turquoise** background:

- From 1st of June 2025, the Bank will replace its Mastercard and Visa Gold debit cards with new types of Visa debit cards. The card exchange is free of charge, and the current fees and costs associated with the card will not change unfavorably.
- After 25th June 2025, the Bank will no longer issue Mastercard debit cards. Therefore, after this date, when renewing the customer's primary or supplementary card, or when issuing a replacement card (e.g., in case of loss, theft, or damage to the card), the Bank will provide our customers with a new Visa debit card.
- In connection with the exchange of debit cards, from 1st June 2025, the Bank will unilaterally modify the card pickup location for our Retail and Premium Banking customers based on section 19.13.4 of Chapter XIX of Part 1 of the General Business Conditions, due to changes in certain economic factors and costs significantly affecting operating expenses. Therefore, from this date, the renewed, replacement, or supplementary card will be sent by mail to the notification address recorded with the Bank.



Raiffeisen Bank Zrt.

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.

The Bank has terminated the cooperation agreements with employers/companies for the Key Plus Employee Package from 07.10.2021, so the Key Plus Employee Package will no longer be available, so a new bank account contract cannot be concluded with employees.

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.

Based on the provision laid down in Government Decree 183/2024. (VII.08.) amending decrees on extra profit taxes, stipulating derogation Paragraph i) of Subsection (1) of Section 6 of the act on the financial transaction duty the Bank made the following amendment in favour of our customers with effect from 01.08.2024.

In the case of every fee item in this List of Conditions for which a fee or a fee element is stipulated concerning "parts of amounts in excess of HUF 20,000" or "(parts of) amounts in excess of the equivalent of HUF 20,000" the text "parts of amounts in excess of HUF 20,000" or "(parts of) amounts in excess of the equivalent of HUF 20,000" shall be replaced with the text "parts of amounts in excess of HUF 50,000" or "(parts of) amounts in excess of the equivalent of HUF 50,000", taking into account the following:

The above modification and the conditions so modified – including the stipulations of the following paragraph – shall remain in effect as long as the Bank is also exempted by law from the obligation to pay duty in the case of the transactions concerned in relation to the part of the relevant amount up to HUF 50,000. In lieu of such legislation the modified amended terms and conditions will automatically revert to those in force before this amendment and this paragraph of the List of Conditions shall lapse simultaneously.

2. Bank account management

Maintaining the 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 1041/month/account
Sending money within Hungary in HUF [Ad hoc payment orders]^{1, 6}		
Transfer between own accounts ¹		free of charge
At a branch	within the Bank	
	to another bank	
Via Raiffeisen Direkt	within the Bank	
	to another bank	
Via Raiffeisen DirektNet, myRaiffeisen mobileapplication ³ , myRaiffeisen portal	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	
Transfer of positive account balance in bank account switching process	to another bank	
Standing order^{1,3}		
In-Bank transfer between the customer's own accounts - Standing order		free of charge

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 month 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 The following payment orders are currently not available via myRaiffeisen mobileapplication: Cancellation of ad hoc payment orders, Recalling ad hoc or standing order payments, SEPA Credit Transfer – EUR ad hoc payment orders from HUF account in EUR between own accounts – *urgent, extra urgent*, Ad hoc payment orders from HUF account in FCY in Bank, SEPA Credit Transfer – Ad hoc payment orders from HUF account in EUR in Bank – *urgent, extra urgent*, Ad hoc payment orders from HUF account in FCY interbank, SEPA Credit Transfer – EUR payment – *urgent, extra urgent*, Ad hoc payment orders from HUF account in HUF to another country, SEPA DD Core Direct Debit, SEPA DD Core direct debit limiting statement set/modification/cancellation, Forbidding the execution of a direct debit, Refund of paid direct debit, Ad hoc payment order in FCY or in HUF in Bank, Ad hoc payment order in FCY or in HUF interbank.

At a branch Via Raiffeisen Direkt Via Raiffeisen DirektNet Via myRaiffeisen mobileapplication ³	In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions
Direct debit [Payment of utility bills with limit monitoring (direct debit)]^{1,3}	free of charge
Changing fee package¹	free of charge
Paper based statement mailed to the customer's notification address¹	HUF 163
Paper based statement with pick-up at branch	free of charge
Electronic account statement	free of charge
Sending money in euro (SEPA) [SEPA Credit Transfer]¹ EUR payment to abroad, to Single Euro Payment Area	
	up to EUR 1015: 0.53%, min. HUF 964, max. HUF 24,772 and for the portion exceeding equivalent amount of HUF 50,000, an additional + 0.45%, max. HUF 20,000 above EUR 1015: 0.32%, min. HUF 964, max. HUF 24,772 and for the portion exceeding equivalent amount of HUF 50,000, an additional + 0.45%, max. HUF 20,000
Standard fee	
at branch	
in Raiffeisen Direkt	0.32%, min. HUF 494, max. HUF 16,516 and for the portion exceeding equivalent amount of HUF 50,000, an additional + 0.45%, max. HUF 20,000
via Raiffeisen DirektNet, myRaiffeisen mobileapplication	free of charge and for the portion exceeding equivalent amount of HUF 50,000, an additional 0.45%, max. HUF 20,000
Conversion fee*	0.32%, max. EUR 212.55
Priority fee – in case of extra urgent orders	0.80%, min. EUR 9.10, max. EUR 536.48

The maximum HUF 20,000 refers to the 0.45% added to the given fee.

3. Cash withdrawal in Hungary [Cash withdrawal from account at the cash desk]¹

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
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4. Providing debit cards [bank cards] 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
VertiCard - application fee (Mastercard Unembossed bank card) Available card type from 15/06/2023 / Visa Classic debit card	
Unembossed Start CLEVERcard - application fee Non-available card type from 15/06/2023	
Mastercard Standard bankcard** (card issued instead of Embossed Start CLEVERcard and OneCard) Available from 01/03/2024	
Embossed Start CLEVERcard (not applicable) - application fee	
Virtual card (Virtual No Plastic Mastercard)***	

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 Non-available from 01/03/2024 / Visa Classic debit card	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 Non-available card type from 15/06/2023 / Visa Classic debit card	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
VertiCard (Mastercard Unembossed bank card) Available card type from 15/06/2023 / Visa Classic debit card	In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions	In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions
Mastercard Standard bankcard** (card issued instead of Embossed Start CLEVERcard and OneCard) Available from 01/03/2024 / Visa Classic debit card	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) / Visa Classic debit card	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 Non-available from 19/12/2024	In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions	
Mastercard Gold Non-available from 19/12/2024	In accordance with the conditions applicable to the Fee Waiver 2.0 account package published in the prevailing Retail List of Conditions	
Type	Monthly fee	
Virtual card (Virtual No Plastic Mastercard)***	HUF 207	

* 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).

** The Bank does not accept new Embossed Start CLEVERcard applications. The Bank issues a MasterCard Standard bank card instead of the expiring Embossed Start CLEVERcard during renewals, starting from October 2023. From 01/03/2024, sales of the OneCard debit card will cease. When renewing expiring OneCard debit cards, from 01/04/2024 the Bank will issue Mastercard Standard bank cards. From

01/03/2024, the Bank enables the request for a Mastercard Standard type debit card for all account products. From 19/12/2024, sales of the VISA Gold and Mastercard Gold debit cards will cease.

*** Debit card issued in digital environment only.

The fees for Visa Classic, Visa Platinum, and Visa Infinite cards indicated in the above table apply only to Visa cards issued by the Bank as a unilateral card replacement for those originally requested before 25.06.2025, which differed from these. Details related to the bank-initiated card replacement can be found in point 7 of the Raiffeisen CLEVERcard. Bank- and Credit Card List of Conditions.

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. From January 1st 2025, the discount will be applicable for POS terminal transactions operated by Magyar Posta as well. 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.

Cash withdrawal in Hungary [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, POS terminal operated by Magyar Posta cash withdrawals per month In case of domestic HUF transactions, up to HUF 150,000 in total. ⁴	2 pcs
from Raiffeisen ATMs ¹	1.28%, min. HUF 410
from other bank ATMs and at post office ^{1,5}	2.26%, min. HUF 1041
Cash withdrawal in Hungary [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	1.28%, min. HUF 410
from other bank ATMs and at post office ^{1,5}	2.26%, min. HUF 1041
Purchases with debit or credit cards in Hungary, Purchases with debit or credit cards abroad [Purchase] ¹	free of charge
Further transaction fees	
Cash withdrawal abroad* [Abroad ATM – in EEA state in EUR] ¹	2.26%, min. HUF 1041, max. HUF 5,274
Cash withdrawal abroad [Abroad ATM – except in EEA state in EUR] ¹	EUR 16.95

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

*Starting from February 17, 2025, for foreign exchange conversion transactions executed from the 24th day of the month preceding the subject month until the 23rd day of the subject month, the Bank will retroactively

⁴ Transactions are selected based on the transaction date in the actual month.

⁵ 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>).

⁶ Under Section 36/E of the Act LXXXV of 2009 on the Pursuit of the Business of Payment Services (Pft.) in case of instant HUF transfers initiated by payment request or unified data entry solution, fee(s) won't be charged by the Bank as long as this provision is effective.

charge a fee portion of 0.45%, up to a maximum of HUF 20,000. This fee will be debited retroactively on the last working day of the subject month to the bank account designated for fee debits.

5. SMS service [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

Arranged Overdraft	2% discount off the interest rate published in the prevailing Retail List of Conditions in case of applications submitted from 1 st of January 2021 and contracts concluded from 1 st of January 2021 based on applications submitted between 23 rd of September 2020 and 31 st of December 2020. In case of contracts concluded until 31 st of December 2020 based on Overdraft applications submitted between 23 rd of September 2020 and 31 st of December 2020 the discount is only valid from the second period. Further information in the Unsecured Loans List of Conditions.
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

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.