

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

Individual Package – List of Conditions

Valid: from 13th August 2020 until withdrawn

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

The amendments in the List of Conditions from 13th of August:

- *Mastercard Gold bankcard has been introduced.*

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 Individual Package whose employer has a cooperation agreement with the Bank regarding the Individual 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 account | | free of charge |
| Maintaining the account¹ | | HUF 193/mth/account |
| Sending money within Hungary in HUF [Ad hoc payment orders]¹ | | |
| Transfer between own accounts | | free of charge |
| At a branch | within the Bank | 0.28%, min. HUF 374, max. HUF 6,413 and for the portion exceeding HUF 20,000, an additional + 0.3%, max. HUF 6,000 |
| | to another bank | 0.33%, min. HUF 374, max. HUF 6,413 and for the portion exceeding HUF 20,000, an additional + 0.3%, max. HUF 6,000 |
| Via Raiffeisen Direkt | within the Bank | free of charge |
| | to another bank | 0.16%, min. HUF 188, max. HUF 5,135 and for the portion exceeding HUF 20,000, an additional + 0.3%, max. HUF 6,000 |
| Via Raiffeisen DirektNet, myRaiffeisen ² | within the Bank | free of charge |
| | to another bank | 0.16%, min. HUF 188, max. HUF 5,135 and for the portion exceeding HUF 20,000, an additional + 0.3%, max. HUF 6,000 |
| Transfer of positive account balance in bank account switching process | to another bank | 0.33%, min. HUF 374, max. HUF 6,413 and for the portion exceeding HUF 20,000, an additional + 0.3%, max. HUF 6,000 |
| Standing order² | | |
| In-Bank transfer between the customer's own accounts - Standing order | | free of charge |
| At a branch | In accordance with the conditions applicable to the Everyday account package published in the prevailing Retail List of Conditions | |
| Via Raiffeisen Direkt | free of charge | |
| Via Raiffeisen DirektNet, myRaiffeisen ² | free of charge | |
| Direct debit [Payment of utility bills with limit monitoring (direct debit)]² | | free of charge |
| Changing fee package | | free of charge |
| Sending money in euro (SEPA) [SEPA Credit Transfer]¹ EUR payment to abroad, to Single Euro Payment Area | | |
| Standard fee | at branch | up to EUR 1104: 0.33%, min. HUF 374, max. HUF 6,413 and for the portion exceeding equivalent amount of HUF 20,000, an additional 0,3%, max. HUF 6000 above EUR 1104: 0.22%, min. HUF 374, max. HUF 6,413 and for the portion exceeding equivalent amount of HUF 20,000, an additional 0,3%, max. HUF 6000 |

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 The following payment orders are currently not available via myRaiffeisen: Payment of utility bills with limit monitoring, Cancellation of ad hoc payment orders and direct debit payments, 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

| | | |
|--|--|---|
| | in Raiffeisen Direkt | 0.16%, min. HUF 188, max. HUF 5,135 and for the portion exceeding equivalent amount of HUF 20,000, an additional 0,3%, max. HUF 6000 |
| | via Raiffeisen DirektNet, myRaiffeisen | 0.16%, min. HUF 188, max. HUF 5,135 and for the portion exceeding equivalent amount of HUF 20,000, an additional 0,3%, max.HUF 6000 |
| Conversion fee | | 0.22%, max. EUR 140.22 |
| Priority fee – in case of extra urgent orders ² | | 0.55%, min. EUR 6.02, max. EUR 353.89 |

The maximum HUF 6,000 refers to the 0.3% added to the given fee.

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.

Due to the changes—effective as of 01/01/2019—of Act CXVI of 2012, the Bank will not charge the fee element of 0.3% max. HUF 6,000 in accordance with the principle of symmetry in the case of all credit transfers for the portion not exceeding HUF 20,000 per transaction. Under this:

- if the amount of the credit transfer is HUF 20,000 or less, the fee element of 0.3% max. HUF 6,000 is not charged,
- if the amount of the credit transfer is in excess of HUF 20,000, then up to HUF 20,000 the fee element of 0.3% max. HUF 6,000 is not charged.

In the case of credit transfers from retail bank accounts to client accounts kept at the Hungarian State Treasury (MÁK), or to central accounts kept for the purpose of buying and selling government securities (to the credit of accounts identified by MÁK and belonging to the account ranges listed below), from the credit transfer fee the Bank will not charge the fee element corresponding to the measure of financial transaction tax - 0.3% max. HUF 6,000.

MÁK accounts affected by the discount:

| | | | |
|----------------------------|----------------------------|----------------------------|----------------------------|
| 10002003-93489306-00000000 | 10036004-93489306-00000000 | 10025004-93489306-00000000 | 10002003-93489306-00000000 |
| 10002003-93489306-00000000 | 10045002-93489306-00000000 | 10049006-93489306-00000000 | 10002003-93489306-00000000 |
| 10024003-93489306-00000000 | 10002003-93489306-00000000 | 10047004-93489306-00000000 | 10036004-93489306-00000000 |
| 10045002-93489306-00000000 | 10048005-93489306-00000000 | 10049006-93489306-00000000 | 10026005-93489306-00000000 |
| 10028007-93489306-00000000 | 10046003-93489306-00000000 | 10034002-93489306-00000000 | 10047004-93489306-00000000 |
| 10033001-93489306-00000000 | 10024003-93489306-00000000 | 10027006-93489306-00000000 | 10027006-93489306-00000000 |
| 10044001-93489306-00000000 | 10046003-93489306-00000000 | 10034002-93489306-00000000 | 10035003-93489306-00000000 |
| 10029008-93489306-00000000 | 10026005-93489306-00000000 | 10044001-93489306-00000000 | 19017004-88104264-70100001 |
| 10048005-93489306-00000000 | 10002003-93489306-00000000 | | |

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

Cash withdrawal at the cash desk

In accordance with the prevailing Retail List of Conditions.

4. Providing debit cards [bank cards] and credit-card fees

| Type | Annual bank card fee In the 1 st year* | Annual bank card fee from the 2 nd year |
|--|---|--|
| Unembossed Start CLEVERcard | Free of charge | In accordance with the conditions applicable to the Everyday account package published in the prevailing Retail List of Conditions |
| VISA Classic (not applicable)** Mastercard Standard bankcard*** (card issued instead of VISA Classic) | Free of charge | In accordance with the conditions applicable to the Everyday account package published in the prevailing Retail List of Conditions |
| Embossed Start CLEVERcard (not applicable) | In accordance with the conditions applicable to the Everyday account package published in the prevailing Retail List of Conditions | |
| VISA Gold | In accordance with the conditions applicable to the Everyday account package published in the prevailing Retail List of Conditions | |
| <i>Mastercard Gold</i> | <i>In accordance with the conditions applicable to the Everyday account package published in the prevailing Retail List of Conditions</i> | |
| OneCard Standard Credit Card | In accordance with the conditions contained in the prevailing Retail List of Conditions | |
| OneCard Gold Credit Card | In accordance with the conditions contained 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).

**** Starting from 01 July 2020, no new applications are accepted for Visa Classic cards.** Until 06 September 2020, renewing bankcards and replacement cards will continue to be manufactured as Visa Classic cards.

In accordance with its right reserved in Part 2, Chapter X, Section 10.1.9.1 of the General Business Conditions ("GBC"), the Bank withdraws the Visa Classic debit card from its products offered to customers, discontinuing the VISA Classic card service, and instead of VISA Classic cards will provide the new Mastercard Standard debit card service that is closest to the VISA Classic product, which means a unilateral amendment of the cardholder agreement that is favourable or not unfavourable for the customers. Cardholders will receive personalised information by mail on the discontinuation of VISA Classic debit cards, including when the new Mastercard debit card will be sent to the cardholder, or in certain cases (if the cardholder already has a Mastercard type debit card, or if the card has an inactive status) the personalised information will include the termination of the Visa Classic card.

***** Mastercard Standard cards will be issued for cardholders due to the discontinuation of VISA Classic, with the unilateral—favourable or not unfavourable—amendment of the cardholder agreement, of which cardholders will be notified in a separate letter as well. Starting from 01/07/2020, customers may not apply for Mastercard Standard cards.**

Credit assessment of unsecured loan applications will be temporarily suspended from 19 March 2020.

Starting from 21st October 2013 the Bank does not accept new Embossed Start CLEVERcard (In case of standard and special image design) applications.

The Bank is not accepting applications for Versatile CLEVERcard, Standard (Oxigén) and Gold (Oxigén) Credit Card since 10th July 2013.

Detailed information about the OneCard Credit Card related discounts are available at www.onecard.hu website.

OneCard related discounts are valid until withdrawal but at least till 31th December 2015.

The Bank reserves the right to change the list of Partners and/or the discount rates.

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.

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|---|---|
| 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 cash withdrawals per month In case of domestic HUF transactions, up to HUF 150,000 in total. ³ | 2 pcs |
| Further cash withdrawals from any ATM and at post office ⁴ | In accordance with the condition applicable to the standard fees of Everyday account package published in the prevailing Retail List of Conditions. |
| 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 any ATM and at post office ⁴ | |
| Monthly the first 2 cash withdrawals per card ³ | free of charge |
| Further cash withdrawals ³ | In accordance with the condition applicable to the standard fees of Everyday account package published in the prevailing Retail List of Conditions. |
| Further transaction fees | |
| Cash withdrawal abroad [Abroad ATM – in EEA state in EUR] ¹ | In accordance with the conditions of Everyday account package published in the prevailing Retail List of Conditions. |
| Cash withdrawal abroad [Abroad ATM – except in EEA state in EUR] ¹ | EUR 9.89 |
| Versatile CLEVERcard top-up service | 25% discount off the service fee, compared to the monthly fee published in the prevailing Retail List of Conditions |

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

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

Credit assessment of unsecured loan applications will be temporarily suspended from 19 March 2020.

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| Arranged Overdraft | From 01/10/2013 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 Individual 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>).