OPUS GLOBAL NYRT.

Remuneration Policy [1]

PREPARED BY	OPUS GLOBAL NYRT.
EFFECTIVE FROM:	~~JULY 2024~~ 20 OCTOBER 2026
APPROVED BY:	THE BOARD OF DIRECTORS OF OPUS GLOBAL NYRT.
APPENDICES:	APPENDIX NO. 1 - DATA RELATED TO THE EMPLOYMENT OR THE PERFORMANCE OF DUTIES OR REMUNERATION OF DIRECTORS

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In this Remuneration Policy, the changes are reflected by deleting the ~~strikethrough~~ text and inserting the ***bold, italic and underlined*** text.

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Remuneration Policy of OPUS GLOBAL Nyrt. pursuant to Act LXVII of 2019 Encouragement of Long-Term Shareholder Engagement and the Amendment of Certain Acts for Legal Harmonization
(Remuneration Policy)

PREAMBLE

Considering the importance of laying down the foundations for a sufficiently detailed and flexible remuneration system for OPUS GLOBAL Nyilvánosan Működő Részvénytársaság in terms of its internal organizational structure - at the level of the work organization - and in order to ensure compliance with the relevant legal and other regulatory environment (transparency requirements) in order to ensure compliance with the law and internal organizational compliance also in the area of remuneration, the Board of Directors established a single structure Remuneration Policy in 2020, which was adopted by the General Meeting of Shareholders by an advisory vote at the 2020 Annual General Meeting.

1 The purpose of the Remuneration Policy under the Hrsztv.

The purpose of this Remuneration Policy is to establish, in compliance with the provisions of Act LXVII of 2019 Encouragement of Long-Term Shareholder Engagement and the Amendment of Certain Acts for Legal Harmonization (Hrsztv), OPUS GLOBAL Nyilvánosan Működő Részvénytársaság (the Company or OPUS GLOBAL Nyrt) a remuneration policy for the personal scope of the position of Director, as defined in point 2.3 of the Remuneration Policy, and to recognize their performance in a manner that is consistent with and promotes the achievement of the Company's business strategy, objectives, sustainability, values and long-term interests. The Remuneration Policy is primarily aimed at enabling the Company's Shareholders to make an informed decision on the Remuneration Policy at the Company's General Meeting.

DEFINITIONS		
1.	Company *or* OPUS GLOBAL Nyrt.	OPUS GLOBAL Nyilvánosan Működő Részvénytársaság (registered office: H-1062 Budapest, Andrássy út 59, company registration number: 01-10-042533, www.opusglobal.hu)

2.	Base salary	the employee's guaranteed benefit, paid by monthly transfer, at the rate laid down in the employment contract or any amendments thereto
3.	BSE	the Budapest Stock Exchange (www.bet.hu)
4.	Board of Directors	the managing body of OPUS GLOBAL Nyrt. as defined in Chapter I, point 2 of the Articles of Association
5.	*Bonus*	*a benefit that may be granted to executive employees in recognition of their performance, in addition to the Base Salary specified in their employment contracts or in the Company's Remuneration Policy. It is not an entitlement and its award is at the employer's discretion.*
~~5~~ *6.*	Remuneration	any benefit provided by the Company to its employees, directly or indirectly, in cash, in kind, in property, or in any other form, on the basis of the employment relationship.
~~6~~ *7.*	Remuneration Code	a set of rules adopted by the Company's Board of Directors setting out the principles for determining the general performance-related remuneration for all employees of the Company.
~~7~~ *8.*	General Meeting	the annual general or extraordinary general meeting of the Company
~~8~~ *9.*	Employee	natural persons employed by the Company, for the purposes of this Policy only Executive Employees
~~9~~ *10.*	Executive Employee	An employee within the meaning of Section 208 (1) and (2) of the Labor Code
~~10~~ *11.*	Applicable legislation	a) Act LXVII of 2019 Encouragement of Long-Term Shareholder Engagement and the Amendment of Certain Acts for Legal Harmonization (**Hrsz. tv.**)

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		b) Act V of 2013 on the Civil Code (**Civil Code**) c) Act I of 2012 on the Labor Code (**Labor Code**)
~~11~~ *12.*	Directors	the group of persons specified in point 2 of Section 2 of the **Hrsztv**.
~~12~~ *13.*	Bylaws	the Bylaws of OPUS GLOBAL Nyrt. in force from time to time
~~13~~ *14.*	*Premium*	In addition to the remuneration of the Chairman, *Deputy Chairman* and members of the Board of Directors and the basic salary of the Executive Employees, it is an allowance dependent on the Company's annual management data and/or the achievement of specific objectives/tasks.
~~14~~ *15.*	*ESP*	Employee Shareholding Program

2 The scope of the Remuneration Policy under the Hrsztv.

2.1 The *institutional scope* of the Remuneration Policy covers OPUS GLOBAL Nyrt. The Remuneration Policy lays down the rules related to the remuneration granted to Directors, i.e. the Executive Board and Senior Management, and regulates the Company's obligations to comply with the remuneration rules.

2.2 The *material* scope of the Remuneration Policy covers Remuneration in its entirety, i.e. any payment or benefit granted by the Company to the relevant personnel (Directors) where it is in consideration of services rendered by any member of the Board of Directors.

2.3 The following positions in OPUS GLOBAL Nyrt are covered by the *personal* scope this Remuneration Policy:

a) Chief Executive Officer

b) the Deputy CEOs,

c) members of the Board of Directors; and

d) members of the Supervisory Board:

(Hereinafter jointly referred to as: "**Directors**")

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3 Validity and amendment of the Remuneration Policy under the Hrsztv.

This Remuneration Policy includes the introduction of the decision-making process related to the establishment, review and execution of the remuneration policy, and the role of the Company's Remuneration Committee.

In accordance with Points 1.5.1.1 – 1.5.1.4 of the Corporate Governance Recommendations of the BSE, the ("Remuneration Committee, or "RC") made up of the members of the Board of Directors shall be entitled to comment on the work performed by the Board of Directors and the Supervisory Board, and such comments (evaluation) shall be discussed by the Board of Directors, considering which, principles and rules related to remuneration are to be drafted, which are to be reviewed by the Supervisory Board, and these principles and rules (and their significant amendments) shall be approved by the General Meeting in a separate item on the agenda.

The Company shall ensure, as set out in the Bylaws, that a Remuneration Committee is in place within the Company to assist the Board of Directors of the Company in matters relating to the remuneration and, where necessary, certain nominations of members of the Company's corporate bodies and management. The purpose of the RC is to make the decision-making procedure related to personnel matters in the Board of Directors more efficient, and ensure the complex management of personnel matters. The committee consists of three members elected by the Board of Directors of the Company from among its own members. Members of the RC may not be employed by the Company. The RC performs its functions as a body. The RC is also responsible for giving its opinion on this Remuneration Policy.

The Remuneration and Appointment Committee shall perform the functions of the RC in the Company. If for any reason the JB is not functioning or is prevented from functioning in the Company, its functions shall be exercised by the Board of Directors of the Company as a body.

In this context, the Company shall stipulate that pursuant to paragraph 16 (5) of the Hrsztv., the Company may only pay remuneration to the Directors on the basis of the remuneration policy

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submitted to a vote of the General Meeting of Shareholders for an opinion pursuant to Section 3:268 (2) of the Civil Code.

3.1 The principles of the present Remuneration Policy shall be formulated by the Board of Directors of OPUS GLOBAL Nyrt - based on the proposal of the RC - and adopted by the General Meeting of Shareholders after the Supervisory Board has given its opinion, in accordance with the provisions of the Remuneration Policy.

3.2 Payments to Directors may only be made on the basis of the Remuneration Policy approved by the General Meeting, with the provision that the Remuneration Policy under the Hrsztv. shall be submitted to the General Meeting for a vote on its opinion in the event of a significant change to the Policy, but at least every four years.

3.3 If the Remuneration Policy submitted under this point is rejected by the General Meeting, the RC is obliged to revise the Remuneration Policy in accordance with the provisions of the Hrsztv. and to submit it for a new vote at the next General Meeting in accordance with the procedure set out in points 3.1-3.2.

3.4 The amended or revised Remuneration Policy under the Articles of Association submitted to the General Meeting shall include a description and explanation of all material changes that have taken place since the last General Meeting vote on the Remuneration Policy and how it takes into account the shareholders' opinions and votes on the Remuneration Policy under the Articles of Association.

3.5 If the Remuneration Policy is not yet approved and the General Meeting does not approve the proposed Remuneration Policy, the Directors may continue to be remunerated in accordance with the existing practice of OPUS GLOBAL Nyrt., provided that the revised Remuneration Policy under the Hrsztv. shall be presented for approval at the next General Meeting.

3.6 In the event that an approved Remuneration Policy under Hrsztv. already exists and the General Meeting does not approve the proposed new Remuneration Policy under Hrsztv., the Directors may continue to be remunerated by OPUS GLOBAL Nyrt in accordance with the existing approved Remuneration Policy under Hrsztv., and the revised Remuneration Policy under Hrsztv. shall be submitted for approval at the next General Meeting.

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4 Possibilities to deviate from the Remuneration Policy under the Hrsztv.

4.1 The present Remuneration Policy under Hrsztv. may be deviated from only in exceptional cases - for the purposes of the long-term interests and sustainable operation of OPUS GLOBAL Nyrt. or to ensure its viability - and on a temporary basis, with the understanding that deviation from any point of the Remuneration Policy is only possible as follows.

4.2 In the event of an operational deviation, following its indication by the CEO, the Director responsible for Corporate Governance, ~~or following a notification made at the Management Meeting (Section III, Clause 3 of the Bylaws)~~ shall prepare a proposal stating which element of the Remuneration Policy OPUS GLOBAL Nyrt intends to deviate from (including the duration) and the reasons for the deviation, and shall submit it to the RC and the Supervisory Board for their comments.

4.3 The Board of Directors, taking into account the reasons for the intention to deviate and the opinion of the RC and the Supervisory Board, may decide by resolution to deviate from the element of the Remuneration Policy as proposed. Deviation is only possible in respect of the elements set out in points 7 and 8 of the Remuneration Policy.

5 Applicable legislation, other regulations

- Act V of 2013 on the Civil Code.
- Act LXVII of 2019 Encouragement of Long-Term Shareholder Engagement and the Amendment of Certain Acts for Legal Harmonization
- The Articles of Association of OPUS GLOBAL Nyrt,
- ~~Bylaws of OPUS GLOBAL Nyrt. adopted by Resolution No. 61/2022 (08.29) of the Board of Directors,~~
- Act I of 2012 on the Labor Code (LC),
- ~~Responsible Corporate Governance Recommendations of the BSE Corporate Governance Committee (2018).~~

6 Publication

6.1 The provisions of the Remuneration Policy should be made available to all stakeholders.

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6.2 Following the vote of the General Meeting on the Remuneration Policy under the Hrsztv - if it is not approved, the re-vote - the Remuneration Policy under the Hrsztv will be made available on the website of OPUS GLOBAL Nyrt. free of charge, along with the date and the result of the vote, for the duration of its validity.

7 Principles for the remuneration of Directors

7.1 For the Directors, remuneration consists exclusively of fixed and variable remuneration elements as set out in this Remuneration Policy.

7.2 The amount of fixed remuneration for fixed remuneration should be sufficiently high to allow for the reduction of performance-based variable remuneration elements to zero. The Directors should not be dependent on changing remuneration elements, as the Company considers that it may encourage excessive short-term risk-taking, contrary to the Company's consolidation objectives.

7.3 OPUS Global Nyrt. links the level of performance-based variable remuneration to the level of achievement of the objectives of the Group and the individual objectives of the Directors.

7.4 The level of performance-based variable remuneration is determined on the basis of a collective assessment of objectives, taking into account the economic financial situation of OPUS GLOBAL Nyrt.

7.5 For the Directors, especially and with particular emphasis on the CEO and the Deputy CEO, the level of remuneration is determined in consideration with:

- the qualifications, experience requirements and related limiting factors; established for the position in question;
- salary market information; and
- roles, responsibilities and powers; and
- the weight of the position in the organization and the length of service.

7.6 In order to determine the objectives of the Directors, both financial and non-financial criteria should be established for the Directors. In the case of employees of the Company who are Directors, the remuneration policy and the setting of salaries are based on the duties and responsibilities of each senior employee (CEO, Deputy CEO's) as defined in the Bylaws and the internal rules of responsibility. Wages (the basic wage) are to be set on a market basis

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and at a level that is appropriate to attract and retain a competitive workforce, taking into account the need to ensure competitiveness. The Company shall review the salaries by the end of April of the year following the year in question and, if it makes any changes thereto, such changes shall take effect from 1 January of the year following the year in question, unless otherwise specified. The changes will be influenced by the salary data of companies of a similar size and capitalisation in the BSE premium category, competitors, the Company's general salary policy, as well as by the expansion or contraction of responsibility levels and the quality of work in the areas of responsibility. In view of the provisions of point 10.4 r) of the Company's Articles of Association, the establishment and termination of the employment of the CEO and the setting of his/her base salary are matters for the Board of Directors of the Company. The rights of employment over the Deputy Chief Executive Officer(s) shall be exercised by the Chief Executive Officer of the Company.

7.7 In the case of share-based remuneration schemes, and the actual level of remuneration for Directors is approved by the General Meeting.

8 Elements of Directors' remuneration

8.1 The rules pertaining to the remuneration of members of the Management Board, the Supervisory Board and the Audit Committee are adopted by the General Meeting at the time of election of the members; the rules pertaining to the remuneration of members of the management are adopted by the Management Board. The resolutions of the General Meeting are available on the Company's website (www.opusglobal.hu). The components of the fixed remuneration applied by OPUS GLOBAL Nyrt. to the Directors are set out in the table below:

Position	Types of fixed remuneration elements	Types of performance-based remuneration elements	Maximum amount (rate) of performance-based remuneration	Body/person authorised to set amount
Chief Executive Officer	Base salary, Laptop, Mobile phone, vehicle use	Premium, Bonus	up to one and a half times the annual Fixed Remuneration	Board of Directors, Chairman of the Board of Directors

Deputy CEO	Base salary, Laptop, Mobile phone, vehicle use	Premium, Bonus	up to one and a half times the annual Fixed Remuneration	Chief Executive Officer
Members of the Board of Directors	Honorarium	Premium	up to multiple times the annual Fixed Remuneration	General Meeting
Members of the Supervisory Board	Honorarium	[none]	[none]	General Meeting

8.2 In addition to their Honorarium, the members of the Board of Directors may receive a fixed amount of remuneration (Premium), which may be different for the Chairman ***and the Deputy Chairman*** of the Board of Directors than for the other members of the Board of Directors, depending on the Company's annual financial figures and/or the achievement of specific objectives/tasks. The amount of this allowance and the conditions attached thereto shall be subject to a decision of the General Meeting. The benefit under this point may also be granted through an ESP entity to be established by the Company - in the form of shares in the Company and/or the right to purchase shares in the Company -, provided that the ESP entity may not transfer the shares issued by the Company and/or the right to purchase shares in the Company directly to the participants, but shall settle the financial accounts with the participants after a holding period of at least two years from the date of acquisition of these assets by the ESP entity, subject to the performance/fulfilment of the relevant conditions.

8.3 Executive Employees are employed by the Company, and their legal relationship is governed by the provisions of the Labor Code. Their salary shall be specified in accordance with Point 7.6 of the Remuneration Policy, moreover they are also entitled to the remuneration specified for the employees in the regulations of the Company rules applicable to employees

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of the Company as defined and to use a vehicle of a value and equipment commensurate with their position and duties. The use of motor vehicles for personal purposes is permitted.

8.4 The Company also provides Executive Employees with the use of laptops and mobile phones in accordance with the relevant internal regulations and to the extent permitted.

8.5 The Company does not apply pension benefits, or other termination benefits to Executive Employees, excluding amounts paid under an agreement to the effect that the employee may not be employed for a specified period of time in an organization performing the same type of activity as the Company, and the application of benefits other than those provided for in the Labor Code/not regulated further in connection with the termination of employment, provided that the notice period for these benefits may not exceed ~~3~~ ***six*** months and the severance pay may not exceed the amount provided for in the Labor Code by more than ~~6~~ ***twelve*** months.

8.6 The Company shall grant a compensation (Premium) to the Executive Employees, which shall be dependent on the Company's annual financial performance and/or the achievement of specific targets/tasks. The amount of this compensation and the conditions attached thereto shall be decided by the Board of Directors in the case of the CEO and by the CEO in the case of the Deputy CEO(s). The Executive Employees may also be granted an allowance (Premium) contingent upon the Company's annual financial performance and/or the achievement/fulfilment of specific targets/tasks through an ESP entity to be established by the Company, in the form of shares issued by the Company and/or the right to purchase shares in the Company -, that the ESP entity may not transfer the right to purchase the shares issued by the Company and/or the shares in the Company directly to the participants, but will settle the financial account with the participants after a holding period of at least two years from the date of acquisition of these shares by the MRP entity, subject to the fulfilment of the relevant conditions. ***The Company shall at all times act in such a manner as to ensure that, where the Bonus is granted in whole or in part through an ESP organization, the Executive Employee is not placed in a less favourable position than if the Company had paid the Bonus directly.***

8.7 ***The Company shall provide for the possibility of awarding a bonus to Executive Employees, at the discretion of the person exercising the employer's rights, in recognition of an Director's***

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outstanding or extraordinary work, or work and performance that fall partly or wholly outside the scope of their duties. In the case of the Chief Executive Officer, the decision on such benefit shall be made by the Chairman of the Board of Directors, while in the case of the Deputy Chief Executive Officer(s), it shall be made by the Chief Executive Officer.

9 Implementation and review of the Remuneration Policy under the Hrsztv., the Remuneration Report

In accordance with Section 17 (1) d) of Hrsztv. and in view of the provisions of Sections 1.5.1.1 - 1.5.1.4 of the BSE FTA Recommendation, the Company sets out the following rules for the decision-making process for the review and implementation of the remuneration policy.

9.1 The Director shall be responsible for the implementation of the Remuneration Policy, and also for ensuring that the internal regulatory documents are in line with the provisions of the Remuneration Policy.

9.2 The Supervisory Board shall supervise and monitor the implementation of this Remuneration Policy under the Hrsztv. and participate in its annual review and the preparation of the Remuneration Report ("Annual Review") as follows.

9.3 The RC will assess, in the context of the Annual Review, whether the practices of and processes related to the Remuneration Policy function as intended, in particular whether they comply with internal rules, whether the payment of remuneration is appropriate and in line with the Company's business strategy, whether they adequately reflect the Company's long-term objectives and other goals and, finally, whether they comply with national and international regulations, principles and standards.

9.4 The RC shall prepare a remuneration report ("Remuneration Report") on its review findings annually, following the year under review and, which shall include, if deemed necessary, a proposal for amendments to the Remuneration Policy and shall be submitted to the Supervisory Board for its opinion. The Remuneration Report shall include at least the following information on the remuneration of each Director:

a) the total amount of the remuneration broken down to components, the relative proportions of fixed and variable components of remuneration, a description of how total

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remuneration is in line with the Remuneration Policy and how it contributes to the long-term performance of the Company, or information on how performance criteria have been applied.

(b) the annual change in remuneration over at least the last five financial years, the development of the Company's performance and the average remuneration of the Company's non-executive employees over that period, expressed in full-time equivalent terms and presented in a manner that permits comparison,

c) all remuneration received from the same companies belonging to the same group including the Company and all of its subsidiaries,

(d) the number of shares and share options granted or offered, the main terms of exercise, including the price and date of exercise, and changes therein, where relevant,

(e) information on any deviation from the procedure for implementing the Remuneration Policy, including a description of the nature of the exceptional circumstances and an indication of the specific elements from which deviation has been made,

f) any other information and data required by the applicable legislation.

9.5 The Remuneration Report, as approved by the Supervisory Board, shall be reviewed by the Board of Directors and sent to the Company's permanent auditor ("Auditor") for review.

9.6 Prior to submitting the Remuneration Report to the General Meeting, the Auditor verifies that the Remuneration Report is in compliance with the Remuneration Policy, taking into account the provisions thereof, with the statutory requirements, and that it contains the information required by law. If the Auditor concludes that the Remuneration Report does not comply with the requirements, the Auditor will call on the Board of Directors to take the necessary action. If the errors or deficiencies are not corrected, the Auditor is entitled to inform the shareholders at the General Meeting of the errors or deficiencies detected and the action taken.

9.7 The Board of Directors shall adopt the Remuneration Report, taking into account, if necessary, the recommendations of the Auditor and with appropriate amendments and additions, and submit it to the Annual General Meeting of Shareholders for an opinion and vote, together with the opinion of the Supervisory Board. The Remuneration Report shall include a description of all remuneration granted to the Directors in the previous financial

year or based on the results of the previous financial year, in whatever form, in accordance with the Remuneration Policy, and taking in compliance with the applicable rules related to the protection of personal data specified in Hrsztv Section 19 (2) and (3). If the Remuneration Report includes a proposal to amend the Remuneration Policy, the Board of Directors shall decide whether to amend the Remuneration Policy and submit it to the General Meeting for an advisory vote or to maintain it unchanged.

9.8 The Remuneration Report will be made publicly available by the Company on its website, free of charge, for a period of at least ten (10) years following the decision of the General Meeting.

9.9 The RC is entitled to propose changes to the Remuneration Policy outside the framework of the Annual Review if it considers that such changes are necessary and justified by changes in the Company's operations or its economic environment or in the applicable legislation. The presentation and adoption of a proposal for an amendment containing a draft proposal shall be governed by the rules for the adoption of the Remuneration Report, with the proviso that the proposal for amendment shall not be subject to review by the Auditor.

10 Conflict of interest

10.1 Conflicts of interest relating to the Remuneration Policy under the Hrsztv. and to remuneration determined under the Remuneration Policy under the Hrsztv. should be identified and mitigated as appropriate.

10.2 The Remuneration Policy ensures that no significant conflicts of interest arise in relation to persons performing control functions.

10.3 At least three members of the Supervisory Board of OPUS GLOBAL Nyrt. shall be independent persons as defined in Section 3:287 of the Civil Code.

10.4 In order to ensure the proper management of conflicts of interest, the members of the Supervisory Board may only receive fixed remuneration and are not entitled to variable remuneration.

10.5 The member of the Supervisory Board of OPUS GLOBAL Nyrt. shall notify the Chairman of the Supervisory Board without delay, but no later than 15 days after the conflict of interest arises, if a conflict of interest arises against him/her. From the moment a conflict of interest

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arises, a member of the Supervisory Board of OPUS GLOBAL Nyrt. may not act in a matter falling within the scope of the Supervisory Board's powers of control as provided for in the Remuneration Policy of the Supervisory Board.

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Remuneration Policy under the Hrsztv.

Appendix No. 1

Data related to the employment or the performance of duties or remuneration of Directors [Hrsztv. 17.Section (1) c)]

[**Note**: According to Section 17 (1) c) of the Hrsztv., the remuneration policy must include the duration of the employment contract, the applicable notice period, the main features of supplementary pension or early retirement schemes, the conditions for termination of the contract and the payments to be made in the event of termination.]

	Chairperson of the Board of Directors:	Chief Executive Officer	Deputy CEOs	Member of the Board of Directors	Member of the Supervisory Board
The duration of the employment contract or the contract for the performance of the duties or remuneration related to the same	BD and SB members have fixed-term contracts of up to 5 years. The expiry of the term of office of the subsequently elected BD and SB members shall coincide with the end of the term of office of the previously elected members, so that the term of office of all members shall expire on the same date	indefinite, in accordance with the Labor Code	indefinite, in accordance with the Labor Code	BD and SB members have fixed-term contracts of up to 5 years. The expiry of the term of office of the subsequently elected BD and SB members shall coincide with the end of the term of office of the previously elected members, so that the term of office of all members shall expire on the same date	BD and SB members have fixed-term contracts of up to 5 years. The expiry of the term of office of the subsequently elected BD and SB members shall coincide with the end of the term of office of the previously elected members, so that the term of office of all members shall expire on the same date
Applicable notice period	The mandate of BD and SB members shall terminate in the cases specified in Section 03:25 of the Civil Code. The General Meeting is entitled to	different from the rules on termination of employment specified in the Labor Code	different from the rules on termination of employment specified in the Labor Code	The mandate of BD and SB members shall terminate in the cases specified in Section 03:25 of the Civil Code. The General Meeting is entitled to remove these persons with immediate	The mandate of BD and SB members shall terminate in the cases specified in Section 03:25 of the Civil Code. The General Meeting is entitled to remove these persons with

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	remove these persons with immediate effect if applicable. BD and SB members may resign at any time, but if the Company's operation so requires, the resignation shall take effect upon the appointment or election of a new managing director; and in the event of the failure thereof, at the latest on the 60th day following the announcement.			effect if applicable. BD and SB members may resign at any time, but if the Company's operation so requires, the resignation shall take effect upon the appointment or election of a new managing director; and in the event of the failure thereof, at the latest on the 60th day following the announcement.	immediate effect if applicable. The BD and SB members may resign at any time, but if the Company's operation so requires, the resignation shall take effect upon the appointment or election of a new managing director; and in the event of the failure thereof, at the latest on the 60th day following the announcement.
Main features of a supplementary pension or early retirement scheme	-	The Company does not maintain an early retirement scheme, otherwise, in accordance with the legislation in force from time to time	The Company does not maintain an early retirement scheme, otherwise, in accordance with the legislation in force from time to time	-	-
Conditions for termination of contract	The contract of the BD and SB members shall be terminated in the cases provided for in Section 03:25 of the Civil Code.	in accordance with the Labor Code	in accordance with the Labor Code	The contract of BD and SB members shall be terminated in the cases provided for in Section 03:25 of the Civil Code.	The contract of the BD and the members of the SB shall be terminated in the cases provided for in Section 03:25 of the Civil Code.
Payments on termination	none	different from the rules on severance payment in the Labor Code	different from the rules on severance payment in the Labor Code	none	none

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