



#### Article 5: Transparency of remuneration policies in relation to the integration of sustainability risks

NBG's Remuneration Policy is aligned with the Bank's operating model, business, risk and ESG strategy objectives and long-term interests. It aims, inter alia, "to safeguard the internal risk appetite, including climate-related and environmental, social and governance related (ESG) risks by promoting prudent risk-taking and appropriate conduct practices".

According to the Policy, "variable remuneration is based on the annual evaluation and development process, which ensures the consistency and clarity of relevant performance targets, including environmental, social and governance (ESG) and climate objectives, and general conduct aligned with business strategy, the corporate culture and values of the Bank".