

REMUNERATION REPORT FOR THE YEAR 2022

BRD – GROUPE SOCIETE GENERALE

1. INTRODUCTION

Starting 28.08.2020, in Romania entered into force the Law no. 158 for the amendment, completion and repealing of certain legislative acts, including Law no. 24/ 2017, for issuers whose securities are admitted to trading on a regulated market.

This document that complies with the provisions of the Law no. 158/ 2020 represents the Report on the remuneration of Executive and Non-Executive Directors for the year 2022 (hereinafter called the “**Remuneration Report**” or the “**Report**”) of **BRD – Groupe Société Générale** (hereinafter called “**BRD**” or the “**Bank**”).

The Remuneration Report is subject to the approval of the Board of Directors along with the annual financial statements for the given year and is submitted to vote within the Ordinary General Shareholders’ Meeting, the opinion of the shareholders within the general meeting regarding the Remuneration Report, resulting from the vote, having advisory character. Once approved, the Report is published on BRD’s website and can be inspected there for a period of ten years.

The principles of the remuneration of Executive and Non-Executive Directors are defined in a document called The Remuneration Policy for Executive and Non-Executive Directors (hereinafter called the “**Remuneration Policy**”), which was defined by the Board of Directors following the recommendations of the Remuneration Committee and approved in the Ordinary General Shareholders’ Meeting held on April 22, 2021. We remind that the Remuneration Policy includes governance and remuneration principles, including key elements of the remuneration package for :

- the Non-Executive Directors, members of the Board of Directors;
- the Executive Directors, members of the Management Committee.

BRD’s remuneration principles provide a strong alignment between the achievement of long-term strategic objectives, values and long-term interests of the Bank and the delivery of value to shareholders, align the interest of the Bank and of its clients, employees and shareholders and prevent inadequate risk appetite and imprudent conduct. The Remuneration Policy is an integral part of the Bank’s overall business strategy.

The Remuneration Report contains information regarding the remuneration of all Executive and Non-Executive Directors who were subject to the Remuneration Policy during 2022. The Remuneration Report does not contain information about:

- former Executive Directors who were not subject to the Remuneration Policy during 2022 but who may, nevertheless, still receive variable remuneration components under the relevant deferred and retention schemes for the past periods;
- portion of variable remunerations granted to current Executive Directors for performance periods prior to 2022 and paid during 2022.

2. THE 2022 OVERVIEW OF THE REMUNERATION COMPONENTS OF NON-EXECUTIVE DIRECTORS, MEMBERS OF THE BOARD OF DIRECTORS

At the end of 2022, the Board of Directors at BRD consisted of eight (8) members: seven (7) members Non-Executive Directors and one (1) member, Francois Bloch, who is also Executive Director. Maria Rousseva (Non-Executive Director, member) resigned from the Board of Directors starting 9th of June 2022.

The remuneration of Non-Executive Directors, members of the Board of Directors, is paid in accordance with the Remuneration Policy approved by the Ordinary General Meeting of Shareholders.

The remuneration of Non-Executive Directors in 2022 consisted of gross fixed monthly fee. Furthermore, an additional remuneration could be paid to independent non-executive members of the Board of Directors.

If new members are appointed to the Board of Directors as Non-Executive Directors while this Remuneration Policy is in effect, the same remuneration as outlined above will apply to them.

2.1. Fixed remuneration components

The Ordinary General Shareholders' Meeting approved for 2022 the monthly individual fixed remuneration for Non-Independent Non-Executive Directors amounting to 1.800 Euro gross/ month and for Independent Non-Executive Directors amounting to 3.600 Euro gross/ month. If a member of the Board of Directors is also an Executive Director, he/ she does not receive monthly fixed remuneration.

No change to the Non-Executive Directors' fixed remuneration was made over the past five years, except the change in Independent Non-Executive Directors' fixed remuneration made in 2019 from 1.800 Euro gross/ month to 3.600 Euro gross/ month.

Non-Executive Directors, members of the Board of Directors have no pension benefits for their membership of the Board of Directors.

Non-Executive Directors were paid an annual gross fixed individual remuneration for 2022 as follows:

Non-Executive Director, **Chairman**

Giovanni Luca Soma → 106.820 Ron

Independent Non-Executive Director, **members**

Bogdan Alexandru Dragoi → 213.309 Ron

Liliana Ionescu-Feleaga → 213.315 Ron

Jean-Pierre Georges Vigroux → 213.315Ron

Non-Executive Director, **members**

Benoît Jean Marie Ottenwaelter → 106.820 Ron

Valérie Marcelle Villafranca → 106.820 Ron

Aurore Brigitte Gaspar → 106.820 Ron

Maria Rouseva → 46.896 Ron (01.01.2022-08.06.2022)

2.2. Variable remuneration in 2022

To guarantee total independence in fulfilling their mandates, the Non-Executive Directors do not benefit from variable remuneration. Non-Executive Directors do not participate in remuneration schemes where payout is linked to performance.

2.3. Extra payments

Non-Executive Directors were not provided with any extra payments in 2022.

3. THE 2022 OVERVIEW OF THE REMUNERATION COMPONENTS OF EXECUTIVE DIRECTORS, MEMBERS OF THE MANAGEMENT COMMITTEE

The Management Committee in BRD consists of eight (8) Executive Directors:

- François Bloch, Chief Executive Officer
- Radu Topliceanu, Deputy Chief Executive Officer, Retail, terminated his mandate on 15.12.2022
- Yves Lallemand, Deputy Chief Executive Officer, Corporate, terminated his mandate on 29.06.2022
Replaced by Maria Rousseva starting 04.10.2022
- Claudiu Cercel, Deputy Chief Executive Officer, Financial Markets
- Stéphane Fortin, Deputy Chief Executive Officer, Finance and Treasury, terminated his mandate on 31.08.2022. Replaced by Etienne Loulergue starting 04.10.2022
- Mirela Medeleian, Deputy Chief Executive Officer, Project and Operations
- Mihai Selegian, Deputy Chief Executive Officer, Legal
- Philippe Thibaud, Deputy Chief Executive Officer, Risk

There were three (3) changes to the membership of the Management Committee in 2022:

Yves Lallemand terminated his mandate on 29.06.2022 being replaced by Maria Rousseva starting 04.10.2022, Stéphane Fortin terminated his mandate on 31.08.2022 being replaced by Etienne Loulergue starting 04.10.2022, Radu Topliceanu terminated his mandate on 15.12.2022.

In accordance with the Remuneration Policy, the remuneration of the members of Executive Directors in 2022 consisted of fixed components of remuneration and variable components of remuneration.

- (i) The fixed components of remuneration** in 2022 consisted of (i) gross monthly allowance and (ii) benefits in kind (financial and non-financial benefits).

Executive Directors did not benefit from discretionary pension benefits.

- (ii) The awarded variable component of remuneration for 2022 year performance:**

- will be paid out in accordance with the deferred and retention bonus scheme set out in Remuneration Policy;
- is a component of remuneration which is awarded based on performance achievement rate and the manner and circumstances under which the objectives were achieved in a difficult post-pandemic situation impacted by the war in Ukraine and rising inflation, which continues to have an important influence on economy and business undertaking;
- is based on quantitative and qualitative, collective and individual objectives (detailed below), thus combining an evaluation of the Bank's financial performance put in the context of the Group's performance with an assessment of managerial skills, in line with the Bank's strategy and leadership model;
- shall not exceed 100% of the fixed component of the total remuneration for each individual;
- does not refer to long-term incentives (LTI) as Executive Directors are not eligible for it;
- was not subject to the application of malus and claw-back arrangements;
- does not include any extra reward.

3.1. Objectives for the year 2022

Objectives for the given financial year are established by the Remuneration Committee and approved by the Board of Directors. Every objective has its weight expressed as a percentage their sum being equal to 100%. The objectives are divided into quantitative and qualitative objectives and the qualitative portion has a weight that cannot exceed 50% (excepting for the Executive Director of RISK for whom the financial performance cannot be taken into account in order to ensure his/ her independency) :

(i) **Quantitative** objectives :

- **Return on Equity (ROE)**: measures the effectiveness of the invested capital.
- **Cost Income Ratio (C/ I)**: represents an efficiency ratio by measuring operating costs as a percentage of operating income.
- **Client Satisfaction** is measured by using the **Net Promoter Score** in the Bank's key areas of business – Retail and Corporate. It is providing the core measurement for customer experience and predicts business growth.
- **Digital transformation**- digital roadmap implementation
- **Sustainable finance**- volume of sustainable finance activity
- **Employee Satisfaction**: using the Staff Engagement Rate measured through a regular survey.
- **Gender Pay gap**

(ii) **Qualitative** objectives :

- **Implementation of the Bank's Strategy** and short and long-term **Business Priorities**.
- **Assessment of Compliance with Regulatory Requirements** and **Compliance programs** (e.g., KYC programs, SREP results).
- **Managerial culture and conduct**: reflects the development of managerial culture in the area under the responsibility of the Executive Director taking into account the commitment for Bank's values set out in the Code of Conduct and the reinforcement of the animation of the teams towards the strategic objectives.

The **collective** and **individual** objectives for 2022 and their weights are as follows:

2022 Objectives		Francois BLOCH	Radu TOPLICEANU	Yves LALLEMAND	Claudiu CERCEL	Stephane FORTIN	Mirela MEDELEAN	Mihai SELEGEAN	Philippe THIBAUD**
Collective SG Group*	It includes: financial performance, client satisfaction, digital banking rate, promoting diversity	25%	10%	10%	10%	10%	10%	10%	n/a
Individual (BRD)	Strategy&Financial roadmap It Includes: financial performance, client satisfaction, green financing, digital roadmap	35%	50%	50%	50%	50%	50%	50%	47%
	Supervisors' requirements It Includes: achievement rates of Audit recommendations, of KYC process, SREP results	20%	20%	20%	20%	20%	20%	20%	23%
	Management It includes: employee satisfaction, group projects contribution, diversity and inclusion	20%	20%	20%	20%	20%	20%	20%	30%

*SG for CEO SG EURO for the rest of Executive Directors

** Financial performance objectives not taken into account

3.2. Achievement rate for 2022 of Executive Directors' individual performance

The annual assessment of Executive Directors' performance evaluation for 2022 is made by the Board of Directors at its meeting held on 15th of March 2023 in accordance with the Remuneration Policy. Objectives and targets of Executive Directors for 2022 were set by the Board of Directors, at the proposal of the Remuneration Committee, at its meeting held on 14 March 2022.

The breakdown of performance achievement rates by collective and individual objectives approved by the Board of Directors on 15th of March 2023 are presented in the table below:

		Parent Group perimeter (collective objectives)	Scope of responsibility of Executive Directors (individual objectives-BRD)	Global achievement rate for the 2022 objectives
Francois BLOCH	Weight	25%	75%	112,5%
	Achievement rate	113%	112%	
Radu TOPLICEANU	Weight	10%	90%	107,3%
	Achievement rate	116%	106,3%	
Yves LALLEMAND	Weight	10%	90%	108,5%
	Achievement rate	116%	107,7%	
Claudiu CERCEL	Weight	10%	90%	108,4%
	Achievement rate	116%	107,6%	
Stephane FORTIN	Weight	10%	90%	107,2%
	Achievement rate	116%	106,2%	
Mirela MEDELEAN	Weight	10%	90%	107,7%
	Achievement rate	116%	106,8%	
Mihai SELEGEAN	Weight	10%	90%	106,2%
	Achievement rate	116%	105,1%	
Philippe THIBAUD	Weight	0%	100%	104,4%
	Achievement rate	0%	104,4%	

3.3. The deferral and retention scheme regarding the variable remuneration component for 2022 year performance

The variable remuneration component for the performance in 2022 which is awarded by the Board of Directors on 15th of March 2023 following the recommendations of the Remuneration Committee will be paid out between 2023 and 2029 according to the below deferral and retention scheme. The variable remuneration component awarded for 2022 did not exceed 100% of the fixed remuneration component for 2022 of any of the Executive Directors with respect of the Remuneration Policy.

Allocation	Vesting			Month of payment
	%	Type	Month	
40% on spot	20%	cash	March 2023	March 2023
	20%	BRDTP	March 2023	March 2024
60% deferred	12%	cash	March 2024	March 2024
	12%	cash	March 2025	March 2025
	12%	BRDTP	March 2026	March 2027
	12%	BRDTP	March 2027	March 2028
	12%	BRDTP	March 2028	March 2029

According to the Remuneration Policy, we remind that BRDTP or share equivalents is a component of the variable remuneration expressed in units, whose value is determined based on the price of BRD shares, listed on BVB for a relevant reference period preceding the date of:

- *bonus granting for 2022: the trade-weighted average (VWAP) of February 2023;*
- *bonus payment: the trade-weighted average (VWAP) of the previous month of payment.*

3.4. Information on total remuneration awarded for 2022 to each Executive Director

For 2022, **François Bloch, Chief Executive Officer** received fixed remuneration including an annual indemnity of 2.134.869 Ron gross and benefits in kind of 788.084 Ron gross¹ that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 500.000 Euro gross out of which 200.000 Euro gross vested in March 2023 and 300.000 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

For 2022 54,15% of Chief Executive Officer's total remuneration is fixed remuneration, and 45,85% is variable remuneration².

In 2022 **François Bloch** received 2.668 Euro fixed remuneration from Societe Generale France for his seniority in SG. He did not receive other fixed or variable remuneration from other entities of the Group. No change to the composition of the total remuneration package was made in 2022.

For 2022, **Radu Topliceanu, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 1.214.613 Ron gross and benefits in kind of 4.303 Ron gross that were paid according to the Remuneration Policy.

According to the Remuneration Policy he doesn't receive any variable remuneration for 2022.

In 2022 **Radu Topliceanu** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

For 6 months (01.01.2022 – 29.06.2022), **Yves Lallemand, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 700.244 Ron gross and benefits in kind of 629.616 Ron gross¹ that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 143.168 Euro gross out of which 57.267 Euro gross vested in March 2023 and 85.901 Euro gross non-vested and deferred. Payment of variable

¹ including employer's contribution maintained in the home-country (FR)

² an exchange rate of 4,95 Ron/Euro was taken into account

remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

For 2022, 65,24% of Corporate Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 34,76% is variable remuneration².

In 2022 **Yves Lallemand** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

For 2022, **Claudiu Cercel, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 1.008.044 Ron gross and benefits in kind of 31.952 Ron gross that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 125.000 Euro gross out of which 50.000 Euro gross vested in March 2023 and 75.000 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

For 2022, 62,70% of Financial Markets Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 37,30% is variable remuneration².

In 2022 **Claudiu Cercel** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

For 8 months (01.01.2022 – 31.08.2022), **Stéphane Fortin, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 585.445 Ron gross and benefits in kind (including the payment of his leave balance from the end of his mandate) of 663.528 Ron gross¹ that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 52.278 Euro gross out of which 20.911 Euro gross vested in March 2022 and 31.367 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

For 2022, 82,84%% of Finance and Treasury Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 17,16% is variable remuneration².

In 2022 **Stéphane Fortin** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

¹ including employer's contribution maintained in the home-country (FR)

² an exchange rate of 4,95 Ron/Euro was taken into account

For 2022, **Mirela Medelean, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 813.600 Ron gross and benefits in kind of 6.032 Ron gross that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 80.000 Euro gross out of which 32.000 Euro gross vested in March 2023 and 48.000 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

For 2022, 67,42% of Projects and Operations Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 32,58% is variable remuneration ².

In 2022 **Mirela Medelean** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package as Deputy Chief Executive Officer was made in 2022.

For 2022, **Mihai Selegean, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 632.910 Ron gross and benefits in kind of 5.642 Ron gross that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 55.000 Euro gross out of which 22.000 Euro gross vested in March 2023 and 33.000 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

For 2022, 70,11% of Legal Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 29,89% is variable remuneration ².

In 2022 **Mihai Selegean** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

For 2022, **Philippe Thibaud, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 974.484 Ron gross and benefits in kind of 418.496 Ron gross¹ that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 was 75.000 Euro gross out of which 30.000 Euro gross vested in March 2023 and 45.000 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (44% of variable remuneration) or share equivalents (56% of variable remuneration).

¹ including employer's contribution maintained in the home-country (FR)

² an exchange rate of 4,95 Ron/Euro was taken into account

For 2022, 78,96% of Risk Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 21,04% is variable remuneration ².

In 2022 **Philippe Thibaud** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

For 3 months (04.10.2022 – 31.12.2022), **Maria Rousseva, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 358.682 Ron gross and benefits in kind of 65.318 Ron gross that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 (04.10-31.12.2022) was 56.215 Euro gross out of which 33.729 Euro gross vested in March 2023 and 22.486 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (50 % of variable remuneration) or share equivalents (50% of variable remuneration).

For 2022 (3 months) 60,38% of Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 39,62% is variable remuneration ².

For 04.10-31.12.2022, **Maria Rousseva** did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

For 3 months (04.10.2022 – 31.12.2022), **Etienne Louergue, Deputy Chief Executive Officer**, received fixed remuneration including an annual indemnity of 241.986 Ron gross and benefits in kind of 122.084 Ron gross¹ that were paid according to the Remuneration Policy.

The variable remuneration granted for the performance in 2022 (04.10-31.12.2022) was 20.000 Euro gross out of which 12.000 Euro gross vested in March 2023 and 8.000 Euro gross non-vested and deferred. Payment of variable remuneration for 2022 will be made according to the deferral and retention scheme in either cash (50% of variable remuneration) or share equivalents (50% of variable remuneration).

For 2022 (3 months) 78,62%.of Deputy Chief Executive Officer's total remuneration is fixed remuneration, and 21,38% is variable remuneration ².

For 04.10-31.12.2022, Etienne Louergue did not receive any additional fixed remuneration from other entities of the Group nor any exceptional variable remuneration. No change to the composition of the total remuneration package was made in 2022.

¹ including employer's contribution maintained in the home-country (FR)

² an exchange rate of 4,95 Ron/Euro was taken into account

3.5. Changes in Executive Directors' remunerations compared with the change in average employee remuneration

Changes (%) in Executive Directors' remuneration*	2018	2019	2020	2021	2022
Francois Bloch, Chief Executive Officer starting 2017	3,3%	1,2%	-7,5%	17,8%	3,8%
Radu Topliceanu, Deputy Chief Executive Officer Retail starting 2020, the end of the mandate on 15.12.2022	N/A	N/A	N/A	12,6%	N/A
Yves Lallemand, Deputy Chief Executive Officer Corporate starting 2018, the end of the mandate on 29.06.2022	N/A	-0,3%	-1,3%	4,5%	7,7%
Claudiu Cercel, Deputy Chief Executive Officer Financial Markets	1,9%	3,0%	-5,3%	9,6%	3,3%
Stephane Fortin, Deputy Chief Executive Officer Finance and Treasury starting 2020, the end of the mandate on 31.08.2022	N/A	N/A	N/A	5,2%	13,1%
Mirela Medeleian, Deputy Chief Executive Officer Projects and Operations starting 2021	N/A	N/A	N/A	N/A	27,9%
Mihai Selegean, Deputy Chief Executive Officer Legal starting 2020	N/A	N/A	N/A	7,6%	6,4%
Philippe Thibaud, Deputy Chief Executive Officer Risk starting 2020	N/A	N/A	N/A	6,3%	10,6%
Maria Rousseva, Deputy Chief Executive Officer Corporate starting 2022	N/A	N/A	N/A	N/A	N/A
Etienne Loulergue, Deputy Chief Executive Officer Finance and Treasury starting 2022	N/A	N/A	N/A	N/A	N/A

*compared to the previous year

	2018	2019	2020	2021	2022
Change (%) in average employee remuneration*	10,5%	8,8%	6,4%	6,5%	14,6%

*) compared to the previous year

3.6. BRD performance over the past five years

2022 was a very particular year, with the unfolding of geopolitical evolutions since the beginning of the war in Ukraine. In conjunction with already elevated inflationary pressures, these evolutions have made their mark on the global economic environment. The business environment in Romania has been fairly well protected thanks to the actions of European and national authorities and the resilience of companies, which indicates that the economic system has reached a rather advanced degree of maturity.

In this context, BRD remained a truly committed, trustworthy and effective partner of Romania's economy and of its customers. BRD granted almost RON 7.5 billion new loans to individuals, and had an excellent dynamic on lending to corporates with its loan portfolio growth of 26% versus 2021 end, underpinned also by the active participation in IMM Invest program. In addition, its strong commitment in supporting sustainability transitions continued to firmly materialize, with almost RON 1.1 billion sustainable financing transactions concluded in 2022.

Besides this, BRD also continue its relentless efforts to enhance its customers' digital journey. In 2022, BRD have launched instant payments and 100% online credit card issuance. Its mobile app, YouBRD has already surpassed the significant milestone of 1 million users.

All the above translated into a good financial performance, despite significant inflationary pressures. BRD confirms its solidity and determination to continue to responsibly fulfil its mission as a leading bank in Romania

CIFRE CHEIE		KEY FIGURES								
BRD, la nivel individual (RONm)	BRD, individual level (RONm)	2022	2021	2020	2019	2018	Evo '22/'21	Evo '21/'20	Evo '20/'19	Evo '19/'18
Venit bancar net	Net banking income	3.289	2.930	2.927	3.170	2.981	+12,3%	+0,1%	-7,7%	+6,3%
Cheltuieli operationale	Operating expenses	(1.641)	(1.494)	(1.481)	(1.580)	(1.400)	+9,8%	+0,9%	-6,3%	+12,9%
Profit operational	Gross operating income	1.648	1.436	1.445	1.590	1.581	+14,8%	-0,6%	-9,1%	+0,5%
Raport costuri/venituri	Cost/income	49,9%	51,0%	50,6%	49,9%	47,0%	-1,1 pt	+0,4 pt	+0,8 pt	+2,9 pt
Profit net	Net profit	1.286	1.279	952	1.529	1.546	+0,5%	+34,4%	-37,7%	-1,1%
Capitaluri proprii	Shareholders' equity	6.577	9.539	9.472	7.895	7.327	-31,1%	+0,7%	+20,0%	+7,8%
Rentabilitatea capitalurilor proprii (ROE)	ROE	16,0%	13,5%	11,0%	20,1%	21,5%	+2,5 pt	+2,5 pt	-9,1 pt	-1,5 pt
Rata de adscavare a capitalului*	Total capital ratio*	24,9%	24,1%	33,7%	24,9%	21,1%	+0,8 pt	-9,6 pt	+8,8 pt	+3,8 pt
Credite si depozite (RON bn)	Loans and deposits (RON bn)									
Credite nete	Net loans	35,5	32,2	28,9	29,5	28,9	+10,4%	+11,5%	-2,0%	+2,0%
Depozite	Deposits	56,9	52,9	50,2	46,0	45,3	+7,6%	+5,5%	+8,9%	+1,6%

Note: Total capital ratio for December 31, 2022 is computed including full net profit of the year 2022 and with OCI quick fix adjustment

(*) own funds at 2021 end include 2021 year result net of dividends and are after the exceptional distribution from the retained profits of 2019 and 2020

Note: Rata de adscavare a capitalului la 31 Decembrie 2022 este calculata incluzand profitul aferent anului 2022 si tratamentul temporar al castigurilor si pierderilor nerealizate aferente instrumentelor de datorie evaluate la valoarea justa prin alte elemente ale rezultatului global (OCI quick fix)

(*) fondurile proprii la finalul anului 2021 include rezultatul anului net de dividende si sunt dupa deducerea distributiei exceptionale din rezultatul raportat aferent anilor 2019 si 2020

4. CLOSING PARTS OF THE REMUNERATION REPORT

4.1. Compliance with the Remuneration Policy

There have been no deviations from the Remuneration Policy in relation to remuneration for the Board of Directors and the Management Committee in 2022. The remuneration followed the structure and principles outlined in the Remuneration Policy for all remuneration components.