

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

NBG's Remuneration Policies are aligned with the Bank's operating model, business, risk management and ESG strategy objectives and long-term interests. They aim, 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 Policies, 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, as well as of the general conduct in alignment with the business strategy, the corporate culture and the Bank's value system.

For more information, please see: [Annual Financial Report for the Group and the Bank 31.12.2024](#), p.p. 177-178.