

Disclosure of Erste Group Bank AG regarding Corporate Governance and remuneration in accordance with section 65a BWG Austrian Banking Act (BWG)

According to section 65a Austrian Banking Act, Erste Group Bank AG is obliged to document compliance with the following provisions of BWG on its webpage:

1) Section 5 par. 1 no. 6 to 9a: Suitability requirements for Management Board members

The qualification requirements for Management Board members of Erste Group Bank AG are defined in the internal policy for the selection and assessment of the suitability of Management Board members of Erste Group Bank AG. In accordance with the relevant legal provisions, this policy defines the internal framework for the selection and assessment of the suitability of proposed and appointed Management Board members and constitutes a significant standard of good corporate governance and governance control. The following criteria form the basis of the assessment of proposed and appointed Management Board members: good reputation, professional qualifications and necessary experience as well as governance criteria (possible conflicts of interest, independence, time availability, overall composition of the Management Board, diversity).

2) Section 28a par. 5 no. 1 to 5: Suitability requirements for Supervisory Board members

The suitability requirements for Supervisory Board members of Erste Group Bank AG are defined in the internal policy for the selection and assessment of the suitability of Supervisory Board members of Erste Group Bank AG. In accordance with the relevant legal provisions, this policy defines the internal framework for the selection and assessment of the suitability of proposed and appointed Supervisory Board members and constitutes a significant standard of good corporate governance and governance control. The following criteria form the basis of the assessment of proposed and appointed Supervisory Board members: good reputation, professional qualifications and necessary experience as well as governance criteria (possible conflicts of interest, independence, time availability, overall composition of the Supervisory Board, diversity).

3) Section 29: Nomination Committee

A Nomination Committee was established in the Erste Group Bank AG which complies with the requirements of Section 29 BWG. The Committee's duties and working rules are defined in the internal regulations of the Nomination Committee of Erste Group Bank AG. In particular, the Nomination Committee is responsible for making proposals for the selection of Management and Supervisory Board members and for the assessment of their suitability according to the rules in item 1) and 2).

4) Section 39b including Annex: General remuneration policy principles

The general remuneration policy principles of Erste Group Bank AG for both variable and fixed remuneration are defined in relevant internal policies (Variable Remuneration Policy, Base Pay Policy). These policies are revised annually and whenever required. The Remuneration Committee is responsible for the approval of the relevant policies on remuneration policy. The policies are based on legal requirements, above all on the implementation of the Capital Requirements Directive III (Directive 2010/76/EU) in Section

39b BWG including Annex and on the relevant circular letters of the FMA. The CEBS guidelines on remuneration policy and remuneration practices dated 10 December 2010 were additionally considered. Underlying basic principles of Erste Group Bank AG on remuneration policy are e.g. a balance between fixed and variable remuneration parts, ensuring risk adequacy and sustainability in remuneration policy and ensuring the correlation between performance and remuneration.

5) Section 39c: Remuneration Committee

A Remuneration Committee was established in Erste Group Bank AG that complies with the requirements of Section 39c BWG. The Committee's duties and working rules are defined in the internal regulations of the Remuneration Committee of Erste Group Bank AG. In particular, the Remuneration Committee is responsible for monitoring the remuneration policy, remuneration practices, and incentive schemes related to remuneration.

6) Section 64 par. 1 no. 18 and 19: additional disclosures in the notes related to establishments and return on assets:

Preparation in the context of the Financial Statements ensures that the stipulated additional disclosures in the notes are incorporated into the Annex in accordance with the legal requirements and is thus subject to the auditor's review.