The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

#### RESOLUTION

The profit available for distribution recognised in the financial accounts of the Company as of 31 December 2016 and amounting to EUR 429,800,00.00 will be appropriated in accordance with the Management Board's recommendation:

Each share entitled to a dividend will receive EUR 1.00, adding up to a total of no more than EUR 429,800,000.00.

The Company is not entitled to any dividend payments from its own shares.

Notwithstanding section 23.4 of the Articles of Association, which stipulates payout of the dividend 10 days after the general meeting, the dividend will be paid out to shareholders six banking days after the general meeting i.e. on 26 May 2017.

#### EXPLANATORY NOTE

According to current Austrian laws the dividend is treated as capital repayment for tax purposes, which is not subject to Austrian withholding tax, but reduces the tax base for the shares.

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

## **RESOLUTION**

The Management Board members of Erste Group Bank AG are granted discharge for the financial year 2016.

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

### **RESOLUTION**

The members of the Supervisory Board of Erste Group Bank AG are granted discharge for the financial year 2016.

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

#### RESOLUTION

The members of the Supervisory Board are granted a remuneration for the financial year 2016 in the amount of EUR 691,200.00 subject to allocation by the Supervisory Board.

Effective from today's general meeting, the additional attendance fee for the members of the Supervisory Board shall be set at EUR 1,000 per meeting of the Supervisory Board or any of its committees.

#### **EXPLANATORY NOTE**

Remuneration is higher than for the financial year 2015 as there were no changes in the Supervisory Board, with the exception of the departure of Mr. Gonzalo Gortázar. Therefore, all the remaining Supervisory Board members receive remuneration for the complete financial year.

The Supervisory Board proposes that the general meeting adopt the following resolution:

#### RESOLUTION

In addition to Sparkassen-Prüfungsverband in its capacity as statutory auditor, PwC Wirtschaftsprüfung GmbH will be appointed auditor of the annual financial statements and the management report as well as the consolidated financial statements and the group management report of the Company for the financial year 2018 in accordance with sec. 1 of the audit rules for savings banks (*Prüfungsordnung für Sparkassen*), annex to sec. 24 Savings Banks Act (SpG).

#### **EXPLANATORY NOTE**

The letter of independence pursuant to sec. 270 Commercial Code (UGB) is available on the Company's website referenced in the Company Register.

The Supervisory Board proposes that the general meeting adopt the following resolution:

#### RESOLUTION

Messrs. Brian Deveraux O'Neill, born on 28 February 1953, and Jordi Gual Sole, born on 12 June 1957, are appointed to the Supervisory Board of Erste Group Bank AG until the end of the general meeting set to resolve on the granting of discharge for the financial year 2021.

Mr. John James Stack, born on 4 August 1946, is appointed to the Supervisory Board of Erste Group Bank AG until the end of the general meeting set to resolve on the granting of discharge for the financial year 2020.

Ms. Marion Khüny, born on 18 May 1969, shall be elected as member of the Supervisory Board of Erste Group Bank AG until the end of the general meeting set to resolve on the granting of discharge for the financial year 2018.

Messrs. Friedrich Rödler, born on 21 June 1950, and Jan Homan, born on 7 November 1947, are appointed to the Supervisory Board of Erste Group Bank AG until the end of the general meeting set to resolve on the granting of discharge for the financial year 2021.

#### JUSTIFICATION

According to section 15.1 of the Articles of Association, the Supervisory Board must consist of at least three and at most twelve members elected by the general meeting.

Following the last election by the general meeting on 12 May 2015, the Supervisory Board consisted of twelve members appointed by the general meeting.

Mr. Gonzalo Gortázar resigned as member of the Supervisory Board in autumn 2016.

Ms. Bettina Breiteneder will be resigning as member of the Supervisory Board effective from the end of the general meeting of Erste Group Bank AG on 17 May 2017.

The mandates of Brian Deveraux O'Neill and John James Stack will be expiring at the end of the general meeting on 17 May 2017.

At the forthcoming general meeting on 17 May 2017, four members will need to be appointed in order to ensure that the number of Supervisory Board members reaches twelve again after the election at the general meeting held on 12 May 2015.

The reelection of Brian Deveraux O'Neill and John James Stack as Supervisory Board members is proposed. Both have been Supervisory Board members since 2005 and have declared themselves willing to stand for election.

Furthermore, the election of Jordi Gual Sole, born on 12 June 1957, and Ms. Marion Khüny, born on 18 May 1969, is proposed.

Jordi Gual Sole has been CEO of CaixaBank S.A. since July 2016. Before this, he served as chief economist and chief strategy officer of CaixaBank, joining Caixa Group in 2005. Mr. Gual has a PhD in economics from the University of California, Berkeley. He is professor in economics at IESE Business School and researcher at the Centre for Economic Policy Research (CEPR) in London. Furthermore, Mr. Jordi Gual Sole was economic advisor to the Directorate-General for Economic and Financial Affairs in Brussels and visiting professor at the University of California, Berkeley.

Marion Khüny, most recently was divisional board member for market, counterparty and liquidity risk at Commerzbank AG, Frankfurt. Prior to that, she was division manager for market and operational/reputational risk at UniCredit Bank AG Munich and co-head for credit proprietary trading at Unicredit Group. She holds a diploma in International Business Administration from the Leopold-Franzens-University, Innsbruck/Marquette University, Milwaukee, USA, and is Chartered Financial Analyst (CFA) and Financial Analyst (DVFA) of the German Association of Investment Professionals. It is proposed to elect Ms. Marion Khüny until the end of the general meeting set to resolve on the granting of discharge for the financial year 2018, thus until the end of the term of office of the prematurely departing Supervisory Board member Bettina Breiteneder.

The mandates of Friedrich Rödler and Jan Homan will be expiring at the end of the general meeting 2019.

The early re-election of both candidates is proposed due to the following reasons:

The mandates of all Management Board members of Erste Group Bank AG will be expiring in 2020. A prolongation of the mandates of the Chairman and first Deputy Chairman of the Supervisory Board beyond 2020 will safeguard the continuity of the management bodies of Erste Group Bank AG.

Additionally, the current draft of the joint ESMA and EBA Guidelines on the assessment of the suitability of the members of the management body and key function holders restrictively governs the requirements for independence of the members of the Supervisory Board. Since it is unclear whether and under what circumstances the re-election of Mr Rödler and Mr Homan as chairpersons will be possible under the applicable regulatory regime in 2019, this option shall be safeguarded with the early re-election of Mr. Rödler and Mr. Homan in this general meeting.

In determining the candidates for the Supervisory Board in compliance with the EBA Guidelines for the assessment of the suitability of members of the management body and holders of key functions ("EBA Guidelines"), the FMA Circular on the suitability assessment of managing directors, Supervisory Board members and holders of key functions ("FMA Circular") and the internal policy of Erste Group Bank AG for the selection and aptitude assessment of Supervisory Board members ("Suitability policy

of Erste Group Bank AG"), the Nomination Committee carried out suitability assessments of the proposed candidates.

In performing these suitability assessments, the Nomination Committee took into account the proposed candidate's personal reliability, professional competence and required experience and, in so doing, took due consideration of the governance criteria.

The Nomination Committee has come to a positive decision and recommended that the Supervisory Board propose the election and reelection of the proposed candidates at the general meeting. The Supervisory Board endorsed this assessment.

The candidates proposed by the Supervisory Board were selected on the basis of the criteria set forth by the Stock Corporation Act (AktG) and the Federal Banking Act (BwG). The candidates proposed by the Supervisory Board have submitted the declaration required under sec. 87 (2) Stock Corporation Act (AktG) and the declaration is available on the Company's website referenced in the Company Register.

Under this agenda item, only the candidate proposals made by shareholders whose interests make up at least 1% of the registered capital will be taken into account, provided these proposals, plus the declarations pursuant to sec. 87 (2) Stock Corporation Act (AktG) and sec. 28a Federal Banking Act (BWG) have been received by the Company in text form by no later than 8 May 2017 for each proposed person and will be published on the Company's website by no later than 10 May 2017. Failure to comply with these requirements will result in the respective person not being included in the vote. As regards the specifics and requirements for consideration of such proposals, reference is made to the letter of convocation, particularly to the section "Information on shareholders' rights pursuant to sections 109, 110, 118 and 119 Stock Corporation Act (AktG)".

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

#### RESOLUTION

The authorisation granted to the Management Board in the 22<sup>nd</sup> Annual General Meeting of Erste Group Bank AG to acquire own shares for the purpose of securities trading shall be revoked and the Management Board shall be authorised to acquire own shares pursuant to sec. 65 (1) no. 7 Stock Corporation Act (AktG) of up to 10% of the registered capital for the purpose of securities trading, with the trading volume of shares acquired for this purpose not exceeding 5% of the registered capital at the close of each day. The consideration for the shares to be purchased must not be less than 50% of the closing price at the Vienna Stock Exchange on the last trading day prior to the purchase and must not exceed 20% of the closing price at the Vienna Stock Exchange on the last trading day prior to the purchase. This authorisation is valid for a period of 30 months, i.e. until 16 November 2019.

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

#### RESOLUTION

The authorisation granted to the Management Board in the 22<sup>nd</sup> Annual General Meeting of Erste Group Bank AG to acquire own shares for no designated purpose shall be revoked and the Management Board shall be authorised, pursuant to sec. 65 (1) no. 8 as well as (1a) and (1b) Stock Corporation Act (AktG), for the duration of 30 months from the date of the resolution, i.e. until 16 November 2019, to acquire own shares of up to 10% of the registered capital, subject to approval by the Supervisory Board, with the option of making repeated use of the 10% limit, either at the stock exchange or over the counter, likewise to the exclusion of the shareholders' right to tender proportional payment. The authorisation may be exercised in whole or in part or in several instalments and in pursuit of one or several purposes. The market price per share must not be below two euros or above EUR 120.

Pursuant to sec. 65 (1b) in conjunction with sec. 171 Stock Corporation Act (AktG), the Management Board shall, subject to approval by the Supervisory Board, be authorised for a period of 5 years from the date of the resolution, i.e. until 16 May 2022, to sell or use the Company's own shares, also by means other than the stock exchange or a public offering, for any purpose allowed by the law, particularly as consideration for the acquisition and financing of the acquisition of companies, businesses, business divisions or shares of one or several businesses in Austria or abroad and to the exclusion of the shareholders' proportional purchase option (exclusion of subscription option).

The Management Board shall be authorised to redeem own shares subject to the Supervisory Board's consent without requiring any further general meeting resolution.

Reference is made to the (joint) Management Board Report regarding agenda items 9 and 10 published on the Company's website referenced in the Company Register.

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

#### RESOLUTION

The Management Board is entitled, pursuant to sec. 65 (1) no. 4 as well as (1a) and (1b) Stock Corporation Act (AktG) and for a period of 30 months from the date of the resolution, i.e. until 16 November 2019, to acquire own shares of up to 10% of the registered capital, subject to approval by the Supervisory Board, with the option of making repeated use of the 10% limit, either at the stock exchange or over the counter, likewise to the exclusion of the shareholders' right to tender proportional payment for the purpose of offering these to employees, managers and to members of the Management Board of the Company or of an affiliated undertaking or to a private foundation whose sole purpose is to hold and manage the shares for one or several of the referenced persons. The authorisation may be exercised in whole or in part or in several instalments and in pursuit of one or several purposes. The market price per share must not be below two euros or above EUR 120.

Pursuant to sec. 65 (1b) in conjunction with sec. 171 Stock Corporation Act (AktG), the Management Board shall, subject to approval by the Supervisory Board, be authorised for a period of 5 years from the date of the resolution, i.e. until 16 May 2022, to sell or use the Company's own shares, also by means other than the stock exchange or a public offering, and to do so for the purpose of offering these shares to employees, managers and to members of the Management Board of the Company or of an affiliated undertaking or to a private foundation whose sole purpose is to hold and manage the shares for one or several of the referenced persons and to exclude the shareholders' proportional purchase option in the process (exclusion of subscription option).

Reference is made to the (joint) Management Board Report regarding agenda items 9 and 10 published on the Company's website referenced in the Company Register.

#### **JUSTIFICATION**

Erste Group Bank AG is planning to set up a private foundation whose sole purpose is to hold and manage the shares of employees and/or Management Board members. As in previous employee participation programmes of Erste Group AG, the objective is to strengthen identification with Erste Group Bank AG amongst employees and/or Management Board members and to retain employees with Erste Group Bank AG. The shares of employees and/or Management Board members shall be bundled in the private foundation. Along with the Supervisory Board, the Management Board is to be authorised to acquire own shares particularly for the purpose of transferring these to the envisaged private foundation.

The Management Board and the Supervisory Board propose that the general meeting pass the following resolution:

#### RESOLUTION

Sections 2.2, 2.3, 13 and 17 of the Articles of Association shall be amended by amending section 2.2 of the Articles of Association, deleting what used to be section 2.3.8 and amending the designation of the subsequent paragraphs in section 2.3, by amending section 13.2 of the Articles of Association by adding 13.3 as a new section to the Articles of Association and amending the designation of the subsequent paragraphs under section 13, and by supplementing section 17 in the Articles of Association by adding 17.3 as a new section and amending the subsequent paragraphs of section 17, so that these provisions now read as follows (changes are either underlined or crossed out):

#### 2. OBJECT OF THE COMPANY

...

2.2 Der Unternehmensgegenstand umfasst insbesondere die Tätigkeit Holdinggesellschaft. Der Gesellschaft kommt die strategische Führung und zentralen Wahrnehmung der Konzernfunktionen einschließlich Infrastruktur zu. Die Geschäftstätigkeit der Gesellschaft erstreckt sich auf das Inund Ausland. Die Gesellschaft ist auch berechtigt, im In- und Ausland Zweigniederlassungen zu errichten, sich anderen Unternehmungen Tochtergesellschaften beteiligen, gründen, sowie Konzern- und sonstige Unternehmensverträge zu schließen.

- 2.3 Weiters umfasst der Unternehmensgegenstand:
- 2.3.8 den Vertrieb von Spielanteilen behördlich bewilligter Glücksspiele, sowie den Vertrieb von Ausspielungen der österreichischen Glücksspielmenopolverwaltung, und solchen gemäß §§ 6-8 Glücksspielgesetz;
- 2.3.8 die Vermittlung von Nichtbankgeschäften aller Art;

#### **OBJECTS OF THE COMPANY**

• • •

The object of the Company particularly includes holding company activities. The Company is responsible for the strategic management and performance of the central group functions, including infrastructure. The Company's business activities may be carried out in Austria and abroad. The Company shall also be entitled to establish branches in Austria and abroad, to acquire interests in other business enterprises, establish subsidiaries as well as enter into group and other business enterprise contracts.

In addition, the object of the Company shall include:

...

distribution of interests in licensed games of chance as well as distribution of drawings of the Austrian Glücksspielmonopolverwaltung [gambling monopoly administration] and drawings pursuant to Sections 6-8 Glücksspielgesetz [Gambling Statute];

agent services concerning non-banking businesses of all kinds;

2.3.9 alle Geschäfte, die geeignet sind, den Unternehmensgegenstand und Geschäftszweig der Gesellschaft unmittelbar oder mittelbar zu fördern, oder die mit ihm im Zusammenhang stehen. all kinds of business suitable to directly or indirectly support the objects of business and the industry of the Company, or which are connected therewith.

#### 13. VORSTAND

. . .

- 13.2 Die Vorstandsmitglieder haben ihre Tätigkeit hauptberuflich auszuüben und die Geschäfte der Gesellschaft mit der Sorgfalt eines ordentlichen und gewissenhaften Geschäftsleiters zu führen und bei der Verfolgung des Wohls des Unternehmens die Interessen der Aktionäre und der Arbeitnehmer und das öffentliche Interesse zu berücksichtigen. Arbeitnehmerinteressen insbesondere durch den Erwerb und das Anbieten von Aktien an die Arbeitnehmer, leitenden Angestellten und Mitglieder des Vorstands der Gesellschaft eines ihr oder mit verbundenen Unternehmens oder an Privatstiftung, deren ausschließlicher Zweck im Halten und Verwalten der Aktien zugunsten einer oder mehrerer der genannten Personen liegt, berücksichtigt werden.
- 13.3 Ein Vorstandsmitglied handelt jedenfalls im Einklang mit der Sorgfalt eines ordentlichen und gewissenhaften Geschäftsleiters, wenn er sich bei einer unternehmerischen Entscheidung nicht von sachfremden Interessen leiten lässt und auf der Grundlage angemessener Information annehmen darf, zum Wohle der Gesellschaft zu handeln.
- 13.4. Die Bestellung der Vorstandsmitglieder stellvertretenden und der Vorstandsmitglieder, sowie der Widerruf Bestellung, durch erfolat Aufsichtsrat, der eines der Vorstandsmitglieder zum Vorsitzenden des Vorstands zu bestellen hat und ein weiteres Vorstandsmitglied zu dessen Stellvertreter bestellen kann.
- 13.5 Die Mitglieder des Vorstands dürfen ohne Zustimmung des Aufsichtsrats keine andere Erwerbstätigkeit ausüben und keine Organfunktionen in von der Gesellschaft nicht konsolidierten Unternehmen oder in politischen Institutionen, Gesellschaften oder

#### **MANAGEMENT BOARD**

• • •

The Management Board members shall exercise their activity as their main occupation and shall carry out the business of the Company with the care of prudent and careful managers and take into account the interests of shareholders and employees as well as public interest in their commitment to the Company's success. Employee interests may be taken into account particularly by acquiring and offering shares to employees, managers and members of the Management Board of the Company or an undertaking affiliated with it or to a private foundation whose sole purpose is to hold and manage the shares for the benefit of one or several of the referenced persons.

A Management Board member at all events exercises the care of a prudent and careful manager if he or she is not guided by extraneous interests when taking a business decision and if he or she, based on adequate information, may assume to act in the interest of the Company.

The appointment of Management Board members and deputy Management Board members as well as revocation of such appointments shall be effected by the Supervisory Board, which shall appoint one of the Management Board members Chairman of the Management Board and which may appoint another Management Board member Deputy Chairman.

The members of the Management Board may engage in no other business occupation and may not assume any other function in a corporate body of a company which is not a consolidated company or in political institutions, companies or interest groups without the consent of the Supervisory Board.

Interessensvertretungen übernehmen.

- 13.6 Der Vorstand fasst seine Beschlüsse mit einfacher Mehrheit, sofern in Gesetz, Satzung oder Geschäftsordnung nicht eine höhere Stimmenmehrheit vorgesehen ist. Bei Stimmengleichheit gibt die Stimme des Vorsitzenden des Vorstands den Ausschlag.
- 13.7 Der Vorstand hat eine Geschäftsordnung einschließlich einer Geschäftsverteilung zu erstellen. Diese bedarf der Genehmigung durch den Aufsichtsrat. Die Sitzungen des Vorstands werden vom Vorsitzenden, in dessen Abwesenheit von dessen Stellvertreter, und bei Abwesenheit beider vom jeweils an Dienstjahren ältesten anwesenden Vorstandsmitglied geleitet.

# 17. INNERE ORDNUNG DES AUFSICHTSRATS

17.<u>3</u> Der Aufsichtsrat ist beschlussfähig, wenn die Sitzung ordnungsgemäß einberufen wurde und wenn mindestens die Hälfte der Kapitalvertreter, darunter der Vorsitzende oder einer seiner Stellvertreter anwesend ist, sofern nicht die Satzung oder das Gesetz eine höhere Anwesenheitszahl vorsehen. An Sitzung müssen iedenfalls <u>einer</u> drei seiner Mitalieder mindestens teilnehmen. Die <u>Ausschüsse</u> des Aufsichtsrats sind beschlussfähig, wenn Sitzungen ordnungsgemäß ihre und einberufen wurden wenn mindestens die Hälfte der Kapitalvertreter bei ihren Sitzungen anwesend ist. Zudem müssen für die Beschlussfähigkeit, wenn ein Ausschuss nur aus zwei Mitgliedern besteht, beide, wenn der Ausschuss aus mindestens drei Mitgliedern besteht, jedenfalls drei seiner Mitglieder anwesend sein, sofern

17.4 Ein Aufsichtsratsmitglied kann ein anderes Aufsichtsratsmitglied schriftlich Vertretung mit seiner bei einer einzelnen Sitzung betrauen. Das vertretene Aufsichtsratsmitglied ist bei der Feststellung der Beschlussfähigkeit einer Sitzung nicht mitzuzählen. Es können auch schriftliche Stimmabgaben überreicht werden.

die Satzung oder das Gesetz nicht eine höhere Anwesenheitszahl vorsehen.

The Management Board shall pass its resolutions by simple majority unless a greater majority of votes is provided for by law, the articles of association or the by-laws. In case of a draw the chairman of the Management Board shall have the casting vote.

The Management Board shall draw up internal rules which shall include an allocation of duties. Such internal rules shall have to be approved by the Supervisory Board. The meetings of the Management Board shall be chaired by the Chairman and in case of his absence by his Deputy and in case of the absence of both by the most senior Management Board member present

# INTERNAL ORGANISATION OF THE SUPERVISORY BOARD

The Supervisory Board shall constitute a quorum if the meeting has been duly convened and if at least 50 per cent of the shareholders' representatives including the Chairman or one of his Deputies are present unless the Articles of Association or the law provide for a higher number of members to be present. At least three members must be present at a meeting. The Committees of the Supervisory Board shall constitute a quorum if their meetings have been duly convened and if at least 50 per cent of the shareholders' representatives are present at their meetings. Furthermore, in order to establish a quorum, two members must be present if the Committee consists of only two members and three members must be present if the Committee consists of at least three members, unless the Articles of Association or the law provide for a

A Supervisory Board member may appoint another Supervisory Board member to act as his/her representative with proxy in individual meetings in writing. The Supervisory Board member represented shall not be counted when determining whether a meeting constitutes a quorum or not. Written votes may also be submitted.

higher number of members to be present.

. . .

17.<u>5</u> In den Sitzungen des Aufsichtsrats und seiner Ausschüsse können einzelne, abwesende Mitglieder ihre Stimme im einer Telefonkonferenz, Wege Internetkonferenz oder Videokonferenz abgeben und in dieser Form an Sitzungen des Aufsichtsrats und seiner Ausschüsse teilnehmen sowie Erklärungen abgeben, sofern der Leiter der Sitzung dieser Form der Teilnahme und Stimmabgabe nicht widerspricht. Der Leiter der Sitzung wird dabei zu berücksichtigen haben, ob durch diese Art der Teilnahme die Absicherung der Vertraulichkeit, gleichzeitige die allseitige Sicht- und/oder Hörbarkeit sowie der gleiche Informationsstand Teilnehmer in erforderlichem Ausmaß gewährleistet ist. Kein Aufsichtsratsmitglied kann einer derartigen Anordnung des Leiters der Sitzung widersprechen.

Individual absent members may vote telephone conference, an online conferencing system or video conference in the meetings of the Supervisory Board and its committees, and may thus participate in the meetings of the Supervisory Board and its committees, and issue declarations, if the chairman of the meeting does not object to this form of participation and this form of vote. The chairman of the meeting will consider whether confidentiality, the concurrent visibility and/or audibility of all members and the equal level of information of all members is sufficiently assured by this form of participation. No member of the Supervisory Board may object to any decision on these issues by the chairman of the meeting.

#### JUSTIFICATION

The individual proposed amendments are:

With regard to sections 2.2 and 2.3.8 of the Articles of Association:

The object of the Company is to be updated.

With regard to sections 13.2 and 13.3 of the Articles of Association:

Erste Group Bank AG is planning to set up a private foundation whose sole purpose is to hold and manage the shares of employees and/or of members of the Management Board of the Company or an affiliated undertaking. The statutory authorisation of the administrative bodies makes it clear that the acquisition and transfer of own shares to the private foundation is in compliance with the obligation to exercise due care pursuant to sections 70, 84 and 99 Stock Corporation Act (AktG) and satisfies the requirement to duly represent employee interests referenced therein.

The provision relating to the business judgement rule will also be incorporated into the Articles of Association.

With regard to section 17.3 of the Articles of Association:

The definition of a quorum for the Supervisory Board and its committees is admissible and clearly sets forth the requirements.