

## Agenda Item 8

The Management Board and the Supervisory Board propose that the Annual General Meeting pass the following resolution:

### RESOLUTION

Adoption of the remuneration report for the emoluments payable to Management Board members and Supervisory Board members of Erste Group Bank AG for the financial year 2020.

This remuneration report has been attached to the draft resolution as Annex ./ 2.

### JUSTIFICATION

The Management Board and the Supervisory Board of a listed company must prepare a clear and comprehensible remuneration report for the emoluments of the Management Board members and the Supervisory Board members in accordance with sec 78c in connection with sec 98a Stock Corporation Act (AktG).

The remuneration report for the last financial year must be submitted to the Annual General Assembly for a vote. The vote shall be recommendatory in nature. The resolution is not contestable (sec 78d [1] Stock Corporation Act [AktG]).

The remuneration report was made accessible on the website of Erste Group Bank AG that is referenced in the Company Register at [www.erstegroup.com/hauptversammlung](http://www.erstegroup.com/hauptversammlung).

Annex ./2: Remuneration report