



# Remuneration Report 2022

# Remuneration report of the management board and the supervisory board of Erste Group Bank AG for the financial year 2022

## Table of contents

<b>Introduction</b>	<b>1</b>
<b>Remuneration of the management board</b>	<b>2</b>
Basic remuneration principles for members of the management board	2
Overview of elements of remuneration	2
Procedure for awarding variable remuneration	3
Total remuneration of management board members	4
Total remuneration awarded or owed in the financial year	4
Variable remuneration awarded or owed	6
Details regarding variable remuneration	6
Total remuneration paid	12
Annual change in total remuneration, economic performance and average compensation of other employees	14
<b>Remuneration of the supervisory board</b>	<b>15</b>
Principles of the remuneration policy for supervisory board members	15
Total remuneration of supervisory board members	15
<b>D&amp;O insurance</b>	<b>18</b>

# Introduction

The remuneration report of Erste Group Bank AG for the financial year 2022 was compiled by the management board and the supervisory board and is presented to the annual general meeting for a vote in 2023. This report provides a comprehensive overview of the remuneration components for current and former members of the management board and the supervisory board as well as the resulting entitlements and payments for the financial year 2022.

The remuneration policy sets out the principles and framework of the remuneration system, while the remuneration report annually provides a detailed and comprehensive overview of the remuneration awarded or owed to the members of the management board and supervisory board during the last financial year. The remuneration policy for the management board and the supervisory board was approved by the annual general meeting in 2021 with a voting result of 99.08%. The remuneration report for 2021 was approved by the annual general meeting in 2022 with a voting result of 91.31%.

The supervisory board of Erste Group appointed Willi Cernko as the new CEO of Erste Group Bank AG effective 1 July 2022. As CEO, Cernko succeeded Bernd Spalt, who had previously announced that he would not seek a renewal of his contract. Willi Cernko also assumed the function of Chief Retail Officer for the banking group.

In 2022, the following new supervisory board members were elected at the annual general meeting: Christine Catasta, Hikmet Ersek, Alois Flatz and Mariana Kühnel. In addition, Henrietta Egerth-Stadlhuber, Michèle Sutter-Rüdisser, Marion Khüny and the current Chairman of the supervisory board, Friedrich Rödler, were re-elected. The total number of supervisory board members elected by the annual general meeting thus increased from 12 to 13. In addition, with 13 supervisory board members representing shareholders, employee representatives could delegate 7 members from their ranks to the supervisory board.

The remuneration committee of the supervisory board had the following changes during the year 2022: Jan Homan was the Vice Chairman until the 18 May 2022 when he was replaced by Maximilian Hardegg, who was a regular member prior to that. Hikmet Ersek, Alois Flatz, and Elisabeth Krainer Senger-Weiss became regular members of the remuneration committee on 18 May 2022 and Christine Catasta became a substitute member of the remuneration committee. Michèle Sutter-Rüdisser and Friedrich Santner were members of the remuneration committee until 18 May 2022. Martin Grießer joined as a member from the 1<sup>st</sup> of July and Karin Zeisel left her position as a member after 30 June 2022 and became a substitute member. Jozef Pinter was a substitute member of the remuneration committee until 30 June 2022. Markus Haag was a substitute member until 11 January 2022 and again became a substitute member of the remuneration committee as of 18 May 2022. Between 11 January 2022 and 18 May 2022 Regina Haberhauer served as a substitute member.

Erste Group generated a net profit of EUR 2.16 billion in 2022, year on year profitability went up on the back of strong operating performance. Net interest income increased on rate hikes and significant loan volume growth in all core markets to EUR 5.95 billion. Net fee and commission income rose supported by growth in payment services and asset management to EUR 2.45 bn. The cost/income ratio improved to 53.4% as the rise in operating income outpaced that in operating expenses. Asset quality improved and the NPL ratio reached a historic low at 2.0%. Risk costs increased moderately to 15 bps of average gross customer loans, the NPL coverage ratio (excluding collateral) increased to 94.6%. Erste Group recorded growth in customer loans of 12.4% to EUR 202.1 billion and in deposits to EUR 224.0 billion. The Common Equity Tier 1 ratio of 14.2% at the end of December 2022 demonstrates Erste Group's solid capital position, above regulatory requirements, and the internal target of 13.5%. Details on Erste Group's overall performance and financial results are presented in Erste Group's Annual Report 2022.

# Remuneration of the management board

## Basic remuneration principles for members of the management board

The remuneration policy, and thus the principles for the remuneration of the members of the management board and the supervisory board of Erste Group Bank AG, were submitted to the shareholders of Erste Group Bank AG for a vote at the annual general meeting on 19 May 2021 pursuant to section 78b in conjunction with section 98a of the Austrian Stock Corporation Act (AktG) and adopted with the required majority of votes.

The principles of the remuneration policy are aligned with the strategy of Erste Group and are designed to motivate the management board members to drive sustainable and positive corporate development. In addition, they ensure that Erste Group's remuneration is competitive with that of other credit institutions of a similar type and size.

For further details on the remuneration governance process, please refer to the Chapter "Procedure" in the remuneration policy of Erste Group Bank AG, which is available at the following link: [Remuneration policy of the management board and supervisory board of Erste Group Bank AG](#)

## OVERVIEW OF ELEMENTS OF REMUNERATION

The remuneration of the members of the management board of Erste Group Bank AG consists of two components, a fixed and a variable component.

### Fixed remuneration

The fixed remuneration is granted irrespective of performance and, in addition to the base salary, includes contributions to the company pension scheme (pension fund), insurance benefits and other benefits in kind. It is based on the area of responsibility of the respective management board member, taking into account their strategic and operational tasks.

Management board members do not receive any separate remuneration for their activities as supervisory board members in affiliated companies.

### Variable remuneration

All variable remuneration is granted on the basis of performance. The award and payment of variable remuneration is linked to specific, verifiable performance criteria that are aligned with the business strategy and long-term development of Erste Group Bank AG. Targets at group and/or individual institution level as well as individual targets are taken into account. In case of non-fulfilment of defined minimum performance criteria, no variable remuneration is awarded or paid out. At least 50% of the variable remuneration is awarded in non-cash components.

## Components of the remuneration of the members of the management board

Type/ component	Elements	Method of payment	Features
<b>Fixed remuneration</b>			
Base salary		Cash	<ul style="list-style-type: none"> <li>– Consideration of the area of responsibility of the respective board member</li> <li>– Promoting cooperation within the board</li> </ul>
Other remuneration	Pension fund	Assumption of contributions by the company	<ul style="list-style-type: none"> <li>– Defined contribution pension plans via external pension fund</li> <li>– Severance fund (Mitarbeitervorsorgekasse)</li> </ul>
	Insurances	Assumption of contributions by the company	<ul style="list-style-type: none"> <li>– Risk insurance against occupational disability and in case of death</li> <li>– Risk accident insurance</li> </ul>
	Other	Cash or benefits in kind	<ul style="list-style-type: none"> <li>– Any annual leave payments</li> <li>– Possible one-time sign-on bonus</li> <li>– Benefits in kind, e.g., company car including driver, employee shares</li> </ul>
<b>Variable remuneration</b>			
Upfront remuneration (40%)	Upfront cash payments (50% of the upfront part)	Cash payment in the subsequent fiscal year	<ul style="list-style-type: none"> <li>– Alignment with the fulfilment of certain comprehensible performance criteria in line with business strategy and long-term development of Erste Group</li> <li>– Consideration of targets at group and/or individual institution level and</li> <li>– Consideration of individual targets</li> </ul>
	Upfront non-cash component (50% of the upfront part)	Equity settlement in the second following year (1-year retention period)	
Deferrals (60%)	Deferral cash payments (50% of the deferrals)	Cash payment from the third following fiscal year in 3 annual tranches	
	Deferred non-cash component (50% of the deferrals)	Equity settlement following the deferral and retention periods	

## PROCEDURE FOR AWARDING VARIABLE REMUNERATION

Variable remuneration is partially awarded as upfront remuneration and partially as deferred remuneration spread over several years. For members of the management board with variable remuneration of greater than EUR 150,000, 60% of awarded variable remuneration is deferred. For variable remuneration levels below this threshold, 40% is deferred.

At least half of the upfront remuneration and deferred remuneration respectively is delivered in the form of an equity based instrument, the other part in cash. Awards are granted in the year following the performance period.

### Variable remuneration system in shares

Erste Group Bank AG uses shares, Performance Share Units (PSUs) and cash payments as variable remuneration components from performance year 2021 onwards. This way, variable remuneration is strongly aligned to the shareholders' perspective and long-term in nature.

#### Upfront remuneration

A maximum of 20% of total variable remuneration consists of a cash payment, which is paid in the 1st subsequent year after the performance period. At least 20% of total variable remuneration is awarded in shares, which are retained for one year (retention period) after the date of award.

#### Deferred remuneration

**Long Term Incentive (LTI) in the form of Performance Share Units (PSUs).** For the deferred variable remuneration, the share award part is made as an LTI. Under this plan, at least 30% of the awarded variable remuneration of management board members is allocated in the form of PSUs. A PSU represents an unsecured contingent right to receive Erste Group shares in the future. This unsecured contingent right depends on the achievement of pre-determined group performance criteria that are assessed over the deferral period of 5 years.

This way, management is kept accountable for the sustainability of success, which further fosters the alignment of remuneration with the shareholders' interests. Group performance is measured on the basis of the annual weighted target achievements of group KPIs, e.g., operating result minus risk costs, cost income ratio and the Customer Experience Index. The number of PSUs is calculated according to the average group performance achievements at the end of the deferral period and may vary between 0% and 120%. After the date of vesting, the PSUs remain retained for an additional year (retention period).

The remaining 30% of the awarded variable remuneration is paid in cash in the third, fourth and fifth year following the performance period (deferred cash payment) – provided that group minimum performance requirements are met.

## Deviation of the remuneration policy

There was no deviation from the remuneration policy in 2022.

## Total remuneration of management board members

### TOTAL REMUNERATION AWARDED OR OWED IN THE FINANCIAL YEAR

#### Total remuneration by management board function 2022

in EUR	Position	2022
Willi Cernko	Chairman of the Board (from 1 July 2022)	1,359,860.64
Bernd Spalt	Chairman of the Board (until 30 June 2022)	1,265,273.10
Ingo Bleier	Chief Corporates and Markets Officer	1,909,098.71
Stefan Dörfler	Chief Financial Officer	1,909,650.76
Alexandra Habeler-Drabek	Chief Risk Officer	1,909,322.75
David O'Mahony	Chief Operations Officer	1,888,546.15
Maurizio Poletto	Chief Platform Officer	1,543,100.57
<b>Total</b>		<b>11,784,852.68</b>

Bernd Spalt's employment contract with Erste Group Bank AG continues until 30 June 2024 (base salary and pension contributions) and thereby settles also the compensation for non-competition. There is no further severance payment agreed. No variable remuneration will be awarded for periods after termination of the mandate (30 June 2022). Deferrals for periods until the termination of the mandate will be paid out according to the remuneration policy.

Alexandra Habeler-Drabek and Stefan Dörfler also served as members of the management board of Erste Bank der oesterreichischen Spargassen AG (EBOe). EBOe did not award any additional remuneration for this; pro rata costs were charged to EBOe by Erste Group Bank AG.

#### Total remuneration by management board function 2021

in EUR	Position	2021
Bernhard Spalt	Chairman of the Board	2,338,372.25
Ingo Bleier	Chief Corporates and Markets Officer	1,639,612.82
Stefan Dörfler	Chief Financial Officer	1,640,743.57
Alexandra Habeler-Drabek	Chief Risk Officer	1,639,829.97
David O'Mahony	Chief Operations Officer	1,638,123.58
Maurizio Poletto	Chief Platform Officer	1,122,733.93
Thomas Schaufler	Chief Retail Officer (until 31 October 2021)	958,086.83
<b>Total</b>		<b>10,977,502.95</b>

The table below shows the amount paid to former management board members based on contractual obligations.

#### Total remuneration of former board members

in EUR	2022	2021
Ara Abrahamyan		1,115,561.74
Gernot Mittendorfer		700,000.00
Jozef Sikela		700,000.00
Bernd Spalt	2,012,169.56	-
<b>Total</b>	<b>2,012,169.56</b>	<b>2,515,561.74</b>

The total amount shown in this table also includes the total remuneration granted and owed to the former members of the management board who are no longer in a management board function in 2022.

The following tables show the total remuneration awarded or owed for the 2022 financial year per management board member as well as a breakdown of the short-term and long-term variable remuneration.

In order to adjust the management board members' remuneration to common market practice, a contractual change was implemented as of the beginning of the financial year 2022.

The peer group was composed of the following European banks: ABN AMRO Bank N.V., Banco Santander, S.A., BAWAG Group AG, Commerzbank AG, ING Groep N.V., Raiffeisen Bank International, Société Générale Société, Swedbank AB, KBC Group NV, UniCredit S.p.A.

The benchmarking showed a composition ratio of 55%-60% fixed remuneration and 40%-45% variable remuneration and the previous ratio in EGB was 50% fixed and 50% variable. The base salary in the peer group is between 19% and 23% higher than in EGB. According to the benchmarking Erste Group's pension contributions were lower than the market practice (30% vs 15% in EGB).

Based on the results of the benchmarking exercise, the ratio of fixed to variable remuneration was reviewed to reflect the market practice and international peer group benchmarking by decreasing the variable remuneration by 25% and increasing the annual salary by approximately 21%. The total target remuneration of each board member remained unchanged. The pension contribution was increased from 15% to 20%. This change is fully in line with the current remuneration policy for the management board and the supervisory board.

As part of the WeShare by Erste Group share program, all eligible employees including all members of the management board are further awarded Erste Group shares to the value of approximately EUR 350 per person for the performance year 2022, with the actual transfer of shares, however, taking place in June 2023.

As a part of the Investment Plus program, all eligible employees including all management board members, were given the opportunity to purchase discounted Erste Group shares for performance year 2021 in September 2022. The total amount of shares purchased by the management board was EUR 27,932/ 1,276 shares and the discounted offer was EUR 11,996/ 548 shares. These shares are subject to a minimum holding period of 5 years according to the rules of the Investment Plus program.

#### Total remuneration awarded or owed for 2022 by management board member

in EUR	Fixed remuneration		Variable remuneration	Total remuneration	Relative share	
	Base salary	Other remuneration			Fixed	Variable
Willi Cernko (from 1 Jul 2022)	610,000.02	139,860.62	610,000.00	1,359,860.64	55.0%	45.0%
Bernd Spalt (until 30 Jun 2022)	610,000.02	155,273.08	500,000.00	1,265,273.10	60.0%	40.0%
Ingo Bleier	850,000.20	209,098.51	850,000.00	1,909,098.71	55.0%	45.0%
Stefan Dörfler	850,000.20	209,650.56	850,000.00	1,909,650.76	55.0%	45.0%
Alexandra Habeler-Drabek	850,000.20	209,322.55	850,000.00	1,909,322.75	55.0%	45.0%
David O'Mahony	850,000.20	208,545.95	830,000.00	1,888,546.15	56.0%	44.0%
Maurizio Poletto	720,000.40	173,100.17	650,000.00	1,543,100.57	58.0%	42.0%
<b>Total</b>	<b>5,340,001.24</b>	<b>1,304,851.44</b>	<b>5,140,000.00</b>	<b>11,784,852.68</b>		

#### Total remuneration awarded or owed for 2021 by management board member

in EUR	Fixed remuneration		Variable remuneration	Total remuneration	Relative share	
	Base salary	Other remuneration			Fixed	Variable
Bernd Spalt	1,000,000.00	185,372.25	1,153,000.00	2,338,372.25	50.7%	49.3%
Ingo Bleier	700,000.00	132,612.82	807,000.00	1,639,612.82	50.8%	49.2%
Stefan Dörfler	700,000.00	133,743.57	807,000.00	1,640,743.57	50.8%	49.2%
Alexandra Habeler-Drabek	700,000.00	132,829.97	807,000.00	1,639,829.97	50.8%	49.2%
David O'Mahony	700,000.00	131,123.58	807,000.00	1,638,123.58	50.7%	49.3%
Maurizio Poletto	500,000.08	71,733.85	551,000.00	1,122,733.93	50.9%	49.1%
Thomas Schaufler (until 31 October 2021)	416,666.14	125,420.69	416,000.00	958,086.83	56.6%	43.4%
<b>Total</b>	<b>4,716,666.22</b>	<b>912,836.73</b>	<b>5,348,000.00</b>	<b>10,977,502.95</b>		

## VARIABLE REMUNERATION AWARDED OR OWED

Starting with performance year 2021, the variable remuneration system in shares for management board members has been applied. A detailed description of the remuneration scheme can be found in the current remuneration policy. The remuneration policy of the management board and supervisory board of Erste Group Bank AG is available at the following link: [Remuneration policy of Erste Group Bank AG](#)

### Variable remuneration awarded or owed for 2022 by management board member

in EUR	Upfront		Deferral		Total variable remuneration
	Cash	Non-cash	Cash	Non-cash	
Willi Cernko (from 1 July 2022)	121,977.13	122,022.87	182,999.16	183,000.84	610,000.00
Bernd Spalt (until 30 June 2022)	99,998.81	100,001.19	149,998.22	150,001.78	500,000.00
Ingo Bleier	169,984.59	170,015.41	254,976.89	255,023.11	850,000.00
Stefan Dörfler	169,984.59	170,015.41	254,976.89	255,023.11	850,000.00
Alexandra Habeler-Drabek	169,984.59	170,015.41	254,976.89	255,023.11	850,000.00
David O'Mahony	165,967.24	166,032.76	248,967.59	249,032.41	830,000.00
Maurizio Poletto	129,978.37	130,021.63	194,984.29	195,015.71	650,000.00
<b>Total</b>	<b>1,027,875.32</b>	<b>1,028,124.68</b>	<b>1,541,879.93</b>	<b>1,542,120.07</b>	<b>5,140,000.00</b>

### Variable remuneration awarded or owed for 2021 by management board member

in EUR	Upfront		Deferral		Total variable remuneration
	Cash	Non-cash	Cash	Non-cash	
Bernd Spalt	230,575.39	230,624.61	345,893.64	345,906.36	1,153,000.00
Ingo Bleier	161,381.10	161,418.90	242,086.93	242,113.07	807,000.00
Stefan Dörfler	161,381.10	161,418.90	242,086.93	242,113.07	807,000.00
Alexandra Habeler-Drabek	161,381.10	161,418.90	242,086.93	242,113.07	807,000.00
David O'Mahony	161,381.10	161,418.90	242,086.93	242,113.07	807,000.00
Maurizio Poletto	110,190.28	110,209.72	165,270.14	165,329.86	551,000.00
Thomas Schaufler (until 31 October 2021)	83,169.81	83,230.19	124,785.28	124,814.72	416,000.00
<b>Total</b>	<b>1,069,459.88</b>	<b>1,069,740.12</b>	<b>1,604,296.78</b>	<b>1,604,503.22</b>	<b>5,348,000.00</b>

## DETAILS REGARDING VARIABLE REMUNERATION

### Performance management

The performance criteria and their impact on the variable remuneration of the management board of Erste Group Bank AG were determined by the supervisory board at the beginning of the year.

The **first criterion for determining the variable remuneration of the members of the management board is the financial performance of Erste Group as a whole**. The fulfilment of minimum performance criteria (net result attributable to owners of the parent, capital and liquidity requirements) is the basic prerequisite for the awarding of variable remuneration. Based on the fulfilment of weighted business-related performance criteria, a bonus pool multiplier reflecting the overall achievement at group level is determined. For the year 2022, the bonus pool multiplier was 115.44%, calculated based on the following criteria:

- \_ operating result minus risk costs (weighting 35%) with an achievement grade of 117.28%
- \_ cost/income ratio (weighting 35%) with an achievement grade of 120.00%
- \_ customer experience index (weighting 30%) with an achievement grade of 107.97%

The **individual targets for the award of variable remuneration take into account Erste Group's strategic and operational objectives as well as a leadership component**. In this way, the variable remuneration contributes to the long-term development of the company and creates incentives to actively pursue the key pillars of Erste Group's strategy (efficiency, digital transformation and growth).

The individual strategic targets are defined in more detail in the scorecard of the respective board member, and the achievement of these is evaluated at the end of the performance period.

Performance with regard to leadership targets of management board members is assessed by the remuneration committee. The results of multi-source feedback are used as an objective basis for this assessment. The Head of People & Culture presents individual feedback profiles and average scores to the members of the remuneration committee, who discuss each individual feedback profile and adjust the rating based



on situational observations. In addition, the leadership criteria for top executives are consulted to underpin the final rating. The remuneration committee may make comparative adjustments before approving the final ratings.

A validation process ensures that there is a balanced mix of feedback providers, close cooperation between board members and the feedback providers and frequent interaction as a reliable basis for observing and giving specific feedback based on different work situations.

In 2022, a LEAD 360° survey was used to gather feedback from multiple sources on how each management board member and his/her team collaborates with other areas, adapts to change, and implements the business strategy. Feedback is obtained from the chairman of the management board or the chairman of the supervisory board of Erste Group Bank AG as well as from other members of the management board of Erste Group Bank AG and the local banks and subsidiaries. In addition, the members of the management board evaluate themselves.

## Target achievement and variable remuneration 2022

### Willi Cernko (Chairman of the Board and Chief Retail Officer from 1 July 2022)

Targets	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational CEO Targets	Operating Result	8.75%	3,425.90	150%	13.13%	
	Return on Tangible Equity (ROTE)	8.75%	12.40%	150%	13.13%	
	Cost Containment	7.00%	PEREX Run Rate Targets	100%	7.00%	
Strategic CEO Targets	Group Priorities: Culture – Definition of Core Group Values Brand - Local Banks' achievements of their respective brand targets	17.50%	According to Scorecard	110%	19.18%	
	Environmental Social Governance (ESG): ESG ratings Communication and capacity building Diversity: Gender diversity in top management	10.50%	According to Scorecard	120%	12.60%	
	Operating Result Retail Segment	3.00%	1,508.00	150%	4.50%	
	Operating Result	1.50%	3,425.90	150%	2.25%	
Operational Chief Retail Officer Targets	Return on Tangible Equity	3.00%	12.40%	150%	4.50%	
	Customer Experience Index (Retail)	2.25%	0.00	119%	2.68%	
	Cost Containment	3.00%	PEREX Run Rate Targets	100%	3.00%	
	Group Priorities: Financial Health Company Retail Strategy	5.25%	According to Scorecard	100%	5.25%	
Strategic Chief Retail Officer Targets	Environmental Social Governance (ESG): ESG Ratings Green Mortgages Portfolio Net Zero Targets	4.50%		100%	4.50%	
	Leadership KPIs	Leadership	Assessment by Remuneration Committee	120%	30.00%	
	<b>Total</b>	<b>100.00%</b>			<b>121.72%</b>	<b>610,000.00</b>

Willi Cernko held the position of CEO and Chief Retail Officer in parallel for the second half of the financial year 2022. There is a scorecard for each function. The KPI achievement of the respective scorecards is assessed with 70% for the function of CEO and 30% for the function of Chief Retail Officer.

### Bernd Spalt (Chairman of the Board until 30 June 2022)

Targets	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational CEO Targets	Operating Result	12.50%	3,425.90	150%	18.75%	
	Return on Tangible Equity (ROTE)	12.50%	12.40%	150%	18.75%	
	Cost Containment	10.00%	PEREX Run Rate Targets	100%	10.00%	
Strategic CEO Targets	Group Priorities: Culture – Definition of Core Group Values Brand - Local Banks' achievements of their respective brand targets	25.00%	According to Scorecard	110%	27.40%	
	Environmental Social Governance (ESG): ESG Ratings Communication and Capacity Building Diversity: Gender diversity in top management	15.00%	According to Scorecard	120%	18.00%	
	Leadership KPIs	Leadership	Assessment by Remuneration Committee	75%	18.75%	
	<b>Total</b>	<b>100.00%</b>			<b>111.65%</b>	<b>500,000.00</b>

### Ingo Bleier (Chief Corporates & Markets Officer (full year) and Chief Retail Officer (until 30 June 2022))

Tar	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Corporates & Markets Targets	Operating Result C&M Segment	7.50%	1,474.60	150%	11.25%	
	Operating Result	3.75%	3,425.90	150%	5.63%	
	Return on Tangible Equity (ROTE)	7.50%	12.40%	150%	11.25%	
	CXI (SME)	5.63%	1.60	120%	6.76%	
	Cost Containment	7.50%	PEREX Run Rate Targets	100%	7.50%	
Strategic Corporates & Markets Targets	Group Priorities: Financial Health Company Digital Corporate Banking	13.13%	According to Scorecard	120%	15.76%	
	Environmental Social Governance (ESG): ESG Ratings					
	Implement Green Asset Screening Rules and Increase Green Assets	11.25%	According to Scorecard	120%	13.50%	
	Portfolio Net Zero Targets					
Operational Chief Retail Officer Targets	Operating Result Retail Segment	2.50%	1,508.00	150%	3.75%	
	Operating Result	1.25%	3,425.90	150%	1.88%	
	Return on Tangible Equity (ROTE)	2.50%	12.40%	150%	3.75%	
	Customer Experience Index (Retail)	1.88%	0.00	119%	2.24%	
	Cost Containment	2.50%	PEREX Run Rate Targets	100%	2.50%	
Strategic Chief Retail Officer Targets	Group Priorities: Financial Health Company Retail Strategy	4.38%	According to Scorecard	100%	4.38%	
	Environmental Social Governance (ESG): ESG Ratings					
	Green Mortgages	3.75%	According to Scorecard	100%	3.75%	
	Portfolio Net Zero Targets					
Leadership KPIs	Leadership	25.00%	Assessment by Remuneration Committee	120%	30.00%	
Total		100.00%			123.90%	850,000.00

Ingo Bleier held the position of Chief Corporates & Markets Officer and Chief Retail Officer in parallel for the first half of the financial year 2022. There is a scorecard for each function. The KPI achievement of the respective scorecards is assessed with 50% for the function of Chief Corporates & Markets Officer and 50% for the function of Chief Retail Officer.

### Stefan Dörfler (Chief Financial Officer)

Tar	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Operating Result	10.00%	3,425.90	150%	15.00%	
	Return on Tangible Equity (ROTE)	10.00%	12.40%	150%	15.00%	
	Data Management	6.00%	Data Quality and Production, Business Data Management, Governance	100%	6.00%	
	Cost Containment	8.00%	PEREX Run Rate Targets	120%	9.60%	
Strategic Targets	Group Priorities: Capital Management (incl. MREL)	14.00%	According to Scorecard	120%	16.80%	
	Environmental Social Governance (ESG): ESG Ratings					
	Climate Neutrality of the Group	12.00%	According to Scorecard	120%	14.40%	
	Portfolio Net Zero Targets					
EBOe Targets	EBOe Targets	15.00%		116%	17.38%	
Leadership KPIs	Leadership	25.00%	Assessment by Remuneration Committee	120%	30.00%	
Total		100.00%			124.18%	850,000.00

### Alexandra Habeler-Drabek (Chief Risk Officer)

Targets	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Risk Costs	10.00%	0.19% - 0.09%	100%	10.00%	
	NPL Ratio	10.00%	2.60% - 2.30%	140%	14.00%	
	Data Management	6.00%	Data Quality and Production, Business Data Management, Governance	100%	6.00%	
	Cost Containment	8.00%	PEREX Run Rate Targets	100%	8.00%	
Strategic Targets	Group priorities: Digital Lending Leading Compliance	14.00%	According to Scorecard	100%	14.00%	
	Environmental Social Governance (ESG): ESG Ratings ECB ESG Action Plan Portfolio Net Zero Targets	12.00%	According to Scorecard	120%	14.40%	
	EBOe Targets	15.00%		120%	17.96%	
	Leadership KPIs	25.00%	Assessment by Remuneration Committee	120%	30.00%	
<b>Total</b>		<b>100.00%</b>			<b>114.36%</b>	<b>850,000.00</b>

In the financial year 2022, Alexandra Habeler-Drabek and Stefan Dörfler were members of the management boards of Erste Group Bank AG and Erste Bank der oesterreichischen Sparkassen AG (EBOe). Therefore, the variable remuneration is awarded on the basis of the weighted target achievements of EBOe and Erste Group. The target structure for EBOe is similar to that in Erste Group Bank AG (e.g. operating result EBOe, return on allocated capital, strategic targets and leadership). Alexandra Habeler-Drabek and Stefan Dörfler each had full KPI scorecards for each of the two positions they held as CRO in EBOe and Group and CFO in EBOe and Group respectively. For Alexandra Habeler-Drabek and Stefan Dörfler each the KPI achievement of the respective scorecards is assessed with 80% for the function in Erste Group Bank AG and 20% for the function in EBOe (15% Business Targets, 5% Leadership).

### David O'Mahony (Chief Operations Officer)

Targets	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Operating Result	12.50%	3,425.90	150%	18.75%	
	Return on Tangible Equity (ROTE)	12.50%	12.40%	150%	18.75%	
	Data Management	7.50%	Data Quality and Production, Business Data Management, Governance	100%	7.50%	
	Cost Containment	10.00%	PEREX Run Rate Targets	100%	10.00%	
Strategic Targets	Group Priorities Progressive Modernization Digitization of e2e Operations Security Performance in all entities	17.50%	According to Scorecard	100%	17.50%	
	Environmental Social Governance (ESG) ESG Ratings ESG Data Management (ED)	15.00%	According to Scorecard	100%	15.00%	
	Leadership KPIs	25.00%	Assessment by Remuneration Committee	100%	25.00%	
<b>Total</b>		<b>100.00%</b>			<b>112.50%</b>	<b>830,000.00</b>

**Maurizio Poletto (Chief Platform Officer)**

Targets	KPIs	Weighting	Targets 100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Operating Result	12.50%	3,425.90	150%	18.75%	
	Digital Sales Metrics:			120%	15.00%	
	Retail - Active Platform Users (Web + App)		6,872k			
	Digital Sales Share	12.50%	34.30%			
	Digital Securities Transactions Share		25.50%			
	Customer Experience Index (Retail)	7.50%	0.00	119%	8.95%	
Strategic Targets	Cost Containment	10.00%	PEREX Run Rate Targets	100%	10.00%	
	Group Priorities: Platform Strategy	17.50%	According to Scorecard	100%	17.50%	
	Environmental Social Governance (ESG): ESG Ratings	15.00%	According to Scorecard	120%	18.00%	
Leadership KPIs	Leadership	25.00%	Assessment by Remuneration Committee	100%	25.00%	
<b>Total</b>		<b>100.00%</b>			<b>113.20%</b>	<b>650,000.00</b>

If the calculated variable remuneration of a management board member would exceed 100% of the fixed remuneration, the variable remuneration amount actually awarded is set at 100% of fixed remuneration.

## TOTAL REMUNERATION PAID

In the financial years 2022 and 2021, the following amounts were paid to management board members for their entitlements from management board activities undertaken in previous years. Payments to former members of the management board are shown cumulatively.

### Total remuneration paid

in EUR	Willi Cernko (from 1 July 2022)		Bernd Spalt (until 30 June 2022)		Ingo Bleier		Stefan Dörfler	
	2022	2021	2022	2021	2022	2021	2022	2021
<b>Fixed remuneration</b>								
Base salary	610,000.02	-	610,000.02	1,000,000.00	850,000.20	700,000.00	850,000.20	700,000.00
Other remuneration	139,860.62	-	155,273.08	185,372.25	209,098.51	132,612.82	209,650.56	133,743.57
<b>Variable remuneration</b>								
<b>Cash payment</b>								
Financial year 2021	-	-	230,575.39	-	161,381.10	-	161,381.10	-
Financial year 2020	-	-	-	-	-	-	-	-
Financial year 2019	-	-	-	-	-	-	-	-
Financial year 2018	-	-	-	-	-	-	-	-
Financial year 2017	-	-	-	-	-	-	-	-
Financial year 2016	-	-	-	-	-	-	-	-
Financial year 2015	-	-	-	-	-	-	-	-
<b>Phantom shares</b>								
Financial year 2021	-	-	-	-	-	-	-	-
Financial year 2020	-	-	545,990.20	-	394,331.77	-	394,331.77	-
Financial year 2019	-	-	82,909.26	182,258.48	51,115.24	112,343.65	51,355.75	112,910.82
Financial year 2018	-	-	-	-	-	-	-	-
Financial year 2017	-	-	-	-	-	-	-	-
Financial year 2016	-	-	-	-	-	-	-	-
Financial year 2015	-	-	-	-	-	-	-	-
<b>Total</b>	<b>749,860.64</b>	<b>-</b>	<b>1,624,747.95</b>	<b>1,367,630.73</b>	<b>1,665,926.82</b>	<b>944,956.47</b>	<b>1,666,719.38</b>	<b>946,654.39</b>

in EUR	Alexandra Habeler-Drabek		David O'Mahony		Maurizio Poletto		Former board members	
	2022	2021	2022	2021	2022	2021	2022	2021
<b>Fixed remuneration</b>								
Base salary	850,000.20	700,000.00	850,000.20	700,000.00	720,000.40	500,000.08	610,000.02	350,000.00
Other remuneration	209,322.55	132,829.97	208,545.95	131,123.58	173,100.17	71,733.85	136,896.44	65,561.74
<b>Variable remuneration</b>								
<b>Cash payment</b>								
Financial year 2021	161,381.10	-	161,381.10	-	110,190.28	-	83,169.81	-
Financial year 2020	-	-	-	-	-	-	-	-
Financial year 2019	-	-	-	-	-	-	96,000.00	96,000.00
Financial year 2018	-	-	-	-	-	-	366,000.00	366,000.00
Financial year 2017	-	-	-	-	-	-	346,200.00	346,200.00
Financial year 2016	-	-	-	-	-	-	344,400.00	344,400.00
Financial year 2015	-	-	-	-	-	-	-	261,600.00
<b>Phantom shares</b>								
Financial year 2021	-	-	-	-	-	-	-	-
Financial year 2020	394,331.77	-	394,331.77	-	-	-	746,183.30	-
Financial year 2019	50,751.32	111,536.52	-	-	-	-	544,567.57	1,196,907.02
Financial year 2018	-	-	-	-	-	-	328,295.53	216,463.32
Financial year 2017	-	-	-	-	-	-	347,418.23	229,071.96
Financial year 2016	-	-	-	-	-	-	463,775.70	305,792.84
Financial year 2015	-	-	-	-	-	-	344,473.72	227,130.48
<b>Total</b>	<b>1,665,786.94</b>	<b>944,366.49</b>	<b>1,614,259.02</b>	<b>831,123.58</b>	<b>1,003,290.85</b>	<b>571,733.93</b>	<b>4,757,380.32</b>	<b>4,005,127.36</b>

## Development of share-based remuneration

The tables below give detailed information on the share-based variable remuneration of management board members<sup>1</sup>.

### Development of share-based remuneration through upfront shares - LTI

in EUR or in units	Number of shares	New shares awarded for 2022	Shares paid out
	1 January 2022		31 December 2022
Willi Cernko (from 1 July 2022)	-	3,646	-
Bernd Spalt (until 30 June 2022)	7,548	2,988	-
Ingo Bleier	5,283	5,080	-
Stefan Dörfler	5,283	5,080	-
Alexandra Habeler-Drabek	5,283	5,080	-
David O'Mahony	5,283	4,961	-
Maurizio Poletto	3,607	3,885	-
<b>Total</b>	<b>32,287</b>	<b>30,720</b>	<b>-</b>

Remuneration in upfront shares will be transferred for the first time in 2023 (for the performance period 2021) after the one-year retention period of the shares awarded as upfront payment and the blocking period is completed.

### Development of share-based remuneration through Performance Share Units (PSUs) - LTI

in EUR or in units	Number of PSUs	New PSUs awarded for 2022	Total number of PSUs
	1 January 2022		31 December 2022
Willi Cernko (from 1 July 2022)	-	5,468	5,468
Bernd Spalt (until 30 June 2022)	11,321	4,482	15,803
Ingo Bleier	7,924	7,620	15,544
Stefan Dörfler	7,924	7,620	15,544
Alexandra Habeler-Drabek	7,924	7,620	15,544
David O'Mahony	7,924	7,441	15,365
Maurizio Poletto	5,411	5,827	11,238
<b>Total</b>	<b>48,428</b>	<b>46,078</b>	<b>94,506</b>

Remuneration in PSUs will be transferred for the first time in 2028 (for the performance period 2021) after the deferral and vesting period. Remuneration in PSUs for the performance period 2022 will be transferred in 2029.

For the share-based remuneration through upfront-shares and PSUs a share price of EUR 33.4676 was taken into consideration, which represents the average share price of Erste Group Bank AG on the 30 consecutive trading days before the date of the award on 23 March 2023.

### Development of share-based remuneration in phantom shares

in EUR or in units	Number of phantom shares	New phantom shares awarded	Phantom shares paid out in cash	Average weighted share price 2021	Countervalue of phantom shares paid	Number of phantom shares
	1 Jan 2022					31 Dec 2022
Bernd Spalt (until 30 June 2022)	53,788	-	19,009	33.08	628,899.46	34,779
Ingo Bleier	37,524	-	13,464	33.08	445,447.01	24,060
Stefan Dörfler	37,559	-	13,471	33.08	445,687.52	24,088
Alexandra Habeler-Drabek	37,469	-	13,453	33.08	445,083.09	24,016
David O'Mahony	29,799	-	11,919	33.08	394,331.77	17,880
<b>Total</b>	<b>196,139</b>	<b>-</b>	<b>71,316</b>		<b>2,359,448.85</b>	<b>124,823</b>

For the performance years 2020 and prior, a pay-out model using phantom shares was in place. Outstanding deferrals in phantom shares still come to payment.

The calculation of the phantom shares paid out in cash in 2022 is based on the average weighted average price of the Erste Group Bank AG share in 2021.

<sup>1</sup> For details on the payout model refer to page 3

## Annual change in total remuneration, economic performance and average compensation of other employees

In the future, the table below will show a five-year comparison of the change in total remuneration, the economic performance of the company and the average remuneration of other employees of Erste Group Bank AG (Holding).

### Annual change

		2022	2022 vs 2021	2021 vs 2020	2020 vs 2019
<b>Total remuneration of board members</b>	in EUR	11,784,852.68	7.35%	0.69%	-18.73%
<b>Financial success (company performance)</b>					
Net result attributable to owners of the parent	in EUR million	2,164.7	12.55%	145.61%	-46.73%
Operating result	in EUR million	3,995.8	16.31%	17.07%	-1.28%
Return on tangible equity		12.6%	↗	↗	↘
Cost/income ratio		53.4%	↘	↘	↔
Provisioning ratio	in basis points	15	↗	↘	↗
<b>Average remuneration of employees of Holding who are not members of the management board</b>	in EUR	107,726.0	1.01%	6.75%	-2.75%

The remuneration of the members of the management board at individual level is shown in the table "Total remuneration by management board function 2022".

The average remuneration of employees of Holding who are not members of the management board is calculated on the basis of full-time equivalent including the following components: base salary, allowances, pension contributions and variable remuneration.



# Remuneration of the supervisory board

## Principles of the remuneration policy for supervisory board members

The annual general meeting granted the members of the supervisory board annual remuneration based on a fixed scale by resolution on 18 May 2022 for the financial year 2021 and the following years (provided a future annual general meeting does not determine otherwise). In accordance with this resolution, the chairperson of the supervisory board receives remuneration of EUR 180,000, the 1st vice chairperson EUR 95,000, the 2nd vice chairperson EUR 80,000 and ordinary members of the supervisory board EUR 65,000 each. The chairpersons of the risk and audit committees receive additional remuneration of EUR 20,000 each. The chairpersons of the remuneration, nomination and IT committees receive additional remuneration of EUR 10,000. If the person of the finance expert and the chairperson of the audit committee are not identical, the former also receives an annual remuneration of EUR 20,000. Ordinary members of committees, as well as deputy chairpersons of committees, do not receive separate remuneration for their committee activities. In accordance with the duration of the respective supervisory board mandate, the remuneration for the business year shall be allocated in a prorated manner (pro rata temporis) or for the entire financial year. Members of the employees' council do not receive attendance fees or supervisory board remuneration.

Total remuneration for supervisory board members for the financial year 2022 thus totalled EUR 1,018,945.21. In addition, attendance fees paid to the members of the supervisory board were set at EUR 1,200 per meeting of the supervisory board or one of its committees.

## Total remuneration of supervisory board members

### Membership in supervisory board committees

	Executive Committee	Nomination Committee	Audit Committee	Risk Committee	Remuneration Committee	IT Committee	Strategy & Sustainability Committee
Chairman	Friedrich Rödler	Friedrich Rödler	Christine Catasta <sup>3</sup>	Maximilian Hardegg	Friedrich Rödler remuneration expert	Maximilian Hardegg	Alois Flatz <sup>8</sup>
Chairman			Friedrich Rödler <sup>1</sup> finance expert				Friedrich Rödler <sup>7</sup>
Chairman			Michèle F. Sutter-Rüdiss <sup>9</sup>				
Vice Chairman	Maximilian Hardegg <sup>2</sup>	Maximilian Hardegg <sup>2</sup>	Maximilian Hardegg <sup>1</sup>	Jan Homan <sup>1</sup>	Maximilian Hardegg <sup>2</sup>	Friedrich Rödler	Maximilian Hardegg <sup>7</sup>
Vice Chairman	Jan Homan <sup>1</sup>	Jan Homan <sup>1</sup>	Friedrich Rödler <sup>2</sup> Finance expert	Friedrich Rödler <sup>2</sup>	Jan Homan <sup>1</sup>		Friedrich Rödler <sup>8</sup>
Member	Christine Catasta <sup>3</sup>	Christine Catasta <sup>3</sup>	Jan Homan <sup>1</sup>	Christine Catasta <sup>3</sup>	Hikmet Ersek <sup>2</sup>	Henrietta Egerth-Stadlhuber	Henrietta Egerth-Stadlhuber
Member	Maximilian Hardegg <sup>1</sup>	Hikmet Ersek <sup>2</sup>	Marion Khüny <sup>2</sup>	Henrietta Egerth-Stadlhuber	Alois Flatz <sup>2</sup>	Marion Khüny	Hikmet Ersek
Member	Elisabeth Krainer Senger-Weiss	Maximilian Hardegg <sup>1</sup>	Mariana Kühnel <sup>2</sup>	Marion Khüny	Maximilian Hardegg <sup>1</sup>	Mariana Kühnel <sup>2</sup>	Alois Flatz <sup>7</sup>
Member	Barbara Pichler	Elisabeth Krainer Senger-Weiss	Friedrich Santner	Elisabeth Krainer Senger-Weiss	Elisabeth Krainer Senger-Weiss <sup>2</sup>	Michael Schuster	Maximilian Hardegg <sup>8</sup>
Member	Karin Zeisel	Michèle F. Sutter-Rüdiss <sup>1</sup>	Michèle F. Sutter-Rüdiss <sup>10</sup>	Friedrich Rödler <sup>1</sup>	András Simor	Martin Grießer <sup>3</sup>	András Simor
Member		Andreas Lachs <sup>2</sup>	Martin Grießer <sup>3</sup>	Markus Haag <sup>5</sup>	Michèle F. Sutter-Rüdiss <sup>1</sup>	Andreas Lachs	Andreas Lachs
Member		Barbara Pichler	Regina Haberhauer	Regina Haberhauer <sup>6</sup>	Martin Grießer <sup>3</sup>	Barbara Pichler	Barbara Pichler
Member		Karin Zeisel	Barbara Pichler	Andreas Lachs	Andreas Lachs	Karin Zeisel <sup>4</sup>	Karin Zeisel
Member			Jozef Pinter <sup>4</sup>	Jozef Pinter	Barbara Pichler		
Member					Karin Zeisel <sup>4</sup>		
Substitute	Martin Grießer <sup>3</sup>	Alois Flatz <sup>2</sup>	Maximilian Hardegg <sup>2</sup>	Martin Grießer <sup>3</sup>	Christine Catasta <sup>3</sup>	Elisabeth Krainer Senger-Weiss	Elisabeth Krainer Senger-Weiss
Substitute	Andreas Lachs	Martin Grießer <sup>3</sup>	Marion Khüny <sup>1</sup>	Regina Haberhauer <sup>5</sup>	Friedrich Santner <sup>1</sup>	Markus Haag <sup>5</sup>	Michael Schuster
Substitute	Jozef Pinter <sup>4</sup>	Regina Haberhauer <sup>2</sup>	Andreas Lachs	Barbara Pichler <sup>6</sup>	Markus Haag <sup>5</sup>	Regina Haberhauer <sup>6</sup>	Martin Grießer <sup>3</sup>
Substitute		Andreas Lachs <sup>1</sup>	Jozef Pinter <sup>3</sup>	Karin Zeisel <sup>4</sup>	Regina Haberhauer <sup>6</sup>	Jozef Pinter <sup>4</sup>	Regina Haberhauer
Substitute		Jozef Pinter <sup>4</sup>	Karin Zeisel <sup>4</sup>		Jozef Pinter <sup>4</sup>	Karin Zeisel <sup>3</sup>	Jozef Pinter <sup>4</sup>
Substitute					Karin Zeisel <sup>3</sup>		

<sup>1</sup> until 18 May 2022    <sup>2</sup> from 18 May 2022    <sup>3</sup> from 1 July 2022    <sup>4</sup> until 30 June 2022    <sup>5</sup> until 11 January 2022 and again from 18 May 2022

<sup>6</sup> from 11 January 2022 until 18 May 2022

<sup>10</sup> until 18 May 2022 and again from 1 July 2022

<sup>7</sup> until 15 September 2022

<sup>8</sup> from 15 September 2022

<sup>9</sup> from 18 May 2022 until 30 June 2022

In 2022, all members of the supervisory board attended more than half of the supervisory board and committee meetings that took place after their election or delegation to the supervisory board or before their resignation from their mandate or revocation of their delegation.

Furthermore, in 2022, the ordinary members of the supervisory board attended in person, by videoconferencing or teleconferencing at least half of the committee meetings held after their election or delegation to the supervisory board or before resigning from their mandate or their delegation being revoked.

The following table shows the attendance of meetings by ordinary members without accounting for the attendance of substitute members. In the exceptional circumstances caused by Covid-19 in 2022, members attending virtual meetings only via acoustic channels are still considered to be in regular attendance in all regards under an ordinance issued by the Federal Ministry of Justice.

## Meeting attendance

Name	Supervisory Board (8 meetings)	Risk Committee (17 meetings)	Audit Committee (7 meetings)	Nomination Committee (9 meetings)	Remuneration Committee (6 meetings)	IT Committee (4 meetings)	Strategy & Sustainability Committee (1 meeting)
Friedrich Rödler	100%	100%	100%	100%	100%	100%	100%
Jan Homan	100% <sup>1</sup>	100% <sup>1</sup>	67% <sup>1</sup>	100% <sup>1</sup>	100% <sup>1</sup>		
Maximilian Hardegg	100%	100%	100% <sup>1</sup>	100%	80%	100%	100%
Elisabeth Krainer Senger-Weiss	88%	100%		100%	100% <sup>2</sup>		
Christine Catasta	100% <sup>3</sup>	100% <sup>3</sup>	100% <sup>3</sup>	100% <sup>3</sup>			
Henrietta Egerth-Stadlhuber	100%	76%				100%	100%
Hikmet Ersek	100% <sup>2</sup>			100% <sup>2</sup>	100% <sup>2</sup>		100%
Alois Flatz	100% <sup>2</sup>				100% <sup>2</sup>		100%
Marion Khüny	100%	100%	100% <sup>2</sup>			100%	
Mariana Kühnel	100% <sup>2</sup>		100% <sup>2</sup>			100% <sup>2</sup>	
Friedrich Santner	100%		86%				
Michael Schuster	100%					100%	
András Simor	100%				100%		100%
Michèle F. Sutter-Rüdissler	100%		100%	100% <sup>2</sup>	100% <sup>1</sup>		
Barbara Pichler	100%		100%	75%	80%	100%	100%
Martin Grießer	67% <sup>3</sup>		67% <sup>3</sup>		50% <sup>3</sup>	50% <sup>3</sup>	
Markus Haag	83% <sup>2</sup>	90% <sup>2</sup>					
Regina Haberhauer	75%	57% <sup>1</sup>	57%				
Andreas Lachs	100%	71%		75% <sup>2</sup>	100%	75%	100%
Jozef Pinter	88%	82%	100% <sup>4</sup>				
Karin Zeisel	100%			63%	100% <sup>4</sup>	100% <sup>4</sup>	100%

<sup>1</sup> until 18 May 2022, supervisory board member or ordinary member of the committee <sup>2</sup> from 18 May 2022, supervisory board member or ordinary member of the committee

<sup>3</sup> from 1 July 2022, supervisory board member or ordinary member of the committee <sup>4</sup> until 30 June 2022, ordinary member of the committee

## Remuneration of members of the supervisory board for 2022

In EUR	Attendance fees	Remuneration of supervisory board	Total
Friedrich Rödler	59,400.00	220,958.90	280,358.90
Jan Homan (until 18 May 2022)	19,000.00	35,917.81	54,917.81
Maximilian Hardegg	53,600.00	124,589.04	178,189.04
Elisabeth Krainer Senger-Weiss	44,000.00	74,547.95	118,547.95
Christine Catasta (from 1 July 2022)	20,400.00	42,849.32	63,249.32
Henrietta Egerth-Stadlhuber	30,800.00	65,000.00	95,800.00
Hikmet Ersek (from 18 May 2022)	18,000.00	40,602.74	58,602.74
Alois Flatz (from 18 May 2022)	20,400.00	46,465.75	66,865.75
Marion Khüny	38,800.00	65,000.00	103,800.00
Mariana Kühnel (from 18 May 2022)	16,800.00	40,602.74	57,402.74
Friedrich Santner	18,000.00	65,000.00	83,000.00
Michael Schuster	16,200.00	65,000.00	81,200.00
András Simor	17,200.00	65,000.00	82,200.00
Michèle F. Sutter-Rüdissler	26,000.00	67,410.96	93,410.96
<b>Delegated by the employees' council</b>			
Markus Haag			
Regina Haberhauer			
Andreas Lachs			
Barbara Pichler			
Jozef Pinter			
Karin Zeisel			
<b>Total</b>	<b>398,600.00</b>	<b>1,018,945.21</b>	<b>1,417,545.21</b>

The employees' council representatives on the supervisory board do not receive attendance fees or supervisory board remuneration.

### Remuneration of the supervisory board members for supervisory board functions in fully consolidated subsidiaries

Members of the supervisory board receive for their board functions in fully consolidated subsidiaries (affiliated companies) of Erste Group Bank AG a remuneration based on principles for the determination of supervisory board remuneration, that do also apply to all external members of the supervisory board of the individual affiliated company.

### Remuneration of the supervisory board members in fully consolidated subsidiaries

in EUR	Affiliated company	2022
Friedrich Rödler	Erste Bank der oesterreichischen Sparkassen AG (Chairman)	104,000.00
	Erste Bank Hungary Zrt. (Member)	42,500.00
Maximilian Hardegg	TIROLER SPARKASSE Bankaktiengesellschaft Innsbruck (Member)	24,500.00
	Česká spořitelna, a.s. (Member)	63,600.00
Jan Homan	Erste Bank der oesterreichischen Sparkassen AG (Vice Chairman)	35,750.00
	Slovenská sporiteľňa, a.s. (1st Vice Chairman)	26,000.00
	Bausparkasse der österreichischen Sparkassen AG (from 29 March 2022)	4,916.00
Elisabeth Krainer Senger-Weiss	Banca Comercială Română (Member)	58,500.00
Friedrich Santner	Steiermärkische Bank und Sparkassen AG (Chairman)	44,800.00
Christine Catasta (from 1 July 2022)	Erste Bank der oesterreichischen Sparkassen AG (Member from 1 February 2022)	34,801.37
	Banca Comercială Română (Member from 30 December 2022)	-
<b>Total</b>		<b>439,367.37</b>

Supervisory board members of the affiliated companies receive additional remuneration for their functions as chairpersons of a committee, which is already included in the individual amounts in this chart.

# D&O Insurance

Erste Group Bank AG has directors' and officers' liability insurance. Unless otherwise provided by local law, the insurance policy covers former, current and future members of the management board or managing directors, of the supervisory board, of the administrative board and of the advisory board as well as senior management, holders of statutory powers of attorney (Prokuristen) and management staff of Erste Group Bank AG and the subsidiaries in which Erste Group Bank AG holds more than 50% of the shares or voting rights either directly or indirectly through one or more subsidiaries. The costs are borne by the company.

**For the supervisory board**  
Friedrich Rödler mp

**For the management board**  
Willibald Cernko mp



Erste Group Bank AG  
Am Belvedere 1  
1100 Vienna  
Austria

[www.erstegroup.com](http://www.erstegroup.com)