

Remuneration Supervisory Board - Erste Group Bank AG

Figures in EUR

ANNUAL REMUNERATION	APPROVED AGM 2022 full year	AS PROPOSED TO AGM 2024 full year
Chair Person	200,000 ¹	240,000
1 st Vice Chair	95,000	110,000
2 nd Vice Chair	80,000	90,000
Member	65,000	75,000

The **additional attendance** fee to be paid per meeting of the Supervisory Board or one of its committees, **remains unchanged at EUR 1,200.**

COMMITTEE	APPROVED AGM 2022 full year		AS PROPOSED TO AGM 2024 full year	
	Chair	Member	Chair	Member
Audit Committee	20,000	-	24,000 ²	-
Nomination Committee	10,000	-	12,000	-
Remuneration Committee	10,000	-	15,000	-
Risk Committee	20,000	-	24,000	-
IT Committee	15,000	-	18,000	-
Strategy & Sustainability Committee	10,000	-	15,000	-
Other committees ³	10,000	-	12,000	-

¹ Currently also includes the remuneration for financial expert function in the amount of EUR 20,000.

² If the finance expert is different than the Chair of the Audit Committee, a committee fee of 20,000 will be applied.

³ Other Committees – for any new committees, the Chair of the respective committee will receive EUR 12,000.