



Remuneration Report 2023

Remuneration report of the management board and the supervisory board of Erste Group Bank AG for the financial year 2023

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Introduction

The remuneration report of Erste Group Bank AG for the financial year 2023 was compiled by the management board and the supervisory board and is presented to the annual general meeting for a vote in 2024. 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 2023.

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 2022 was approved by the annual general meeting in 2023 with a voting result of 86.48%. Based on the feedback of the Erste Group Bank AG investors, the management board targets and target achievements, as well as the calculation method of the variable remuneration are described in more detail for the financial year 2023 in section *Details regarding variable remuneration*.

Christiane Tusek was elected at the annual general meeting in 2023 as a new supervisory board member. Friedrich Santner and András Simor were re-elected. The total number of supervisory board members elected by the annual general meeting thus increased from 13 to 14. In addition, with 14 supervisory board members representing shareholders, employee representatives could delegate 7 members from their ranks to the supervisory board. With the resignation of Hikmet Ersek's mandate, the total number of supervisory board members elected by the annual general meeting decreased to 13 as of 11 October 2023.

The Remuneration Committee of the supervisory board had the following changes during the year 2023: Elisabeth Krainer Senger-Weiss replaced Friedrich Rödler as the Chairperson of the Remuneration Committee on 12 May 2023, before that she was a regular member. Since then, Friedrich Rödler is the Vice Chairman and continues to be a remuneration expert. Maximilian Hardegg is a regular member of the Remuneration Committee since 12 May 2023, prior to that he was the Vice Chairman. Christine Catasta, who was previously a substitute member, and Mariana Kühnel are regular members of the Remuneration Committee as of 12 May 2023. Karin Zeisel is a regular member as of 12 May 2023, prior to that, she worked as a substitute member. Jozef Pinter is a substitute member of the Remuneration Committee since 12 Mar 2023. Hikmet Ersek was a regular member of the Remuneration Committee until 11 October 2023.

Driven by a good operating performance and a favourable rate environment, Erste Group Bank AG recorded an operating result of EUR 5.5 billion in 2023. Net interest income increased to EUR 7.2 billion. Net fee and commission income rose, supported by growth in payment services and asset management, to EUR 2.6 billion. Operating expenses increased to EUR 5.0 billion, thereof EUR 3.0 billion personnel expenses. The cost/income ratio improved to 47.6%. Risk costs amounted to 6 bps of average gross customer loans. The NPL ratio increased slightly from its historic low to 2.3%. Erste Group generated a net profit of nearly EUR 3.0 billion in 2023, return on tangible equity increased to 17.2%. Erste Group recorded growth in net customer loans of 2.8% to EUR 207.8 billion and in deposits to EUR 232.8 billion. The Common Equity Tier 1 ratio of 15.7% at the end of December 2023 demonstrates Erste Group's solid capital position, clearly above regulatory requirements and the internal target. Details on Erste Group's overall performance and financial results are presented in Erste Group's Annual Report 2023.

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.

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

There was no deviation from the remuneration policy in 2023.

Total remuneration of management board members

TOTAL REMUNERATION AWARDED OR OWED IN THE FINANCIAL YEAR

Total remuneration by management board function 2023

in EUR	Position	2023
Willi Cernko	Chairman of the Board	2,923,358.45
Ingo Bleier	Chief Corporates and Markets Officer	2,196,005.70
Stefan Dörfler	Chief Financial Officer	2,196,769.08
Alexandra Habeler-Drabek	Chief Risk Officer	2,196,421.98
David O'Mahony	Chief Operations Officer	2,195,797.78
Maurizio Poletto	Chief Platform Officer	2,192,828.66
Total		13,901,181.65

Explanatory notes and planned changes

Willi Cernko was the CEO and Chief Retail Officer of Erste Group Bank AG in 2023. In a meeting held on 5 October 2023, the supervisory board of Erste Group Bank AG appointed Peter Bosek to serve as CEO of Erste Group as of 1 July 2024. He succeeds Willi Cernko, who will continue to steer the banking group's business as CEO until then and will ensure a smooth handover.

Willi Cernko will resign from his mandate on 30 June 2024 and will then support the management board and the new CEO of Erste Group Bank AG in an advisory capacity until the end of his contract (31 December 2024).

Alexandra Habeler-Drabek and Stefan Dörfler also served as members of the management board of Erste Bank der oesterreichischen Sparkassen AG (EBOe) during 2023. 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 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
Total		11,784,852.68

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

Total remuneration of former board members

in EUR	2023	2022
Bernd Spalt	1,498,185.65	2,012,169.56
Total	1,498,185.65	2,012,169.56

The total amount shown in this table also includes the total remuneration granted and owed to the former members of the management board who no longer were in a management board function in 2023. The employment contract of Bernd Spalt with Erste Group Bank AG ended as of 31 December 2023 without any severance payment. 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.

The tables below show the total remuneration awarded or owed for the 2023 financial year per management board member as well as a breakdown of the short-term and long-term variable remuneration.

The base salary of the management board members was reviewed in 2022 in order to adjust the remuneration of the management board members to common market practice based on benchmarking data.

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 S.A., Swedbank AB, KBC Group NV, UniCredit S.p.A.

The benchmarking (median) showed that the base salary in the peer group was higher than the remuneration of the management board members in 2022, therefore the base salaries of Stefan Dörfler, Alexandra Habeler-Drabek, Ingo Bleier and David O'Mahony were increased from EUR 850,000 to EUR 980,000. For the same reason, the base salary of Maurizio Poletto was increased from EUR 720,000 to EUR 980,000. The bonus potential of 75% of the base salary and pension contribution of 20% of the base salary remained unchanged.

The change of the base salary of the management board members became effective on 1 January 2023.

The international peer-group-benchmarking exercise showed that the base salary of the CEO was 33% lower than in the peer group median. Based on the results of the benchmarking exercise, the base salary of the CEO was reviewed to reflect the common market practice and increased by approximately 15% from EUR 1,220,000 to EUR 1,400,000. All other parts of the remuneration package (bonus potential of 75% of the base salary and pension contribution of 20% of the base salary) remained unchanged.

The change of the base salary of the CEO became effective on 1 July 2023.

All eligible employees including the members of the management board were given the opportunity to participate in the WeShare by Erste Group share program. Participants receive Erste Group shares of the value of approximately EUR 350 per person for the performance year 2023. The actual transfer of shares, however, takes place in June 2024, using the closing price as of 25 June 2024.

As a part of the Investment Plus program, all eligible employees including management board members, were given the opportunity to purchase discounted Erste Group shares for the performance year 2022 in June 2023. The total amount of shares purchased by the management board was EUR 21,678.75/ 705 shares and the amount of discounted shares was EUR 11,992.50/ 390 shares. These shares are subject to a minimum holding period of 5 years according to the rules of the Investment Plus program. A similar program will be available for the performance year 2023, to be executed in June 2024.

Total remuneration awarded or owed for 2023 by management board member

in EUR	Fixed remuneration		Variable remuneration	Total remuneration	Relative share	
	Base salary	Other remuneration			Fixed	Variable
Willi Cernko	1,310,000.02	303,358.43	1,310,000.00	2,923,358.45	55.00%	45.00%
Ingo Bleier	980,000.00	236,005.70	980,000.00	2,196,005.70	55.00%	45.00%
Stefan Dörfler	980,000.00	236,769.08	980,000.00	2,196,769.08	55.00%	45.00%
Alexandra Habeler-Drabek	980,000.00	236,421.98	980,000.00	2,196,421.98	55.00%	45.00%
David O'Mahony	980,000.00	235,797.78	980,000.00	2,195,797.78	55.00%	45.00%
Maurizio Poletto	980,000.00	232,828.66	980,000.00	2,192,828.66	55.00%	45.00%
Total	6,210,000.02	1,481,181.63	6,210,000.00	13,901,181.65		

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%
Total	5,340,001.24	1,304,851.44	5,140,000.00	11,784,852.68		

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 2023 by management board member

in EUR	Upfront		Deferral		Total variable remuneration
	Cash	Non-cash	Cash	Non-cash	
Willi Cernko	261,968.58	262,031.42	392,991.30	393,008.70	1,310,000.00
Ingo Bleier	195,995.27	196,004.73	293,992.90	294,007.10	980,000.00
Stefan Dörfler	195,995.27	196,004.73	293,992.90	294,007.10	980,000.00
Alexandra Habeler-Drabek	195,995.27	196,004.73	293,992.90	294,007.10	980,000.00
David O'Mahony	195,995.27	196,004.73	293,992.90	294,007.10	980,000.00
Maurizio Poletto	195,995.27	196,004.73	293,992.90	294,007.10	980,000.00
Total	1,241,944.93	1,242,055.07	1,862,955.80	1,863,044.17	6,210,000.00

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
Total	1,027,875.32	1,028,124.68	1,541,879.93	1,542,120.07	5,140,000.00

DETAILS REGARDING VARIABLE REMUNERATION

A percentage (75%) of the management board member's remuneration (i.e. bonus potential) is used as a basis for the calculation of variable remuneration. In order to determine the variable remuneration awarded to an individual management board member, the respective bonus potential is multiplied by group performance factors as well as individual factors.

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 2023, the bonus pool multiplier was 116.03%, calculated based on the following criteria:

- _ operating result minus risk costs (weighting 35%) with an achievement grade of 120.00%
- _ cost/income ratio (weighting 35%) with an achievement grade of 120.00%
- _ customer experience index (weighting 30%) with an achievement grade of 106.77%

There are metrics to measure performance against the bank's standard peer group, which are taken into account when assessing the management board's performance: price to book value and ROTE.

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 2023, 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 2023

Willi Cernko (Chairman of the Board and Chief Retail Officer)

Targets	KPIs	Weighting	100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational	Operating Result	8.75%	4,617.9	150%	13.13%	
CEO Targets	Return on Tangible Equity (ROTE)	8.75%	14.1%	150%	13.13%	
	Group Priorities:					
	Talent Development & Succession	14.00%	<p><u>Group-wide Succession Pipeline:</u></p> <ul style="list-style-type: none"> - Adequate number of successors for local board positions - Adequate number of successors for Holding B-1 positions - Succession pipeline of senior management positions reflects the ambition of achieving the agreed target of females in Board/B-1 positions by 2025. 	100%	14.00%	
			<p><u>Gender diversity in Holding top management:</u></p> <ul style="list-style-type: none"> - Achievement of the gender-diversity-in-top management position target - 100% on the weighted average of the local banks' achievements of their respective brand targets 			
Strategic	Brand	10.50%		88.80%	9.32%	
CEO Targets						
	Environmental Social Governance (ESG):					
	ESG ratings					
	Communication and capacity building	10.50%		120%	12.60%	
	Diversity:					
	Gender diversity in top management					
	Operating Result Retail Segment	3.00%	2,001.9	150%	4.50%	
Operational	Operating Result	1.50%	4,617.9	150%	2.25%	
Chief Retail	Return on Tangible Equity (ROTE)	3.00%	14.1%	150%	4.50%	
Officer	Total RWA	2.25%	150,184 – 147,225	140%	3.15%	
Targets	Customer Experience Index (Retail)	2.25%	1.2	111.93%	2.52%	
	Group Priorities:					
	Retail Strategy	6.00%		100%	6.00%	
	Environmental Social Governance (ESG):					
	ESG Ratings					
	Green Mortgages	4.50%		120%	5.40%	
	Portfolio Net Zero Transition					
Leadership	Leadership	25.00%		100%	25.00%	
KPIs						
	Total	100.00%			115.49%	1,310,000.00

Bonus Potential 75% of EUR 1,310,000	Group factors Bonus pool multiplier: 116.03%	Individual factors Target achievement: 115.49%	Calculated individual variable remuneration EUR 1,316,609	Approved individual variable remuneration (due to cap) EUR 1,310,000
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Willi Cernko held the position of CEO and Chief Retail Officer in the financial year 2023. 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.

Ingo Bleier (Chief Corporates & Markets Officer)

Targets	KPIs	Weighting	100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Corporates & Markets Targets	Operating Result C&M Segment	10.00%	2,153.7	150%	15.00%	
	Operating Result	5.00%	4,617.9	150%	7.50%	
	Return on Tangible Equity (ROTE)	10.00%	14.1%	150%	15.00%	
	Total RWA	7.50%	150,184 - 147,225	140%	10.50%	
	CXI (SME)	7.50%	1.9	94.24%	7.07%	
Strategic Corporates & Markets Targets	Group Priorities: Digital Banking & Financial Health	20.00%	- End-to-end digital lending (achieve target number of automatically approved SME loans) - George Business Platform (achievement of planned roll-out) - Advance Rating Transparency Group Tool and implement Financial Health client offer - GM Group Strategy implementation	100%	20.00%	
	Environmental Social Governance (ESG): ESG Ratings Green Investments Portfolio Net Zero Transition	15.00%	- ESG performance of Erste Group by external assessment (MSCI, ISS ESG, SUSTAINALYTICS) - Green Investments (based on target volume of new green investments) - Portfolio Net Zero Transition (Net Zero target setting)	120%	18.00%	
	Leadership KPIs	25.00%	- Assessment by Remuneration Committee	100%	25.00%	
Total		100.00%			118.07%	980,000.00

Bonus Potential 75% of EUR 980,000	Group factors Bonus pool multiplier:	Individual factors Target achievement:	Calculated individual variable remuneration EUR 1,006,905	Approved individual variable remuneration (due to cap) EUR 980,000
x	x	=	→	
	116.03%	118.07%		

Stefan Dörfler (Chief Financial Officer)

Targets	KPIs	Weighting	100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Operating Result	10.00%	4,617.9	150%	15,00%	
	Return on Tangible Equity (ROTE)	10.00%	14.1%	150%	15,00%	
	Total RWA	6.00%	150,184 – 147,225	140%	8,40%	
	Data	6.00%	- Data Quality and Production Measurement - Business Data Management - Data Governance	100%	6.00%	
Strategic Targets	Group Priorities: Capital Management (incl. MREL), Investment Plan	16.00%	- Fulfillment of minimum CET1-ratio management target - Management of MREL requirements - Preparation of mid-term Investment Plan covering the strategic focus topics and projects	140%	22.40%	
	Environmental Social Governance (ESG): ESG Ratings Climate Neutrality of the Group Portfolio Net Zero Transition	12.00%	- ESG performance of Erste Group by external assessment (MSCI, ISS ESG, SUSTAINALYTICS) - Increasing the zero carbon electricity sourcing - Portfolio Net Zero Transition (Net Zero target setting)	120%	14.40%	
	EBOe Targets	15.00%		128%	19.20%	
Leadership KPIs	Leadership	25.00%	- Assessment by Remuneration Committee	100%	25.00%	
Total		100.00%			125.40%	980,000.00

Bonus Potential 75% of EUR 980,000	X	Group factors (incl. EBOe) Bonus pool multiplier: 116.15%	X	Individual factors Target achievement: 125.40%	=	Calculated individual variable remuneration EUR 1,070,518	→	Approved individual variable remuneration (due to cap) EUR 980,000
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Alexandra Habeler-Drabek (Chief Risk Officer)

Targets	KPIs	Weighting	100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Risk Costs	10.00%	0.36% - 0.30%	140%	14.00%	
	NPL Ratio	10.00%	2.7% - 2.3%	120%	12.00%	
	Total RWA	6.00%	150,184 – 147,225	140%	8.40%	
Strategic Targets	Data	6.00%	- Data Quality and Production Measurement - Business Data Management - Data Governance	100%	6.00%	
	Group Priorities: Data Driven Risk Management	16.00%	<u>Data & Infrastructure:</u> - Driving the data-driven risk management: • Fostering further improvements of data availability, quality and data integration across business and risk functions • Driving the development of advanced analytics capabilities • Fostering the use of group data platforms and collaboration initiatives <u>Digital Processes:</u> - Actively driving the groupwide digitization of credit risk and compliance processes: • Business supporting risk models and automatic credit decisions • Digitalization of underwriting processes and workflows • Data driven compliance (CBC, AML) • Reporting and computing	120%	19.20%	
	Environmental Social Governance (ESG): ESG Ratings ECB ESG Action Plan Portfolio Net Zero Transition	12.00%	- ESG performance of Erste Group by external assessment (MSCI, ISS ESG, SUSTAINALYTICS) - Implementation of ECB ESG Action Plan - Portfolio Net Zero Transition (Net Zero target setting)	120%	14.40%	
	EBOe Targets	15.00%		120%	18.00%	
Leadership KPIs	Leadership	25.00%	- Assessment by Remuneration Committee	100%	25.00%	
Total		100.00%			117.00%	980,000.00

Bonus Potential 75% of EUR 980,000	X	Group factors (incl. EBOe) Bonus pool multiplier: 116.15%	X	Individual factors Target achievement: 117.00%	=	Calculated individual variable remuneration EUR 998,827	→	Approved individual variable remuneration (due to cap) EUR 980,000
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In the financial year 2023, 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 equity, 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	100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Operating Result	12.50%	4,617.9	150%	18.75%	
	Return on Tangible Equity (ROTE)	12.50%	14.1%	150%	18.75%	
	Data	7.50%	- Data Quality and Production Measurement - Business Data Management - Data Governance	100%	7.50%	
Strategic Targets			<u>Group Level IT:</u> - Implementation of the Cloud Transformation Roadmaps - Continued progress on Progressive Modernization targets - Implement the infrastructure and IT applications necessary for Data Analytics			
	<u>Group Priorities:</u> Group Level IT Digitization of E2E operations Security Performance in all entities	27.50%	<u>Digitization of E2E operations:</u> - Update and continued implementation of Group Operations Strategy - Succession planning for key positions in Banking Services - Establish local development programs to support digitalization <u>Security performance in all entities:</u> - Group Security Strategy – execution of action items 2023 - Compliance with Security Maturity Assessment (SMA)	110%	30.25%	
	<u>Environmental Social Governance (ESG):</u> ESG Ratings ESG Data Management	15.00%	- ESG performance of Erste Group by external assessment (MSCI, ISS ESG, SUSTAINALYTICS) - Erste Digital system support for ESG Data Management and the Green Asset Screening	100%	15.00%	
Leadership KPIs	Leadership	25.00%	- Assessment by Remuneration Committee	100%	25.00%	
Total		100.00%			115.25%	980,000.00

Bonus Potential 75% of EUR 980,000	X	Group factors Bonus pool multiplier: 116.03%	X	Individual factors Target achievement: 115.25%	=	Calculated individual variable remuneration EUR 982,876	→	Approved individual variable remuneration (due to cap) EUR 980,000
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Maurizio Poletto (Chief Platform Officer)

Targets	KPIs	Weighting	100% achievement	Achievement in %	Weighted target achievement	Approved bonus in EUR
Operational Targets	Operating Result	12.50%	4,617.9	150%	18.75%	
	Digital Sales Metrics:					
	Retail-Active Platform Users (Web+App)	15.00%	7,670k	119.71%	8.98%	
	Digital Sales Share		38.3%	150%	11.25%	
	Customer Experience Index:					
Strategic Targets	Retail SME (AT)	12.50%	1.2	99.80%	12.48%	
	Retail SME (RO)		-1.0			
	SME (RO)		-2.0			
Strategic Targets	Group Priorities: Platform Strategy	20.00%	- Roll-out George Business (according to roll-out plan) - Drive Group Data Platform as a Service - Roll-out OneApp in wave 1 countries - Preparation of Mid-term Platform Strategy	110%	22.00%	
	Environmental Social Governance (ESG): ESG Ratings	15.00%	- ESG performance of Erste Group by external assessment (MSCI, ISS ESG, SUSTAINALYTICS)	100%	15.00%	
Leadership KPIs	Leadership	25.00%	- Assessment by Remuneration Committee	100%	25.00%	
Total		100.00%			113.45%	980,000.00

Bonus Potential 75% of EUR 980,000	Group factors Bonus pool multiplier:	Individual factors Target achievement:	Calculated individual variable remuneration EUR 967,556	Approved individual variable remuneration EUR 980,000
x	x	=	→	
	116.03%	113.45%		

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 2023 and 2022, 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)		Ingo Bleier		Stefan Dörfler	
	2023	2022	2023	2022	2023	2022
Fixed remuneration						
Base salary	1,310,000.02	610,000.02	980,000.00	850,000.20	980,000.00	850,000.20
Other remuneration	303,358.43	139,860.62	236,005.70	209,098.51	236,769.08	209,650.56
Variable remuneration						
Cash payment						
Financial year 2022	121,977.13		169,984.59		169,984.59	
Financial year 2021		-		161,381.10		161,381.10
Financial year 2020		-		-		-
Financial year 2019		-		-		-
Financial year 2018		-		-		-
Financial year 2017		-		-		-
Financial year 2016		-		-		-
Phantom shares						
Financial year 2022						
Financial year 2021		-		-		-
Financial year 2020		-	103,751.92	394,331.77	103,751.92	394,331.77
Financial year 2019		-	44,825.70	51,115.24	45,036.62	51,355.75
Financial year 2018		-		-		-
Financial year 2017		-		-		-
Financial year 2016		-		-		-
Shares						
Financial year 2022						
Financial year 2021			171,222.03		171,222.03	
Financial year 2020						
Financial year 2019						
Financial year 2018						
Financial year 2017						
Financial year 2016						
Total	1,735,335.58	749,860.64	1,705,789.94	1,665,926.82	1,706,764.24	1,666,719.38

in EUR	Alexandra Habeler-Drabek		David O'Mahony		Maurizio Poletto		Former board members	
	2023	2022	2023	2022	2023	2022	2023	2022
Fixed remuneration								
Base salary	980,000.00	850,000.20	980,000.00	850,000.20	980,000.00	720,000.40	1,220,000.04	1,220,000.04
Other remuneration	236,421.98	209,322.55	235,797.78	208,545.95	232,828.66	173,100.17	278,185.61	292,169.52
Variable remuneration								
Cash payment								
Financial year 2022	169,984.59		165,967.24		129,978.37		99,998.81	230,575.39
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
Phantom shares								
Financial year 2022		-		-		-		-
Financial year 2021		-		-		-		-
Financial year 2020	103,751.92	394,331.77	103,751.92	394,331.77		-	339,979.02	1,292,173.50
Financial year 2019	44,506.56	50,751.32		-		-	550,268.14	627,476.83
Financial year 2018		-		-		-	287,899.97	328,295.53
Financial year 2017		-		-		-	304,669.71	347,418.23
Financial year 2016		-		-		-	406,709.84	463,775.70
Financial year 2015								344,473.72
Shares								
Financial year 2022								
Financial year 2021	171,222.03		171,222.03		116,902.87		332,915.52	
Financial year 2020								
Financial year 2019								
Financial year 2018								
Financial year 2017								
Financial year 2016								
Total	1,705,887.07	1,665,786.94	1,656,738.97	1,614,259.02	1,459,709.90	1,003,290.85	4,628,826.67	6,382,128.27

Development of share-based remuneration

The tables below give detailed information on the share-based variable remuneration of management board members¹.

Development of share-based remuneration through upfront shares - LTI

in EUR or in units	Number of shares	New shares awarded for 2023	Shares paid out
	1 January 2023		31 December 2023
Willi Cernko	3,646	6,818	-
Ingo Bleier	10,363	5,100	5,283
Stefan Dörfler	10,363	5,100	5,283
Alexandra Habeler-Drabek	10,363	5,100	5,283
David O'Mahony	10,244	5,100	5,283
Maurizio Poletto	7,492	5,100	3,607
Total	52,471	32,318	24,739

Remuneration in upfront shares were 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 2023	Total number of PSUs
	1 January 2023		31 December 2023
Willi Cernko	5,468	10,226	15,694
Ingo Bleier	15,544	7,650	23,194
Stefan Dörfler	15,544	7,650	23,194
Alexandra Habeler-Drabek	15,544	7,650	23,194
David O'Mahony	15,365	7,650	23,015
Maurizio Poletto	11,238	7,650	18,888
Total	78,703	48,476	127,179

Based on the Long Term Incentive Scheme in the form of PSUs, 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 2023 will be transferred in 2030, depending on the achievement of the pre-determined group performance criteria that are assessed over the period of 5 years.

For the share-based remuneration through upfront-shares and PSUs a share price of EUR 38.4323 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 21 March 2024.

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 2022	Countervalue of phantom shares paid	Number of phantom shares
	1 Jan 2023					31 Dec 2023
Ingo Bleier	24,060	-	5,121	29.01	148,577.62	18,939
Stefan Dörfler	24,088	-	5,129	29.01	148,809.73	18,959
Alexandra Habeler-Drabek	24,016	-	5,110	29.01	148,258.47	18,906
David O'Mahony	17,880	-	3,576	29.01	103,751.92	14,304
Total	90,044	-	18,936		549,397.74	71,108

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 2023 is based on the average weighted average price of the Erste Group Bank AG share in 2022.

¹ 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

		2023	2023 vs 2022	2022 vs 2021	2021 vs 2020	2020 vs 2019
Total remuneration of board members	in EUR	13,901,181.65	17.96%	7.35%	0.69%	-18.73%
Financial success (company performance)						
Net result attributable to owners of the parent	in EUR million	2,998	38.5%	12.55%	145.61%	-46.73%
Operating result	in EUR million	5,532	38.4%	16.31%	17.07%	-1.28%
Return on tangible equity		17.2%	↗	↗	↗	↘
Cost/income ratio		47.6%	↘	↘	↘	↔
Provisioning ratio	in basis points	6	↘	↗	↘	↗
Average remuneration of employees of Holding who are not members of the management board	in EUR	111,523.55	3.53%	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 2023".

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

Proposed remuneration for supervisory board members

The Remuneration Committee proposes to the annual general meeting that members of the supervisory board receive the following remuneration for the financial year 2023:

The chairperson of the supervisory board receives remuneration of EUR 240,000 (2022: EUR 180,000 and EUR 20,000 for finance expert), the 1st vice chairperson EUR 110,000 (2022: EUR 95,000), the 2nd vice chairperson EUR 90,000 (2022: EUR 80,000) and ordinary members of the supervisory board EUR 75,000 each (2022: EUR 65,000). The chairpersons of the Risk and Audit Committees receive additional remuneration of EUR 24,000 each (2022: EUR 20,000). The chairpersons of the Remuneration and Strategy- and Sustainability Committees receive additional remuneration of EUR 15,000 (2022: EUR 10,000). The chairperson of the IT Committee receives additional remuneration of EUR 18,000 (2022: EUR 15,000) and the Chair of the Nomination Committee receives additional remuneration of EUR 12,000 (2022: 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 (2022: 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.

The total proposed remuneration for supervisory board members for the financial year 2023 is EUR 1,349,438.36. 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	Maximilian Hardegg	Friedrich Rödler ² remuneration expert	Maximilian Hardegg	Alois Flatz
Chairman					Elisabeth Krainer Senger-Weiss ³		
Vice Chairman	Maximilian Hardegg	Maximilian Hardegg	Friedrich Rödler finance expert	Friedrich Rödler	Friedrich Rödler ³ remuneration expert	Friedrich Rödler	Friedrich Rödler
Vice Chairman					Maximilian Hardegg ²		
Member	Christine Catasta	Christine Catasta	Marion Khüny	Christine Catasta	Hikmet Ersek ¹	Henrietta Egerth-Stadlhuber	Henrietta Egerth-Stadlhuber
Member	Elisabeth Krainer Senger-Weiss	Hikmet Ersek ¹	Mariana Kühnel	Henrietta Egerth-Stadlhuber	Alois Flatz	Marion Khüny	Hikmet Ersek ¹
Member	Barbara Pichler	Alois Flatz ³	Friedrich Santner ²	Marion Khüny	Maximilian Hardegg ³	Mariana Kühnel	Michael Schuster ³
Member	Karin Zeisel	Elisabeth Krainer Senger-Weiss	Michèle F. Sutter-Rüdissler	Elisabeth Krainer Senger-Weiss	Elisabeth Krainer Senger-Weiss ²	Michael Schuster	Maximilian Hardegg
Member		Michèle F. Sutter-Rüdissler	Christiane Tusek ³	Markus Haag	András Simor	Michèle F. Sutter-Rüdissler ³	András Simor
Member		Friedrich Santner ³	Regina Haberhauer	Andreas Lachs	Christine Catasta ³	Christiane Tusek ³	Friedrich Santner ³
Member		Barbara Pichler	Barbara Pichler	Jozef Pinter	Mariana Kühnel ³	Barbara Pichler	Barbara Pichler
Member		Karin Zeisel	Martin Grießer		Andreas Lachs	Martin Grießer	Karin Zeisel
Member		Martin Grießer ³			Barbara Pichler	Andreas Lachs	Andreas Lachs
Member		Andreas Lachs			Karin Zeisel ³	Jozef Pinter ³	Martin Grießer ³
Member					Martin Grießer		
Substitute	Martin Grießer	Alois Flatz ²	Maximilian Hardegg	Alois Flatz ³	Christine Catasta ²	Elisabeth Krainer Senger-Weiss	Elisabeth Krainer Senger-Weiss
Substitute	Andreas Lachs	Martin Grießer ²	Andreas Lachs	Regina Haberhauer	Markus Haag	Markus Haag	Michael Schuster ²
Substitute		Regina Haberhauer	Jozef Pinter	Martin Grießer	Karin Zeisel ²	Karin Zeisel	Martin Grießer ²
Substitute		Jozef Pinter ³			Jozef Pinter ³		Regina Haberhauer
Substitute							Jozef Pinter ³

¹ until 11 October 2023 ² until 12 May 2023 ³ from 12 May 2023

In 2023, all members of the supervisory board attended more than half of the supervisory board meetings 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.

The following table shows the attendance of meetings by ordinary members without accounting for the attendance of substitute members. Detailed information on the participation of the respective committee members in the committee meetings of the supervisory board is shown in the table below.

Meeting attendance

Name	Supervisory Board (8 meetings)	Risk Committee (17 meetings)	Audit Committee (7 meetings)	Nomination Committee (5 meetings)	Remuneration Committee (4 meetings)	IT Committee (4 meetings)	Strategy & Sustainability Committee (4 meetings)
Friedrich Rödler	100%	100%	100%	100%	100%	100%	100%
Maximilian Hardegg	100%	94%		100%	100%	100%	100%
Elisabeth Krainer Senger-Weiss	88%	100%		80%	100%		
Christine Catasta	100%	100%	100%	100%	100%		
Henrietta Egerth-Stadlhuber	100%	82%				100%	100%
Hikmet Ersek ¹	100%			100%	67%		100%
Alois Flatz	100%			100%	100%		100%
Marion Khüny	100%	94%	100%			100%	
Mariana Kühnel	100%		100%		100%	100%	
Friedrich Santner	88%		100%	100%			100%
Michael Schuster	100%					100%	100%
András Simor	100%				100%		100%
Michèle F. Sutter-Rüdissler	100%		100%	100%		100%	
Christiane Tusek ²	83%		100%			100%	
Delegated by the employees' council							
Barbara Pichler	100%		86%	100%	100%	75%	100%
Martin Grießer	100%		86%	100%	100%	100%	100%
Markus Haag	88%	82%					
Regina Haberhauer	63%		57%				
Andreas Lachs	88%	76%		100%	100%	100%	100%
Jozef Pinter	88%	76%				33%	
Karin Zeisel	100%			100%	100%		100%

¹ until 11 October 2023, supervisory board member or ordinary member of the committee

² from 12 May 2023, supervisory board member or ordinary member of the committee

Proposed remuneration of members of the supervisory board for 2023

In EUR	Attendance fees paid	Proposed remuneration of supervisory board	Proposed Total Remuneration
Friedrich Rödler	79,200.00	277,424.66	356,624.66
Maximilian Hardegg	67,200.00	152,000.00	219,200.00
Elisabeth Krainer Senger-Weiss	55,200.00	99,575.34	154,775.34
Christine Catasta	63,600.00	99,000.00	162,600.00
Henrietta Egerth-Stadlhuber	38,400.00	75,000.00	113,400.00
Hikmet Ersek (until 11 October 2023)	31,200.00	58,356.16	89,556.16
Alois Flatz	45,600.00	90,000.00	135,600.00
Marion Kühny	45,600.00	75,000.00	120,600.00
Mariana Kühnel	30,000.00	75,000.00	105,000.00
Friedrich Santner	30,000.00	75,000.00	105,000.00
Michael Schuster	20,400.00	75,000.00	95,400.00
András Simor	21,600.00	75,000.00	96,600.00
Michèle F. Sutter-Rüdisser	42,000.00	75,000.00	117,000.00
Christiane Tusek (from 12 May 2023)	15,600.00	48,082.19	63,682.19
Delegated by the employees' council			
Markus Haag			
Regina Haberhauer			
Andreas Lachs			
Barbara Pichler			
Jozef Pinter			
Karin Zeisel			
Martin Gießler			
Gesamt	585,600.00	1,349,438.36	1,935,038.36

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	2023
Friedrich Rödler	Erste Bank der oesterreichischen Sparkassen AG (Chairman)	86,883.56
	Erste Bank Hungary Zrt. (Member)	42,127.00
Maximilian Hardegg	TIROLER SPARKASSE Bankaktiengesellschaft Innsbruck (Member)	18,000.00
	Česká spořitelna, a.s. (Member)	64,347.00
Elisabeth Krainer Senger-Weiss	Banca Comercială Română (Member)	56,700.00
Friedrich Santner	Steiermärkische Bank und Sparkassen AG (Chairman)	45,200.00
Christine Catasta	Erste Bank der oesterreichischen Sparkassen AG	43,250.00
	Banca Comercială Română	30,600.00
Christiane Tusek	Sparkasse Oberösterreich Bank AG	28,200.00
Total		415,307.56

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
