

Remuneration data disclosure of Erste Bank Hungary Zrt. and its subsidiaries under consolidated supervision for the financial year 2013

The Erste Bank Hungary Zrt. discloses the remuneration data of Erste Bank Hungary Zrt. and its subsidiaries under consolidated supervision for business year 2013 based on the Article 450 of Chapter 8 of the regulation (EU) No 575/2013.

The Erste Bank Hungary Zrt. discloses its remuneration policy on the homepage of the Bank, which includes also the remuneration policy applicable for the identified staff defined based on the section (2) of 117. § of Hpt.

The Bank fulfils the disclosure obligation on the following topics defined by the section (1) of the Article 450 of Chapter 8 of the regulation (EU) No 575/2013 with the published remuneration policy through the website (www.erstebank.hu; www.erstebroker.hu): information concerning the decision-making process used for determining the remuneration policy, the most important design characteristics of the remuneration system (including information on the criteria used for performance measurement and risk adjustment, deferral policy and vesting criteria), information on link between pay and performance, the ratios between fixed and variable remuneration, the main parameters and rationale for any variable component scheme and any other non-cash benefits and information on the performance criteria on which the entitlement to shares, options or variable components of remuneration is based are all included in the disclosed remuneration policy.

The main body overseeing remuneration during the financial year in Erste Bank Hungary Zrt is the Nomination and Remuneration Committee. The Committee consist of two external member of Board of Directors and 3 delegated members of the Supervisory Board. In the 2013 financial year the Committee held 2 meetings.

The aggregate quantitative information on remuneration for the 2013 financial year based on the point g)- i) of the section (1) of Article 450 of Chapter 8 of the regulation (EU) No 575/2013 is detailed in the below table:

Payments for the 2013 financial year in HUF broken down by identified staff	Senior management	Risk takers	Controll functions	Total
Number of beneficiaries	16	10	4	30
Total fixed remuneration for 2013	489 302 046	241 333 442	110 648 667	841 284 155
Total entitled variable remuneration for 2013	146 087 500	64 300 000	32 300 000	242 687 500
Immediate cash payment for 2013	84 928 250	27 610 000	32 300 000	144 838 250
Deferred payment from the 2013 entitlement	61 159 250	36 690 000	0	97 849 250
Deferred, but already granted phantom shares	22 268 250	15 210 000	0	37 478 250
Deferred, not yet granted remuneration (phantom shares + cash)	38 891 000	21 480 000	0	60 371 000
Cash part of the total 2013 entitlement	108 973 750	38 950 000	32 300 000	180 223 750
Phantom shares part of the total 2013 entitlement	37 113 750	25 350 000	0	62 463 750
Deferred payments from the previous years, paid in 2014	82 461 926	36 123 649	0	118 585 575
Performance adjustment	0	0	0	0
Loss of eligibility for previous years deferred part	0	0	0	0
New sign-on payments	24 809 160	0	0	24 809 160
Number of beneficiaries with sign-on payments	1 fő	0 fő	0 fő	1 fő
Number of severance payments	0	0	0	0
Number of beneficiaries with severance payments	0 fő	0 fő	0 fő	0 fő
Highest payment for severance payment	n/a	n/a	n/a	n/a
Number of individuals being remunerated EUR 1 million or more per financial year	0 fő	0 fő	0 fő	0 fő

Payments for the 2013 financial year in HUF broken down by division	Support functions (CEO division, Risk division, IT and Operation)	Business function (Corporate & Retail division)	Subsidiaries	Total
Total fixed remuneration for 2013	499 534 810	138 085 293	188 252 536	825 872 639
Total entitled variable remuneration for 2013	153 189 300	17 638 200	71 860 000	242 687 500