

## **Framework programme for transactions in own shares with the purpose of transferring those shares to Erste Employee Foundation (Erste Mitarbeiterbeteiligung Privatstiftung), to its beneficiaries, to employees, senior staff and the individual board members of Erste Group Bank AG or one of its affiliated companies or other companies**

Based on the authorisation granted by the General Meeting of 19 May 2021 for the purchase of own shares in accordance with section 65 (1) Z4 as well as (1a) and (1b) of the Austrian Stock Corporation Act (AktG), on 20 June 2022 the management board of Erste Group Bank AG – subject to the approval by the supervisory board on 23 June 2022 – adopted the resolution on the framework programme for the envisaged purchase of own shares for the purpose of transferring those shares to employees, senior staff and the individual board members of Erste Group and / or to Erste Employee Foundation.

According to this resolution, it is possible for Erste Group Bank AG to acquire up to 1,850,000 shares of Erste Group, but no more than an equivalent of EUR 37,000,000 (0.43% of the share capital) under the purchase programme of own shares with the purpose of transferring those shares to Erste Employee Foundation (Erste Mitarbeiterbeteiligung Privatstiftung), to its beneficiaries, to employees, senior staff and the individual board members of Erste Group Bank AG or one of its affiliated companies or other companies during the period from 1 August 2022 to 18 November 2023.

### **Details on the purchase programme**

1. Day on which the authorisation was granted by the General Meeting: 19 May 2021
2. Day and mode of publication of this resolution by the General Meeting: publication on 20 May 2021 via electronic information dissemination systems in accordance with section 119 Austrian Stock Exchange Act (BörseG)
3. Start and expected duration of the programme for the purchase of own shares: 1 August 2022 to 18 November 2023
4. Class of shares: voting no-par value bearer shares (ordinary shares) in Erste Group Bank AG
5. Maximum volume: in total up to 1,850,000 shares, but no more than an equivalent of EUR 37,000,000 in total  
Maximum share capital percentage of shares to be bought: 0.43%
6. Highest and lowest price to be achieved per share: EUR 2 per share shall constitute the lowest consideration and EUR 120 per share shall be the maximum consideration
7. Mode and purpose of purchase of own shares: on the stock exchange and also by means other than the stock exchange for the purpose of transferring those shares to Erste Employee Foundation (Erste Mitarbeiterbeteiligung Privatstiftung), to its beneficiaries, to employees, managers and members of the management board of Erste Group Bank AG or one of its affiliated companies or other companies
8. Effects of the purchase programme on the listing of Erste Group Bank AG-shares: none
9. Number and distribution of share options to be granted or already granted to employees, senior staff and the individual board members in the company or in an associated company, stating the number of

purchasable shares, if the issuer is planning to grant share options within the deadline defined under section 65 (1) Z 4: 0(nil)

Any changes to the programme and the transactions implemented shall be published on the Erste Group Bank AG website at <http://www.erstegroup.com/en/investors> in compliance with Austrian Stock Exchange Act (BörseG) and Publication Ordinance (VeröffentlichungsVO 2018).

The resolution has no effect on any trading of shares in Erste Group Bank AG in securities trading (authorisation pursuant to section 65 (1) Z 7 AktG).

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This information is also available <https://www.erstegroup.com/en/investors/news> and on the Erste Group Investor Relations App for iPad, iPhone and Android <https://www.erstegroup.com/en/investors/ir-service>.