

## **PUBLICATION ACCORDING TO § 65A BANKWESENGESETZ (BWG)**

### **1. Information on compliance with section 5 para 1 no. 6 to 9a BWG and section 28a para 5 no. 1 to 5 BWG (Fit & Proper)**

ICBC Austria Bank GmbH has defined an internal fit & proper guideline for the implementation of the provisions of sections 5 para 1 nos. 6 to 9a and 28a para 5 nos. 1 to 5 BWG, the current EBA guideline for assessing the suitability of members of the management body and holders of key functions, as well as the requirements of the corresponding circular of the Financial Market Authority. This includes regulations regarding the strategy for the selection and suitability assessment of members of the Supervisory Board, the Management Board and holders of key positions. In addition, professional, personal and temporal suitability criteria are defined, documents required for documentation are defined and regulations are made for event-related evaluations. Compliance with § 5 para 1 no. 6 to 9a BWG and § 28a para 5 nos. 1 to 5 BWG and the Fit & Proper Directive was checked and compliance with these provisions was documented by the Fit & Proper Office. Members of the Supervisory Board, the Management Board and holders of key positions are evaluated at the beginning of their duties and on the basis of the Fit & Proper Policy. The suitability assessment of the members of the Management Board and Supervisory Board is reevaluated every 2 years.

### **2. Information on compliance with Section 29 BWG (Nomination Committee)**

ICBC Austria Bank GmbH is not a credit institution of significant importance within the meaning of Section 5 (4) BWG and has therefore not established a Nomination Committee.

### **3. Information on compliance with sections 39b and c BWG and annex to section 39b BWG (remuneration policy)**

The legal requirements regarding remuneration policies and practices have been implemented in an internal guideline and adapted to the size, internal organisation and the nature, scope and complexity of the business and the categories of employees, the nature and amount of their remuneration and the impact of their activities on the risk profile. The Supervisory Board of ICBC Austria Bank GmbH is responsible for approving the established principles of the remuneration policy, their regular review and the responsibility for their practical implementation. The principles are also reviewed annually and adapted if necessary. The principles are based on the legal requirements, in particular Section 39 b BWG and its annex and the corresponding FMA circulars. Performance-related remuneration takes into account both the performance of the employee concerned and his department and the overall result of the credit institution. Both financial and non-financial criteria are taken into account when assessing individual performance. The performance assessment takes place on a multi-annual basis. The total variable remuneration in no way limits ICBC Austria Bank GmbH's ability to improve its capital adequacy. ICBC Austria Bank GmbH is not a credit institution of significant importance within the meaning of Section 5 (4) BWG and has therefore not established a Remuneration Committee.

### **4. Further information**

Section 64 para 1 no. 18 BWG shall not apply to ICBC Austria Bank GmbH in the absence of a further branch. The return on assets of ICBC Austria Bank GmbH is stated in the notes to the respective annual financial statements pursuant to section 64 para 1 no. 19 BWG.