

Addiko Bank

Dear Shareholder,

In a letter dated 30 June 2020, the shareholder Dr. Christian Mache submitted a request to increase the number of Supervisory Board members and to elect Dr. Kurt Pribil to the Supervisory Board. The request including the reasons for it is enclosed with the documents for the extraordinary general meeting of Addiko Bank AG on July 10, 2020 and can be viewed on the company's website www.addiko.com. The Supervisory Board of Addiko Bank AG comments on this request as follows:

The Supervisory Board is sceptical about a (further) enlargement of the Supervisory Board. A further enlargement of the Supervisory Board would further complicate and slow down the decision-making processes within the Supervisory Board and its committees. In view of the current challenges, the increase would therefore be counterproductive because it would limit the agility and flexibility of the Supervisory Board and its committees.

In addition, the Supervisory Board is of the opinion that a Supervisory Board with seven shareholder representatives and the four employee representatives required by law, i.e. a total of 11 Supervisory Boards, would be disproportionately large compared to the size of Addiko Bank AG.

Finally, for all pending decisions on the future composition of the Supervisory Board, the legally binding requirements of section 86 para. 7 AktG (Austrian Stock Corporation Act) regarding the gender parity of at least 30% of the members of the Supervisory Board must be observed and fulfilled.

Vienna, 03 July 2020

The Supervisory Board of Addiko Bank AG

[This document is a translation of the German original version. In any case of doubt, the German original version shall prevail.]