

Ladies and gentlemen,

kindly find our comments on the new policy proposals.

We refer to:

- European Policy – Director Elections: Board Gender Diversity (page 14+15):
We are content with the proposed change made herein.
- All Benchmark Policies – Director Elections: Material E&S Risk Oversight Failures (page 31+32)
We are content with the proposed change made herein.
- European Policy – Remuneration Disclosure (page 38)
We want to comment on following proposed change:
“...disclosure and explanation of use of any discretionary authority or derogation clause by the board or remuneration committee to adjust pay outcomes.” Proposed wording is exceeding the provisions of SRD II and we regard the SRD regulations as the new and appropriate market standard. Further we would request the amendment of a disclaimer that no sensible information must be disclosed as this is also defined in the paper of the EU Commission on “Guidelines on the standardised presentation of the remuneration report”.

Best regards

Samy Heras
Group Executive Office

Raiffeisen Bank International AG | Am Stadtpark 9, 1030 Vienna, Austria |
Tel.: +43 1 71707-2465 | Mobile: +43 664 8888 2465 |
Samy.heras@rbinternational.com | <http://www.rbinternational.com>



Secure electronic data transfer with our customers and partners is important to us! From **1 October 2019**, all e-mails will be transmitted exclusively via Transport Layer Security - TLS - encrypted channels. Have your mail servers already been configured accordingly? You can find out more about this [here](#).

This message and any attachment ("the Message") are confidential. If you have received the Message in error, please notify the sender immediately and delete the Message from your system, any use of the Message is forbidden. Correspondence via e-mail is primarily for information purposes. RBI neither makes nor accepts legally binding statements via e-mail unless explicitly agreed otherwise. Information pursuant to § 14 Austrian Companies Code: Raiffeisen Bank International AG; Registered Office: Am Stadtpark 9, 1030 Vienna, Austria; Company Register Number: FN 122119m at the Commercial Court of Vienna (Handelsgericht Wien).