

COVID-19: BAWAG GROUP RECOGNIZES EMPLOYEES WITH SPECIAL BONUS

- ▶ **Special bonus of € 300 for all BAWAG Group employees**
- ▶ **Supporting our local communities working with Licht ins Dunkel, Caritas and Volkshilfe**

VIENNA, December 14, 2020 - BAWAG Group thanks its employees for their strong commitment during these challenging times with a special bonus of € 300 for each employee. *"We are proud of all our employees, whose efforts this year in supporting our customers and local communities, reflects the best of the banking community. As a sign of recognition for their extraordinary commitment during these challenging times, we have decided to pay a special bonus to all employees,"* comments **Anas Abuzaakouk**, CEO of the BAWAG Group.

"Whether in branches or in the home office - our colleagues have worked with great commitment under very challenging conditions. I am delighted with this gesture of appreciation," says **Ingrid Streibel-Zarfl**, Chairwoman of the Central Works Council.

In dealing with an unprecedented health crisis, BAWAG Group took early action to protect its employees while supporting its customers and local communities. Our teams across the Bank - from sales to operations to specialist departments - have been working closely with our customers in these challenging times since early March.

The special bonus is not the first this year. A special bonus was introduced in the second quarter for all front line branch employees. The Management Board also voluntarily waived any bonus for 2020, having already waived the bonus for 2019.

Supporting our local communities during these challenging times

During these challenging times, it is important for companies to support their local communities by providing financial and operational support to those individuals and groups that are most in need. At BAWAG Group, we've focused our efforts on partnering with organizations focused on early education, economic hardship, and gender equality. We aim for long lasting partnerships with non-profit organizations that address these areas. BAWAG P.S.K.'s commitment to projects such as Licht ins Dunkel, CARITAS and the support of various social projects at www.crowdfunding.at have been at the core of the Bank's social roadmap for years and more pronounced during the COVID-19 pandemic. During the months of October and November, the Bank earmarked donations to various social programs for every new current account opening. In December, in addition to smaller regional donations, BAWAG P.S.K.'s traditional support for Licht ins Dunkel amounted to €50,000, targeting support for children and families experiencing various hardships. At present the bank, its employees and the works council are pursuing another goal: to raise at least € 50,000 for the social project of Volkshilfe "LERNEN.MÖGLICH.MACHEN". The project provides educational opportunities for children and teenagers in Austria who are suffering from economic hardship, ultimately providing them with the necessary resources to improve their future prospects through education.

About BAWAG Group

BAWAG Group AG is the listed holding company of BAWAG P.S.K., which is headquartered in Vienna, Austria, with the main brands and subsidiaries easybank, easyleasing and start:bausparkasse in Austria. In Germany, BAWAG Group operates under the Südwestbank, BFL Leasing GmbH, Health Coevo AG and start:bausparkasse brands and subsidiaries with Zahnärztekasse AG in Switzerland as well. With 2.4 million customers, BAWAG P.S.K. is one of Austria's largest banks operating under a well-recognized national brand and applies a low-risk, efficient, simple and transparent business model focused on Austria, Germany and developed markets. The Bank serves retail, small business and corporate customers offering comprehensive savings, payment, lending, leasing, investment, building

society, factoring and insurance products and services through various online and offline channels. Delivering simple, transparent and best-in-class products and services that meet our customers' needs is the consistent strategy across all business units.

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The text of the press release is also available for download on the BAWAG Group website:

<https://www.bawaggroup.com>