

TRANSLATION FROM GERMAN ORIGINAL; ONLY THE GERMAN ORIGINAL IS BINDING AND VALID

PUBLICATION PURSUANT TO SECTION 65a OF THE BWG: CORPORATE GOVERNANCE AND COMPENSATION

Discharging the obligations set forth in sec. 65a of the Austrian Banking Act (BWG), Raiffeisen Digital Bank AG ("RDB") hereby makes accessible to the public the following basic information on its institution-specific internal measures for ensuring compliance with corporate governance provisions as well as with the rules regarding remuneration:

Due to the non-existence of the requirements set forth in §§ 29 para. 1 and 39c para. 1, the provisions regarding the Nomination Committee (§ 29 BWG) and the Remuneration Committee (§ 39c BWG) are not applicable to RDB. Financial information pursuant to §§ 64 para. 1 Z19 and 19 BWG is published in the annual and semi-annual financial reports on the website of RDB: <https://www.raiffeisendigital.com/en/legal/reporting.html>.

1. Information on the implementation of sections 5(1)(6) to (9a), 28a(5)(1) to (5) - Fit & Proper

These provisions standardize requirements regarding the professional suitability, necessary experience, sufficient time availability, and personal reliability of members of the Managing Board and Supervisory Board (fit & proper requirements). As the Fit & Proper requirements are to be observed by the institutions both on an individual basis and on a credit institution group basis (§ 30 BWG), Raiffeisen Bank International AG ("RBI"), as the superordinate credit institution, has issued an RBI Fit & Proper Group Suitability Policy, which defines minimum standards for the members of the RBI Group covered by the Fit & Proper requirements. RDB implements this policy, which establishes a process for conducting suitability assessments of members of the Management Board and Supervisory Board as well as holders of key functions, and sets out the responsibilities and criteria for assessing suitability and personal reliability. Accordingly, prior to each appointment or reappointment of a member of the Management Board or Supervisory Board, RDB will assess and document his or her professional suitability and personal reliability on the basis of the legal requirements. Furthermore, a process has been implemented for regular internal suitability checks of the members of the Management Board and Supervisory Board and the holders of key functions (evaluation).

2. Information on the implementation of section 39b of the Austrian Banking Act and annex to section 39b of the Austrian Banking Act - remuneration policy

The binding framework for the implementation of the requirements for remuneration policy and practice contained in section 39b of the Austrian Banking Act (including the Annex to section 39b of the Austrian Banking Act) is provided by the Group Remuneration Guidelines ("Group Remuneration Guidelines") issued by RBI as the superordinate credit institution for the RBI Credit Institution Group. In accordance with the statutory remuneration principles, these guidelines contain, in particular, detailed regulations regarding the general remuneration policy (including the determination of fixed and variable remuneration components, special regulations for the Management Board and employees with control functions as well as the design and performance measurement for the "bonus pool"), special rules for the remuneration of risk staff within the meaning of section 39b of the Austrian Banking Act (in particular with regard to the acquisition of entitlements and the payment of variable remuneration and its provision) as well as specifications for the selection of risk staff and for the process for determining and deciding on malus and clawback cases. The aforementioned policy ensures that RDB's compensation policy is consistent with sound and effective risk management and does not encourage risk-taking beyond that tolerated by RDB. RDB's general remuneration principles, in compliance with RBI Group guidelines and legal requirements, are determined by RDB's local remuneration guideline, which is adopted by RDB's Supervisory Board. The fixed and variable remuneration components are determined on the basis of the Remuneration Guideline. The Remuneration Guideline regulates the requirements that must be met for the allocation and payment of variable remuneration. For each fiscal year, the risk personnel are determined in accordance with the requirements of the Compensation Guideline. The variable compensation awarded to risk personnel persons for a financial year is not paid out in full, but a portion is deferred or granted in instruments (subject to an appropriate deferral policy) in accordance with the requirements of the Austrian Banking Act. The entitlement to and payment of the variable compensation of risk personnel, including the deferred portion, may only be made if this is acceptable in view of the overall financial situation and justified according to the performance of the business unit and person concerned; otherwise, a reduction or even the complete elimination is ensured on the basis of the compensation guidelines and the corresponding malus and clawback agreements.