



Erste Bank:  
chairwoman  
**Ilse Fetik**

Erste Group:  
chairwoman  
**Barbara Pichler**



## Principles of wir machen was

**we effectively represent the interests of the employees**

(the people first, solution-oriented dialogue with the management,  
in case of conflict we side with the workforce, in key topics you participate in the decision making )

**we know each other**

(inclusion in the mailing list and invitations to events )

**we inform each other about "what is going on in the Group"**

(exchange of current informationen, newsletter)

**we give great importance to discretion**

(information that is designated as confidential is treated with discretion)

**we treat each other with respect**

(everyone can contribute ideas and suggestions, other opinions are respected)

**we make decision democratically**

(decisions are made by the majority)

**we recruit new members**

(diversity of opinion is important to us, so we want to expand our network continuously)

**we do not collect a membership fee**

(we are self financed, so we welcome voluntary contributions)

**we support wir machen was**

(no work and no candidacy for other employees' council lists)

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**Thank you very much for your declaration of support:**

please fill in and e-mail or send to Ilse Fetik (0198 0888) or Barbara Pichler (0196 0790) respectively

**Name/OU:** .....

**I support these principles**

**I ask for inclusion in the mail distribution list**

.....  
**place, date**

.....  
**signature**