365 bank

Consolidated Annual Report

Annual Report
2025

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1. Foreword of the managing director

Dear shareholders, business partners, and colleagues,

The year 2025 was another significant year in the life of 365.bank. It was a year that was not easy, yet it confirmed that the bank is stable, prepared to face challenges, and remains focused on the client and their everyday reality.

The banking market once again had to cope with a combination of several macroeconomic pressures at the same time. From the lingering effects of the previous period of high interest rates, through rising regulatory and tax costs, to increasing public expectations for fairness, accessibility, and an understanding of clients' needs.

It is precisely under such conditions that it becomes clear which banks stand on a healthy business model and a long term strategy. Despite this environment, 365.bank managed to maintain stability, client trust, and continue growing.

It is also appropriate to be proud that the bank once again confirmed its position as a leader in digital banking over the past year. It defended the prestigious international Digital Bank of the Year award in the Euromoney Awards for Excellence category, and at the same time, 365. bank was the only bank from Slovakia to be ranked among the TOP 50 banking brands by The Banker magazine. These recognitions mean even more — they confirm that the long term vision of a client oriented and technologically advanced bank has a real impact beyond the borders of our country.

As in previous years, in 2025 the bank focused not only on business topics but also on social issues, ESG activities, financial education, inclusion, community support, and the fight against entrenched stereotypes.

The year 2025 also brought one of the most important milestones in the history of 365.bank — the concluded agreement on the sale of the bank to its new owner, the Belgian KBC Group, which already operates in Slovakia through ČSOB. This step opens new opportunities for us, providing access to international experience and the know how of an established player. For this reason, I have the opportunity to address you here after taking over the position from Andrej Zaťko in January 2026 at the so called closing. I would also like to take this opportunity to thank him for the bank he and the teams at 365.bank managed to build. I am convinced that the combination of our culture, our client focused approach, and the strength of KBC will benefit our clients, partners, and colleagues in the years ahead.

To conclude, the successes of 365.bank over the past year did not arise despite a challenging environment — they arose thanks to the bank's ability to respond to it. They showed that a strategy built on accessibility, trust, and a long term perspective is not just a slogan, but a fundamental orientation that has allowed 365.bank to stay connected with its clients even as the world changed faster than ever before.

I would like to thank every client for their trust, every colleague for their dedication, and all partners for their cooperation. I am pleased that we can continue together — with a clear sense of purpose, confidence in our direction, and an open outlook toward the future.

Daniel Kollár
CEO 365.bank, a.s
from 15. 1. 2026



2. General information about the Bank

Business name: 365.bank, a. s.
Registered office: Dvořákovo nábrežie 4, 811 02 Bratislava
Identification number (IČO): 31 340 890
Date of incorporation: 31 December 1992
Legal form: joint stock company

Scope of activities:

a) Pursuant to Article 2 (1) and (2) of the Act on Banks:

1. Acceptance of deposits
2. Provision of loans
3. Provision of payment services and clearing
4. Provision of investment services, investment activities and ancillary services pursuant to the Act on Securities, to the extent referred to in Section (b) of this point, and investment into securities on own account
5. Trading on own account in
   a) financial money market instruments in euros and foreign currency, including exchange activities
   b) financial capital market instruments in euros and foreign currency
   c) precious metal coins, commemorative bank notes and commemorative coins, bank notes sheets, and sets of coins in circulation
6. Administration of clients' receivables in their accounts, including related consultancy
7. Financial leasing
8. Provision of guarantees, opening and certification of letters of credit
9. Provision of consulting services in entrepreneurship
10. Issuance of securities, participation in the issuance of securities and provision of related services
11. Financial intermediation
12. Safe custody of assets
13. Renting of safe deposit boxes
14. Provision of bank information
15. Activities as a depository
16. Handling of banknotes, coins, commemorative banknotes and commemorative coins
17. Issuance and administration of electronic money
18. Financial intermediation according to special legislation as an independent financial agent in the sector of insurance and reinsurance
19. Financial intermediation according to special legislation as an independent financial agent in the sector of old-age pension saving
20. Performance of financial intermediation according to a special regulation as an independent financial agent in the sector of provision of loans, housing loans and consumer loans.

b) Pursuant to Article 79a (1) in conjunction with Article 6 (1) and (2) of the Act on Securities:

1. Acceptance and forwarding of client's instruction concerning one or several financial instruments in relation to the following financial instruments:
   a) negotiable securities
   b) money market instruments
   c) securities and ownership interests of entities of collective investment
   d) options, futures, swaps, forwards and other derivatives connected with securities, currencies, interest rates or revenues, which may be settled by delivery or in cash
2. Execution of a client's instruction on their account in relation to the following financial instruments:
   a) negotiable securities
   b) money market instruments
   c) securities and ownership interests of entities of collective investment
   d) options, futures, swaps, forwards and other derivatives connected with securities, currencies, interest rates or revenues, which may be settled by delivery or in cash
3. Trading on own account in relation to the following financial instruments:
   a) negotiable securities
   b) money market instruments
   c) securities and ownership interests of entities of collective investment
   d) options, futures, swaps, forwards and other derivatives connected with securities, currencies, interest rates or revenues, which may be settled by delivery or in cash
4. Investment consulting in relation to the following financial instruments:
   a) negotiable securities
   b) money market instruments
   c) securities and ownership interests of entities of collective investment
   d) options, futures, swaps, forwards and other derivatives connected with currencies, interest rates or revenues, which may be settled by delivery or in cash
5. Subscription and placement of financial instruments on the basis of fixed commitment in relation to the following financial instruments:
   a) negotiable securities
   b) securities and ownership interests of entities of collective investment
6. Placement of financial instruments without fixed commitment in relation to the following financial instruments:
   a) negotiable securities
   b) securities and ownership interests of entities of collective investment
7. Custody and administration of financial instruments on a client's account, including custodianship and related services, particularly administration of cash and financial collateral, in relation to the following financial instruments:
   a) negotiable securities
   b) money market instruments
   c) securities and ownership interests of entities of collective investment
8. Provision of loans and borrowings to investors to facilitate the realisation of transactions involving one or several financial instruments in cases where the lender is involved in such transactions
9. Executing trades in foreign exchange values, if associated with providing investment services
10. Execution of investment survey and financial analysis, or another form of general recommendation concerning trading in financial instruments
11. Services related to the subscription of financial instruments

Share capital: EUR 366,305,193
Paid-up share capital: EUR 366,305,193

365.bank, a. s., has no branch office abroad.

3. Bank structure until 31.12.2025

Board of Directors



Ing. Andrej Zaťko
Chairman of the Board of Directors and CEO

Chairman of the Board of Directors
Andrej graduated from the Department of Economic Informatics at the University of Economics in Bratislava, where he specialised in information technology. In 2011, he became a member of the Board of Directors of J & T BANKA, a. s. (Czech Republic).
Since November 2012, Andrej has served as CEO and head of the Slovak branch of J & T BANKA, a. s. – J & T BANKA, a. s., pobočka zahraničnej banky.
Since 12 August 2015, he has continuously served as Chairman of the Board of Directors of 365.bank, a. s., and concurrently holds the position of CEO of 365.bank, a. s.



Ing. Peter Hajko
Member of the Board of Directors

Member of the Board of Directors
Peter graduated from the Department of Economic Informatics at the University of Economics in Bratislava. He was active in the banking sector from 1997 to 2000, working for Všeobecná úverová banka, a. s., and then he held various positions at Tatra banka, a. s., from 2000 to 2015, most recently as Director of a regional branch, where he was responsible for managing the branch network in the Bratislava-West and Nitra regions in the areas of sales, customer service, and service quality for retail clients. Peter joined 365.bank, a. s., in 2015, as Director of the Retail Banking Division.
Since 3 December 2015, he has continuously served as member of the Board of Directors of 365.bank, a. s.



Ladislav Korec, MBA, FCCA
Member of the Board of Directors

Member of the Board of Directors
Ladislav graduated from City University of Seattle, specialising in business management including MBA programme. He has been working in finance since 2004. In 2005, Ladislav was a corporate credit advisor in OTP Banka Slovensko, and since 2006 he has held various management positions within the global consulting company Ernst & Young Slovakia, spol. s r.o. He has been with 365.bank, a. s., since 1 August 2015, where he served as Division Director until 2021. As part of his activities at the Bank, Ladislav focused mainly on the area of finance and back-office.
Since 2 July 2021, he has served as member of the Board of Directors of 365.bank, a. s.

Supervisory Board until 31.12.2025

Ing. Jozef Tkáč
Chairman of the Supervisory board – in office again from 14 December 2023

RNDr. Zuzana Žemlová
Member of the Supervisory Board – since 20 December 2024

Ing. Anna Novotná
Member of the Supervisory Board – since 19 June 2025

As at 31 December 2025, the Bank had an interest in the following subsidiaries and joint ventures:

Business name and identification number	Address	Activity	Share in % Subsidiaries
Subsidiaries			
365.invest, správ. spol., a. s. ID No.: 31 621 317	Dvořákovo nábrežie 4 811 02 Bratislava	Asset management	100,00 %
Ahoj, a. s. ID No.: 48 113 671	Dvořákovo nábrežie 4 811 02 Bratislava	Provision of consumer loans	100,00 %
PB Servis, a. s. ID No.: 47 234 571	Karloveská 34 841 04 Bratislava	Real estate	100,00 %
PB Finančné služby, a. s. ID No.: 35 817 453	Hattalova 12 831 03 Bratislava	Operational, financial leasing and factoring	100,00 %
365.fintech, a.s. ID No.: 51 301 547	Dvořákovo nábrežie 4 811 02 Bratislava	Start-up support	100,00 %
Cards&Co, a. s. ID No.: 51 960 761	Dvořákovo nábrežie 4 811 02 Bratislava	IT services	100,00 %
365.nadácia ID No.: 42 127 912	Dvořákovo nábrežie 4 811 02 Bratislava	Charity organisation	×
Joint ventures			
SKPAY, a. s. ID No.: 46 552 723	Nám. SNP 35 811 01 Bratislava	Payment system services	40,00 %

4. 2025 HIGHLIGHTS

January

Zuzana Žemlová steps down as member of the Board of Directors

Zuzana Žemlová, a long-time member of the Bank's Board of Directors, stepped down from her position as a member of the Board of Directors of 365.bank at the end of 2024. However, she did not leave the bank; she became a member of the Supervisory Board of 365.bank.

Meaningful partnerships

This year, 365.bank continued to collaborate and engage with partners, meaningful initiatives, and important social issues. Activities included participating in professional conferences, promoting gender equality, financial literacy, and community engagement, as well as collaborating with partners such as Akčné ženy, Cinematik, TU-BA, Festival Atmosféra, and 365.labb.

Ondrík and Nahálka have once again gone for a mortgage in our campaign

The start of the year gave the Bank an opportunity to get even closer to its clients and lend them a helping hand when the land registry system went down. To reassure clients that this should not be an obstacle to obtaining a mortgage, the Bank decided to step up its communication efforts and launch a campaign to attract new clients. Despite the land registry system failure, the Bank continued to provide mortgage consultations, accept applications, and was able to quickly adapt its approval process.

Andrej Zaťko is the new owner of Art Fond—one of the largest private collections of contemporary art in Slovakia

Andrej Zaťko, CEO of 365.bank, who has long been committed to supporting the arts in various forms, purchased the Art fond Collection from the Bank. Through this collection, he aims to bring the authors' legacy to a wider audience and preserve its value for future generations. The collection includes more than 350 works by prominent Slovak artists who were active during the former regime, such as Jozef Jankovič, Stanislav Filko, Milan Dobeš, Július Koller, and many others. Through their works, these artists often drew attention to the need for freedom of expression and democracy.

February

Education on cyber threats

From the very beginning and throughout the year, 365.bank has focused on training its employees on cybersecurity. At the same time, to mark Safer Internet Day, the Bank organised a Cybersecurity Day at a selected elementary school in collaboration with Junior Achievement Slovakia, during which students learned how to avoid falling for hoaxes and misinformation, the role of AI in cybersecurity, and how to protect their finances and banking information online. At the same time, the students tested their knowledge in a cyber game tournament.

March

365.bank is part of Global Money Week

The Bank has joined the Global Money Week campaign, which is dedicated each year to raising awareness of the importance of financial education. The Bank provided several interesting activities aimed at promoting financial literacy, such as a lecture for high school students titled "Time Is Money", a lecture for employees by an analyst, but it also focused on the youngest students and introduced the topics of money and investing to first- and second-graders in elementary school.

May

Agreement to sell

The majority shareholder of 365.bank, J&T Finance Group SE, has signed an agreement to sell its stake in the Bank to the Belgian company KBC Bank NV, which is also the parent company of ČSOB Bank in Slovakia. The transaction was subject to approval by the relevant regulatory authorities—the National Bank of Slovakia, the National Bank of Belgium, the European Central Bank, the European Commission, and the Antimonopoly Office of the Slovak Republic.

Another edition of the "Extra Day to do Good" project as a motivation to do good

Following the success of this initiative last year, the Bank decided to make it a tradition and continued the project this year as well. The goal was to give this day meaning through volunteering or other charitable activities, while also motivating clients, employees, and the public to turn it into a day of giving. Because of the positive feedback, they held "Extra Day to do Good" again in the autumn.

The People Today campaign—"Is today a shock or OK?"

The campaign's goal was simple: to help people make the most of today, even though as many as 75% of people view the present as the worst time in history. The Bank introduced an AI consultant designed to help people view the world rationally and without prejudice; it organised public discussions featuring interesting personalities and highlighted quotes that transcend history but which people today believe apply primarily to their own generation.

365.bank wins the Prokop award for Women's Euro

In the spring, 365.bank won the award for the best PR projects of the year—Prokop. In the competition, the Bank took third place among the best projects in the Data in PR category.

Recruitment campaign with employees

Before the summer, the Bank launched a new recruitment campaign for its retail division called "Jump into a New Role", with its employees as the stars of the campaign. They highlighted many employee benefits.

June

New "I Want This Account" campaign

After more than two years of a successful campaign featuring mint-coloured visuals, 365.bank has unveiled a revamped concept for its advertising spots, focusing on a single product—the personal account from 365.bank. The length, frequency, and rotation of the media spots have changed, but the Bank has kept the familiar faces of Ondrík and Nahálka in the lead roles. The goal of the campaign was to highlight the various benefits of a bank account. During the first phase of the campaign, which began in June, it released six commercials at once, and continued at the same pace for the rest of the year.

Launch of ESG activities

The Bank's ESG team has launched a series of events across the entire 365.bank group to promote sustainability, community support, and education—in other words, ideas for creating a better present. The goal was to highlight interesting connections between ESG and the 17 sustainable development goals each month, and above all to emphasize what they mean for the Bank.

Election of a member of the Supervisory Board of 365.bank, a. s., elected by the employees

In June, a re-election was held for the 365.bank Supervisory Board member elected by the employees. Based on the results of the vote, Anna Novotná became a new member. The goal is to represent the voice of employees with dignity and to contribute to the Bank's transparency, accountability, and development.

July

365.bank retained its title as the Best Digital Bank in Slovakia

Once again this year, 365.bank has been named the Best Digital Bank in Slovakia at the prestigious Euromoney Awards for Excellence 2025. The renowned magazine Euromoney highlighted in particular its innovative digital solutions, built on a "mobile first" approach, and its ability to deliver modern, meaningful services that reflect current trends while improving clients' daily lives. For more than 30 years, this award has been one of the highest honours for banks and bankers across the entire industry.

September

Zlatý středník award for two categories

At the largest communications competition in the Czech Republic and Slovakia, 365.bank won two awards. The "Women's Euro" campaign, which demonstrated that pay gaps are not just numbers but a reality reflected in many career stories, took third place in the Financial Services category. At the same time, the campaign received a recommendation from the jury for nomination in an international competition. In the "Electronic Magazine, Blog, and Newsletter" category, our client newsletter, "What's New at 365", received a Top Rated ranking.

Zlatý klinec award—silver for billboards promoting mortgages

At the Slovak Advertising "Oscars", our outdoor campaign promoting mortgage loans won a silver award in the Traditional Media category. The billboards displayed on the buildings across from River Park impressed the jury with their originality and creativity.

October

Instant payments and IBAN verification

In October, the Bank's clients saw some changes—in addition to instant payments becoming fully available, a recipient verification service was introduced, allowing clients to check whether the account number (IBAN) and account name provided by the sender matches the recipient's account name as listed at the recipient's bank, which should significantly reduce erroneous payments to the wrong accounts.

365.bank ranks among the top 50 banking brands

365.bank has been named the best Slovak banking brand by the prestigious magazine The Banker in its new global ranking of the TOP 50 Banking Brands based on brand equity. It was the only Slovak bank to make the list of the world's fastest-growing banking brands. The ranking's compilers praised the Bank's meaningful connection with clients thanks to its "mobile-first" philosophy, which offers clients accessibility and ease of use, strategic and personalised solutions even for clients who prefer in-person interaction, through the establishment of a broad branch network, ensuring a seamless and efficient customer experience tailored to each client's needs. According to them, visual distinctiveness helps the 365.bank brand remain distinctive despite fierce competition.

Special autumn offer of mortgages with interest rates starting at 3.25% per year

365.bank has launched a new, attractive offer for anyone considering buying a home or refinancing their mortgage. It offered clients the opportunity to obtain a mortgage with a three-year fixed rate starting at 3.25% p.a., which was one of the most attractive rates on the market during the autumn season.

Psychological counselling available 24/7

As an employer, 365.bank understands how important it is to have a space where people can stop, take a breath, and take care of themselves. That is precisely why the Bank has launched a 24/7 hotline as part of its Be Balanced programme—offering psychological counselling over the phone, which is just as effective as an online or in-person session.

CX Day

To mark International Customer Experience Day, 365.bank—a leader in the field of CX in our country—organised a day full of interesting activities, lectures, and entertainment for its employees. At the same time, the Bank highlighted the importance of knowing its customers, conducted a survey on the customer experience, and shared the results on social media and in the media.

November

Women Belong in the Kitchen

Throughout the year, the Bank addressed the issue of gender pay equality and the unfair pay gap between men and women in society, highlighting stereotypes, potential causes, and the impact on the financial sector, as well as possible solutions to this problem. It was also the main partner of the Equal Pay Day conference. Building on this theme, the Bank launched the "Women Belong in the Kitchen" campaign, which is based on a real-world insight—the recurring stereotypical comments that women are subjected to on social media and in real life.

17 November and support for theatres

On 17 November, the Day of the Fight for Freedom and Democracy, 365.bank honoured the values inextricably linked to this date and, at the same time, symbolically decided to dedicate its television advertising space on this day to Slovak theatres. Its aim was to highlight their importance in society and, at the same time, to support artists who are currently facing financial difficulties. At the same time, the Bank joined the "Advertising Assistance" project, contributing 50,000 euros to support non-state-run and independent theatres that had found themselves in a difficult situation due to a lack of funding. Staged versions of the Bank's well-known commercial were also produced on their premises, in which the artists creatively reinterpreted its message. On this date, the Bank also organised a series of activities for its employees, allowing them to spend the day in a meaningful way by participating in volunteer projects, lectures, and discussions on the protection of democracy and freedom, as well as cultural events.

December

Today's Savings with interest rates of up to 2.5% per year

365.bank has introduced a new way to grow your savings easily and securely. The new "Today's Savings" product, featuring a one-day deposit and automatic renewal, allows clients to earn interest of up to 2.50% per year with no minimum term. One of the product's advantages is its high flexibility; clients can make deposits, withdrawals, or transfers at any time as needed.

Idea for a Better Today

For the second time, 365.nadácia has opened voting for its "Idea for a Better Today" grant programme, which seamlessly followed the previous project Idea for 3 Generations. The project supports community initiatives that contribute to improving life in the regions and bring about positive change in the areas of volunteering, the environment, the arts, culture, health, education, sports, and innovation. Each funded project was eligible to receive up to 4,000 euros for its implementation.

5. Outlook for 2026

For 365.bank, 2025 marked a period of stable operations as a full-fledged bank that had successfully completed its transformation from what was originally a purely digital institution. The past period has seen a strengthening of our position in the retail segment, growth in both loan and deposit volumes, and the maintenance of high customer satisfaction ratings, which rank our Bank among the institutions with the most satisfied clients on the market. The transformation into a full-fledged bank with a nationwide branch network has also had a positive impact on customer behaviour. In addition to using modern digital services, they also regularly visit brick-and-mortar branches, which have long been among the highest-rated on the market.

In the retail sector in 2026, our priority remains building on our achievements and continuing to modernise our services. Our ambition is long-term sustainable growth, based on responsible lending, appropriate risk assessment, and rigorous handling of client data.

A key strategic priority remains strengthening the Bank's position as the primary financial partner for clients, with the aim of comprehensively meeting their financial needs under one roof. We intend to continue strengthening our strong position in consumer finance, both in physical and digital environments. At a time when household expenses are rising, we are also focusing on developing refinancing solutions that allow clients to optimise their monthly payments entirely online.

As a dynamic player in the mortgage market, we plan to continue strengthening our position even in an environment of reduced housing affordability, with a focus on our clients' individual needs, processing speed, and competitive solutions.

When it comes to savings, we focus on optimally allocating our clients' funds between long-term growth and a flexible reserve, with the goal of offering solutions that provide attractive returns while maintaining high liquidity, so that clients have access to their funds whenever they need them.

In the online environment, we want to focus on further simplifying, streamlining, and making our products and processes more accessible so that clients can handle not only routine banking transactions but also more complex financial needs conveniently and securely from home. We also plan to develop further technological innovations, such as pre-approved loans in the mobile app, expanding our range of life and non-life insurance products available both digitally and in branches, as well as improving the authorisation of e-commerce payments and offering digital refinancing loans.

The customer experience has long been one of the key pillars of our strategy and a major factor in the Bank's competitiveness. Through a systematic and data-driven approach to customer experience management, we have succeeded in maintaining a high level of customer satisfaction and loyalty, as confirmed by the results of surveys conducted by independent research agencies.

Going forward, our ambition remains to be a bank that puts our clients at the centre of our decision-making and actively works to enhance the customer experience. Simplifying product processes, reducing the time it takes to process requests, and increasing the transparency of communication also remain key priorities. The year 2026 will also see the continuation of initiatives aimed at measuring client satisfaction and incorporating feedback into product development as well as the day-to-day operations of our branch and contact network.

For Corporate, we will continue to focus on the quality and sustainability of the loan portfolio in 2026, taking into account the current economic situation and the new type of taxation of financial transactions. In terms of active products, we will continue to finance classic products (bank loan, bank guarantee); subject to a thorough individual assessment, the Bank may also continue to provide structured transactions or syndicated loans and participations.

Under the new financing framework, the Bank will always evaluate opportunities in accordance with ESG principles; that is, it will support clients whose activities align with the principles of the Bank's ESG strategy. From a segment perspective, we plan to continue our established strategy of allocating resources primarily to the Large Corporate portfolio.
Within the SME segment, we will focus on managing our existing portfolio with the aim of supporting our current clients in the current economic environment and in order to meet our ESG goals.

As for Poštová banka, the Bank will focus next year on making effective use of its extensive branch network and further improving the quality of customer service across all channels. Another priority will be to streamline and simplify the loan process with the goal of addressing the client's needs in a single visit, intelligently redirecting requests and sales of financial products to highly specialised departments or the call centre, as well as the overall optimisation of the product portfolio and configuration of the app interface so that it is understandable to clients regardless of age and IT experience.

Another key factor in the Bank's future development is its integration into the KBC Group, which creates the conditions for the transfer of international know-how, the exploitation of synergies, and the strengthening of its capital and technological infrastructure. This partnership opens up new opportunities to expand our product range, streamline processes, and strengthen our competitiveness in the Slovak market.

6. Corporate social responsibility

Corporate social responsibility projects

In 2025, we continued to address the issues of today that are shaping society. In addition to our business goals, we placed particular emphasis on supporting socially responsible projects. It was important for us to incorporate these values not only into our daily lives, but also into the way we work together as a team.

“People of Today” campaign

People are burdened by stereotypes, prejudices, and hindsight bias. That is why they do not view their own era objectively. The “People of Today” campaign’s goal was simple: to help people make the most of today, even though as many as 75% of people view the present as the worst time in history. We introduced an AI consultant designed to help people view the world rationally and without bias; we organised public discussions featuring interesting personalities and highlighted quotes that transcend history but which people today believe apply primarily to their own generation.

Women Belong in the Kitchen campaign

365.bank has been addressing the issue of gender equality for several years. In 2025, we focused on the repetitive, stereotypical comments that women are subjected to on social media and in real life. The most iconic comment is that women belong in the Kitchen. And there is a village in Slovakia called the Kitchen (Kuchyňa). We used this fact to create a campaign that was both humorous and socially thought-provoking. For this campaign, we collaborated with real women from the village of Kuchyňa, who—drawing on their professional experiences—showed us that stereotypical comments really have no place in today’s world.

Theatres Project

On 17 November, the Day of the Fight for Freedom and Democracy, 365.bank honoured the values inextricably linked to this date and, at the same time, symbolically decided to dedicate its television advertising space on this day to Slovak theatres. Its aim was to highlight their importance in society and, at the same time, to support artists who are currently facing financial difficulties.

In response to the critical situation in the cultural sector, 365.bank, in collaboration with Anténa, launched the “Advertising Assistance” project, which bridges the gap between the cultural and commercial sectors and introduces a new method of financing. The project includes creatively staged advertising elements that are developed in collaboration with artists as a natural part of the performances. The Bank also provided financial support of EUR 50,000 to selected theatres.

Support for cultural events

In addition to helping theatres, we continued to support cultural events that are meaningful to us in 2025. We supported the Atmosféra music festival and the Cinematik film festival.

365.labb

365.labb is a CSR project in the Banská Bystrica region. It is a community co-working centre that, thanks to 365.bank, provides free space to the local community, which in turn organises educational, inspirational, networking and cultural events for the citizens of the region. 365.labb is able to create about 155 events per year.

365.nadácia

In 2025, 365.nadácia continued to support initiatives that bring value to people, communities, and regions. We focused on projects that contribute to improving quality of life, urban development, and positive change in various parts of Slovakia. As part of the “Better Today” initiative, we have supported a number of community activities, such as the Atmosféra Festival, which we have partnered with for the second year in a row. We also helped foster community initiatives through the “Idea for a Better Today” foundation grant. In 2025, we distributed EUR 40,000 among 13 meaningful projects aimed at improving life in a given city, town, or community.

In the field of education, 365.nadácia continued its long-term partnership with Junior Achievement, thereby supporting the development of financial literacy education for a target group of high school students and teachers.

In addition to its external activities, the foundation once again carried out its own internal programmes, such as clothing collections and the purchase of school supplies and Christmas gifts for children from socially disadvantaged backgrounds. As is our tradition, we also organised our Christmas and Easter markets, through which we support sheltered workshops and their activities aimed at helping people with disabilities. Employees were also able to participate in community service activities through volunteering during the “Extra Day to do Good” event, which we organised twice in 2025.

In 2025 365.nadácia also provided financial support to individuals in need and to projects in the fields of social assistance, health, and sports, thereby further expanding its positive impact on community life and society.

Building an inspiring company culture

At the Bank, we are committed to ensuring that the values and principles of our corporate culture are a natural part of our daily work. We encourage open dialogue and the exchange of ideas, which helps create an innovative and dynamic environment.

Over the past year, we have implemented a number of initiatives aimed at promoting the development, collaboration, inclusion, physical and mental health, as well as the financial well-being of our colleagues. When developing our culture, we take into account the individual needs and diversity of our teams.

Flexible work arrangements, support for education and career growth are steps that help us create an environment where our colleagues feel respected and motivated. Our goal is to support the long-term development of our employees and create an environment in which they can reach their full potential.

Our activities in the area of corporate culture and employee development focus on three main pillars:

- Building an inspiring company culture
- Developing talent and enhancing employee expertise
- Promoting mental health, inclusion, and diversity

Developing and training all staff

Besides providing the professional knowledge and skills, we focused on developing soft and management skills.
In the area of leadership, we continued the Leadership Academy concept for the third year and implemented three additional modules led by external experts, under the title “Management Trainer”. This year, we focused even more on applying the skills we’ve learned to real-life team

leadership through topics such as Developmental and Difficult Conversations and the Psychology of Power. We focused specifically on supporting managers in communicating the change in shareholder ownership as part of the topic “Leadership in Times of Major Change”.

We continued our professional development through the Seduo online platform. The average number of courses completed per active user once again confirms the interest in developing soft skills.

Talent Programmes in retail and at headquarters

We are building the Bank’s future today by identifying and developing talent through our Talent Programmes. Our long-term goal is to fill as many positions as possible at all management levels with internal candidates, taking into account gender equality, diversity and inclusion.

Over the past year, as part of our 9-month Retail Talent Programme, we focused on the comprehensive development of managerial skills through innovative training activities:
- Modular training tailored to the retail sector;
- Gallup Diagnostics;
- Rotation in management positions;
- Connecting with experienced leaders;
- Volunteer activities.

These initiatives have helped us not only to develop professional skills, but also to strengthen the collaboration, commitment, and values that underpin our retail team.

In addition to our long-standing Retail Talent Programme, we relaunched the Talent Programme at our headquarters in 2025 after a lengthy hiatus.

The 6-month development programme offered our colleagues:
- Mentoring from experienced leaders;
- Rotation among different teams and departments;
- Shadowing managers in real-life situations;
- Development of leadership skills and strategic thinking;
- Space for self-reflection, feedback, and networking;
- SHL diagnostics and expert analysis, which served as the basis for developing customised training programmes and an individual development plan.

Mental health support and the Be Balanced programme

The Be Balanced programme provides education and tools to support both physical and mental health. It includes activities and tools designed to support work-life balance, prevent burnout, and help employees cope with challenging situations at work and in their personal lives. In 2025, we expanded the programme to offer our colleagues even more opportunities to support their mental well-being.

The main pillars of the programme are:
- Psychological counselling, including a 24/7 hotline.
- Mental Health Advocates, in collaboration with the League for Mental Health—trained colleagues who serve as the first point of contact in cases of distress.
- Internal coaching—a safe space for colleagues, communication development, improved relationships, self-confidence, change management, talent development, and more.
- Talk sessions with external experts and internal guests.

Inclusion and diversity

The Bank regularly organises internal events aimed at raising awareness of issues related to inclusion, diversity, and equal opportunity. These activities are designed to promote positive change toward greater diversity within teams and to create an environment where everyone feels accepted and respected.

For the third year in a row, our internal talk sessions have been addressing topics that offer fresh perspectives on stereotypes associated with women and foster discussion about equality. The importance of these events is further underscored by the participation of members of the Board of Directors, including the CEO, who actively engage in moderating the discussions.

The guests on the talk sessions are female colleagues from various units of the Bank and at different levels of seniority, which gives the events a unique and authentic feel.

The project’s outcomes have paved the way for further initiatives—such as talk sessions held on International Men’s Day, where we address issues related to men’s mental health, or Diversity Month—the Diversity Festival.

As part of Diversity Month in 2025, the Bank also organised special professional development training:

- A development workshop on **inclusive leadership** for managers, aimed at strengthening a modern approach to team leadership while also supporting the leaders themselves. The workshop was conducted in an interactive format, with an emphasis on practical examples and the sharing of experiences among participants.
- A bank-wide webinar focused on the topic of unconscious biases. Our colleagues had the opportunity to learn what bias actually is, how it arises, and why it is a natural part of human thinking. The goal of the webinar was to promote inclusion in our day-to-day collaboration, thereby helping to build a culture of respect and equality.

Developing financial literacy with #finančnápohoda talk sessions

In 2025, we continued to develop our popular format of open talk sessions about money, investing, and financial well-being. In our first talk session, we focused on how people invest today, what motivates them, and what, conversely, holds them back. The second talk session offered practical tips on how to keep track of one’s finances, handle unexpected expenses, and make sensible decisions even on a modest income.

The discussions were filled with real-world experiences and practical advice that helped colleagues feel more confident about managing their own finances.

Health Days for all employees

The aim of the Health Days is to promote a healthy lifestyle for employees and improve the overall well-being at the workplace. This initiative focuses not only on individual screenings, but also on physical and mental health prevention. Preventive screenings, workshops, and lectures on healthy eating, mental health, and disease prevention have attracted a great deal of interest, as evidenced by the increase in the number of colleagues who attended the events.

This autumn, we expanded our range of preventive services to include on-site flu vaccinations. Flu season brings an increased risk of illness, so we have provided our employees with a simple and accessible way to support their health and prevent the spread of viral illnesses.

Satisfaction survey

Last year, we once again conducted a satisfaction survey to better understand the needs of our colleagues and strengthen engagement across teams.

Modern tools and regular surveys of employee well-being have provided us with a wealth of valuable insights that help guide our future development.

The survey helps us maintain a healthy corporate culture, identify areas that require attention, and take steps to improve the work environment.

This is a clear sign that our employees’ voices matter and that together we are creating an environment that fosters open communication, mutual respect, and motivation.

7. Sustainability Report

EY
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Independent auditor´s limited assurance report on Consolidated Sustainability statement

To the Shareholders, Supervisory Board, Board of Directors and to the Audit Committee of 365.bank, a. s.

We have conducted a limited assurance engagement on the Consolidated Sustainability Statement of 365.bank, a. s. (hereafter the "Company") and its subsidiaries (hereafter the "Group") including the information incorporated in the Consolidated Sustainability Statement by reference, as disclosed in section Sustainability Report for year 2025 (the "Consolidated Sustainability Statement") as at 31 December 2025 and for the year then ended.

Identification of Applicable Criteria

The Consolidated Sustainability Statement was prepared by the Company in order to satisfy the requirements of § 20g) of the Slovak Act No. 431/2002 Coll. on Accounting, as amended (hereafter the "Act on Accounting"), which implementsArticle 29a of Directive 2013/34/EU of the European Parliament and of the Council, including:

- Compliance with the European Sustainability Reporting Standards (ESRS), as set out in Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards (the 'ESRS'), including that the process carried out by the Group to identify the information reported in the Consolidated Sustainability Statement (the "Process") is in accordance with the description set out in note ESRS 2 IRO-1;
- Compliance of the disclosures in subsection "E – Environment – EU Taxonomy" within the environmental section of the Consolidated Sustainability Statement with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").

Inherent Limitations in Preparing the Consolidated Sustainability Statement

As further detailed in the consolidated sustainability reporting, section BP-2: Disclosures related to specific circumstances, there are inherent limitations associated with the calculation or assessment of sustainability-related matters in accordance with the applicable criteria.

In reporting forward-looking information in accordance with ESRS, the Board of Directors (hereafter the "management of the Company") is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. The actual outcome is likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Consolidated Sustainability Statement, management of the Company interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the compliance of their interpretation with applicable law ,and, accordingly, are subject to uncertainty.

As a result of the criteria used, the nature of Consolidated Sustainability Statement, and the fact that there is still a lack of experience with the long-term application of binding regulations, their standard application, and the procedures for their publication, various measurement methods are used in practice

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that are acceptable but may lead to differences between individual companies. The methodology and its development affect not only the comparability of sustainability information published by different companies but also the year-on-year comparability of information within the same company.

Responsibilities of the Company's Board of Directors, Supervisory Board and Audit Committee for the Consolidated Sustainability Statement

The management of the Company is responsible for designing and implementing a process to identify the information reported in the Consolidated Sustainability Statement in accordance with the ESRS and for disclosing this process in note ESRS 2 IRO-1 of the Consolidated Sustainability Statement. This responsibility includes:

- Understanding the context in which the Group's activities and business relationships take place and developing an understanding of its affected stakeholders;
- The identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- The assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds;
- Making assumptions that are reasonable in the circumstances.

The management of the Company is further responsible for the preparation of the Consolidated Sustainability Statement, in accordance with § 20g) of the Act on Accounting , which implements Article 29a of Directive 2013/34/EU of the European Parliament and of the Council, including:

- Compliance with the ESRS;
- Preparing the disclosures in subsection "E – Environment – EU Taxonomy" within the environmental section of the Consolidated Sustainability Statement, in compliance with Article 8 of EU Regulation 2020/852;
- Designing, implementing and maintaining such internal controls that management determines are necessary to enable the preparation of the Consolidated Sustainability Statement that is free from material misstatement, whether due to fraud or error;
- The selection and application of appropriate sustainability reporting methods and making assumptions and estimates about individual sustainability disclosures that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Group's process for preparing the Consolidated Sustainability Statement.

Auditor's Responsibility

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (hereafter "ISAE 3000 (Revised)").

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Consolidated Sustainability Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Consolidated Sustainability Statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional skepticism throughout the engagement.

Our responsibilities in respect of the Consolidated Sustainability Statement, in relation to the Process, include:

- Obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process; and
- Assessing, whether identified information complies with the ESRS disclosure requirements; and
- Designing and performing procedures to evaluate whether the Process is consistent with the Group's description of its Process, as disclosed in note ESRS 2 IRO-1.

Our other responsibilities in respect of the Consolidated Sustainability Statement include:

- Obtaining an understanding of the Group's control environment, processes and information systems relevant to the preparation of the Consolidated Sustainability Statement but not for the purpose of evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Identifying disclosures where material misstatements are likely to arise, whether due to fraud or error; and
- Designing and performing procedures responsive to disclosures in the Consolidated Sustainability Statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Our Independence and Quality Management

We are independent of the Group in accordance with the provisions of Act No. 423/2015 Coll. on Statutory Audit and on amendments and supplements to the Act on Accounting No. 431/2002 Coll. on Accounting, as amended, relating to independence and ethics, including the Auditor's Code of Ethics, which are relevant to our limited assurance engagement on the Consolidated Sustainability Statement, and we have fulfilled the other ethical requirements of these provisions.

We applied International Standard on Quality Management (ISQM) 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of Work Performed

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A limited assurance engagement involves performing procedures to obtain evidence about the Consolidated Sustainability Statement. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Consolidated Sustainability Statement.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
  - Performing inquiries to understand the sources of the information used by management (e.g., stakeholder engagement, business plans and strategy documents);
  - Reviewing the Group's internal documentation of its Process;
- Evaluated whether the evidence obtained from our procedures about the Process implemented by the Group was consistent with the description of the Process set out in note ESRS 2 IRO-1.

In conducting our limited assurance engagement, with respect to the Consolidated Sustainability Statement, we:

- Obtained an understanding of the Group's reporting processes relevant to the preparation of its Consolidated Sustainability Statement by:
  - Performing inquiries to understand the Group's control environment, processes and information systems relevant to the preparation of the Consolidated Sustainability Statement; but not for the purpose of providing the conclusion on the effectiveness of the Group's internal control environment.
- Evaluated whether material information identified by the Process to identify the information reported in the Consolidated Sustainability Statement is included in the Consolidated Sustainability Statement;
- Evaluated whether the structure and the presentation of the Consolidated Sustainability Statement is in accordance with the ESRS;
- Performed inquires of relevant personnel and analytical procedures on selected disclosures in the Consolidated Sustainability Statement;
- Performed substantive assurance procedures based on a sample basis on selected disclosures in the Consolidated Sustainability Statement;
- Where applicable, compared the information presented in the Consolidated Sustainability Statement with the corresponding information disclosed in the financial statements;
- Obtained evidence on the methods for developing material estimates and forward-looking information and on how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Consolidated Sustainability Statement.

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

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We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Consolidated Sustainability Statement is not prepared, in all material respects, in accordance with § 20g) of the Act on Accounting , which implements Article 29a of Directive 2013/34/EU of the European Parliament and of the Council, including:

- Compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the Group to identify the information reported in the Consolidated Sustainability Statement is in accordance with the description set out in note ESRS 2 IRO-1;
- Compliance of the disclosures in subsection "E – Environment – EU Taxonomy" within the environmental section of the Consolidated Sustainability Statement with Article 8 of EU Regulation 2020/852.

30 March 2026
Bratislava, Slovak Republic

Ing. Marek Mikolaj, statutory auditor
UDVA Licence for sustainability assurance No. 116

Ernst & Young Slovakia, spol. s r.o.
UDVA Licence for sustainability assurance No. 25

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

Our ESG story in 2025

Sustainability is a natural part of how we think and act. ESG principles are deeply rooted in our corporate culture, and in 2025 we continued to strive to incorporate these values into our day-to-day decisions—in a way that is understandable and beneficial to everyone who is part of our world—from employees and clients to partners, communities, and society as a whole.

We care about how our actions affect the world around us. That is why we build fair relationships, strengthen cooperation, and create opportunities for open dialogue. We believe that it is precisely thanks to this that we can better understand changing needs and respond to them in a responsible and sustainable manner.

This year, we continued to integrate ESG principles into the Bank's operations—from data management and client services to the functioning of our teams and internal processes. When it comes to climate responsibility, we are taking concrete steps to reduce our environmental impact. We treat this issue as a long-term commitment, and we are constantly looking for ways to move forward.

Our journey continues

In 2025, we continued the initiatives we had launched, which are aimed at more responsible business practices and long-term sustainability. Over the past few years, we have taken a number of steps to reduce our environmental impact—from optimising our processes to adopting a more responsible approach within our supply chain. In the area of climate-related issues, we focus on defining climate risks and financed emissions, as well as their transparent measurement and management.

For us, however, sustainability means more than just environmental issues. We continue to support the mental, physical, and financial well-being of our employees, foster a fair work environment, and build banking services that are simple, easy to understand, and accessible to everyone.

We continue to view client satisfaction as one of the key indicators of our progress. It is feedback that helps us improve our services and our approach to sustainable behaviour topics. We believe that even small changes, if they are systematic and genuine, can have a long-term impact.

Basis for preparation of the sustainability statement—ESRS 2

BP-1 General basis for preparation of the sustainability statements

The Sustainability Report has been prepared for the 365.bank Group on a consolidated basis and takes into account 365.bank itself as the consolidating entity (hereafter referred to as the „Bank") and all its subsidiaries (hereafter collectively referred to as the „Group") and is identical in scope to the Consolidated Financial Statements. Consolidated non-financial data includes the Bank and its controlled subsidiaries.

On 15 January 2026, 365.bank became part of KBC Group. Starting with the 2026 financial year, 365.bank will be included in KBC Group's Consolidated Sustainability Statement within its scope of consolidation. For the fiscal year 2025, the Group has a legal obligation to provide non-financial information in accordance with Act No. 105/2024 Coll. amending the Accounting Act 431/2002 Coll. and Directive 2013/34/EU, as amended (including EU Directive 2022/2464, the so-called CSRD). The Sustainability Report is prepared according to the European Sustainability Reporting Standards (ESSR), i.e., Regulation (EU) 2023/2772.

No subsidiary has been exempted from the obligation to prepare a sustainability statement and no subsidiary has been required to prepare a sustainability statement for 2025. The report covers the Bank's entire value chain.

Each of the subsidiaries has its own top management due to the diversity of the subsidiaries in terms of the sector as well as the regulation itself. For this reason, in this Sustainability Report, we list the Group in the sections of the report where policy harmonisation is occurring.

The information in the statement relates to areas that have been considered material based on an internal assessment of materiality as required by ESRS 1. Matters relating to sustainability and impacts, risks and opportunities are included in this report based on this assessment and our evaluation of the information that was considered relevant to its users.

The exemption from disclosure of information on future developments or matters under negotiation was not used.

Prior to publication, this report was approved by the Bank's Board of Directors and Supervisory Board, which confirmed that this report complies with the applicable regulations.

BP-2 Disclosures in relation to specific circumstances

We assess material impacts, risks, and opportunities from a short-term, medium-term, and long-term perspective. In conducting this assessment, we follow the defined timeframes set forth in ESRS 1:

- Short-term—the next 12 months
- Medium-term—1-5 years
- Long-term—more than 5 years

If different timeframes were used, these were described in detail in the report accompanying the relevant disclosures, including an explanation of why they were chosen.

In compiling sustainability information, management is required to make judgements, estimates and assumptions that affect the reporting of GHG emissions values and related metrics. Some metrics are subject to measurement uncertainty. In most cases, the source of this uncertainty is related to the availability and/or quality of input data, including the availability and quality of data from upstream and downstream parts of the value chain.

In the table below, we provide an overview of quantitative metrics and monetary amounts that involve a higher degree of judgement or complexity, and therefore a higher level of measurement uncertainty.

Metrics subject to measurement uncertainty

Metrics	Source of uncertainty	Estimates and assumptions
Scope 1 and Scope 2 GHG emissions	Data availability	If the Group does not have current data on energy consumption (e.g., electricity or gas) for individual buildings, consumption is estimated based on the arithmetic mean of the available data for that year.
Scope 3 GHG emissions—category 15	Data availability and quality	For financed emissions, we use the GHG Accounting and Reporting Standard for the Financial Sector, Part A "Financed Emissions", December 2022 version (hereinafter referred to as “PCAF”). According to the standard, we assign a data quality score that reflects the level of quality of the emission data used. The weaker the quality score, the higher the level of uncertainty. Proxy or sectoral average emission factors are used for the portion of the financed emissions.
Scope 3 GHG emissions—other than category 15	Data availability and quality	For Scope 3 emissions in categories 1 and 2, we use spend-based emission factors.

When calculating financed emissions for 2025, we optimised data flows in areas that take into account the Omnibus Package, which, for future reporting periods, amends regulations such as the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) and simplifies supply chain requirements.

At the same time, in line with this optimisation, we are tailoring specific actions based on the readiness of data, internal processes, and the availability of information throughout the value chain.

Since the regulation does not require our corporate clients to provide more detailed information on the purpose of financing, we continue to use sector-based emissions calculations for financed emissions, which are less accurate than calculations based on the specific purpose of financing. At the same time, no reporting errors were identified in the current data.

Information arising from other regulation

Our report does not include any information derived from other legislation or generally accepted sustainability standards, other than those set out in the ESRC and EU Taxonomy standards and listed in the Appendix Datapoints Derived from Other EU Legislation on pages 116-119.

Incorporation by reference

This sustainability statement does not contain any references to other disclosures by the Bank or the Group. However, selected datapoints related to disclosure requirements are provided via internal links to the relevant sections of this statement.

Changes in the preparation or presentation of sustainability information

When calculating the gender pay gap and the ratio of total annual remuneration, the methodology used to calculate the indicator was changed compared to the previous year. While the data for 2024 were based on employees’ projected annual income, the data for 2025 are based on employees’ actual gross income paid during the reporting period. The year 2024 has been restated using the new methodology. All permanent and temporary employees were included in the data compilation. For the sake of comparability, their gross income for 2025 was converted to full-time equivalents (FTEs) and to a 12-month period. Additional information is available on page 94.

At the same time, in 2025, the Group reviewed its management control over the unconsolidated companies that represent assets managed by 365.invest. As a result of this change, the number of properties included decreased in 2025.

Prior period reporting errors

No reporting errors were identified in previous periods.

Governance

GOV-1 The role of the administrative, management and supervisory bodies

Composition of the administrative, management and supervisory bodies of the Bank

The Bank manages its operations and internal processes in accordance with ESG principles and social responsibility. Its goal is to operate sustainably, transparently, and responsibly over the long term—in accordance with applicable laws, regulatory requirements, and established market standards.

The Bank's supreme body is the General Meeting, which operates in accordance with the provisions of the Commercial Code and the Bank's Articles of Association. The Board of Directors convenes its meetings at least once a year.

The Bank's Articles of Association set forth how the organisation is internally managed to ensure the proper and secure conduct of banking activities while preventing conflicts of interest. The Articles of Association also clearly define the relationships and cooperation between the Board of Directors, the Supervisory Board, senior management, and the units responsible for internal control.

The management of the Bank is the responsibility of the Board of Directors, while the Supervisory Board performs a supervisory function and oversees the activities of the management bodies.

1) Supervisory Board of the Bank

The supervisory function at the Bank is performed by the Supervisory Board, which oversees the activities of the Board of Directors and the manner in which the Bank conducts its business. Members of the Supervisory Board have the right to inspect all documents and records relating to the Bank's operations and verify that the accounting records are maintained accurately and in accordance with the facts. At the same time, they verify that the Bank conducts its business in accordance with the law, the Articles of Association, and the instructions of the General Meeting. In 2025, the Supervisory Board had three members.

The Supervisory Board reviews the ordinary, extraordinary and consolidated financial statements and provides its opinion on the proposal for the distribution of profit or the settlement of loss, submitting its opinion to the General Meeting. If the Bank's interests so require, it may convene a General Meeting on its own initiative and propose the necessary measures.

According to the Bank's Articles of Association, the Supervisory Board shall have at least three members. Two-thirds of them are elected and removed by the General Meeting, and one-third are elected by the Bank's employees. The term of office for members is five years, and the Supervisory Board meets at least once a quarter. All members are required to perform their duties independently, responsibly, and with due professional care.

In accordance with the internal governance policy and Guideline EBA/GL/2021/05 on internal governance, the following committees operate within the Supervisory Board: the Risk Management Committee, the Nomination Committee, and the Remuneration Committee. The Supervisory Board itself also performs the duties of the Audit Committee. The roles, responsibilities and powers of individual committees are set out in their approved statutes.

2) Board of Directors of the Bank

The Bank's Board of Directors is its statutory body—it manages the Bank's operations and acts on its behalf. It decides on all matters not reserved by law, the Articles of Association, or another body of the Bank, in particular the General Meeting or the Supervisory Board.

According to the Articles of Association, the Board of Directors has at least three and no more than five members, who are elected and dismissed by the General Meeting. The term of office of the members is five years. Meetings of the Board of Directors are held at least once a month, though for operational management purposes they are generally held once a week. All members of the Board of Directors perform their duties independently, responsibly, and with professional diligence. In 2025, the Board of Directors had three members.

The Board of Directors is responsible for implementing the Bank's overall business strategy and key policies, with a view to its long-term financial interests, stable development, prosperity, and sustainable operation. It reviews the remuneration policy in light of the Bank's risk appetite, business strategy, and long-term objectives, including ESG considerations.

It is also responsible for managing and supervising authorised banking activities in order to maintain the Bank's security, liquidity, and stability, and to protect the interests of depositors, creditors, and the banking system itself.

In the area of sustainability, the Board of Directors ensures compliance with commitments and the implementation of ESG principles in collaboration with the units responsible for risk management and the ESG Team, which operates under the leadership of the Head of Strategy. This Team coordinates the Bank's ESG activities, supports the implementation of sustainability initiatives, and ensures ongoing reporting and communication to both the Board of Directors and the Supervisory Board.

In accordance with the Bank's internal governance policy, the Board of Directors also established the ALCO Committee and the Compliance Committee, whose roles, responsibilities, and powers are set forth in their respective statutes.

3) ESG Team

To ensure systematic and effective management of sustainability issues, the Bank established an ESG Team in 2025 to oversee and coordinate all activities related to the implementation and development of ESG principles across the Group. The ESG Team acts as the central coordinating unit for all units defined under Regulation No. 31/2024—Bank Governance Policy Taking ESG Factors into Account; this Regulation is overseen by Strategy Unit.

The policy sets out the Bank's commitment to adopting sustainable and responsible business practices that create long-term value for all stakeholders, while helping to prevent environmental and social risks and guiding the integration of ESG considerations into all of the Bank's decision-making processes.

The ESG Team is responsible for ensuring compliance with and monitoring ESG regulatory requirements and for integrating them into the Bank's processes, products, and services, as well as into its internal governance and organisation. It operates on a project-based model, which enables flexible coordination and collaboration between units. The relevant Heads of Units are invited to Team meetings depending on the topic under discussion, which means that the Team's composition may change dynamically.

The ESG Team operates under the leadership of the Head of Strategy, who ensures its strategic direction, compliance with the Bank's internal policies, and coordination with other management bodies.

Composition of the Board of Directors and the Supervisory Board

The structure of the Bank's Board of Directors and Supervisory Board ensures a balanced approach to the governance of the entire Bank. The proportion of independent members in the administrative, management and supervisory bodies is 16.7% (share of the total number of persons in these bodies). This ratio remained unchanged compared to 2024.

Employee representation on the Supervisory Board

At the Bank, we consistently apply an inclusive approach to management, which is based on actively involving employees in decision-making processes. This approach is further underscored by the fact that the Bank's Supervisory Board includes an elected employee representative.
Thanks to their involvement, the needs and opinions of employees across the entire organisation can be better taken into account in strategic decision-making. The employee representative is

elected in accordance with applicable law, and the entire election process is conducted in a transparent and impartial manner.

Experience in financial services and ESG

The members of both the Supervisory Board and the Board of Directors have extensive, long-standing experience in financial services, retail and corporate banking, as well as in the management of commercial organisations. They also apply their expertise to decisions that take environmental, social, and governance (ESG) factors into account.

The members of the Supervisory Board have extensive experience in managing financial institutions and risk management, thereby contributing to the Bank's effective oversight and strategic direction.

As the Bank's executive body, the Board of Directors brings a combination of strong professional and technical expertise in financial management, along with a firm commitment to integrating ESG principles into the Bank's business strategy, decision-making processes, and employee management.

Their collective experience ensures that the Bank's governance system is not only financially stable but also sustainable in the long term and fully aligned with the Bank's strategic direction in the area of ESG.

Diversity in the Supervisory Board and Board of Directors

The Group has adopted a Diversity and Inclusion Policy that defines its approach and objectives in the areas of diversity and inclusion, with an emphasis on applying these principles in day-to-day work and in the management of Group activities at all levels. The aim of this policy is to promote a work environment that is diverse, open, and based on equal opportunities—an environment that fosters long-term performance, innovation, and sustainable development.

Diversity and inclusion are among the strategic pillars of the Group's management. Since 2022, the Bank has been a signatory to the Diversity Charter, thereby reaffirming its commitment to promoting an inclusive corporate culture. It also takes diversity principles into account when forming its governing bodies, with the aim of ensuring a balanced mix of professional experience, years of service, education, and personal characteristics, all of which contribute to the Group's healthy and effective functioning.

The Group's Board of Directors and Supervisory Board	% share in 2025	% share in 2024
Male	79 %	83 %
Female	21 %	17 %
Miscellaneous	0 %	0 %
Total	**100 %**	**100 %**

Role of the administrative, management and supervisory bodies of the Bank in terms of sustainability

The Bank's Board of Directors is responsible for ensuring compliance with and meeting ESG requirements and for integrating sustainability principles into the Bank's overall strategy, taking into account client needs, regulatory requirements, and the Bank's long-term strategic direction. The ESG Team, which operates under the leadership of the Head of Strategy, brings together representatives from across the Bank and ensures coordination of cooperation between individual units in the implementation of ESG principles. The Team's primary role is to systematically manage and monitor the integration of sustainability considerations into the Bank's processes, products, services, and internal governance, as well as to submit proposals and recommendations to the Board of Directors.

The Board of Directors has delegated the management processes, control mechanisms, and procedures related to the monitoring, management, and oversight of ESG impacts, risks, and opportunities to the relevant professional units of the Bank.

The Supervisory Board oversees the activities of the Board of Directors, including in the area of sustainability, thereby ensuring that the strategies and measures adopted by the Bank are consistent with its long-term commitment to responsible and sustainable business practices.

Performance of internal control functions

The Bank's Board of Directors is responsible for establishing separate organisational units that perform key internal control functions within the risk management system, namely:
a) Compliance function;
b) Risk Management function;
c) Internal Audit function.

These functions are directly accountable to the Board of Directors for the proper performance of their duties in accordance with the Bank's internal regulations. At the same time, they are required to submit written reports on their activities and findings to the Board of Directors and the Supervisory Board at least once a year.

The Board of Directors ensures that these functions operate independently of the business lines and organisational units they oversee, and that they have the necessary authority, resources, and access to information to effectively fulfil their duties.

Role of the Group's administrative, management and supervisory bodies in terms of corporate conduct

The Group has a dedicated team responsible for managing policies and strategies in areas such as corruption prevention, ethical conduct, and whistleblower protection. These matters are governed by applicable internal regulations, regular training sessions, and the systematic updating of internal standards in accordance with the Board of Directors' strategies and policies, as well as relevant legal requirements.

Legal and Compliance plays a central role in the areas of ethical standards, whistleblower protection, conflict of interest management, and the prevention of corruption and bribery; it establishes the relevant processes within the Group and oversees their proper functioning.

The Board of Directors and the Supervisory Board may set up advisory teams and committees to collectively consider and resolve technical issues. The Remuneration Committee plays a significant role in ensuring ethical conduct and fair remuneration; it regularly reviews the remuneration policies and proposes measures to optimise them.

The Supervisory Board is responsible for the functionality and effectiveness of the management and control system in the individual companies of the Group. At the same time, processes within the Group and its subsidiaries are independently monitored by Legal and Compliance and Internal Audit, which regularly submit reports to the Board of Directors detailing their findings and recommendations for improvement.

Expertise of the Group's administrative, management and supervisory bodies in terms of corporate conduct

The assessment of competence shall take into account the professional experience of the persons proposed, as well as their ability and willingness to act with honesty and integrity and to spare sufficient time to carry out the duties entrusted to them. The theoretical knowledge acquired through education and training as well as practical experience gained in previous jobs are taken into account.

It is crucial for members of the management, executive and supervisory bodies to maintain their good reputation, which is a prerequisite for appointment. According to the relevant internal regulation governing the assessment of the suitability of members of the authorities and persons in key positions, it is also necessary to have adequate knowledge and relevant experience in the

area of risks related to money laundering and terrorist financing, with particular emphasis on knowledge of the regulatory framework and legal requirements.

Legal and Compliance plays an important role in the competence assessment process, supporting and complementing the process as appropriate. Persons proposed for management and other selected positions in companies belonging to the prudential group are subsequently submitted to the National Bank of Slovakia for consideration.

In assessing suitability, the Group is guided by the relevant legislation and the guidelines of the European Banking Authority (EBA) on the assessment of the suitability of members of management bodies and key function holders.

The Group also provides access to experts and educational activities with the aim of enhancing the skills and competencies of administrative, management, and supervisory bodies in ESG matters, so that they have all the necessary knowledge to make informed decisions in this area.

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The management and supervisory bodies consider relevant impacts, risks and opportunities related to the Bank's activities in relation to sustainability topics. For this purpose, the following information shall be provided to the supervisory and management bodies:

- Relevant information is provided to the Supervisory Board and its Committees either through materials that are intended directly for approval or the information is presented to the Supervisory Board for information. Materials shall be submitted well in advance of the Supervisory Board meeting or by per-rollam vote. This information generally relates to strategic matters within the Bank. The information provided may be based on material impacts, risks and opportunities in the double materiality process, ESG strategy or related issues, and future progress towards targets.
- The Board of Directors shall be informed at its meetings, which shall be held in accordance with the Articles of Association at least once a month and, taking into account operational management, shall normally be held once a week. The information provided may be based on material impacts, risks and opportunities in the double materiality process, ESG strategy or related issues, and future progress towards targets.

The information is provided by persons holding key positions within the Bank and by the heads of the Bank's various units involved in the evaluation of risks and impacts.

The following topics were discussed by the supervisory and management bodies during the year:

- Double materiality assessment
- Reporting under the ESRS standards

GOV-3 Integration of sustainability-related performance in incentive schemes

The Remuneration Committee, established by the Supervisory Board, plays an important role in the Bank's long-term performance. This Committee reviews and evaluates the remuneration policies for members of the Board of Directors and key employees and, where necessary, proposes measures to improve them. The remuneration of members of the Supervisory Board and the Board of Directors is governed by applicable legislation and is linked to the achievement of the Bank's long-term performance targets and criteria.

The Bank is subject to regulatory oversight and integrates social and governance (S&G) issues into its management system—specifically human resources management, legal compliance, ethical conduct, and compliance. These areas are subject to regular monitoring and reporting.
To promote a unified approach to sustainability, the Board of Directors has defined strategic objectives for harmonising policies and governance across the entire Group, thereby creating a common framework for responsible and sustainable business practices.

In line with this framework, the Bank plans to develop a transition plan in environmental areas in 2026, which will outline specific steps toward achieving climate and ESG goals in accordance with the plan of the parent KBC Group. For this reason, the sustainability and remuneration policies for members of the management and supervisory bodies will be updated in 2026 for subsequent periods to reflect the new strategic objectives and commitments arising from the KBC Group's transition plan.

GOV-4 Statement on sustainability due diligence

In the table below, we set out where in our report we provide information on the due diligence process.

Core elements	Relevant Disclosure Requirements
Incorporating due diligence into management, strategy and business model.	• ESRS 2 GOV-2: Information provided to and sustainability matters addressed by the Bank's administrative, management and supervisory bodies • ESRS 2 GOV-3: Integration of sustainability-related performance in incentive schemes • ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model
Involving affected stakeholders in all key due diligence steps	• ESRS 2 GOV-2: Information provided to and sustainability matters addressed by the Bank's administrative, management and supervisory bodies • ESRS 2 SBM-2: Interests and views of stakeholders • ESRS 2 IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities
Identifying and assessing adverse impacts	• ESRS 2 IRO-1: Description of the processes to identify and assess material impacts, risks and opportunities, including application requirements related to specific aspects of sustainability in the relevant ESRS • ESRS 2 SBM-3: Material impacts, risks and opportunities and their interaction with strategy and business model
Taking actions to address these adverse impacts	• ESRS 2 MDR-A: Minimum disclosure requirements regarding actions
Monitoring and communicating the effectiveness of these efforts	• ESRS 2 MDR-M: Minimum disclosure requirements regarding metrics • ESRS 2 MDR-T: Minimum disclosure requirements regarding targets

GOV-5 Risk management and internal controls over sustainability reporting

The Bank's risk management and internal control systems cover the identification, assessment, and management of environmental, social, and governance (ESG) risks. Their scope provides a comprehensive view of the Bank's risk profile in the context of ESG, covering credit, market, operational, reputational, liquidity, and business model risks. The assessment is conducted from the perspective of physical risks, transition risks, and their impact across the entire value chain. In doing so, the Bank applies a systematic approach based on setting clear objectives and performance metrics, regular monitoring, ongoing review, and transparent reporting of results.

The components of the risk management system include the risk management policy, reporting processes, internal audits, and systematic employee training. The internal control system includes an annual review of individual risks, objectives, and metrics, with risks being assessed and prioritised based on an evaluation of their financial impact and likelihood of occurrence in the context of the Bank's balance sheet. The Group uses qualitative assessments and, where relevant data are available, an approach based on quantitative indicators.

From an ESG perspective, credit risk and operational risk represent the most significant risks for the Bank. Their mitigation is based on process management, in-depth knowledge of clients, the use of insurance schemes, effective Business Continuity Management (BCM), and the gradual

reduction of the Bank's environmental footprint.

The findings from risk assessments and internal controls are subsequently incorporated into the Bank's management processes, with specific measures defined for each risk category:

- Credit risk: review of credit policy, incorporation of ESG parameters into risk assessment, implementation of new mitigation techniques, and improvement of monitoring and reporting.
- Operational risk: developing additional Business Continuity Management (BCM) plans and implementing new monitoring and mitigation procedures.
- Market risk: managed by limiting or facilitating transactions with counterparties based on their ESG profile and by employing appropriate hedging techniques.
- Reputational risk: mitigated through targeted internal and external communication that builds trust and raises awareness of the Bank's ESG initiatives and sustainability efforts.
- Liquidity risk: implementation of BCM procedures and activation of the various levels of crisis management.
- Business model risk: regular review of the Bank's comprehensive strategy with an emphasis on the integration of ESG factors.

The Bank reports on identified ESG risks in its Sustainability Report once a year. The Report is presented to top management, approved and subsequently made available to all employees of the Bank. The findings from the ESG risk assessment will also be incorporated into the process of developing the transition plan, which the Bank will publish in 2026, and will serve as a basis for further harmonisation of policies and processes across the entire Group.

Approaches to physical and transition risks are presented in SBM-3 on page 41.

Strategy

SBM-1 Strategy, business model(s) and value chain

In 2025, the Group continues to focus on retail customers as its primary target group and is continuing to streamline its portfolio of products and services in the corporate segment. This is a logical continuation of the strategic shift from the previous period. We continue to view this step in 2025 as positive from a sustainability perspective and as immaterial in terms of significance, as it involved a reduction in funding for selected parts of the portfolio.

Based on the above, the Group's key product lines in 2025 will primarily include loans to individuals—particularly housing loans and consumer loans—supplemented by the services necessary to support clients' day-to-day banking needs within the Slovak Republic. The Bank did not offer its services in any foreign markets in 2025.

The Group is not active in the fossil fuel sector (coal, oil, and gas) and does not derive revenue from activities related to the exploration, production, extraction, processing, storage, or distribution of fossil fuels, as defined in Article 2(62) of Regulation (EU) 2018/1999. Nor does it operate in the following sectors:

- fossil fuels;
- production of chemicals;
- controversial weapons;
- tobacco cultivation and production.

This strategic framework remains unchanged for the coming period. The objectives that the Group will define for the coming period will be fully aligned with the current strategy and will not affect the identified key product groups.

As at 31 December 2025 the Group employed a total of 1,278 people.

Key products with the greatest impact on sustainability that the Group offers to its clients

Housing loans and the housing market

In 2025, the Group continues to play a significant role in the housing loan segment in Slovakia. Financing residential real estate remains at the core of our product offering and is one of the most important ways in which we contribute to improving the standard of living of the population. The introduction of 40-year mortgages in the past has expanded access to housing for a wider range of clients, and in 2025 it remains a key tool for addressing housing affordability.

In addition to making housing more accessible, our housing loans also offer other market benefits, such as:

- support for modernisation and renovation projects that can improve energy efficiency and extend the lifespan of buildings;
- greater financial inclusion, as longer repayment terms allow households with lower disposable incomes to access financing;
- a stable, low-risk portfolio that contributes to the Bank's long-term financial stability in the retail banking segment.

At the same time, we recognise that housing finance also has negative environmental impacts, particularly CO_2e emissions associated with the energy consumption of buildings. These aspects will be assessed in greater detail as part of the transition plan currently being prepared for 2026.

Consumer loans

Consumer loans constitute a significant part of the Group's retail portfolio in 2025. The majority of these loans are unsecured consumer loans, which offer clients flexibility in financing various personal needs and increase access to basic goods and services for the general public.

In addition to unsecured loans, the Group also offers special-purpose consumer loans, which make up a smaller portion of the portfolio and are primarily intended to finance the purchase of

motor vehicles. These loans play a significant role, particularly in regions where personal mobility is essential for the day-to-day functioning of households.

Consumer loans also offer other benefits, such as:
- flexible financing for households, which allows them to better plan for larger expenses;
- greater financial inclusion, as they enable clients with limited savings to access financing;
- a stable retail portfolio that supports the long-term sustainability of the Group's business model.

At the same time, we recognise that consumer loans—particularly those intended to finance motor vehicles—have negative environmental impacts related to emissions from the financed assets. These impacts will be further assessed as part of the transition plan currently being developed for 2026.

Sustainability objectives in terms of major product and service groups, customer categories, geographical areas and stakeholder relationships

Neither the Bank nor the Group has currently defined any objectives targeting a group of products and services, customers or stakeholders.

Elements of the Bank's strategy

Since 2024, the Bank has been undergoing a transition in various areas of its operations, which is affecting the entire Group. In the context of sustainability, the Group identifies appropriate methods and solutions for gradually transitioning to a low-carbon management model and integrating its entire value chain into this approach. In 2025, the Bank engaged in several activities as part of the process of preparing its transition plan, which the Bank plans to publish in 2026. These activities are described in more detail in Section E1.

The Group plans to define and adopt a transition plan in 2026 that will outline the decarbonisation process and related activities aimed at contributing to the achievement of climate neutrality by 2050 in the area of environmental activities. The implementation of this plan through specific action steps and policies will be aligned with the Group's ongoing transition activities, taking into account the new shareholder following the acquisition by KBC Group, which is intended to ensure a more effective and coordinated implementation of the measures adopted.

From a sustainability perspective, the key elements of the Bank's strategy include, in particular:
- a gradual shift toward reducing the carbon footprint of financed activities;
- harmonisation of ESG policies and governance across the entire Group;
- the integration of ESG factors into risk management and business decisions;
- improving the quality and availability of data throughout the value chain.

The main challenges ahead include regulatory requirements, limited access to reliable data from clients and partners, and the need to further develop employees' expertise in ESG issues. The Bank is responding to these challenges by preparing a transition plan, by updating internal policies and processes, strengthening the data and reporting infrastructure for ESG, and gradually implementing projects that support sustainable products, responsible financing, and a better understanding of environmental and social impacts throughout the value chain.

Value chain

Inputs and the approach to securing them:

The Group uses a wide range of inputs to support its activities. The main inputs include:
- Deposits from clients—both individuals and legal entities—constitute the primary source of funding for the Bank's operations. The Group offers various types of deposit products (current accounts, time deposits, savings accounts) with the aim of building and maintaining a stable deposit base. These financial resources are then allocated to lending and investment activities that support the needs of other clients and contribute to the development of the economy. The Bank places an emphasis on the security of deposits, transparent communication with clients, and a responsible approach to managing entrusted funds.
- Technology solutions: To support its internal processes and client services, the Group uses software and hardware solutions provided by external IT partners. These include, in particular, systems for internal management, online and mobile banking, payment services, and data protection. The Group works with reputable vendors who ensure compliance with cybersecurity requirements, the GDPR, and other regulatory frameworks. At the same time, reliability, scalability, and long-term operational sustainability are taken into account when selecting a solution.
- Operational services: Various support and operational services are essential for the operation of the headquarters and branch network, such as facility management (building management, energy services, cleaning), office supplies, and logistics support. The Group prioritises long-term cooperation with partners who can guarantee the stability, quality, and reliability of the services they provide.

Benefits and results for customers, investors, and other stakeholders:

The Group's value chain produces financial products, services, and information that create value for a wide range of stakeholders—from retail and corporate clients to employees, investors, regulatory authority, and society. These benefits support client needs, strengthen the stability of the financial system, and contribute to the Group's long-term sustainable growth.

The key benefits include, in particular:

- **Loan products for households**
  The Group offers various types of loans designed to finance clients' housing and personal needs. These products promote housing affordability, mobility, and the overall financial stability of households, while the Bank ensures responsible lending, appropriate risk management, and transparent communication with clients.
- **Day-to-day and transaction banking services**
  Account management, payment services, savings products, and customer support enable clients to manage their finances securely and efficiently, thereby strengthening their financial inclusion and trust in banking services.
- **Digital services**
  Our mobile app, online banking, and other digital solutions improve access to banking services, speed up customer service, and contribute to the efficient and low-carbon operations of both the Bank and the entire Group.
- **Benefits for employees**
  The Group fosters a work environment based on fair conditions, professional development, and an inclusive culture. Employees gain access to training, benefits, and a safe work environment, which supports their long-term growth and engagement. These benefits enhance workforce stability and the quality of customer service.
- **Information and reporting for investors and regulatory authority**
  The Group ensures transparent financial and non-financial reporting, which enables investors, rating agencies, and the regulatory authority to assess its performance, risk management, and progress on sustainability issues. This helps foster market confidence and the predictability of the business model.
- **Contribution to the economy and society**
  By channelling deposits into household financing, the Group supports consumption and investment, thereby contributing to the development of the Slovak economy. The result is a positive economic and social impact that benefits clients, employees, communities, and the broader economic environment.

The main characteristics of the upstream and downstream value chain and the position of the Bank:

Upstream (the input segment of the value chain)

At the upstream end of the value chain, the Group's key inputs are those that enable it to provide its main products and services.
- Deposits from clients represent the primary source of funding on which the provision of loans and other banking services is based. A stable deposit base enables the Group to effectively allocate capital to retail lending activities.

- The Group also relies on a broad network of technology solution providers who ensure the operation of key IT systems, digital services, and cybersecurity.
- The upstream segment also includes operational services (facility management, logistics, office supplies) and specialised consulting services, such as legal, audit, and regulatory consulting, which support the Group's proper functioning in accordance with legal requirements.

Downstream (the output segment of the value chain)

The downstream segment of the value chain focuses on customers and the distribution channels through which the Group provides its products and services.

- The main group consists of individuals who use loans, current accounts, savings products, investment products, and digital services for personal needs.
- A smaller portion of the downstream segment consists of legal entities that the Bank finances to a limited extent (particularly in the context of reducing exposure in the corporate segment).
- To expand the availability of its products, the Group also collaborates with distribution and intermediary channels, such as financial consultants, external partners, and Slovenská pošta branches.
- **Digital channels**—such as mobile apps, online banking, and online platforms—also play a significant role, accounting for a growing share of customer interactions.

The Bank's position in the value chain

The Bank occupies a central position in the value chain as an intermediary of capital between depositors and borrowers. The Bank's role is to ensure that these capital flows are managed responsibly, transparently, and in accordance with the principles of sustainability.

The key players in the value chain are primarily:

- **Clients—depositors:** Their deposits are the primary source of funding for the Bank's lending activities.
- **Technology vendors:** IT partners who ensure the stability, security, and modernisation of the technological infrastructure.
- **The Bank's end customers:** In particular, individuals to whom the Bank provides loans, current accounts, savings products, payment services, and insurance solutions.
- **Distribution channels:** Slovenská pošta branches and operations, online platforms, and external intermediaries that expand the availability of the Bank's products throughout Slovakia.

SBM-2 Interests and views of stakeholders

The Group has identified and included in its materiality assessment those stakeholder groups that have the greatest influence on our business or on which the Group's activities have the most significant impact. Financial and non-financial relationships, regulatory requirements, and the importance of the group in question in the context of long-term sustainability were all taken into account.

The affected stakeholders include, in particular, shareholders, employees, retail and corporate clients, suppliers, and service partners, as they directly influence the Group's operations and its business model. These groups were involved through questionnaire surveys or face-to-face meetings, reflecting their high importance and the frequency of their interactions with the Group. Among users of non-financial information, we have identified stakeholders who use our ESG information for decision-making or oversight—primarily the regulator authority, rating agencies, investment entities, the media, and public institutions. Their involvement was tailored to the level of relevance, utilising available data, proxy surveys, or targeted meetings.

Although some groups did not meet the materiality threshold, we decided to reach out to them in order to strengthen mutual communication and deepen our understanding of the expectations of the external environment.

The result is a balanced group of stakeholders that covers the business, social, regulatory, and ethical dimensions of our operations and provides a robust foundation for materiality assessments in accordance with ESRS requirements.

In 2025, we have selected the following stakeholder categories that we consider to be the most important in terms of their impact:

Stakeholder Group	Form and extent of involvement	Purpose of the dialogue
Shareholder	Face-to-face meeting	Confirmation of topics that the Group should address in its strategy
Employees	Questionnaire survey	Confirmation of topics that the Group should address in its strategy
Retail customers	Questionnaire survey	Confirmation of topics that the Group should address in its strategy
Vendors	Questionnaire survey	Confirmation of topics that the Group should address in its strategy
Regulatory authority	Face-to-face meeting	Confirmation of topics that the Group should address in its strategy

All findings from the activities carried out to gather the views and expectations of stakeholders were taken into account in the double materiality assessment.

The outcomes of dialogues and discussions with stakeholder groups were incorporated into various aspects of the Group's sustainability strategy and served to confirm the material topics that emerged during the identification process. Both the management and supervisory bodies are regularly informed of these results and the views of stakeholders whenever there are significant shifts in perceptions regarding key aspects of the approved strategy.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

The material topics identified through the double materiality process determine our sustainability priorities, which are also described in this Report. Material topics also help us identify our sustainability goals. This framework was also developed and updated in cooperation with stakeholder groups in 2024 and 2025.

Brief description of the material impacts, risks and opportunities arising from the assessment of materiality

Material environmental impacts

Name	Impacts	Description	Own operations vs. value chain
ESRS E1 Climate change mitigation	Positive, potential	Reducing direct emissions (Scope 1) and indirect emissions (Scope 2, 3) through actions to achieve climate neutrality (e.g., adoption of a transition plan).	Own operations, Upstream, Downstream, Financing, Loans, Investments
ESRS E1 Climate change mitigation	Positive, potential	Reducing indirect emissions through initiatives such as Global Compac and NZBA, funding and investments in companies with a transition plan.	Loans, Investments
ESRS E1 Energy	Negative, actual	Direct energy consumption and the use of non-renewable energy.	Own operations, Upstream
ESRS E1 Energy	Positive, potential	Reducing direct and indirect emissions by supporting energy efficiency initiatives.	Own operations, Upstream, Downstream, Loans
ESRS E1 Energy	Positive, potential	Reducing energy consumption and increasing the use of renewable energy by individuals and businesses through criteria, investment strategies and funding to encourage the adoption of energy efficiency approaches and systems.	Loans, Investments

Material environmental risks (E)

Name	Time horizon of the risk	Description	Perimeter
ESRS E1 Climate change mitigation	Long-term	Liquidity risk associated with institutional investors leaving due to a failure to meet climate change mitigation targets.	Financing
ESRS E1 Climate change mitigation	Long-term	Reputational risk arising from a failure to meet climate change mitigation targets.	Own operations, Value chain, Upstream, Downstream, Financing, Loans, Investments
ESRS E1 Climate change mitigation	Medium-term	Operational risk associated with potential legal disputes related to greenwashing.	Own operations, Value chain, Upstream, Downstream, Financing, Loans, Investments

Material environmental opportunities (E)

Name	Time horizon of the opportunity	Description	Perimeter
ESRS E1 Climate change mitigation	Short-term	An opportunity to develop and expand a range of products and services tailored to the needs of partners, including corporate and retail clients, in the area of climate change mitigation (e.g., financing the optimisation of production processes for the corporate segment, or promoting the concept of environmental responsibility by providing preferential purpose-specific loans aimed at investing in energy-efficient, eco-friendly solutions, or by expanding the digitisation of additional banking products, services, and processes).	Loans, Investments
ESRS E1 Climate change mitigation	Short-term	Enhanced reputation and brand strength through the clear definition and achievement of goals aimed at supporting climate change mitigation.	Own operations, Value chain, Upstream, Downstream, Financing, Loans, Investments
ESRS E1 Energy	Short-term	Improving the brand's reputation and market position by setting energy efficiency goals, such as reducing energy consumption through the installation of photovoltaic panels.	Own operations, Value chain, Upstream, Downstream, Financing, Loans, Investments
ESRS E1 Energy	Short-term	An opportunity to expand the range of products and services by developing solutions tailored to the needs of partners in the energy sector, such as providing financing to increase the use of renewable energy sources and reduce primary energy consumption.	Loans, Investments

Material impacts in the social area (S)

Name	Impacts	Description	Own operations vs. value chain
ESRS S1 Secure employment	Positive, actual	Ensuring job security for employees.	Own operations
ESRS S1 Working time	Positive, actual	Ensuring a reasonable workload for employees.	Own operations
ESRS S1 Adequate wages	Positive, actual	Promoting job protection through competitive remuneration.	Own operations
ESRS S1 Social dialogue	Positive, actual	Strengthening trust between management and employees through social dialogue facilitated by employee representatives.	Own operations
ESRS S1 Collective bargaining, including the proportion of employees covered by collective bargaining	Positive,	Zabezpečenie kolektívnych zmlúv a určenie miery zamestnancov pokrytých kolektívnymi dohodami.	Vlastná prevádzka
ESRS S1 Work-life balance	Positive, actual	Improving the well-being of employees and their families through policies promoting work-life balance.	Own operations
ESRS S1 Gender equality and equal pay for work of equal value	Positive, actual	Preventing discrimination and gender inequality through initiatives that promote equality and fair remuneration policies.	Own operations
ESRS S1 Training and skills development	Positive, actual	Supporting employee learning and skills development through talent programmes, training needs surveys and, for instance, certificate funding.	Own operations
ESRS S1 Measures against violence and harassment in the workplace	Positive, actual	Enhancing interpersonal relations by promoting respect, open communication, and channels for reporting discrimination or harassment, including clear sanctions and regular awareness campaigns.	Own operations
ESRS S1 Diversity	Positive, actual	Protecting employees by promoting gender, ethnic or religious diversity through concrete measures and initiatives.	Own operations

Name	Impacts	Description	Own operations vs. value chain
ESRS S1 Privacy	Positive, actual	Protecting employees through privacy policies and systems that prevent the misuse of confidential information.	Own operations
ESRS S4 Privacy	Positive, actual	Protecting consumers through measures such as cybersecurity and data protection to ensure the trustworthiness and rights of data subjects.	Own operations, Downstream
ESRS S4 Freedom of expression	Positive, actual	Promoting customers' right to freedom of expression by putting in place effective communication channels and processes to address complaints and gather feedback (e.g., customer satisfaction and needs surveys).	Own operations, Downstream
ESRS S4 Access to (quality) information	Positive, actual	Protecting the right of customers to access clear and non-misleading information about products/ services.	Own operations, Downstream
ESRS S4 Personal safety	Negative, potential	Threats to clients' safety—robberies in branches and measures to ensure their safety—protective measures in branches.	Own operations, Downstream
	Positive, actual	Contributing to the protection of client safety by introducing measures aimed at this area, e.g. security measures aimed at ensuring the safety of clients in the Bank's branches.	Own operations, Downstream
ESRS S4 Non-discrimination	Positive, actual	Promoting inclusion through fair treatment of customers.	Own operations, Downstream
ESRS S4 Access to products and services	Positive, actual	Expanding access to products and services for all.	Own operations, Downstream
ESRS S4 Responsible marketing practices	Positive, actual	Protecting customers through ethical and transparent business practices.	Own operations, Downstream

Material risks in the social area (S)

Name	Time horizon of the risk	Description	Perimeter
ESRS S1 Secure employment	Short-term	Operational risk caused by high staff turnover due to the lack of implementation of secure employment policies.	Own operations
ESRS S1 Working tim	Short-term	Operational risk due to insufficient regulation of working time policies.	Own operations
	Medium-term	Reputational risk due to the absence or non-implementation of a working time policy.	Own operations
ESRS S1 Adequate wages	Short-term	Operational risk due to insufficient regulation or implementation of a wage adjustment policy.	Own operations
	Medium-term	Reputational risk due to the absence of, or failure to comply with, a wage adjustment policy.	Own operations
	Short-term	Risk of non-compliance with regulations due to the absence of, or policy on, wage adjustments.	Own operations
ESRS S1 Social dialogue	Short-term	Operational risk due to insufficient regulation or implementation of social dialogue policies.	Own operations
ESRS S1 Gender equality and equal pay for work of equal value	Short-term	Operational risk due to insufficient regulation or implementation of gender equality and equal pay policies.	Own operations
	Medium-term	Reputational risk due to the absence of a gender equality and equal pay policy.	Own operations
ESRS S1 Measures against violence and harassment in the workplace	Short-term	The risk of violence, psychological or sexual harassment in the workplace by employees, managers, or third parties (e.g., clients, vendors), which may lead to human rights violations, reputational damage, disruption of a safe working environment, and legal or regulatory consequences.	Own operations
ESRS S4 Privacy	Medium-term	Reputational risks arising from IT system disruptions and breaches of customer privacy.	Own operations, Downstream
ESRS S4 Access to (quality) information	Medium-term	Reputational risk arising from limited access to clear and unambiguous information.	Own operations, Downstream
	Short-term	Operational risk arising from limited access to clear information.	Own operations, Downstream

Name	Time horizon of the risk	Description	Perimeter
ESRS S4 Access to products and services	Long-term	Strategic risk associated with the loss of clients due to an inability to offer products that meet the needs of counterparties.	Own operations, Upstream, Downstream
ESRS S4 Responsible marketing practices	Short-term	Operational risks arising from unfair commercial practices.	Own operations, Downstream
	Medium-term	Reputational risks arising from unfair practices that lead to purchases based on misleading information.	Own operations, Downstream

Významné príležitosti v sociálnej oblasti (S)

Name	Time horizon of the opportunity	Description	Perimeter
ESRS S1 Working time	Medium-term	Attracting talent through work-time policies that promote flexibility.	Own operations
ESRS S1 Work-life balance	Medium-term	Building employee trust by promoting a healthy work-life balance.	Own operations
	Medium-term	Attracting talent by communicating policies to promote work-life balance and employee well-being.	Own operations
ESRS S1 Training and skills development	Medium-term	Attracting talent by supporting training and skills development initiatives.	Own operations
ESRS S4 Access to products and services	Medium-term	The possibility of expanding the client portfolio by introducing products and services that ensure access for everyone, including the most vulnerable (e.g., social loans).	Own operations, Downstream

Material impacts in the area of governance (G)

Name	Impacts	Description	Own operations vs. value chain
ESRS G1 Corporate culture	Positive, actual	Promoting a conscious and appropriate culture of business ethics.	Own operations, Value chain, Downstream
ESRS G1 Protection of whistleblowers	Positive, actual	Protecting whistleblowers through internal policies and by fostering an environment of trust that encourages the reporting of illegal or inappropriate conduct.	Own operations, Value chain, Downstream
ESRS G1 Corruption and bribery	Positive, actual	Preventing corruption and bribery protects the public interest and increases societal transparency, which in turn boosts client confidence.	Own operations, Value chain, Downstream

Material risks in the area of governance (G)

Name	Time horizon of the risk	Description	Perimeter
ESRS G1 Protection of whistleblowers	Medium-term	Reputational risk resulting from the failure to implement whistleblower protection measures.	Own operations, Value chain, Downstream
ESRS G1 Corruption and bribery	Medium-term	The risk of non-compliance associated with corruption.	Own operations, Value chain, Downstream

Material impacts in entity-specific areas

Name	Impacts	Description	Own operations vs. value chain
Cybersecurity	Positive, actual	Contributing to the integrity of the company through cybersecurity.	Own operations, Downstream
Anti-money laundering	Positive, actual	Preventing money laundering and protecting the company from corruption.	Own operations, Downstream

Material risks in entity-specific areas

Name	Time horizon of the risk	Description	Perimeter
Cybersecurity	Long-term	Operational risk arising from the proliferation of cyber-attacks and overall security in the online space.	Own operations, Upstream, Downstream
Anti-money laundering	Medium-term	Reputational risk arising from the failure to implement policies to combat corruption and money laundering	Own operations, Upstream, Downstream

In 2025, the Group defined ESG risks more broadly for each relevant units and integrated them into the operational risk management system. The Bank has also identified the ESG Team as one of the key stakeholders in the development and updating of the Bank's strategy. Although the significance of ESG impacts, risks, and opportunities on the business model, value chain, strategy, and decision-making has increased compared to 2024, the current financial effects of material risks and opportunities on the undertaking's financial position, financial performance, and cash flows are minimal. Similarly, the risk of a material adjustment to the carrying amounts of assets and liabilities in the next annual reporting period is considered to be low. Accordingly, we do not expect these factors to have a material impact on the Bank's financial statements.

Material risks and opportunities where there is a risk of causing a material adjustment to the carrying amounts of assets and liabilities recognised in the relevant financial statements within the next financial year

As there are no risks and opportunities that currently have a material financial impact on the Group, there are no expected financial impacts that would carry a material risk of adjusting the carrying amount of assets and liabilities.

Resilience analysis

The Bank evaluates the climate scenarios to understand the potential future impacts of climate-related risks. This helps in assessing the exposure of assets and business activities to these risks.

To support the analytical assessment, we have developed climate-related scenarios at the Bank to identify and assess physical and transition risks and opportunities in the short, medium and long term. The following scenarios are included:

- retail—secured lending—floodplain analysis and collateral impacts up to the implementation of the 500-year water level
- corporate—a cross-industry analysis and a detailed look at the top 10 borrowers
- in general—an increase in average air temperature and the amount of greenhouse gases in the atmosphere

These scenarios helped us to better understand the potential impacts of climate change on our assets and business operations. Based on these scenarios, we can make informed decisions and develop strategies to minimise the risks and seize the opportunities associated with the transition to a climate-neutral economy.

We have examined the impacts of climate change from a long-term perspective; for example, we are considering a scenario that assesses the impact of so-called "500-year floods" on the Bank's collateral, and more generally, we are examining the effects of rising average temperatures as well as the increase in greenhouse gas emissions over this time horizon.

In particular, we have taken the following measures to mitigate ESG risks:
1) Implementing insurance:
As part of the credit risk of lending secured by real estate, we require each property to be insured; we also do not lend in floodplains.

2) Active process management:

- Credit risk: As part of our monitoring and lending activities for corporate clients, we have implemented ESG scoring.
- Operational risk: As part of BCM, we have processes in place to identify, assess and manage risks that may affect our ability to deliver services.
- Monitoring and evaluating effectiveness: We regularly monitor and evaluate the effectiveness of our measures through internal audits, customer feedback, and the analysis of performance indicators.

Changes in material impacts, risks and opportunities compared to the previous reporting period

Name	IRO	Description	Comparison with the previous period
ESRS E1 Climate change mitigation	Risk	Liquidity risk associated with institutional investors leaving due to a failure to meet climate change mitigation targets.	Added
ESRS E1 Climate change mitigation	Risk	Reputational risk arising from a failure to meet climate change mitigation targets.	Added
ESRS E1 Climate change mitigation	Risk	Operational risk associated with potential legal disputes related to greenwashing.	Added
ESRS E1 Climate change mitigation	Opportunity	An opportunity to develop and expand a range of products and services tailored to the needs of partners, including corporate and retail clients, in the area of climate change mitigation (e.g., financing the optimisation of production processes for the corporate segment, or promoting the concept of environmental responsibility by providing preferential purpose-specific loans aimed at investing in energy-efficient, eco-friendly solutions, or by expanding the digitisation of additional banking products, services, and processes).	Added
ESRS E1 Climate change mitigation	Opportunity	Enhanced reputation and brand strength through the clear definition and achievement of goals aimed at supporting climate change mitigation.	Added
ESRS E1 Energy	Opportunity	Improving the brand's reputation and market position by setting energy efficiency goals, such as reducing energy consumption through the installation of photovoltaic panels.	Added

Name	IRO	Description	Comparison with the previous period
ESRS E1 Energy	Opportunity	An opportunity to expand the range of products and services by developing solutions tailored to the needs of partners in the energy sector, such as providing financing to increase the use of renewable energy sources and reduce primary energy consumption.	Added
ESRS S1 Collective bargaining, including the proportion of employees covered by collective bargaining	Impact, positive, actual	Ensuring the implementation of collective agreements and determining the proportion of employees covered by collective agreements.	Added
ESRS S1 Health and safety	Impact, positive, actual	Improving the mental and physical well-being of employees through measures such as health surveillance, stress assessment and psychological support.	Deleted
ESRS S1 Measures against violence and harassment in the workplace	Risk	The risk of violence, psychological or sexual harassment in the workplace by employees, managers, or third parties (e.g., clients, vendors), which may lead to human rights violations, reputational damage, disruption of a safe working environment, and legal or regulatory consequences.	Added
ESRS G1 Corporate culture	Impact, positive, actual	Promoting a conscious and appropriate culture of business ethics.	Added
ESRS G1 Protection of whistleblowers	Impact, positive, actual	Protecting whistleblowers through internal policies and by fostering an environment of trust that encourages the reporting of illegal or inappropriate conduct.	Added
ESRS G1 Corruption and bribery	Impact, positive, actual	Preventing corruption and bribery protects the public interest and increases societal transparency, which in turn boosts client confidence.	Added
ESRS G1 Protection of whistleblowers	Risk	Reputational risk resulting from the failure to implement whistleblower protection measures.	Added
ESRS G1 Corruption and bribery	Risk	The risk of non-compliance associated with corruption.	Added
Cybersecurity	Impact, positive, actual	Contributing to the integrity of the company through cybersecurity.	Moved from G1 to a separate section of the Entity-Specific Areas.
Anti-money laundering	Impact, positive, actual	Preventing money laundering and protecting the company from corruption.	Moved from G1 to a separate section of the Entity-Specific Areas.
Cybersecurity	Risk	Operational risk arising from the proliferation of cyber-attacks and overall security in the online space.	Moved from G1 to a separate section of the Entity-Specific Areas.
Anti-money laundering	Risk	Reputational risk arising from the failure to implement policies to combat corruption and money laundering.	Added

Specific impacts, risks and opportunities that are subject to the disclosure requirements of the ESRB and that are specific to the entity

As can be seen from the table above, the Group has identified the following specifics that are beyond the topics covered in the general ESRS standards:

- Anti-Money Laundering (AML)
- Cybersecurity

Impact, risk and opportunity assessment

IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities

For the purpose of double materiality assessment, the Group has applied the parent company's methodology, which is defined as follows and consists of 4 phases:

Phase 1: Understanding the context

During this phase, we analysed the Group's business model and value chain, reviewed internal processes, business relationships, and available data, and consulted with managers across the Bank. This also included an assessment of the loan portfolio to identify potential positive and negative impacts on the environment and society.

We conducted stakeholder dialogues, performed benchmarking within the banking sector, and collected relevant documents. We used a standardised documentation tool to record our findings. At the same time, we have developed a standardised methodology for assessing double materiality and procedures for evaluating impacts, risks, and opportunities.

Phase 2: Identifying IROs

In identifying impacts, risks, and opportunities, we used the ESRS 1 template (Appendix B, AR 16), which includes key ESG topics, subtopics, and sub-subtopics. We compiled all relevant positive and negative impacts, classified them as current or potential, and identified the associated risks and opportunities.

The identification applied to both own operations and the Group's entire value chain. The final list of IROs has been expanded to include sector-specific topics that are relevant to our business.

Given the nature of banking activities, the impacts, risks, and opportunities were assessed primarily from the perspective of the loan portfolio. The assessment also included an examination of the relationships between impacts, risks, and opportunities in order to identify potential interdependencies and their relevance to the Group.

Phase 3: Assessing IROs

We conducted the assessment of impacts, risks, and opportunities (IROs) in accordance with the requirements of ESRS 1 and the recommendations set out in the IG1 and IG2 guidelines for materiality and value chain assessments. Our approach focused on identifying actual and potential, positive and negative impacts, as well as risks and opportunities that may be relevant to sustainability reporting.

Impact materiality

In assessing the materiality of impacts, we followed ESRS 1, which requires that negative impacts be prioritised based on their severity and likelihood of occurrence, and, where relevant, positive impacts based on their scope and likelihood.

We assessed the severity of the negative impacts based on three factors:
- degree of impact (its nature and severity);
- extent of impact (how widely it affects the groups concerned);
- irreversibility (to what extent the impact can be reversed).

When assessing potential impacts, we also evaluated the likelihood of their occurrence.

The assessment was based on available data as well as interviews with managers across the Bank. Where quantitative data were not available, we adopted a qualitative approach using scales defined in internal methodologies. Since most of the Bank's material impacts arise through its financing activities, the assessment focused primarily on the loan portfolio and its environmental and social impacts.

Stakeholders were also involved in the process, and their views, expectations, and feedback were taken into account through existing interactions with customers, employees, and other players.

Financial materiality

We assessed the risks and opportunities based on three main factors:
- the magnitude of the potential financial impact;
- the likelihood that a risk or opportunity will materialise;
- the time horizon within which they may manifest themselves.

During this phase, the Group assessed all identified impacts, risks, and opportunities (IROs) to determine which of them meet the materiality thresholds for reporting purposes under the ESRS. To this end, we have established clear internal rules and guidelines that define when IROs are considered material. These rules were applied consistently throughout the entire process.

The prioritisation process also included validating the preliminary results with selected stakeholders to ensure that the assessment took into account current information, relevant expectations, and the expertise of the affected groups.

Phase 4: Prioritising IROs—Determining the ultimate material sustainability topics

V tejto fáze Skupina posúdila všetky identifikované vplyvy, riziká a príležitosti (IRO), aby určila, ktoré z nich spĺňajú prahové hodnoty významnosti pre účely vykazovania podľa ESRS. Na tento účel sme stanovili jasné interné pravidlá a pokyny, ktoré určujú, kedy sa IROs považujú za významné. Tieto pravidlá boli počas celého procesu uplatňované konzistentne.

Súčasťou prioritizácie bolo aj overenie predbežných výsledkov s vybranými zainteresovanými stranami, aby sme sa uistili, že hodnotenie zohľadňuje aktuálne informácie, relevantné očakávania a odborné poznatky dotknutých skupín.

Assumptions used

The data and qualitative information used in assessing materiality often involve a natural degree of uncertainty. This is particularly true in cases where it is necessary to work with estimates and future scenarios, especially when assessing physical and transition climate-related risks.

The assessment thus includes assumptions regarding, for example:
- future trends in greenhouse gas emissions;
- changes in temperature, precipitation, and other climatic parameters;
- the reactions of governments, customers, vendors, and other stakeholders;
- technological advances and changes in the regulatory environment.

Actual results may differ from these projected scenarios, which is to be expected given the dynamic nature of both climate conditions and the market.

Process used to identify, assess, prioritise and monitoring the undertaking's potential and actual impacts on people and the environment

The Group assesses all matters in the context of double materiality, taking into account the specific characteristics of its business model, value chain, and business relationships, as well as other factors that may lead to an increased risk of adverse impacts. The materiality assessment process covers both the Bank's own activities and the entire value chain.

As needed, we collaborate with stakeholders through existing monitoring and communication processes to gather information on issues that may have negative impacts. If necessary, we also consult with experts and external authorities.

Our approach considers negative impacts based on their severity and likelihood of occurrence, and, where relevant, positive impacts based on their scope and likelihood, in order to determine which sustainability aspects are material for reporting purposes.

Bank's approach to managing climate change risks

The Bank is committed to long-term sustainability and the ability to operate in a changing climate. That is why it regularly evaluates and adapts its strategies, processes, and products. Key elements of our approach include:

1) Identifying and assessing risks and opportunities

We focus on identifying potential risks (e.g., extreme weather, regulatory changes) while also seeking opportunities to develop sustainable products and services.

2) Flexibility and innovation

We are continuously modernising our products, services, and internal processes so that we can respond to changing conditions.

3) Sustainable practices

We strive to minimise our negative environmental impact through the efficient use of resources, waste reduction, and the promotion of renewable energy sources.

4) Involving stakeholders

We are strengthening our collaboration with clients, employees, and partners to jointly develop and implement solutions for mitigating and adapting to climate risks. We place an emphasis on open communication and actively seeking feedback.

5) Monitoring and evaluating

We regularly monitor compliance with regulatory requirements as well as the effectiveness of the measures taken. We continuously refine our strategies and plans to ensure that the Group's business activities contribute to sustainability.

Overview of the process used to identify, assess, prioritise and monitor risks and opportunities that have or may have a financial impact

As part of its materiality assessment, the Group evaluated whether the identified impacts could give rise to risks or opportunities with a potential financial impact, while also taking into account the dependencies on which its operations are based.

To assess the extent and likelihood of the identified risks and opportunities, the Group primarily used qualitative criteria based on expert judgment and available information.

Risks and opportunities related to sustainability are integrated into the Group's overall risk management system and assessed alongside other risks and opportunities as part of corporate governance. Each risk and opportunity is assessed individually, unless they are interconnected or directly related to other risks or opportunities.

Description of the decision-making process and related internal control procedures

As part of the double materiality assessment, decisions regarding the identification and assessment of potential impacts, risks, and opportunities (IROs) were made by the ESG Team in collaboration with the relevant members of the Bank's management, depending on the relevance and nature of the issue under consideration. The ESG Team coordinated the entire process and ensured the involvement of the units with the most relevant expertise and available information.

The final inclusion or exclusion of individual IROs was discussed and approved by the parties with the most comprehensive information on the matter, thereby ensuring the factual accuracy and appropriateness of the decisions.

The results were validated by internal stakeholders and took into account the interests and expectations of the affected groups, as identified primarily through business negotiations and feedback received. The results of the double materiality assessment were subsequently reviewed and validated by the Group's top management.

Extent to which and how the process to identify, assess and manage impacts and risks is integrated into the undertaking's overall risk management process and used to evaluate the undertaking's overall risk profile and risk management processes

The double materiality assessment was conducted for the first time within the Group in 2024 and was subsequently incorporated into the Group's standard risk management framework. This process is used as a supplementary tool for identifying, assessing, and managing risks that go beyond the traditional categories of credit, market, financial, and operational risks.

The findings of the double materiality assessment are taken into account when evaluating the Group's overall risk profile and support decision-making in the areas of ESG and strategic risk management. In this way, the process of identifying, assessing, and managing impacts and risks is gradually integrated into the undertaking's existing risk management processes.

Extent to which and how the process to identify, assess and manage opportunities is integrated into the undertaking's overall management process

The process of identifying, evaluating, and managing sustainability opportunities is managed by the **ESG Team**, which operates under the leadership of the Head of Strategy. The ESG Team brings together representatives from the Bank's relevant units and coordinates the involvement of managers responsible for identifying, assessing, and subsequently managing opportunities at the Bank level.
In this way, sustainability opportunities are systematically integrated into the Bank's overall management process and taken into account in strategic decision-making, priority-setting, and the development of the Bank's business model.

Input parameters used (e.g., data sources, the scope of operations covered and the detail used in assumptions)

In assessing materiality, the Group relied on a combination of internal and external data sources. The internal data primarily included information on the Bank's loan portfolios and business activities, which made it possible to better identify areas of potential positive and negative impacts.

To supplement the internal analyses, external sources were also used, particularly data on climate scenarios and transition risks. This information supported the assessment of physical and transition risks associated with climate change and served as the basis for qualitative estimates in the materiality assessment.

Process analysis of physical and climate-related transition risks in own operations and across the value chain:

Identification of climate-related risks

The Bank identifies **physical and transition climate-related risks** that could affect its own operations, assets, liabilities, and value chain. Risk identification is based on the nature of the Bank's operations, the structure of its portfolio, and external factors that may affect the Bank's financial stability.

In the context of climate and environmental risks, the Bank identifies and assesses the risks to which it may be potentially exposed. These include, in particular:

Physical acute risks:

- Heat waves
- Cold wave/frost
- Wildfires
- Storms and gales
- Drought
- Heavy precipitation (rain, hail, snow/ice)
- Floods
- Landslide

Physical chronic risks:

- Changing temperatures
- Temperature variability
- Changing precipitation patterns
- Soil degradation

Transition risks:

- Changes in policies and regulations
- Technological changes
- Changes in market preferences

To understand potential future impacts, the Bank uses climate scenario analyses to help identify possible risks and their impact on assets and business operations. The Bank analysed the following scenarios, for example:

- The impact of floods on retail secured loans
- Assessment of sector risks and the top 10 clients in the corporate finance segment
- General scenarios of increased greenhouse gas emissions

These analyses have provided a better understanding of the potential impacts of climate change and have supported decision-making in the development of strategies to minimise risks and capitalise on opportunities associated with the transition to a climate-neutral economy.

Risk assessment

The assessment is based primarily on a qualitative approach, supplemented to an appropriate extent by available quantitative analyses.

At the same time, the Bank recognises the need to further develop assessment methodologies and metrics in accordance with the requirements of EBA/GL/2025/01. The assessment focuses primarily on analysing the impact of risks on:

- Retail assets and their collateral
- Corporate assets and their collateral
- Financial market assets
- The Bank‘s liabilities
- The Bank’s own operations (e.g., buildings, technology)
- Supply chain

Assessment time horizons

The Bank assesses climate risks across various time horizons:

- **Short-term horizon (1 to 3 years)**—aimed at identifying immediate risks and opportunities;
- **Medium-term horizon (3 to 5 years)**—a key horizon for the Bank, as most of its assets have a real maturity within this period;
- **Long-term horizon (5 to 10 years and more)**—used to identify long-term trends, though its significance is limited by a higher degree of uncertainty.

Scenarios and resilience analysis

The Bank uses climate scenario analysis to better understand the potential future impacts of physical and transition risks. These analyses support the assessment of the exposure of assets and business operations to climate risks and contribute to informed decision-making.

Mitigation and adaptation strategies

Based on the identified risks, the Bank is preparing measures to mitigate and adapt to them. This primarily involves strengthening the resilience of infrastructure, diversifying supply chains, and implementing measures aimed at the efficient use of resources, including water conservation.

Integration into business processes

The assessment and management of climate risks are integrated into the Bank’s overall business strategy and risk management system. Climate risks are thus taken into account in decision-making at all relevant levels of management.

Monitoring and reporting

The Bank continuously monitors climate-related risks and reports on them externally through its sustainability reports. The reports include a description of the processes for identifying, assessing, and managing risks, as well as information on the effectiveness of the measures taken.

Characteristics of climate risks

Climate and environmental risks are generally divided into two main categories:

Physical risks

Predstavujú finančné dopady zmeny klímy a degradácie životného prostredia, ako sú extrémne poveternostné javy, postupné klimatické zmeny, znečistenie, nedostatok vody, strata biodiverzity či odlesňovanie.

- **Acute physical risks** arise as a result of extreme events (e.g., floods, droughts, storms),
- **Chronic physical risks** result from long-term changes (e.g., rising temperatures, changes in precipitation, scarcity of natural resources).

These risks can lead to direct property damage or indirect consequences, such as disruptions to supply chains.

Transition risks

They arise as a result of the transition to a low-carbon economy, for example due to regulatory changes, technological advances, or shifts in market preferences.

Linking climate risks to tradition risk categories

Physical and transition risks affect economic activities and, through them, the financial system, namely:

- Directly, e.g., by reducing the value of assets or profitability
- Indirectly, through macro-financial changes.
- These risks are reflected primarily in the Bank’s existing risk categories, in particular:
- Credit risk
- Operational risk
- Market risk
- Reputational risk
- Liquidity risk and
- Business model risk

IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statements

ESRS standard	Disclosure	Description	Page
ESRS 2	BP-1	General basis for preparation of the sustainability statements	26
	BP-2	Disclosures in relation to specific circumstances	27
	GOV-1	The role of the administrative, management and supervisory bodies	30
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	34
	GOV-3	Integration of sustainability-related performance in incentive schemes	34
	GOV-4	Statement on sustainability due diligence	35
	GOV-5	Risk management and internal controls over sustainability reporting	35
	SBM-1	Strategy, business model(s) and value chain	37
	SBM-2	Interests and views of stakeholders	40
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business models	41
	IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	54
	IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	60
E1	E1-1	Transition plan for climate change mitigation	67
	E1-2	Policies related to climate change mitigation and adaptation	67
	E1-3	Actions and resources in relation to climate change policies	67
	E1-4	Targets related to climate change mitigation and adaptation	67
	E1-5	Energy consumption and energy mix	69
	E1-6	Gross Scope 1, 2, 3 and Total GHG emissions	70
S1	S1-1	Policies related to own workforce	84
	S1-2	Processes for engaging with own workers and workers' representatives about impacts	86
	S1-3	Processes to remediate negative impacts and channels for employees to raise concerns	87
	S1-4	Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	88
S1	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	89
	S1-6	Characteristics of the undertaking's employees	89
	S1-8	Collective bargaining coverage and social dialogue	91
	S1-9	Diversity metrics	92
	S1-10	Adequate wages	92
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	S1-13	Training and skills development metrics	93
	S1-15	Work-life balance metrics	93
	S1-16	Remuneration metrics (pay gap and total remuneration)	94
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S4	S4-1	Policies related to consumers and end-users	96
	S4-2	Processes for engaging with consumers and end-users	97
	S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	97
	S4-4	Taking action on impacts related to consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions and approaches	99
	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	101
G1	G1-1	Corporate culture and business conduct policies	105
	G1-3	Prevention and detection of corruption and bribery	106
	G1-4	Incidents of corruption or bribery	107
Entity-specific areas		Cybersecurity	109
		AML—Anti-money laundering	112

Detailed legislative requirements from related EU regulation are set out in the Annex on pages 116 and 119.

E—Environment

Environment—towards climate mitigation and adaptation

As mentioned in General Disclosures, the Bank plans to develop and publish a transition plan in 2026, aligned with the parent company. The plan will outline KPIs with target values for reducing greenhouse gas emissions. Subsequently, the remuneration policies for members of the management and supervisory bodies will be updated in 2026 for subsequent periods to reflect the new strategic objectives and commitments arising from the transition plan. In Section E1, we describe the activities the Group undertook in 2025 as part of its preparations for the 2026 Transition Plan and its efforts to contribute through its operations to the goals of the European Green Deal and the Paris Agreement.

When disclosing sustainability information in Section E—Environment, the 365.bank Group includes all consolidated companies in its portfolio, which comprises the parent company and its subsidiaries. In its reporting on energy consumption and greenhouse gas emissions, the Group also includes so-called non-consolidated companies. As of 2025, these entities represent 11 properties that are assets managed by 365.invest, over which 365.invest also exercises operational control.

EU Taxonomy

EU Taxonomy and Green Asset Ratio (GAR))

The EU Taxonomy is a classification system established by Regulation (EU) 2020/852, which defines which economic activities are considered environmentally sustainable. The taxonomy establishes a list of eligible economic activities (covered by the taxonomy) and the conditions under which these activities are considered to be aligned with the taxonomy.

Based on an assessment of compliance with the Technical Screening Criteria (TSC), the Do Not Significantly Harm (DNSH) criteria, and the Minimum Social Safeguards (MSS), the Group identifies which eligible activities are also aligned with the EU Taxonomy.

The purpose of this disclosure is to identify the proportion of assets that meet the criteria of the taxonomy and to quantify the Green Asset Ratio (GAR). This is the percentage of environmentally sustainable (taxonomy-aligned) assets out of total covered assets, i.e., assets after deducting exposures to central banks, central governments, and supranational issuers, in accordance with applicable legislation.

Within the Group, we report key performance indicators (KPIs) not only for the Bank, which complies with the reporting requirements for credit institutions under Delegated Regulation (EU) 2021/2178, but also for the subsidiary 365.invest, which, as a management company, discloses different indicators in accordance with the requirements for asset managers.

In addition, we also publish KPIs for our non-financial subsidiaries Ahoj, PB Servis, and PB finančné služby. However, the economic activities of these companies are not currently included in the list of activities covered by the taxonomy and therefore show zero eligibility and zero alignment with the taxonomy.

The disclosures include weighted key performance indicators for the Group as a whole, as well as separate indicators for the individual companies within the Group (broken down by type of undertaking within the meaning of Delegated Regulation (EU) 2021/2178). This information is provided in the annex for the following entities:

- Credit institution—365.bank
- Asset manager—365.invest
- Non-financial companies—Ahoj, PB Servis, PB finančné služby

EU Taxonomy reporting method

We rely on two approaches to prepare the data:

1. 1. At the entity (e.g., undertaking) level: This procedure is relevant for general-purpose financing. We then assess eligibility and compliance with the taxonomy based on information from our clients' annual reports (e.g., financial and non-financial undertakings). Based on an analysis of our corporate portfolio for this reporting period, we have not identified any clients who were required to disclose information under the CSRD.
2. At the level of a specific activity (e.g., mortgage or consumer credit financing): For these products, we verify compliance with the taxonomy according to the TSC. These concern households, local governments and non-financial undertakings.

The first step is to determine whether the activity falls within the taxonomy (i.e., whether it is eligible, which means potentially environmentally sustainable). The second step is then to assess whether it is also aligned and indeed meets the relevant TSC criteria.

Technical Screening Criteria (TSCs)

TSCs assess the environmental benefits of a specific activity in relation to one of the six environmental objectives of the EU Taxonomy. In addition, the activity must meet the DNSH and MSS criteria.

Eligibility and compliance

In accordance with the requirements of the EU Taxonomy Regulation and related delegated acts, the Group is publishing information for 2025 regarding the eligibility and alignment of our activities with the environmental objectives defined at the EU level. The disclosure of this information is subject to the Omnibus Delegated Regulation (adopted on 4 July 2025), amending Delegated Regulation (EU) 2021/2178 (on the disclosure of information under the EU Taxonomy), Delegated Regulation (EU) 2021/2139 (climate-related technical criteria), and Delegated Regulation (EU) 2023/2486 (technical criteria for other environmental objectives). The disclosures are presented in simplified reporting templates, which have reduced and simplified the amount of required data and are effective for fiscal years beginning on 1 January 2025 or later.

In assessing eligibility, economic activities defined in the relevant EU Taxonomy delegated acts on climate and the environment were identified. Within the Bank, loans secured by residential real estate were identified as eligible among housing loans for the year 2025.

In the case of the asset manager, the evaluation was based on taxonomic key performance indicators (KPIs) of the issuers or companies to which the individual underlying assets belong.

Current situation in the Bank

Given the current nature of the products provided and the data available, none of our assets yet meet the defined criteria of the EU Taxonomy. As a result, our Green Asset Ratio (GAR) currently stands at 0% for both the revenue and capital expenditure KPIs. Due to the lack of harmonisation of our exposures, the methodological change in the calculation of comparative data does not lead to different results, and the GAR ratio for the 2024 financial period is zero, regardless of whether the calculation method under the new Omnibus Delegated Regulation or the methodology in effect a year ago is used. Going forward, we plan to focus more closely on this area through the following steps: analysing mortgage loans in energy class A—confirming their significant contribution to the environmental goal of climate change mitigation—and evaluating the DNSH and MSS criteria. In the corporate sector, we will monitor clients' obligations under the CSRD, although given the Omnibus Regulation and the banking sector's strategic focus on retail banking, we do not anticipate any significant changes in this area. With regard to consumer loans, we plan to develop a proposal for a taxonomically aligned product. In 2025, we mapped out the procedural steps necessary to assess the feasibility of this alignment as part of our preparatory work.

None of the Bank's top 10 exposures are also included in the top 10 sectors under the EU Taxonomy; therefore, sector-specific information on these exposures is not provided.

Asset manager

In the case of the asset manager, the KPI represents the weighted average value of all investments that are aimed at financing economic activities aligned with the taxonomy (broken down based on

turnover and capital expenditure) relative to the total assets under management (AuM) included in the KPI.

Assets under management that are aligned with the taxonomy account for 8.33% of total assets based on revenue (0.2% for 2024) and 12.82% based on capital expenditures (0.5% for 2024). The year-on-year comparability of the reported KPIs is limited due to a change in the calculation methodology following the implementation of Commission Delegated Regulation (EU) 2026/73, which amends Delegated Regulation (EU) 2021/2178.

This methodological adjustment significantly affected the scope of assets included in the denominator of the asset manager's KPI, resulting in a substantial change in the volume of assets included compared to the previous period. Year-on-year changes expressed as relative values are therefore not fully comparable and may not reflect the actual change in the portfolio's environmental sustainability.

When comparing the absolute volume of assets aligned with the taxonomy, there was a year-on-year increase of 25 million (based on turnover) and 22 million (based on CapEx). This increase is due in part to the natural growth in assets under management, but mainly to the gradual evolution of issuers' approach to taxonomy assessment.

As with the Bank, the KPI is close to 0%.

Non-financial undertakings

For the non-financial undertakings included in the Group, the KPIs represent the ratio of the activities that are aligned to the taxonomy to all the activities that the undertakings carry out, broken down by revenue, capital expenditure (CapEx) and operating expenditure (OpEx). The KPI of these companies is equal to 0%.

Summary of key performance indicators (KPIs) to be disclosed by credit institutions under Article 8 of the Taxonomy Regulation

		Total exposure to taxonomy-aligned activities		KPI (2) (%)		KPI (3) (%)		% coverage (over total assets) (4) (%)	Non-assessed exposures (% of covered assets) (5) (%)		Non-assessed exposures (% of covered assets) (5) (%)	
		Turnover-based		CapEx-based		Turnover-based		CapEx-based	-		Turnover-based	CapEx-based
Main KPI	Green asset ratio (GAR) stock	0,00		0,00		0,00		0,00	63,43		0,00	0,00
Additional KPIs	GAR (flow)	0,00		0,00		0,00		0,00	81,84		0,00	0,00
	Trading book*											
	Financial guarantees	0,00		0,00		0,00		0,00				
	Assets under management	0,00		0,00		0,00		0,00				
	Fees and commissions income (1)											

1) Fees and commission income from services other than lending and AuM
2) Based on the counterparty's "Turnover" KPI
3) Based on the counterparty's "Other CapEx" KPI
4) % of assets covered by the KPI out of the banks' total assets
5) In accordance with Article 7(8) of this Regulation
Note 1: In all reporting templates: information is not displayed in cells shaded in black.
Note 2: KPIs for fees and commissions (Sheet 6) and the trading portfolio (Sheet 7) will not be applied until 2028.

Group level KPIs

	Revenue	Proportion of total Group revenue	KPIs by business segments			
			KPI [turnover]	KPI [CAPEX]	Weighted KPI [turnover]	Weighted KPI [CAPEX]
A. Financial activities	233 520 205,15	90,18 %				
Banking activities	203 212 866,13	78,47 %	0,00 %	0,00 %	0,00 %	0,00 %
Asset management	30 307 339,02	11,70 %	8,33 %	12,82 %	0,97 %	1,50 %
			KPI [turnover]	KPI [CAPEX]	Weighted KPI [turnover]	Weighted KPI [CAPEX]
B. Non-financial activities	25 441 234,00	9,82 %	0,00 %	0,00 %	0,00 %	0,00 %
Total Group revenue	258 961 439,15	100,00 %				
					Average KPI [turnover]	Average KPI [CAPEX]
Average Group KPI					**0,97 %**	**1,50 %**

For more information, see the annexes starting on page 116.

E-1—Climate change

Positive impacts

In the area of climate change, we have identified positive, potential impacts, particularly regarding the reduction of direct (Scope 1) and indirect emissions (Scope 2 and 3), through the adoption of a transition plan and the setting of environmental targets for the coming periods. In addition, we focus on reducing our carbon footprint by using energy from renewable sources in our own operations.

Negative impacts

On the other hand, the negative, actual impact that we identified during the double materiality assessment is linked to the direct consumption of energy from fossil fuels, which is further associated with the generation of greenhouse gas emissions.

At present, the Group has not yet implemented a transition plan, and therefore has not established specific policies, action steps, or targets in the area of climate change mitigation. We recognise the importance of developing a comprehensive strategy in this area, which is why, in 2025, we began implementing several key initiatives, which are described in Chapter E1-1. We are still in the early stages of assessing our environmental impact and setting climate change mitigation goals, along with the corresponding measures.

Identified risks

In 2025, the Group expanded its environmental risk management framework to include the potential liquidity risk associated with the possible withdrawal of institutional investors in the event that the established climate change mitigation targets are not met. We recognise that investors and other stakeholders are increasingly evaluating financial institutions based on ESG criteria, with a particular focus on measurable progress in portfolio decarbonisation, data transparency, and compliance with regulatory requirements. This risk is also linked to reputational risk, which could arise if the Group fails to define and achieve its climate ambitions, or if its efforts to achieve them are not communicated with sufficient transparency. Communication is also linked to an identified operational risk associated with greenwashing—that is, if our environmental disclosures are not transparently substantiated or verifiable. The Group's goal is not only to minimise identified environmental risks, but also to strengthen the credibility and resilience of its business model in the context of the transition to a low-carbon economy.

Analysis of the assessment of environmental impacts in the context of climate change

Apart from the financed emissions, the Bank has relatively low greenhouse gas (GHG) emissions, and the negative environmental impacts are assessed as follows:

- Scope 1: The Bank does not have material direct GHG emissions as it does not own or control any major emission sources. The main source of direct emissions are gas-fired boiler rooms and a fleet of petrol and diesel powered cars.
- Scope 2: Indirect GHG emissions come from purchased electricity consumed in the Bank's offices and branches, and to a lesser extent gas is used as an energy source. In 2025, the Bank began purchasing guarantees of origin from renewable sources for its own operations. The level of emissions caused by the use of air conditioning systems at the headquarters and in the branches is negligible.
- Scope 3: Other indirect GHG emissions, apart from financed emissions, are minimal. These include business travel by plane, car, employee commuting, payment cards and waste. However, we recognise the urgent need to develop a procurement plan for goods and services that takes environmental and social criteria into account, in collaboration with our supply chain.

Transition plan, policies, actions, and targets related to climate change mitigation and adaptation

In 2025, the Group began taking the first concrete steps toward aligning with the transition to a sustainable economy. The aim is to help limit global warming to 1.5 °C in line with the Paris Agreement and to support the European Union's ambition to achieve climate neutrality by 2050. At the same time, the Group actively monitors developments at both the European and global

levels regarding new targets and commitments (e.g., reaching an agreement on the amendment to the European Climate Law (ECL), which establishes a binding climate milestone for 2040: a 90% reduction in net greenhouse gas (GHG) emissions compared to 1990 levels. This new target represents a key step toward the EU's long-term goal of achieving climate neutrality by 2050). We also continuously monitor and evaluate related developments, such as the outcomes of the COP 30 climate conference in Belém, the progress of the Omnibus legislation, the postponement of the EUDR regulation, the impact of CBAM on environmental risks, the amendment to Act No. 555/2005 Coll. on the energy performance of buildings, or the amendment to Act No. 414/2012 Coll. on emissions trading, i.e., the introduction of the EU ETS 2 system.

We recognise that in order to set realistic and measurable environmental goals, it is essential to understand the baseline situation—that is, our current quantifiable metrics, particularly regarding our carbon footprint and its impacts. Based on this, we can create a transition plan and define specific goals. That is why, in 2025, we focused on the main phase—identifying the fundamental pillars and core values that we plan to incorporate into a comprehensive transition plan, to be published for the 2026 fiscal year.

Our main areas for the transition plan, which overlap and complement one another:
- Sustainability Governance
- ESG as a key pillar of the Bank's strategy
- ESG risk management and preparation for establishing ESG key performance indicators (KPIs)
- Implementation of the principles of the EU Taxonomy (development of sustainable products)
- Reducing our carbon footprint
- Ongoing ESG training

In the following sections, we describe the individual areas and how they are addressed in the transition plan.

In accordance with Internal Regulation No. 31/2024—Bank Governance Policy Taking ESG Factors into Account, Annex 3 defines the list of responsibilities of individual units and subsidiaries in the area of sustainability. Annex 2 also provides a detailed description of the identification of impacts, risks, and opportunities based on the double materiality principle, as well as the method for engaging stakeholders through stakeholder dialogue. The role of the ESG Team—comprising employees of the Strategy unit in the positions of ESG Manager and ESG Specialist—is subsequently defined in the document "Regulations for the Development and Update of the Bank's Strategy", which identifies ESG as one of the key management factors in the development of strategic plans.

Throughout 2025, we also focused on developing a methodological framework for ESG risk management, with an emphasis on analysing environmental risks and temperature scenarios. This framework is based on:
- EBA regulations (governance, strategy, prevention, scenarios, disclosure);
- ECB guidelines (integrated risk management and reporting);
- NBS recommendations (national strategies, climate portfolio, expectations);
- EU regulations (EU Taxonomy, CSRD).

In the context of the EU Taxonomy, we analysed the potential for expanding our portfolio of sustainable products throughout 2025, with the assistance of external consultants. We engaged our employees and clients in the process through a survey gauging interest in sustainable financial solutions. At the same time, we have developed a robust internal guideline for assessing compliance with the EU Taxonomy, which will help us put these solutions into practice.

As part of our transition plan, we have also established operational limits and calculated our carbon footprint for FY 2025. This step has provided us with a baseline that will guide us in planning our decarbonisation activities. To reduce its carbon footprint, the Group plans to focus on: purchasing guarantees of origin from renewable sources, improving the energy efficiency of the properties it manages, promoting sustainable modes of transportation, and raising awareness of transportation alternatives.

The year 2025 also marked the implementation of an internal ESG training programme, which focused on sustainability issues through the 17 Sustainable Development Goals. An internal ESG sustainability page was launched, and several workshops, discussions, quizzes, and webinars were held with the participation of both internal and external experts, covering topics such as "Facts and Myths About Waste", "Sustainable Fashion", and "ESG in the World of Finance". We wrapped up the year with a knowledge test, which allowed us to assess our colleagues' understanding of ESG topics, determine which activities they found most interesting, and identify what we can offer them in the coming period.

In summary, although there is still much work ahead of us in defining the transition plan and objectives, the Bank has already made progress in developing a concrete transition plan, as evidenced by its policies, activities, and results. However, we acknowledge that developing a decarbonisation plan for Scope 3 emissions remains an ongoing challenge. Going forward, the Group will continue to carry out the activities described in this section, which will be incorporated into the development of a transition plan to be coordinated at the parent company level.

Energy consumption and energy mix

The Group's total energy consumption amounts to 45,960.6 MWh (for the year ended 31 December 2024: 56,036.7 MWh), including energy consumed (Scope 1) (vehicles, boilers, backup generators) and purchased and consumed electricity and heat (Scope 2). The difference in consumption is primarily due to operational controls over assets managed by 365.Invest (so-called non-consolidated companies), with 32 such properties under operational control in 2024 and 11 properties included in the 365.bank Group's operational control in 2025. This decline was reflected primarily in electricity consumption and its generation sources. Scope 1 and Scope 2 for non-consolidated companies were calculated based on average electricity and gas consumption per square meter, taking into account actual consumption data from the invoices of one of the companies. At the Group level, the reduction in fuel consumption was also driven by a smaller number of vehicles in the company fleet (2025: 44 vs. 2024: 70). There was a significant increase in electricity consumption from renewable sources because a large portion of the 365.bank Group's properties were covered by guarantees of origin from renewable energy sources in 2025.

For electricity supply, we based our calculations on the published supply mixes. In cases where a supplier had not disclosed its energy mix, we used the Slovak Republic's residual energy mix for 2024, in which fossil fuels account for 47.9%, nuclear sources for 41.4%, and renewable sources for 10.7%. For one property in our portfolio, we based our analysis on the residential mix published by AIB for the Czech Republic.

Energy consumption and energy mix	2024	2025	Difference between 2025 and 2024	Difference between 2025 and 2024 (%)
1. Fuel consumption from coal and coal products (MWh)	0,00	0,00	0,00	0,00 %
2. Fuel consumption from crude oil and petroleum products (MWh)	1 020,04	791,60	-228,44	-22,40 %
3. Fuel consumption from natural gas (MWh)	18 079,70	18 488,45	408,75	2,26 %
4. Fuel consumption from other fossil sources (MWh)	0,00	0,00	0,00	0,00 %
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	21 081,64	12 204,44	-8 877,20	-42,11 %
6. Total energy consumption from fossil sources (MWh) (calculated as a sum of lines 1 to 5)	**40 181,38**	**31 484,49**	**-8 696,89**	**-21,64 %**
Proportion of fossil sources in total energy consumption (%)	71.71%	68.50%	-0.03	-4.47%

7. Consumption from nuclear sources (MWh)	**14 286,00**	**10 316,20**	**-3 969,80**	**-27,79 %**
Proportion of consumption from nuclear sources in total energy consumption (%)	**25,49 %**	**22,45 %**	**-0,03**	**-11,94 %**
8. Fuel consumption from renewable sources, including biomass (such as industrial and municipal waste of biological origin, biofuels, biogas, and pure hydrogen) (MWh)	0,00	0,00	0,00	0,00 %
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	1 435,00	4 125,25	2 690,25	187,47 %
10. Consumption of self-generated non-fuel renewable energy (MWh)	134,28	34,63	-99,65	-74,21 %
11. Total energy consumption from renewable sources (MWh) (calculated as a sum of lines 8 to 10)	**1 569,28**	**4 159,88**	**2 590,60**	**165,08 %**
Proportion of renewable sources in total energy consumption (%)	**2,80 %**	**9,05 %**	**0,06**	**223,25 %**
Total energy consumption (MWh) (calculated as a sum of lines 6,7 and 11)	**56 036,66**	**45 960,57**	**-10 076,09**	**-17,98 %**

Gross Scope 1, 2, 3 and Total GHG emissions

When calculating our direct and indirect carbon footprints, we follow the methodology of the Greenhouse Gas Protocol (GHG Protocol) and report Scope 1, 2, and 3 emissions.

Based on Scope 1, 2, and 3 GHG emissions calculations, the Group's most significant source of emissions is its lending and investment activities, i.e., the so-called financed Scope 3 Category 15 emissions. This category accounts for approximately 91.6% of total GHG emissions, calculated according to the market-based method.

The following table provides an overview of Scope 1, 2, and 3 GHG emissions for the consolidated Group for financial accounting purposes, which includes the parent company and its subsidiaries.

GHG emissions	Baseline year 2024	Comparison	Reporting year 2025	Percentage comparison
Scope 1 GHG emissions	tCO_2e	tCO_2e	tCO_2e	%
Gross Scope 1 GHG emissions (tCO_2e)	4 104,99	-98,39	4 006,59	-2,40 %
of which consolidated	374,41	42,91	417,32	11,46 %
of which unconsolidated	3 730,58	-141,31	3 589,27	-3,79 %
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0	0
Scope 2 GHG emissions	**tCO_2e**	**tCO_2e**	**tCO_2e**	**%**
Gross location-based Scope 2 GHG emissions (tCO_2e)	6 267,04	-1 806,59	4 460,45	-28,83 %
of which consolidated	718,17	-438,21	279,96	-61,02 %
of which unconsolidated	5 548,87	-1 368,38	4 180,49	-24,66 %
Gross market-based Scope 2 GHG emissions (tCO_2e)	13 361,57	-3 727,44	9 634,13	-27,90 %
of which consolidated	1 316,81	-938,02	378,79	-71,23 %
of which unconsolidated	12 044,76	-2 789,42	9 255,34	-23,16 %

Significant Scope 3 GHG emissions	tCO_2e	tCO_2e	tCO_2e	%
Total Gross indirect (Scope 3) GHG emissions (tCO_2e)	308 925,23	-23 180,55	285 744,68	-7,50 %
of which consolidated	308 925,23	-23 528,87	285 396,37	-7,62 %
of which unconsolidated	-	-	348,32*	-
1. Purchased goods and services	7 056,33	-1 355,42	5 700,91	-19,21 %
2. Capital goods	1 843,48	510,92	2 354,40	27,71 %
3. Fuel and energy-related activities (not included in Scope 1 and Scope 2)	-	-	117,43*	-
4. Upstream transportation and distribution	-	-	-	-
5. Waste generated in operations	14,03	239,70	253,73	1 708,33 %
6. Business travelling	43,64	180,86	224,51	414,43 %
7. Employee commuting	493,54	1 383,03	1 876,56	280,23 %
8. Upstream leased assets	-	-	962,46*	-
9. Downstream transportation	-	-	-	-
10. Processing of sold products	-	-	-	-
11. Use of sold products	-	-	-	-
12. End-of-life treatment of sold products	-	-	-	-
13. Downstream leased assets	-	-	2,78*	-
14. Franchises	-	-	-	-
15. Investments	299 474,21	-25 222,32	274 251,89	-8,42 %
Total GHG emissions (location-based) of the consolidated Group (tCO_2e)	**319 297,26**	**-25 085,53**	**294 211,72**	**-7,86 %**
Total GHG emissions (market-based) of the consolidated Group (tCO_2e)	**326 391,79**	**-27 006,38**	**299 385,41**	**-8,27 %**

*A category calculated for the first time in 2025.

In addition to its consolidated subsidiaries, the Group also exercises operational control over:
- the joint venture SKPAY, a. s., which is not fully consolidated in the consolidated financial statements of the Group, and
- companies in which the Group invests and also manages their operations (so-called unconsolidated companies).

In 2025, the Group has a total of 11 such companies in this category.

Methodology for calculating greenhouse gas emissions and reporting boundaries

The Group's activities do not fall within the scope of the European Union Emissions Trading System (EU ETS).

When calculating its carbon footprint, the Group applies the principle of operational control, which means that it includes in its emissions inventory emissions from operations over which it has managerial control.

The Group's parent company is 365.bank, a. s., which, in accordance with organisational boundaries and the principle of operational control, includes in its emissions inventory all subsidiaries consolidated in the consolidated financial statements, as well as joint ventures and associates over which it exercises operational control.

At the same time, the Group is unable to manage the operational activities of Poštová banka's branches, as these branches operate as dedicated spaces within Slovenská pošta's operations. For this reason, the Group does not exercise operational control over them, and these operations are not included within its organisational boundaries for the purposes of emissions reporting.
The Group also analysed the occurrence of Scope 3 emissions, a summary of which is provided in the table below.

Scope 3 GHG emissions	Scope and boundaries of the Group
Category 1: Purchased goods and services	Includes emissions from purchased operating costs
Category 2: Capital goods	Includes emissions from purchased property, plant and equipment and intangible assets
Category 3: Fuel and energy-related activities	Includes emissions from purchased fuel and energy reported in Scope 1 and Scope 2
Category 4: Upstream transportation and distribution	Not material or irrelevant to the Group
Category 5: Waste generated in operations	Includes emissions from waste management and emissions from wastewater treatment and purification
Category 6: Business travelling	Includes emissions from business travel using vehicles that the Group neither owns nor operates
Category 7: Employee commuting	Includes emissions from employees' commutes to and from work using vehicles that the Group neither owns nor operates
Category 8: Upstream leased assets	Relevant to the Group. Includes the lease of office space for the Group and its branches
Category 9: Downstream transportation	Not material or irrelevant to the Group
Category 10: Processing of sold products	Not material or irrelevant to the Group
Category 11: Use of sold products	Not material or irrelevant to the Group
Category 12: End-of-life treatment of sold products	Not material or irrelevant to the Group
Category 13: Downstream leased assets	Includes vehicle rentals within a single entity within the Group
Category 14: Franchises	Not material or irrelevant to the Group
Category 15: Investments including emissions from financing	Includes emissions from financing through loan products, including loans to companies, housing loans, and auto loans, as well as investments in securities, including corporate bonds and government bonds

Scope 3 Category 15 greenhouse gas emissions also include so-called financed emissions, which represent emissions associated with financing through loan products and investments in securities.

The Group calculated greenhouse gas emissions from financing related to lending activities primarily based on greenhouse gas emissions data obtained directly from clients, which serve as the primary source of information. In cases where this data was not available, the Group used sector- and market-based emission factors based on assets, which serve as secondary data sources.

When calculating its financed emissions, the Group defined the following asset classes in accordance with the PCAF standard:
- Housing loans
- Motor vehicle loans
- Loans to companies
- Corporate bonds and sovereign debt

Operational control over unconsolidated companies owned by a real estate fund managed by the subsidiary 365.invest, správ. spol., a. s., was assessed based on the ability to manage the operational activities and relationships of the entity, location, operation, or asset in question.

For reporting purposes, the individual unconsolidated companies were divided into the following categories:
- Option projects
- Own projects
- Office buildings (offices)
- Shopping malls
- Industrial parks (industrial premises and warehouses)
- Retail parks
- Lands

The assessment of whether the Group exercises operational control over individual entities was conducted based on the aforementioned project categories. Operational oversight was identified primarily in office buildings and shopping malls, where the Group provides technical management, maintenance services, property management, and energy supply through contractual relationships with vendors.

In the case of other projects, it was determined that the Group does not exercise operational control. In some cases, the Group acts solely as a financing party for the co-owner—the developer of the relevant SPV—who is responsible for the construction and operation of the project (option projects). In industrial parks and retail parks, tenants are responsible for managing their own operations, including energy supplies. From the perspective of greenhouse gas emissions calculations, land was deemed irrelevant.

The Group consolidates 100% of the greenhouse gas emissions of the entities over which it exercises operational control.

Biogenic CO_2 emissions from the combustion or biodegradation of biomass in Scope 1 were not recorded in the reporting year, as the Group did not burn biogenic fuels or biomass.

The Group did not include any emission reductions or purchased, sold, or transferred carbon credits or emission allowances in its Scope 1 greenhouse gas emissions calculation.

When preparing information on gross Scope 2 greenhouse gas emissions, the Group:
- took into account the principles and requirements of the GHG Protocol Scope 2 Guidance (2015), in particular the quality criteria set out in Section 7.1 regarding contractual instruments;
- included purchased or acquired electricity, steam, heat, and cooling consumed by individual entities;
- ensured that there was no double counting of emissions reported under Scope 1 or 3;
- applied both a location-based method and a market-based method;
- did not include any carbon credits or emission allowances in its calculations.

The location-based method is based on the energy mix used for electricity generation in a given geographic region and reflects the emissions associated with electricity generation at the point of production.

The market-based method is based on the greenhouse gas emissions of energy suppliers who provide electricity to consumers.

In 2025, the Group had 55.4% of its contracted electricity covered by guarantees of origin from renewable energy sources, in accordance with Act No. 309/2009 Coll. on the promotion of renewable energy sources and high-efficiency cogeneration.

Biogenic emissions from purchased electricity under Scope 2 amounted to 4.41% based on the share of biomass in the residual energy mix and 4.92% in the generation energy mix.

When preparing information on gross Scope 3 greenhouse gas emissions, the Group:
- took into account the principles and requirements of the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011 version);
- took into account the Partnership for Carbon Accounting Financials (PCAF) standard for the financial sector, specifically Part A, “Financed Emissions” (December 2022 version and later);
- reviewed its Scope 3 emissions across the 15 categories defined by the GHG Protocol, using reasonable estimates;
- has identified and discloses material Scope 3 categories based on estimated emission volumes and other criteria defined by the GHG Protocol;
- calculated or estimated emissions in material categories using appropriate emission factors;
- updated the calculation of emissions in material categories based on current data on activities;
- did not include any emission reductions or purchased, sold, or transferred carbon credits or emission allowances in its calculations.

At present, the Group does not have sufficient data to assess the occurrence of biogenic emissions or the biodegradation of biomass under Scope 3; therefore, it does not disclose this metric.

When calculating Scope 3 emissions, primary data from vendors was not available; therefore, secondary data from widely recognised international databases was used.

When calculating Scope 3 Category 1 and Category 2 emissions, the Group based its calculations on the costs of purchasing goods and services, including VAT, while the emission factors used were exclusive of VAT. In the coming period, the Group plans to refine its methodology and use input data excluding VAT.

The calculation of greenhouse gas emissions also included wasted investments that were part of the Bank’s CapEx plan, amounting to 401.38 tCO_2e.

Year-on-year changes in emissions

The year-on-year changes in Scope 1 emissions are primarily due to a decrease in the number of unconsolidated entities under operational control, from 32 entities in 2024 to 11 entities in 2025. At the same time, the number of vehicles in the company fleet was reduced from 70 to 44.

The decrease in Scope 2 emissions was due to a combination of several factors, primarily a reduction in the number of unconsolidated companies over which the Group exercises operational control and a reduction in the space used by the Group. Under the location-based method, the emission factor for the national electricity generation mix also decreased (99.13 gCO_2 /kWh in 2024 compared to 123.04 gCO_2 /kWh in 2023; source: OKTE).

Using a market-based approach, the Group purchased guarantees of origin from renewable energy sources in 2025, which covered 55.4% of electricity consumption at its own consumption points.

There was also a year-on-year decline in the residual supplier energy mix (334.33 gCO_2 /kWh in 2024 compared to 357.56 gCO_2 /kWh in 2023; source: OKTE), which was used to calculate emissions from electricity not covered by guarantees of origin and for which the supplier energy mix was unknown.

New categories have been added to Scope 3, notably emissions from unconsolidated entities under operational control (relevant Categories 1–14), fuel and energy-related activities not included in Scope 1 or 2, as well as assets leased to vendors and customers. However, these categories did not have a significant impact on the total volume of emissions.

The decline in emissions in Category 15—financed emissions—in 2025 was primarily due to a significant reduction in the volume of corporate loans in the Bank’s portfolio.

Methodology for calculating financed emissions of the Group’s consolidated entities (Scope 3, Cat. 15)

Financed emissions include emissions related to financing through loan products and investments in securities classified under Scope 3 Category 15. The Group calculates emissions from financing related to lending activities primarily based on greenhouse gas emissions data obtained directly from clients, which serve as the primary source of information. In cases where this data is not available, the Group uses sector- and market-based emission factors based on assets, which serve as secondary data sources. The percentage of financed emissions calculated using primary data is 49.4% as of 31 December 2025.

The carbon intensity metric for indirect emissions from financed activities is expressed relative to the carrying value of the portfolio in EUR.

1. Housing loans

The Group used data from the PCAF database and the INFOREG-EC database for building energy performance certification to calculate financed emissions for housing loans. Emissions are calculated based on the building’s estimated energy consumption, which is derived from the energy label and floor area in cases where the Group has an energy performance certificate available.

If an energy performance certificate is not available, emissions are estimated based on the building category, floor area, location, and statistical data on the distribution of energy classes across Slovakia’s regions.

The emissions calculation itself is based on the building’s estimated energy consumption and the average emission factors associated with each energy source.

Loans for non-residential premises, which are mainly accessories to the property, such as garages, cellars, and similar premises, were excluded from the calculation of emissions from housing loans.

2. Motor vehicle loans

When calculating financed emissions for motor vehicle loans, the Group uses data on the loan's residual value and the original value of the financed vehicle. Emissions are calculated using emission factors that take into account the type of fuel and engine capacity.

In cases where information on the fuel type, make, or model of the vehicle is not available, the Group uses average values for an unspecified vehicle type.

The annual mileage is estimated based on the vehicle's historical annual mileage or regional statistical data. The emissions calculation itself is based on estimated fuel consumption and emission factors specific to each fuel type, which are sourced from DEFRA's publicly available database.

3. Loans to companies

When calculating financed emissions for loans to companies, the Group uses data on the loan's outstanding balance, the company's total equity and debt, as well as the company's total revenue.

To estimate emissions, the Group uses sectoral emission factors expressed per unit of revenue (tCO_2e per euro of revenue in the relevant sector). Emission factors for individual NACE sectors are derived from the OECD database, which provides emission factors for Scopes 1, 2, and 3. This ratio is then applied to the emission factors from the Eurostat database.

4. Corporate bonds

When calculating financed emissions for corporate bonds, the Group uses data on the bond's residual value, the EVIC (Enterprise Value Including Cash) ratio, and the company's income.

5. Sovereign debt

When calculating financed emissions for government bonds, the Group uses data on the bond's residual value, gross domestic product based on purchasing power parity (PPP), and data on greenhouse gas emissions resulting from the country's consumption.

Emissions data are reported by individual countries, and the Group obtains them from the publicly available database Our World in Data.

The Group analysed the possibilities for disclosing the carbon footprint of assets in its report in accordance with ESRS E1.44 and 51, the GHG Standard, and the PCAF methodology, but has not yet proceeded with the disclosure of this portion of the carbon footprint.

Emission factors for the Group's own emissions

During the reporting period, specific emission factors were not available from vendors; therefore, the Group used emission factors from generally accepted international databases, in particular the US EPA (U.S. Environmental Protection Agency), UK DEFRA (Department for Environment, Food & Rural Affairs), and IEA (International Energy Agency). The latest available emission factors were always used in the calculation.

Before being used, the expenditure-based emission factors had to be converted into the currency in which the activity data (purchases of goods and services) were reported. The conversion was performed using the average annual exchange rates for the given year and was adjusted for differences in the prices of products and services between the period from which the emission factors were derived and the year in which greenhouse gas emissions were reported.

For the emission factors from the US EPA database for 2022, an exchange rate of 0.9513 USD/EUR was used. For the emission factors from the UK DEFRA database, the average exchange rate for 2022 of 1.1731 GBP/EUR was used.

Emission factors for financed emissions (Scope 3, Category 15)

In calculating its financed emissions, the Group used emission factors from the sources listed above. At the same time, it regularly checked to see if they had been updated. Where more recent data were available, the most up-to-date emission factors were used in the calculation.

Financed emissions of an SPV of 365.invest, správ. spol., a. s.

In calculating Scope 1 emissions (stationary fuel combustion), the Group used emission factors provided by SPP (Slovak Gas Industry). In calculating Scope 2 emissions (purchased electricity), OKTE emission factors were used for Slovak entities and AIB (Association of Issuing Bodies) emission factors for Czech entities, as published by the Association of Issuers of Guarantees of Origin.

Emission factors from the widely recognised UK DEFRA (Department for Environment, Food & Rural Affairs) database for the most recent available period were used to calculate the other emission categories.

In cases where relevant data were not available, the Group used proxy data based on greenhouse gas emissions data published by Eurostat for the most recent available period.

Scope 1 emission factors

The following emission factors were used in the calculation under Scope 1:

Stationary combustion	SPP-D, 2025: Weighted average values of the quality parameters of natural gas distributed in the Slovak Republic by SPP—distribúcia, a. s.
Mobile combustion	UK DEFRA; Year: 2025; Date of issue: 2025
Fugitive emissions	UK DEFRA; Year: 2025; Date of issue: 2025

Scope 2 emission factors

The following emission factors were taken into account under Scope 2:

Indirect emissions from purchased electricity—a location-based method	OKTE, 2024: Energy mix
Indirect emissions from purchased electricity—a market-based method	OKTE, 2024: Residual supplier mix MAGNA ENERGIA a. s.: Green certificates of origin for electricity issued on the basis of guarantees of origin for electricity from renewable energy sources issued by OKTE, a. s., pursuant to Act No. 309/2009 Coll. on the promotion of renewable energy sources and high-efficiency cogeneration and on the amendment and supplementation of certain Acts Slovenské elektrárne - energetické služby, s.r.o. 2024: Energy mix of electricity supplied by Slovenské elektrárne - energetické služby, s.r.o., for 2024

Scope 3 emission factors

The following emission factors were used in the calculation under Scope 3:

Purchase of products and services	Emission factors from multiple databases (UK BEIS, 2022; US EPA, 2024, Version v1.4.0)
Purchase of energy and fuels (Category 3)	UK DEFRA, 2025: UK Government GHG Conversion Factors for Company Reporting; Well-to-tank emission factors Total upstream emission factors obtained from the IEA, 2024
Waste	UK DEFRA, 2025: UK Government GHG Conversion Factors for Company Reporting
Business travelling	Hotel Footprinting Tool by GreenView UK DEFRA, 2025; TTW and WTT emission factors
Employee commuting	UK DEFRA, 2025: UK Government GHG Conversion Factors for Company Reporting; Well-to-tank emission factors
Upstream leased assets	UK BEIS, 2022, Rental and leasing services
Downstream leased assets	DEFRA, 2025: UK Government GHG Conversion Factors for Company Reporting

Emission factors for financed emissions (Scope 3, Category 15)

The emission factors used to calculate financed emissions were taken from the most recent versions of the sources listed below.

Total GHG emissions by NACE codes and corporations	Eurostat database Air emissions accounts by NACE Rev. 2 activity [env_ac_ainah_r2__custom_14742321] (the most recent database available for 2024 for Slovakia)
Proportion of Scope 1, Scope 2, Scope 3 upstream, and Scope 3 downstream emissions relative to total emissions	OECD database DSD_ICIO_GHG_SCOPE@DF_ICIO_GHG_SCOPE_2023 (the most recent database available for 2020 for Slovakia)
Emissions factor (tCO2e) by building type	PCAF, European building emission factor database
Emissions factor (tCO2e) by fuel, vehicle type, and vehicle size	UK DEFRA; Year: 2025; Date of issue: 2025
Annual emissions by country	ourworldindata.org, Annual consumption-based CO_2 emissions (tonnes)
Securities—Financial corporations	EIB—Greenhouse Gas Footprint—CO2e Emissions (tonnes) (2023) Public report: Data from database: World Development Indicators, Last Updated:12/19/2025
Securities—Credit institutions	Erste Group Annual Report 2024 (Page 191) Tatra banka Annual Report 2024 (Page 227) Luminor Bank Annual Report 2024 (Page 153) VUB Annual Report 2024 (Page 5 Loans Exposures & Page 360 for amount of GHG (in tCO2e)

Emission factors for GHGs in an SPV under the management control of 365.invest, správ. spol., a. s.

Scope 1: Stationary combustion	SPP-D, 2025: Weighted average values of the quality parameters of natural gas distributed in the Slovak Republic by SPP—distribúcia, a. s.
Scope 2: Indirect emissions from purchased electricity—a market-based method	OOKTE, 2024: Residual supplier mix AIB, 2024: Residual mix CO_2
Scope 2: Indirect emissions from purchased electricity—a location-based method	OKTE, 2024: Energy mix AIB, 2024: Production mix CO_2
Scope 2: Indirect emissions from purchased heat	Slovak Ministry of Economy Decree No. 308/2016 Coll., Teplárenský holding (Bratislava, Košice) for the Slovak Republic, DEFRA (District Heat and Steam [kWh]) for the Czech Republic.
Scope 3: Waste and wastewater	UK DEFRA, 2025: UK Government GHG Conversion Factors for Company Reporting
Proxy data (secondary substitute data)	Eurostat, 2025: Air emissions accounts by NACE Rev. 2 activity

GHG intensity based on net revenue

In calculating greenhouse gas emissions intensity, the Group used total greenhouse gas emissions expressed in metric tonnes of CO_2 equivalent (tCO_2e), in accordance with the requirements of the ESRS standards (numerator of the formula), and total net revenue (denominator of the formula).

Net revenue is defined as operating income before impairment and provisions, adjusted for depreciation, other administrative expenses, personnel expenses and other operating income and expenses.

The Group's unconsolidated companies are not included in the calculation of emissions intensity.

GHG intensity per net revenue	Baseline year 2024	Comparison	Reporting year 2025	Percentage comparison
Total GHG emissions (location-based) per net revenue (tCO_2e/Million EUR)	1 224,39	423,4	1 647,79	34,58%
Total GHG emissions (market-based) per net revenue (tCO_2e/Million EUR)	1 251,59	425,18	1 676,77	33,97%

Headcount GHG intensity metrics

The carbon footprint intensity reflects the amount of greenhouse gas emissions generated by the Group's consolidated companies per employee. The metric includes Scope 1 and 2 emissions, as well as selected Scope 3 categories related to the Group's own operations.

Scope 3 includes categories 1, 2, 3, 5, 6, 7, and 13. The calculation does not include unconsolidated companies or Category 15 of Scope 3 (financed emissions) for the Group's consolidated companies.

For 2025, a market-based method was used to calculate Scope 2 emissions.

Headcount GHG intensity metrics	Baseline year 2024	Comparison	Reporting year 2025	Percentage comparison
Total GHG emissions of consolidated Group companies (except Scope 3, Category 15) in tCO_2e	11 142,24	798,35	11 940,58	7,17 %
Number of employees expressed as full-time equivalents (FTE)	1 317	-55	1 262	-4,18 %
Headcount GHG intensity	8,46	1	9,46	11,84 %

GHG emission intensity for investments

Includes Scope 3 Category 15 GHG emissions of the consolidated Group:

GHG emission intensity for investments	Baseline year FY 2024	Comparison	Reporting year FY 2025	Percentage comparison
Finances emissions of the consolidated Group (Scope 3, Category 15)	299 474,21	-25 222,32	274 251,89	-8,42 %
Carrying amount of exposure included in the calculation of emissions in Million EUR	2 910,00	254,59	3 164,59	8,75 %
GHG intensity for investments (tCO_2e/Million EUR)	102,91	-16,25	86,66	-15,79 %

S—Social

Social issues—building equality and inclusion

In 2025, a Diversity and Inclusion Policy was implemented and standardised across the entire Group. This step represents a significant milestone in our efforts to create a work environment that promotes equal opportunity, respect, and collaboration regardless of gender, age, ethnic origin, disability, or other individual characteristics. The implementation of a unified policy offers several benefits, including the strengthening of a corporate culture based on respect and openness, increased employee engagement thanks to a sense of inclusion and fair treatment, better decision-making and innovation through diverse perspectives, greater employer attractiveness in the labour market, which supports talent acquisition, and, finally, alignment with European ESG standards and investor expectations. Our Diversity and Inclusion Policy is a key element of our culture of sustainable development and contributes to the Group's long-term stability and competitiveness. The year 2025 was also marked by the theme of gender equality, which we communicated internally through engaging webinars and talks, as well as externally through brand campaigns. Throughout the year, we strive to create a supportive work environment for all our employees through our initiatives, policies, and benefits.

Our goals in social issues

Area	Target	Time horizon	Baseline year	Baseline value	Indicator monitored	Target value	Action plan
S							
Building an inclusive and diverse corporate culture	**Ensuring representation of women in the Talent Programme**	2030	2025	77 %	Proportion of women out of the total number of participants in the programme	50% and more	● Continued implementation of the Bank and Retail Talent Programmes ● Updating activities based on experience from previous periods and feedback from participants
			2025 evaluation	In 2025, we implemented two Talent Programmes at the Bank. One was for colleagues in the branch network and the other for colleagues at headquarters. In 2025, women accounted for 77% of the total number of participants in both Talent Programmes.			
Building an inclusive and diverse corporate culture	**Employee satisfaction**	2030	2025	74	Average employee satisfaction	70+	● Engaging employees in key topics at the Bank Regular feedback from top-down and bottom-up
			2025 evaluation	The survey conducted within the Group in 2025 was carried out by an external company. The questions were designed in collaboration with a psychologist. In terms of content, the survey covers a wide range of topics across 10 different areas. Average employee satisfaction at the Bank reached 74 on a scale of 1 to 100.			
Building skills for the future	**Raising awareness of sustainability**	2027	2025	80 %	Average success rate of the final ESG test	80%	● ESG training tailored to the Bank's needs ● Regular training on various topics and strategic initiatives of the Bank in the area of ESG ● Information on opportunities for each employee to engage in ESG issues in their work and private lives ● 60% employee participation in the final ESG testing
				Throughout 2025, the Group implemented a training plan aligned with the 17 Sustainable Development Goals, which included various educational activities such as training sessions, courses, webinars, and a new internal website on sustainability. The entire ESG training cycle concluded with a final test, which Group employees passed with an 80% success rate.			
Customer satisfaction	**„Maintaining and improving customer satisfaction and loyalty**	2030	2024	TOP 5	eMI index	TOP 5 (maintain)	● Since 365.bank has become part of KBC Group, this target will no longer apply starting in FY 2026.
			2025 evaluation	At the end of 2025, the Bank conducted an extensive benchmark survey on customer satisfaction and loyalty, aimed at comparing our clients' satisfaction levels with those of our competitors. Based on the survey results, we have maintained our position among the top 5 banks in terms of customer satisfaction and loyalty.			

S-1—Own workforce

Impacts, risks and opportunities

The Group has a direct ability to influence its employees' work environment through its corporate culture, benefits, policies, and internal activities. As a regulated entity, we clearly define frameworks that minimise risks and mitigate their impact. To successfully implement our strategy and achieve our goals, it is essential to ensure employee satisfaction, engagement, and motivation, which we consider the foundation of long-term stability and sustainable growth.

Positive impacts

Our company has long been building a culture that provides employees with meaningful work, flexibility, and the opportunity to actively influence work processes. This approach is key to retaining talent, fostering talent development, and ensuring peak performance. Fostering an inclusive, equitable, and diverse environment allows employees to feel empowered, develop their individuality, and contribute to greater engagement, collaboration, and innovative thinking—which benefits not only our organisation but also our clients.

We place an emphasis on stable employment relationships and a healthy work-life balance. We offer various forms of employment to meet the individual needs of employees and the operational requirements of the Bank. Most of our colleagues are full-time employees, which guarantees long-term stability and professional growth. At the same time, we promote flexibility through part-time positions and create opportunities for students, enabling them to gain practical experience through internships.

Identified risks

As part of its sustainability management, the Bank regularly assesses risks that could affect the stability of the work environment, employee satisfaction, and compliance with legal requirements. Among the most significant risks is insufficient regulation of working time policies, which can lead to operational problems and reputational damage if these policies are not followed or implemented. Similarly, inadequate regulation of the wage adjustment policy poses a risk of non-compliance, a reputational risk, and a threat to fair remuneration.

Another area of concern is the inadequate implementation of gender equality and equal pay policies, which can undermine employee trust and lead to reputational damage. High employee turnover caused by the absence of safe employment policies poses an operational risk, as does insufficient social dialogue, which can weaken relations between management and employees.

We pay particular attention to the risk of violence, psychological or sexual harassment in the workplace, whether perpetrated by employees, managers, or third parties. Such situations constitute serious human rights violations, jeopardise a safe working environment, and may result in legal or regulatory consequences.

Identifying these risks is essential for implementing preventive measures, which include clear policies, regular training, reporting mechanisms, and transparent communication, with the aim of creating an environment based on trust, safety, and equality.

Identified opportunities

Flexible work policies and initiatives to promote work-life balance are already helping to attract and retain talented employees. Furthermore, investments in education and skills development boost productivity and enhance the Bank's reputation in the labour market.

To achieve these goals, the Bank implements a wide range of programmes and benefits that have a positive impact on employees. Among the most notable benefits are 10 additional days of vacation, the Be Balanced programme focused on physical and mental health, the Diversity Festival, and themed discussions on inclusion, mental health, and financial well-being. We organise a variety of activities aimed at promoting mental and physical well-being and supporting our employees' volunteer efforts.

Policies related to own workforce

The Bank is committed to creating a healthy, safe, and stimulating work environment in which employee satisfaction is considered one of the key prerequisites for being an attractive employer and retaining talent over the long term. This commitment is supported by a set of internal policies and guidelines aimed at preventing negative impacts and promoting positive initiatives in the areas of labour and employment.

- Collective Agreement
- Working Regulations
- Wage Regulations
- Employee benefits in the area of social care
- Providing contributions to supplementary pension savings
- Code of Ethics
- Guideline on Protecting Employees from Discrimination, Harassment, and Unfair Treatment
- Diversity and Inclusion Policy

The policies take into account internationally recognised UN principles in the field of business and human rights. The Bank reviews these policies regularly in accordance with internal processes and they are ultimately approved by the Supervisory Board. Human Resources Unit and Legal and Compliance Unit is responsible for implementing the policies.

The Group applies a harmonised approach to managing labour relations and employee care through Group-wide policies and common principles, which are supplemented by the internal guidelines of individual companies depending on their business model and local specifics. Working conditions and standards of care for employees are comparable and consistent across the Group.

All relevant Bank policies and guidelines are available to employees via the intranet.

Collective Agreement

The Bank uses collective bargaining as part of its management of labour relations and care for its workforce. Relations between the Bank and its employees are governed by the Collective Agreement concluded with employee representatives, which establishes a framework for both individual and collective employment relationships.

The Collective Agreement is an important tool for social dialogue at the Bank and helps ensure transparency in the definition of rights and obligations, supports stable working conditions, and fosters constructive cooperation between the Bank and its employees.

Working Regulations

The Group regulates working conditions and work performance through its Working Regulations, which form part of the system for managing labour relations and are based on the provisions of the Labour Code. The Working Regulations ensure the consistent application of labour regulations and clearly define the rights and obligations of the Group and its employees.

The Working Regulations also include rules aimed at promoting equal treatment, including an explicit prohibition against any form of discrimination. In this way, the Group promotes a fair, safe, and respectful work environment for all employees.

Wage Regulations

The Bank's employee remuneration system is designed to be transparent, fair, and in compliance with applicable laws. The rules governing remuneration, including the payment of wages, wage compensation, wage benefits, and other financial payments, are set forth in the Wage Regulations. This framework promotes employee motivation and workforce stability, and lays the groundwork for fair treatment of employees throughout the Bank.

Employee benefits in the area of social care

The Bank provides its employees with social welfare benefits to support their overall well-being, social security, and work-life balance. These benefits are in addition to statutory entitlements and are designed to address various situations employees may face in their lives.

Social care primarily encompasses support in the areas of health, family, life events, social security, and community support. Through these benefits, the Bank responds to the needs of its employees, strengthens their loyalty, and contributes to the creation of a stable and inclusive work environment.

The introduction of these benefits is based on the belief that long-term employee satisfaction and engagement have a direct impact on the quality of services provided, the Bank's performance, and its ability to retain a skilled workforce.

Providing contributions to supplementary pension savings

The Bank's contributions to supplementary pension savings (DDS) are governed by the Supplementary Pension Savings Act and are made pursuant to employer agreements entered into under that Act.

Code of Ethics

The Code of Ethics provides a basic framework for applying ethical principles in day-to-day operations and guides the conduct of employees at all levels of the organisation. The Group adheres to the Bank's Code of Ethics, which is based on generally accepted moral values and principles and serves as one of the key tools for promoting ethical conduct within the Bank.

The Code emphasises, in particular, compliance with legal and regulatory requirements, fair business practices, ethical conduct toward clients and colleagues, ensuring equal opportunities for all employees throughout their career, zero tolerance for corruption, and the protection of confidential information. The Code also includes a mechanism for reporting unfair practices, support for diversity, transparent recruitment procedures, and respect for employees' rights.

Guideline on Protecting Employees from Discrimination, Harassment, and Unfair Treatment

The Guideline sets out a framework for preventing, identifying, and addressing inappropriate behaviour in the workplace. It provides employees with clear information on the procedure for filing complaints and the mechanisms available to protect against discrimination, harassment, or any form of inappropriate behaviour. It ensures a quick, transparent, and fair resolution of every case.

The Bank has also adopted other policies related to workforce management, such as guidelines Employee Recruitment Process, Employee Training and Development Process, and Employee Performance Management.

Diversity and Inclusion Policy

The Bank has long supported diversity, inclusion, and equal opportunity as an integral part of its culture. It adheres to its Diversity and Inclusion Policy, which applies to all employees and guarantees equal access to professional development and career opportunities. Top management, together with managers, is actively taking steps to create an inclusive environment and fair conditions for professional growth. The principle of equal treatment prohibits any form of discrimination—including on the basis of gender, age, race, health status, or sexual orientation—and guarantees equality between men and women.

Through its Diversity and Inclusion Policy, the Bank is committed to being an employer that promotes equal opportunity. This commitment is included in both the Code of Ethics and the Working Regulations, which stipulate that the immediate supervisor is required to familiarise every new employee with the principles of non-discrimination and equal treatment. The Code of Ethics emphasises equal opportunities in all areas of working life—from career development to remuneration. The recruitment process is transparent, fair, and based solely on the candidates' qualifications, thereby eliminating any form of discrimination. Our goal is to ensure that talent and skills are the only deciding factors when hiring new colleagues.

Key Areas of Diversity and Employee Relations Policy:
- Equal opportunities and equal treatment
- No discrimination on any grounds
- Equality between men and women in the workplace
- Gender-balanced representation in leadership and management positions
- Creating an inclusive work environment
- Education and awareness-raising on diversity and inclusion

Inclusion and diversity are at the heart of our corporate culture. We prevent discrimination through training, regular activities, and internal events that address important issues and promote positive change within our teams. Our initiatives include the Diversity Festival, discussions marking International Women's and Men's Day, webinars on diversity and inclusion, and management training on inclusive leadership. The training was designed to reinforce modern principles of team leadership and support the development of male and female leaders. The training focused primarily on using the Bank's and the team's narrative as a tool for clear and understandable communication, leveraging storytelling to boost motivation and engagement, developing the ability to sustain the energy of both the leader and the team over the long term, and practical recommendations in the areas of burnout prevention, balancing performance and humanity, and the application of mindfulness and positive psychology in a leadership context. The workshop took an interactive format, focusing on practical examples and the sharing of experiences. A total of 37 employees participated in 2025.

Colleagues from across the Bank, including members of the Board of Directors, participate in these events, underscoring the strategic importance of the topic. We have also reaffirmed our commitment to fair pay by signing the Equal Pay initiative and supporting the Equal Pay Day Slovakia conference. Our goal is to create an environment where diversity drives innovation, every employee feels welcomed and has the opportunity to fully develop their talent, thereby strengthening collaboration, creativity, and the Bank's long-term sustainability.

The Group complies with all relevant requirements regarding human rights protection, equal treatment, working conditions, and occupational safety that have been transposed into national law. At the same time, it adheres to the principles enshrined in key international conventions and recommendations. The Bank upholds the principles of equality, dignity, and non-discrimination in all aspects of the employment relationship—from hiring to professional development to the day-to-day work environment. The Bank has also committed to creating working conditions that promote safety, health, equal opportunity, and an inclusive corporate culture.

Given the highly regulated nature of the banking sector within the EU, we consider the risk of human trafficking, forced labour, or child labour to be minimal. Such practices are also in direct violation of the Bank's Code of Ethics and internal workforce management policies. In 2025, no complaints or findings were reported regarding these areas.

Processes for engaging with own workers and workers' representatives about impacts

The engagement of employees and their representatives is one of the key pillars of the Group's approach to sustainability in accordance with ESG principles. The Bank systematically promotes open, two-way, and inclusive communication, which enables employees to actively engage in the Bank's activities, express their opinions, and contribute to shaping the corporate culture.

Employees are engaged through a variety of mechanisms, such as their representation on the Bank's Supervisory Board as the highest supervisory body, participation in the Board of Directors of the Bank's foundation, union activities, as well as through internal discussions, working meetings, and surveys. This approach fosters transparency, trust, and collaboration throughout the entire organisation. The Bank also pays special attention to employees on maternity and parental leave. Through regular communication, it keeps them informed about developments at the Bank, gathers their feedback, and involves them in internal events so they can stay in touch with their team and management.

Regular dialogue with employees is facilitated through various formats across all organisational levels, such as one-on-one meetings, team meetings, quarterly performance reviews, the retail conference, strategic meetings with management, internal discussions, satisfaction surveys, and reviews of the Collective Agreement. These activities also include thematic discussions focused on diversity, gender equality, financial well-being, and mental health.

Within the Group, the Head of Human Resources is responsible for employee engagement initiatives and oversees the implementation of surveys, discussions, and other engagement mechanisms.

Once a year, the Group conducts an employee satisfaction survey, which provides feedback on working conditions, corporate culture, and management practices. The survey results serve as a basis for identifying areas for improvement and implementing measures to promote employee satisfaction and engagement.

Social dialogue is an integral part of the Bank's approach to human resources management and sustainability. Open communication with employees and their representatives is a key tool for achieving shared goals in the areas of working conditions, safety, protection of employees' rights, equal treatment, fair remuneration, support for work-life balance, and skills development.

These activities contribute to the creation of a sustainable work environment that fosters employee satisfaction, stability, and engagement, while also strengthening the Bank's social responsibility and its long-term growth based on human values.

Processes to remediate negative impacts and channels for employees to raise concerns

The Bank's goal is to create a working environment where employees can perform at their best, are respected and involved. To address employee complaints and concerns, the Bank has implemented the following guidelines:

Guideline 37/2024 on Resolving Employee Complaints Regarding Labour Claims and Remuneration, which establishes a uniform procedure for receiving, reviewing, and resolving employee complaints in order to ensure their transparent and fair resolution.

Guideline 38/2024 on Protecting Employees from Discrimination, Harassment, and Unfair Treatment, which provides a basic framework for preventing, identifying, and addressing inappropriate behaviour in the workplace. It establishes rules and principles based on the Bank's other internal regulations to ensure that all instances of misconduct are addressed promptly, transparently, and fairly.

Regular meetings, workshops, and open discussions with managers play a key role in identifying and addressing potential negative impacts on employees, during which issues can be identified and corrective measures agreed upon collectively. HR Partners actively collaborate with senior management to develop and implement preventive measures, as well as to identify and implement solutions to emerging issues.

In the event of adverse situations, there are several channels through which employees can voice their concerns, needs, or complaints and ensure that they are subsequently reviewed:
- Discussing their complaint in person with their immediate supervisor or manager, or contact the Compliance Officer;
- Submitting their complaint to the Human Resources Unit—via an HR Partner or the Head of HR;
- Sending their complaint by email to zamestnaneckepodnety@365.bank;
- Submitting their complaint or claim to a trade union.

All complaints are handled in accordance with the principles of confidentiality and whistleblower protection.

Information on procedures and available communication channels is posted on the Bank's intranet for all employees. All complaints are recorded, reviewed, and addressed by Human Resources,

which also proposes the necessary measures. The Head of Human Resources regularly informs the Board of Directors and the Supervisory Board about the status of pending issues and the measures taken through an evaluation of the Collective Agreement.

We regularly assess the effectiveness of the procedures that allow employees to voice their concerns and needs through surveys, discussions, and feedback from meetings and workshops. Based on these results, we are continuously adjusting our procedures. Employees receive regular training and updates via the intranet.

Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches

The Bank systematically identifies and manages material risks and opportunities related to its workforce in order to promote stability, engagement, and the long-term sustainability of employee relationships. The actions are mainly focused on human rights protection, equal opportunity, fair remuneration, inclusion, social dialogue, and the management of working conditions.

Key identified risks include the risk of human rights incidents, inadequate implementation of the principles of equal treatment and gender equality, the risk of unequal pay, insufficient social dialogue, as well as the risk of turnover and the loss of key employees. The Bank monitors these risks using defined metrics, such as the number of reported and investigated incidents, internal audit results, gender representation in leadership positions, turnover data, exit interview results, satisfaction surveys, and regular assessments of compliance with the Collective Agreement.

To mitigate the identified risks, the Bank implements a set of preventive and corrective actions. In the area of human rights protection, this primarily involves clearly defined internal policies, regular training for employees and managers, and strengthened mechanisms for reporting and addressing concerns, including whistleblowing channels. These actions foster early risk identification and the transparent resolution of any violations.

In the area of equal opportunity and remuneration, the Bank conducts regular reviews of its remuneration schemes and analytical assessments to ensure fair and transparent remuneration. Particular attention is paid to promoting gender equality, increasing the representation of women in leadership positions, and eliminating the gender pay gap through training and development programmes.

Social dialogue is promoted through regular consultations with social partners and transparent communication with employees. The Bank monitors compliance with the obligations set forth in the Collective Agreement and actively works to strengthen trust and cooperation between the employer and employees.

The Bank addresses the risk of losing key employees through development programmes, mentoring, systematic satisfaction surveys, and support for internal career advancement. Part of managing this risk involves monitoring employee turnover, recruitment costs, and feedback from exit interviews, based on which targeted actions are taken.

The Bank also focuses on managing working conditions and work organisation, including the implementation of flexible work models and the monitoring of working hours, with the aim of promoting a work-life balance and reducing the risks associated with excessive workloads.

Support for an inclusive work environment is provided through training activities, internal campaigns, and events focused on diversity and inclusion. The Bank regularly assesses the effectiveness of these measures through surveys on employee satisfaction and engagement with inclusive initiatives.

The effectiveness of the actions taken is continuously monitored by Human Resources Unit based on established metrics and regular evaluations. Based on the analyses conducted, the Bank considers the actions aimed at mitigating the identified risks and capitalising on opportunities related to its workforce to be appropriate and effective.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

In line with our talent management strategy, our ambition is to be an attractive and responsible employer for all generations. We focus on developing our employees' knowledge and skills to maintain the Bank's competitiveness, provide high-quality services, and foster a positive customer experience. Our key priority is identifying talent and supporting career growth, with a particular focus on helping the younger generation enter the workforce and fostering an inclusive corporate culture that promotes intergenerational collaboration.

These initiatives enable us to continuously innovate and improve our products, processes, and services. We create an environment that fosters the development of our employees' potential, thereby strengthening their engagement, motivation, and satisfaction. This is how we build a solid foundation for long-term success and sustainable value for our customers and stakeholders. In this regard, the Bank's primary goal is to be an attractive and responsible employer.

To achieve these goals, we have implemented a performance management process that ensures the systematic setting and evaluation of goals. Goals are set at the beginning of the first quarter of each year at various levels—bank-wide, strategic, transition, team, and individual (for employees eligible for an annual bonus). Quarterly checkpoints are held throughout the year to assess progress toward achieving goals, with a final evaluation taking place in January and February of the following year.

In recent months, we have also stepped up our efforts to create a supportive environment for our employees. We recognise that our team's satisfaction and mental well-being are the foundation of long-term success, which is why we have implemented specific actions to reduce stress, maintain motivation, and promote overall well-being.

We have expanded our health and mental well-being programmes to ensure that our colleagues feel safe and have access to meaningful support. Key elements include psychological counselling, including a 24/7 anonymous helpline; the "Soul Guardians" initiative, carried out in collaboration with the League for Mental Health, through which trained colleagues provide initial support in times of distress; internal coaching as a space for developing communication skills, self-confidence, and coping with change; and finally, discussions with experts and internal guests who provide practical advice and support for our employees.

Characteristics of the undertaking's employees

Total number of employees as of 31 December 2025—full-time employees, represents the number of employees with "active" status. It includes employees with contracts of definite duration, employees with contracts of indefinite duration, full-time and part-time employees. Employees are broken down by gender and country. All data are stated as of 31 December 2025, without taking into account the employment relationship.

In 2025, the Group achieved an average number of employees in full-time equivalents (FTEs) of 1,262 (for the year ended 31 December 2024: 1,317). This indicator represents the arithmetic mean of the number of employees for the entire reporting period, expressed as full-time equivalents.

The total number of employees as of 31 December 2025, is also published in Chapter 8 Personnel Policy in the Consolidated Financial Statements.

The Group currently does not employ persons in its own workforce who are not employees of the Group.

Gender issues	Number of employees (headcount) 31 December 2025	Number of employees (headcount) 31 December 2024
Male	464	486
Female	814	806
Other	-	-
Not reported	-	-
Total employees	**1 278**	**1 292**

Country	Number of employees (headcount) 31 December 2025	Number of employees (headcount) 31 December 2024
Slovakia	1 278	1 292
Total	**1 278**	**1 292**

Employees by contract type and gender (headcount) 31 December 2025	Female	Male	Other	Not disclosed	Total
Number of employees (total number of permanent and temporary employees)	918	529	-	-	1 447
Number of permanent employees	814	464	-	-	1 278
Number of temporary employees	104	65	-	-	169
Number of non-guaranteed hours employees					
Number of full-time employees	792	448	-	-	1 240
Number of part-time employees	22	16	-	-	38

Employees by contract type and gender (headcount) 31 December 2024	Female	Male	Other	Not disclosed	Total
Number of employees (total number of permanent and temporary employees)	902	558	-	-	1 460
Number of permanent employees	806	486	-	-	1 292
Number of temporary employees	96	72	-	-	168
Number of non-guaranteed hours employees	-	-	-	-	-
Number of full-time employees	786	473	-	-	1 259
Number of part-time employees	20	13	-	-	33

Permanent employees—number of employees as of 31 December 2025 and as of 31 December 2024 without conversion to full-time equivalent (employees with contracts for definite and indefinite periods)
Temporary employees—employees working under agreements on work performed outside of an employment relationship: These are agreements on the performance of work, agreements on temporary student work, agreements on work activities

Employee turnover

	31 December 2025		31 December 2024	
	Total turnover	*Adjusted turnover	Total turnover	*Adjusted turnover
Total number of employees who left the company during the reporting period	390	251	529	285
Employee turnover rate	30,5 %	19,7 %	39,8 %	21,4 %

Within the Group, we monitor *adjusted turnover, which excludes employees leaving due to organisational changes, retirement, and during probationary periods.

The methodology for calculating fluctuation is as follows:
- Employee turnover rate = (number of employees who left in 2025 / average number of employees in 2025) × 100

The average number of employees per year is calculated as the arithmetic mean of the number of employees for each month.

Collective bargaining coverage and social dialogue

	31 December 2025	31 December 2024
Percentage of all employees covered by collective bargaining agreements	83 %	83 %

The Bank, as the parent company, has one trade union with which it has entered into a Collective Agreement. This agreement governs collective and individual relations between the Bank and its employees, thereby ensuring fair, transparent, and balanced conditions for all Bank's employees.

The Collective Agreement covers key areas such as working conditions, remuneration, employee benefits, working hours, and other rights and obligations of employees. With this document, the Bank reaffirms its commitment to maintaining high-quality working relationships and to a responsible approach to social policy.

Diversity metrics

Gender distribution at top management level

Employees at top management level* by gender	31 December 2025		31 December 2024	
	Number	% share	Number	% share
Male	26	70 %	29	66 %
Female	11	30 %	15	34 %
Other	-	-	-	-
Total	**37**	**100 %**	**44**	**100 %**

* The Group's top management includes executives at the direct management level of the Board of Directors and Chief Executive Officers.

Distribution of employees by age group*

Employees by age group	Headcount 31 December 2025	Headcount 31 December 2024
< 30 years	284	285
30—50 years	742	754
> 50 years	252	253
Total	**1 278**	**1 292**

* The calculation takes into account all permanent employees at the end of 2025 and at the end of 2024.

Adequate wages

The Group ensures that all employees receive appropriate and fair remuneration in accordance with applicable benchmarks and the requirements of the Labour Code. Our remuneration structure reflects employees' work ethic, professional skills, and overall contribution, and is based on the principles of transparency, equality, and accountability.

Employees are provided with clear, understandable, and pre-communicated information regarding pay terms and remuneration criteria. The Group strictly adheres to the principle of fair remuneration, including the principle of equal pay for equal work or work of equal value, without any distinctions based on gender, age, ethnicity, or other discriminatory factors.

Social protection

The Group ensures that all employees have health, social, and pension insurance in accordance with the applicable laws of the Slovak Republic. We thereby guarantee social protection against loss of income resulting from serious life events, such as illness, workplace injury, parental leave, unemployment, or retirement.

In addition to our legal obligations, we provide our employees with premium benefits that support their financial stability and well-being:

- **Increased income replacement** during the first 10 days of temporary incapacity for work beyond the statutory minimum;
- **Long-term sickness benefit**, which helps alleviate the financial impact of a difficult period;
- **Childbirth allowance**;
- **Five additional days of leave for fathers** after the birth of their child beyond the statutory minimum;
- **Severance pay and a contribution from the social fund** upon retirement, depending on the number of years worked.

In addition to the benefits listed above, the Bank also provides targeted and meaningful social assistance to employees and their immediate family members who find themselves in difficult life situations. Financial assistance is not provided automatically; employees must apply for it using a form. Social assistance is provided in the event of long-term unemployment of an employee's spouse (or partner), in cases of crisis situations, or in the event of serious health problems within the employee's family. We recognise the importance of social protection for the financial security and stability of our employees, which is why we continuously monitor legislative changes and adapt our internal programmes and benefits to ensure they remain in compliance with current legal requirements and best practices in the field of social security. We pay all our obligations to the state, including contributions and taxes, on time and in full, thereby ensuring full compliance with legal regulations.

Training and skills development metrics

The Group focuses on the systematic development of its employees' skills through professional training and regular performance evaluations. The aim of these activities is to support the professional growth of employees while improving overall efficiency and the quality of work performance.

Performance evaluations are conducted through annual performance evaluations for employees at headquarters and monthly performance evaluations for employees in the sales network. All employees participate in professional development and training activities, and the average number of training hours per employee is tracked on an annual basis.

The average number of hours of professional training per employee within the Group is 58 hours per year (for the year ended 31 December 2024: 39 hours per year). Training encompasses a wide range of educational activities—from technical expertise and regulatory requirements to technological innovations and the development of soft skills. The content is tailored to the specific needs of individual employees, which supports their personal growth. The Bank does not track or report the number of training hours completed by gender.

Performance evaluation 31 December 2025	Female	Male	% of employees
Monthly evaluation	34 %	12 %	46 %
Annual evaluation	30 %	23 %	54 %
Total	**65 %**	**35 %**	**100 %**

Performance evaluation 31 December 2024	Female	Male	% of employees
Monthly evaluation	28 %	9 %	37 %
Annual evaluation	34 %	28 %	63 %
Total	**62 %**	**38 %**	**100 %**

Professional training of employees	Number of hours in 2025	Number of hours in 2024
Number of training hours per employee	58	39

Work-life balance metrics

The Bank provides its employees with the types of leave for family reasons required by law, including maternity and parental leave. The Bank's goal is to promote a work-life balance and to take into account the needs of families in accordance with social policy and collective agreements. That is why we offer our employees 10 additional days of vacation, which has a significant impact on achieving a work-life balance. Another significant benefit in this area is the additional 5 days of leave for fathers upon the birth of their child.

Entitlement to leave for family reasons (maternity and/or parental leave)

Proportion of employees entitled to leave for family reasons: (for the year ended 31 December 2024: 100%)	100 %*

Proportion of employees in % who took maternity and/or parental leave during the reporting period	%**	
	31 December 2025	31 December 2024
Male	1,6 %	0,7 %
Female	12,7 %	14,2 %
Other	0,0 %	0,0 %
Total	**14,3 %**	**14,9 %**

* The proportion of 100% eligible employees is based on the average number of employees (FTEs) per calendar year, as specified in the section Characteristics of the undertaking's employees.
** The proportion of men and women who took parental leave was calculated by dividing the number of employees who took leave for family reasons in 2025 by the total number of eligible employees. The length of time the employee took the leave is not taken into account.

Remuneration metrics (pay gap and total remuneration)

Pay gap

Remuneration at our Bank is governed by internal Wage Regulations, which assign job positions to specific segments and pay grades in accordance with market standards and comparable job levels. Our remuneration policy is gender-neutral and ensures equal treatment of employees regardless of gender identity. Wage levels are determined transparently, based on the nature of the position, its complexity, responsibilities, and professional requirements. An analysis of the gender pay gap for the reporting period revealed a difference of 31.6% (for the year ended 31 December 2024: 30.1%). However, this difference does not reflect unequal pay for comparable positions. It is primarily due to differences in the types of positions held by men and women within the Bank.

Annual total remuneration ratio

The nature of the job significantly influences the total annual remuneration, as the highest-paid individual holds a top management position. Top management remuneration thus naturally reflects the complexity of their roles and the demands placed on their professional and managerial competencies.

On the contrary, positions classified in the lowest pay grades are remunerated in accordance with the employees' skills, scope of responsibility, and the nature of the work performed. The pay structure is designed to be fair within each job category. An analysis of the reporting period showed that the ratio of the highest-paid employee's total annual remuneration to the median total annual remuneration of all employees reached 11.3 (for the year ended 31 December 2024: 12.2). This value is in line with market standards for comparable management positions in the sector and reflects the competency requirements and remuneration dynamics at the top management level. The ratio also confirms that the Bank's remuneration policy is appropriately aligned with its structure and strategic objectives.

The data was compiled taking into account all permanent and temporary employees, whose gross income for 2025 was converted to full-time equivalents (FTEs) and a 12-month period for the sake of comparability.

Incidents, complaints and severe human rights impacts

The Group fosters a work environment that is safe, diverse, inclusive, and based on mutual respect, with zero tolerance for any form of discrimination, inappropriate behaviour in the workplace, or human rights violations. We fulfil this commitment through preventive actions, comprehensive training, and accessible complaint mechanisms. We continue to strengthen a fair and ethical environment through regular audits and active communication with our employees.

Reported cases of discrimination, including harassment	31 December 2025	31 December 2024
	1	0
Number of complaints		
Number of complaints submitted through channels that enable people within the organisation to raise concerns (including complaint mechanisms)	1	0
Number of complaints submitted to OECD national contact points for multinational enterprises	0	0
Material fines, sanctions or compensation		
Total amount of material fines, sanctions and compensation relating to the above incidents and complaints	0	0
Reconciliation of reported cash with the most significant amount disclosed in the financial statements	0	0
Material fines, sanctions or compensation		
Number of severe human rights incidents involving employees	0	0
Of which		
Number of severe cases of non-compliance with the UN Guiding Principles on Business and Human Rights	0	0
Number of severe cases of non-compliance with the ILO Declaration on Fundamental Principles and Rights at Work	0	0
Number of severe cases of non-compliance with OECD guidelines for multinational enterprises	0	0
Number of severe incidents in which the organisation participated in securing remedy for those affected	0	0
104. b) Fines, sanctions and compensation for severe human rights incidents	0	0
Total amount of fines, sanctions and compensation for serious human rights violations	0	0

S-4—Consumers and end-users

The Group systematically manages material impacts, risks, and opportunities related to clients through a set of internal guidelines, action plans, and control mechanisms. These procedures are designed to ensure that the retail products and services provided are fully compliant with applicable laws, to protect consumer rights, and to minimise the risk of adverse effects associated with banking services.

Positive impacts

As part of our impact assessment, we have identified several positive impacts on our customers that help strengthen trust, transparency, and fairness in the services we provide. An important aspect is the protection of clients through cybersecurity and data protection measures that promote trust and safeguard the rights of data subjects. We also promote the right to freedom of expression by putting in place communication channels and processes to address complaints and gather feedback, including regular customer satisfaction and needs surveys.

Another key commitment of our Bank is to protect customers' right to access clear and non-misleading information about products and services, which helps them make informed decisions. We also contribute to these positive impacts through actions aimed at ensuring the physical safety of our clients at our branches, thereby enhancing their overall protection.

Promoting inclusion through fair treatment of customers and expanding access to products and services for everyone also plays a significant role. By adhering to ethical and transparent business practices, we also strengthen customer protection and promote the fair provision of financial services.

Negative impacts

Potentially adverse situations may arise if client safety is compromised—whether this is the rare risk of robberies at branches or increasingly sophisticated cybersecurity threats. Such events can weaken trust in the Group and highlight the need for rigorous preventive measures to protect clients and their data.

Identified risks

As part of its regular risk assessment, the Group conducted a systematic process to identify and evaluate factors that could affect our operations, reputation, and client relationships. This process involved an analysis of internal policies, operational processes, customer feedback, and the results of internal audits. Based on this analysis, risks were identified regarding the security of information systems and the associated risk of breaches of client privacy, as well as the availability of clear and unambiguous information. We have also identified challenges related to business practices and an inadequate product portfolio, which could lead to a loss of clients. Our goal is to regularly review these risks and take measures to mitigate them.

Identified opportunities

In the area of customer relations, we see a material opportunity to expand our portfolio of products and services to reflect the needs of various client groups, including vulnerable segments. The goal is to promote an inclusive approach while contributing to long-term sustainability. By developing a range of products and services that are accessible, transparent, and fair, we are strengthening our position as a trustworthy and responsible institution. In this way, we not only actively respond to identified risks, but also capitalise on opportunities that support our long-term growth and create value for all stakeholders.

Policies related to consumers and end-users

The Group has a set of codes, regulations and guidelines aimed at mitigating the risks arising from the provision of products and services for retail clients. These policies include the Code of Ethics, the Compliance Code, the AML Programme, and guidelines focused on information security, physical security, and personal data protection. We typically update our internal guidelines once a year. These policies apply to the provision of products and services to all client groups. We act in accordance with national legislation, European Union legislation, and international agreements. Internal policies are therefore always in compliance with the relevant legislation and affect both the Group's conduct toward clients and the documentation it uses to serve clients.

Through our Compliance Code, we have committed to upholding and requiring respect for fundamental human rights and freedoms, regardless of race, gender, nationality, ethnic origin, language, religion, or other factors. We do not tolerate any violation of applicable legislation or labour regulations, internal regulations, or any manifestation of discriminatory, arrogant or aggressive conduct, bullying, or sexual, physical, psychological or other harassment. Such behaviour is considered unethical and, in some cases, even illegal. We also adhere to these principles vis-à-vis our clients and the end users of our services.

Processes for engaging with consumers and end-users about impacts

The Bank regularly and systematically engages with its clients to gain insight into their satisfaction, experiences, and needs, which influence decision-making and the management of potential impacts, risks, and opportunities.

Client engagement is achieved through satisfaction surveys, loyalty assessments, and targeted questionnaires designed to evaluate specific products or services. The Bank also receives feedback at its branches, through its call centre, and via digital channels such as its mobile app and online banking. Another source of information is targeted feedback following a specific interaction with the Bank. This engagement spans various client segments and serves as a key source of information for decision-making processes that influence changes to products, services, and internal procedures. The Bank employs systematic and formal mechanisms to gather relevant feedback from clients and their representatives in order to ensure a thorough understanding of the actual and potential impacts of its products and services. These processes are designed to ensure equal treatment of all clients while also identifying the specific needs of and engaging vulnerable client groups.

The Customer Experience (CX) unit manages client engagement processes in close collaboration with other units. Feedback results are provided to individual units on a monthly or quarterly basis, and these units review them and take action based on the recommendations.

Feedback is also regularly reported to the Bank's management and serves as one of the key tools for managing the customer experience and preventing negative impacts. The Bank has formal, well-established, and effective client engagement processes that are an integral part of its decision-making mechanisms and long-term management of services and products.

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

We place a strong emphasis on providing an exceptional customer experience and on continuously improving the services we offer. Client feedback is a key source of information for us, enabling us to identify potential issues and take effective corrective action.

When addressing customer complaints, the Bank takes a systematic and transparent approach aimed at preventing and mitigating actual or potential negative impacts on clients. This approach is based on the following principles:

- Due diligence
- Prompt availability of corrective actions
- Transparent communication with clients
- Continuous process improvement based on feedback and identified risks

The Bank has established several secure and accessible channels through which consumers and end users can submit their comments, suggestions, or complaints. The main channels include:

- Online banking
- Mobile app
- Online form on the Bank's website

- Email address dedicated to receiving complaints
- Call centre phone line
- Visiting our branch in person
- Written submission sent by mail

All available channels for submitting suggestions and complaints are published on the Bank's website and in the Complaints Procedure, so that they are easily and clearly accessible to clients. The Bank's goal is to respond to every complaint.

Through its Customer Experience Lab, the Bank ensures the systematic collection, analysis, and interpretation of client feedback. The goal of this process is to identify sources of dissatisfaction and emerging risks in interactions with consumers, propose measures to improve products and services, and ensure that the insights gained drive informed decision-making in the areas of development, marketing, and operations.

Corrective action processes and monitoring the effectiveness of the measures taken

We have implemented a unified, transparent, and reliable system within the Bank that allows clients to raise concerns regarding products, services, communication, or other potential negative impacts. This system is designed to ensure the effective review of complaints, the rectification of identified shortcomings, and to foster client confidence in the Bank's fair and secure operations.

The Bank's corrective processes are designed to ensure a swift, effective, and transparent response to identified negative impacts, and are divided into four main phases:

1. Channels available to consumers for reporting concerns

The Bank offers a number of accessible and inclusive channels through which clients can express their concerns and needs:

- Formal channels for filing complaints (online form, email, phone line, branch offices)
- Satisfaction surveys and the Net Promoter Score (a measure of customer loyalty), which include the option to provide feedback
- Qualitative and quantitative customer surveys in which respondents can openly describe their issues
- Communication channels for marketing activities—transparent rules are published on the Bank's website, with the option to submit complaints
- External regulatory bodies to which clients may file a complaint if warranted by the nature of the marketing communication (e.g., the Advertising Council)

All channels operate in parallel and are available to all client groups, including vulnerable groups.

2. Processes that build customer trust in these channels

The Bank regularly assesses clients' awareness of and confidence in the available communication channels and mechanisms for submitting complaints. Several measures have been implemented to promote a transparent, fair, and consistent approach in this area. The framework includes a Code of Ethics and communication standards that guarantee the client's right to an objective assessment of their complaint.

The effectiveness of communication channels is continuously monitored, with an assessment of the number, type, and reasons for complaints, as well as the speed with which they are resolved. Where appropriate, the Bank allows for the submission of anonymous complaint, which encourages clients to be more open and fosters their trust in the entire process.

3. Process of remedying negative impacts

When a complaint is filed, the Bank ensures a clearly defined and transparent process for handling it. Each complaint is first entered into the complaint management system, where it is properly recorded, categorised, and assigned to the appropriate unit for resolution. An objective review of the case is then conducted, which includes verifying all supporting documents, checking the facts, and identifying the cause or factor that led to the negative impact.

Based on the findings, appropriate corrective measures are taken—these may include process adjustments, product modifications, providing additional information, employee training, or addressing a specific client case on an individual basis. After implementing a corrective action, the Bank verifies its effectiveness through client feedback, by monitoring recurring complaints, and by utilising control and audit mechanisms.

In cases where a complaint points to a broader trend or a systemic cause, the Bank implements systemic changes. It then incorporates these insights into risk management, improving the customer experience, and updating internal guidelines.

4. Transparency and open communication

The Group emphasises clear, understandable, ethical, and truthful communication that fosters client awareness and trust at every point of contact, and regularly trains its employees to ensure a consistent approach to handling client complaints and fair treatment of clients. The ethical principles governing both external and internal communication are set forth in the Bank's Code of Ethics, which is publicly available on its website.

The Group views the handling of client complaints as an important part of responsible business practices and, at the same time, as an opportunity to improve services and strengthen client trust. This approach promotes long-term sustainability, transparency, and a high level of client satisfaction.

The Bank ensures that clients can voice their comments, concerns, or suggestions without fear of any negative consequences. Feedback can be provided anonymously through satisfaction surveys and other available channels. For complaints regarding marketing communications, clients may also contact the Advertising Council. In 2025, we received one complaint related to marketing communications, and the Advertising Council ruled that the complaint was unfounded (for the year ended 31 December 2024: no complaint).

Taking action on impacts related to consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions and approaches

The Group pays close attention to ensuring that the retail products and services it offers comply with applicable legislation in this area. At the same time, it focuses on minimising negative impacts and risks through the implementation of data protection policies, the AML programme, the Compliance Code, the Code of Ethics, and other measures.

The Bank complies with all applicable legal and banking supervisory requirements relating to IT in order to maintain an appropriate level of information security. All processes and control mechanisms established on this basis are regularly reviewed and continuously improved in line with requirements arising, for example, from the rapid pace of digitisation. The Bank also applies high standards of data protection and security in its business relationships with third parties. Another important aspect is compliance with the established physical security rules for clients at the Bank's branches.

Respect for human rights and prevention of discrimination

Through our Compliance Code, we have committed to upholding and requiring respect for fundamental human rights and freedoms. We do not tolerate any violation of applicable legislation or labour regulations, the Bank's internal regulations, or any manifestation of discriminatory, arrogant or aggressive conduct, bullying, or sexual, physical, psychological or other harassment. The Group also adheres to these principles vis-à-vis its clients and the end users of its services.

Ensuring fair access for all clients

The Group designs its processes for providing products and services in such a way as to ensure that no client, including disadvantaged groups, is discriminated against or put at risk. This includes actions to prevent fraud, identity theft, and excessive lending. We continuously improve our processes based on feedback from both clients and employees.

The Bank has established mechanisms that ensure accessible, transparent, and reliable processes for submitting complaints, claims, and reports of adverse impacts. Clients can use the contact centre, branches, digital channels, and online forms; submissions are processed in internal record-keeping systems, where they are categorised, analysed, and then forwarded to the appropriate units.

ESG risks and opportunities

When identifying risks, the Bank utilises a variety of sources and control mechanisms that enable the timely and accurate identification of potential negative impacts on clients. Key inputs include monitoring of client feedback, complaints, and claims, as well as the results of internal audits and other control processes. Another key aspect is monitoring regulatory requirements and legislative changes in the areas of consumer protection, human rights, and personal data processing. The Bank systematically assesses risks in its product and marketing processes, including the risk of exploitation of vulnerable consumer groups, and continuously monitors security incidents and fraudulent activities. The purpose of this identification process is to ensure that all potential negative impacts are identified in a timely manner, properly classified according to severity, and translated into specific preventive actions. When providing loans secured by real estate, we require that each property be properly insured. At the same time, we have a policy of exclusion—we do not provide loans for properties located in flood-prone areas.

As part of Business Continuity Management (BCM), we have processes in place to identify, assess and manage risks that may affect the Bank's ability to deliver services.

Our strategy focuses on expanding access to financial services for various client groups, including young people with no prior banking experience, seniors, and people with limited digital literacy or health-related disabilities. By combining branches, contact centres, and digital channels, we enhance convenience and accessibility, thereby opening up new market opportunities. We invest in financial education programmes and provide transparent information about products, fees, and risks, which promotes responsible financial decision-making and strengthens trust in the Bank. We innovate our services with a focus on inclusivity and sustainability, while proactively responding to client feedback to enhance the customer experience. These initiatives enable us to minimise risks, achieve a positive social impact, and promote sustainable growth.

Monitoring and evaluating effectiveness

The Group regularly monitors the effectiveness of these actions through internal audits, monitoring of security incidents, customer feedback, and analysis of performance indicators.

Based on these findings, internal policies, processes, and product settings are continuously updated to ensure the long-term protection of clients and positive outcomes. The CX Lab is responsible for monitoring the quality of services for end customers; it regularly monitors and evaluates the quality of customer service across all channels and proposes corrective actions.

Based on its monitoring of its activities, the Group has not identified any serious human rights issues in relation to consumers and clients.

Responsible management and transparency

As part of its corporate governance, the Bank considers it important to adhere to legal regulations and the Code of Ethics in its day-to-day operations and takes this into account in its activities. Emphasis is also placed on the fight against corruption and the effective performance of internal control functions—risk management, internal audit, and compliance.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The Bank ensures that it sets and monitors targets to support and measure progress in addressing material negative impacts or promoting positive impacts on consumers, as well as in managing material risks and opportunities related to consumers. It also ensures that consumers or their trusted representatives are involved in this process and in the value-setting procedure.

Goals related to managing the impact on consumers are set through a transparent process that ensures they are measurable, achievable, and aligned with client expectations and regulations. This process is part of the Bank's strategic management and is based on client engagement, the collection and analysis of feedback, and proven methods for measuring the customer experience. We gather feedback through surveys, focus groups, interviews, and continuous data collection, and we also work with independent agencies to ensure the reliability and comparability of the data.

Feedback is analysed in the context of the Bank's strategy and client expectations, which makes it possible to identify the areas with the greatest impact on the customer experience. Based on these findings, we identify priorities, risks, and opportunities, and define measurable KPIs that reflect our performance in meeting client needs.

After reviewing the feedback and performance results, the Bank took steps to improve the customer experience. This includes regular satisfaction surveys and immediate feedback following interactions, improving complaint resolution processes to reduce response times, improving the quality of interactions through training and the modernisation of communication standards, as well as reducing the number of repeat complaints through root cause analysis and corrective actions. These activities are supported by the measurement of KPIs such as NPS—Net Promoter Score (a measure of customer loyalty), satisfaction index, response time to customer inquiries, and quality of interactions, all of which contribute to the achievement of the Bank's strategic goals.

Key KPIs include metrics for overall customer satisfaction and loyalty, which are part of the Bank's strategic objectives. The results are based on a representative survey of client satisfaction and loyalty conducted twice a year by an independent research agency. The Bank systematically and transparently monitors performance against targets, which allows it to assess progress, identify deviations, and take corrective actions. In 2025, we strengthened our methodological frameworks and monitoring tools, which include CX metrics, reporting platforms, and internal assessments of interaction quality. We monitor the volume of interactions, response times, the success rate of resolving issues, and the quality of communication; the results are regularly reported and used to adjust goals and action plans.

The monitored activities are a key component of the assessment of the Bank's impact on consumers, and they also contribute significantly to its overall performance and long-term sustainability. The Bank considers the defined KPIs to be an integral part of customer experience (CX) management. The main KPIs include, in particular:

- Number of active customers (the primary metric for measuring the size of the customer base).
- Customer experience index—the impact of the Bank's interactions on customer satisfaction and loyalty.
- Service quality KPIs—response time, ticket resolution time, number of escalations.
- Interaction quality KPIs—compliance with communication standards, accuracy of the information provided.

These indicators represent a measurable link between the Bank's performance in the area of CX and the long-term sustainability of its growth.

G1—Sustainability Governance

Governance—responsible conduct

The Group has implemented all necessary governance policies regarding business conduct or aspects related to business conduct. The Group also approaches its internal governance and organisation in accordance with ESG and social responsibility principles. The primary objective is to ensure long-term sustainability and responsible conduct in accordance with applicable legislation, regulatory requirements and best market practice.

The Bank's management functions are performed by the Bank's Board of Directors as the Bank's governing body and the Bank's control functions are performed by the Bank's Supervisory Board.

Supervisory Board and Board of Directors of the Bank

As the Bank's supervisory body, the Supervisory Board oversees the activities of the Board of Directors, the accuracy of the accounting records, and the Bank's compliance with legislation, the Articles of Association, and the instructions of the General Meeting; it reviews the financial statements, proposals for the distribution of profits or coverage of losses, and convenes the General Meeting as necessary. It consists of at least three members with a five-year term, meets at least quarterly, and, in accordance with the internal governance policy and EBA Guideline EBA/GL/2021/05, has established a Risk Management Committee, a Nomination Committee, and a Remuneration Committee, while it itself performs the duties of the Audit Committee.

As a statutory body, the Board of Directors manages the Bank's operations, implements its business strategy, and ensures risk management, stability, and long-term sustainability; its members are elected by the General Meeting for a term of five years. It meets at least once a month, usually on a weekly basis, acts in a professional and independent manner, and is also responsible for integrating sustainability considerations into the Bank's day-to-day operations and strategies, including the implementation of the ESG strategy and providing regular updates to the Supervisory Board.

Area	Target	Time horizon	Baseline year	Baseline value	Indicator monitored	Target value	Action plan	2025 evaluation
G	Increasing employee competence in the area of compliance	2030	2024	81%	Testing success rate	90%	• Regular updating of educational materials with an emphasis on supporting correct decision-making in various situations • Regular feedback from participants to identify problem areas	The Bank, together with 365.invest and Ahoj, updated and subsequently conducted compliance training sessions. The success rate on the training tests reached an excellent overall score of 98%.
G	Protection of whistleblowers	2030	2024	Internal	Coverage of the parties involved	All stakeholders in the value chain (100% coverage)	• Launch of a web interface, accessible to all stakeholders (upstream, own operations, downstream), at the subsidiaries of the 365.bank Group • Implementation of the solution into the Bank's various policies and codes, including the Supplier Code	In 2025, the Bank and its subsidiaries 365.invest and PB Servis launched a web-based interface for anonymous or non-anonymous whistleblower reporting. The web interface is available to all stakeholders (both employees and external stakeholders). In line with the established target, the whistleblower process was incorporated into the company's policies and codes of conduct.

Positive impacts

In the area of governance, we have identified positive impacts related to corporate culture, zero tolerance for corruption, and the creation of a safe environment for reporting illegal or inappropriate behaviour through internal policies and processes. Our goal is to create a work environment based on trust, transparency, and adherence to ethical principles. The foundation of our corporate culture is the Compliance Code, together with the Code of Ethics, which establish a framework for responsible conduct and integrity in all areas of our business.

Identified risks

In its risk assessment, the Group identified a potential reputational risk arising from the failure to implement whistleblower protection actions, which could lead to a loss of employee trust and negatively impact the corporate culture. This risk is mitigated by the implementation of a whistleblower protection policy, which creates a safe environment for reporting concerns without fear of retaliation.

At the same time, the Bank minimises the risk of non-compliance with anti-corruption regulations through a strictly defined regulatory framework and a zero-tolerance policy toward corruption in any form. To achieve this goal, a number of procedures and actions have been adopted, which are described in detail in the section on the prevention of corruption and bribery.

G1: Business conduct

Corporate culture and business conduct policies

The Group places great emphasis on combating corruption and money laundering, does not tolerate any violation of applicable legislation or labour regulations, internal regulations, or any manifestation of discriminatory, arrogant or aggressive conduct, bullying, or sexual, physical, psychological or other harassment.

The Group adheres to the principle of political neutrality and does not engage in lobbying activities. Under internal regulations, it is prohibited to use any of the Group's resources—including employees' working hours, equipment, or financial resources—to support political campaigns. The Group does not provide financial or in-kind contributions to political entities, and its representatives do not actively engage in lobbying activities.

In terms of cooperation with external entities, the Group focuses on regulating its relationships with professional associations and interest groups whose activities do not constitute lobbying, but rather serve to facilitate professional discussion and the sharing of best practices.

The Group's corporate culture is founded on the Compliance Code and the Code of Ethics, which together constitute a set of ethical standards, principles, and binding rules for the Group and its employees. The Group's responsibility toward its clients and the responsibility of employees toward one another form the basis for strict compliance with the adopted rules and standards in accordance with the aforementioned codes. These regulations define standards of employee conduct and the core values that underpin other policies related to corporate culture. They include obligations in the area of protection of confidential information—trade secrets, banking secrets, personal data, and market information. These also include policies aimed at preventing bribery and corruption, as well as actions against inappropriate behaviour, including bullying, workplace bullying, sexual harassment, and discrimination. The Compliance Officer is responsible for implementing these policies.

Since the Code of Ethics and the Compliance Code have a material impact on corporate culture, they take the form of binding internal regulations and are approved by the Board of Directors of the Bank and its individual subsidiaries.

Group employees undergo training on internal policies upon joining the company and subsequently at regular intervals. These training sessions cover ethical conduct, compliance standards, and corruption prevention; further details are provided in the section on actions against corruption and bribery.

At the Group level, we identify certain risk groups of employees who may be more vulnerable to corruption and bribery. These are primarily groups that are in contact with stakeholders in the value chain who may be interested in various benefits arising from cooperation with the Group. We have no record of such conduct and believe that the actions adopted by the Bank and the Group as part of their relevant policies and their implementation effectively prevent corrupt behaviour.

Prevention of inappropriate and unethical behaviour

If anyone believes that they have been directly affected by unethical or otherwise inappropriate conduct on the part of Bank employees, or has witnessed such conduct, they may report it to the Compliance Officer or the Head of Human Resources. As part of its policy on protection against inappropriate conduct, the Bank guarantees the whistleblower protection against retaliation, and in connection with the filing of a complaint, the Bank guarantees the complainant that no liability will be imposed on them in accordance with the Bank's relevant internal regulations, except in cases where it is proven that the complainant abused the complaint for their own personal gain. The Group's objective is to ensure a clear and understandable procedure for protecting against all forms of misconduct while safeguarding the Bank from their consequences. The priority is to create a safe, transparent, and inclusive environment. Details regarding the process for reporting

corrupt or inappropriate conduct, the protection of whistleblowers, and the investigation of reports are provided in the section on the prevention of corruption and bribery.

Prevention and detection of corruption and bribery

The Group enforces a strict zero-tolerance policy toward corruption in any form. We do not tolerate any instances of corrupt behaviour, bribery, abuse of authority, or fraudulent conduct—whether by employees, members of management and supervisory bodies, suppliers, or other individuals who work with the Bank under a contractual or similar relationship.

In order to achieve this objective, the Group adopted the following procedures for identifying and reporting corrupt and inappropriate conduct:

1) **Protection of whistleblowers**—the Bank has implemented whistleblowing procedures, as well as processes for protecting whistleblowers;
2) **Reporting inappropriate conduct**—all those affected are entitled to report inappropriate conduct if they are affected by or witness unethical or otherwise inappropriate conduct;
3) **Acceptance of gifts and benefits**—without the prior consent of the Compliance Officer, those affected may not accept any financial gifts or benefits, or gifts that could create the impression that they may lead to corrupt conduct or favouring a third party, as well as non-financial gifts, benefits and gifts that exceed EUR 100 within a calendar year;
4) **Reporting the receipt of gifts and benefits**—those affected are required to report the receipt of gifts or benefits to the Compliance Officer;
5) **Conflict of interest**—those affected are required to avoid activities and actions that may constitute a conflict of interest and, if they are aware of or suspect that a conflict of interest has arisen, they are required to report it to the Compliance Officer;
6) **Obligation to report conflicts of interest**—those affected are required to report any suspected conflicts of interest and provide information about such suspicion to the Compliance Officer;
7) **Monitoring of non-banking activities** – the Bank monitors the professional activities of employees outside the Bank or the Bank Group, whether from public sources or from information provided by employees, as such activities may give rise to conflicts of interest.

We conduct regular audits focused on conflicts of interest and the acceptance of gifts, as well as investigations into suspected corrupt conduct. The process also includes addressing reports of anti-social behaviour.

Protection of whistleblowers

The Group has adopted a policy on the protection of whistleblowers. In accordance with applicable legislation, this policy sets forth the conditions for providing protection to whistleblowers in connection with the reporting of criminal activity or other anti-social behaviour, as well as the rights and obligations of stakeholders in the reporting and resolution of complaints regarding anti-social behaviour. The aim is to create a safe environment where such reports can be made without fear of retaliation.

Last year, reports regarding anti-social behaviour could be submitted in person, in writing, via email to whistleblowing@365.bank, or through the online reporting interface for anti-social behaviour. As of 2025, the web interface will be accessible to all stakeholders and fully developed so that submitters can choose between submitting anonymously and submitting without anonymity.

The Whistleblowing Officer is responsible for the protection of whistleblowers within the Bank. The Whistleblowing Officer performs the duties of the person responsible for protecting whistleblowers and investigating whistleblower reports. The position is appointed and dismissed by the Bank's Board of Directors to ensure independence and prevent any undue influence. When reviewing the contents of a report, the Whistleblowing Officer is required to maintain confidentiality regarding the identity of both the whistleblower and the person concerned.

The Group has committed to ensuring that filing a report will not result in any negative consequences for the whistleblower. We actively uphold this commitment and take actions to prevent retaliation against whistleblowers, who are protected by our whistleblower protection policy. In 2025, no reports of anti-social activity, corrupt conduct, or other conduct that would be in violation of the Bank's or the Group's relevant policies were addressed or investigated (for the year ended 31 December 2024: one report was addressed and investigated, and it was concluded that the report did not concern anti-social activity in relation to the Bank, nor did it involve corrupt conduct or other conduct that would be in violation of the Bank's relevant policies).

Education on corruption, bribery and related policies

Since 2022, the Bank has been a member of the Slovak Compliance Circle—a platform focused on sharing experiences and providing education in the areas of ethics and compliance in the business environment. The members of this initiative commit to upholding and actively promoting ethical principles and supporting the development of compliance standards in the Slovak market through:

- **Educational activities;**
- **Sharing proven standards and practices**—by researching and applying internationally accepted standards in the Slovak market, and by sharing local experiences among members;
- **Mutual support**—providing support and sharing knowledge with small and medium-sized enterprises;
- **Setting an example**—persuading business partners to follow proven practices and adhere to ethical principles.

The Group focuses on raising employee awareness of compliance standards, ethical principles, and the organisation's compliance framework (Compliance Code) through initiatives that highlight the importance of these issues.

In view of the above, employees and those affected are informed of the content of the relevant policies and procedures as follows:

Name of the training	Content of the training	Target group	Frequency	Form
Compliance Code	Focus on managing conflicts of interest, accepting gifts, insider trading, and misuse of market information	All employees	Upon hiring and subsequently once a year	E-learning and self-study of the Compliance Code
Privacy Policy	Basic principles of personal data processing, Legal basis for personal data processing, Consent of the data subject, Rights of the data subject, Obligations of the authorised person, Sanctions	All employees	Upon hiring and subsequently once a year	E-learning

The Compliance Code, together with the related regulations that form the framework of the Policy on Ethical Conduct, Protection Against Improper Conduct, and Anti-Corruption, is available on the Bank's intranet portal. All employees and members of the Bank's governing bodies have access to them, ensuring transparency and the consistent application of the principles of ethical conduct.

Incidents of corruption or bribery

In 2025, no cases of corruption or bribery were confirmed within the Group. Similarly, there were no final convictions or fines for suspected corruption or bribery (for the year ended 31 December 2024: no cases of corruption or bribery, final convictions, or fines).

Entity-specific areas

Based on a double materiality assessment, the Bank identified cybersecurity and anti-money laundering (AML) as entity-specific topics. These issues are critical given the nature of banking services, the high degree of digitisation, and regulatory requirements, as well as the potentially material impacts on clients, trust, and the Bank's reputation.

In 2025, the Bank continued to strengthen its cybersecurity and anti-money laundering efforts, thereby protecting its clients, their assets, and the integrity of the financial system. In the area of cybersecurity, we have invested in cutting-edge technologies, multi-layered security measures, and employee training to address growing threats, including sophisticated forms of fraud involving the use of artificial intelligence. This approach includes regular policy updates, vulnerability monitoring, system resilience testing, and client awareness campaigns, thereby enhancing security and trust in the Bank's digital services.

In the area of anti-money laundering, the Bank continued to implement a comprehensive framework based on KYC principles, transaction monitoring, reporting of suspicious activities, and regular employee training. These measures contribute to transparency, help curb illicit financial flows, and protect the financial system from abuse.

Cybersecurity and AML are key pillars of the Bank's responsible business practices and contribute significantly to its stability, credibility, and compliance with regulatory requirements.

Cybersecurity

Our goal in the field of cybersecurity

Area		Target	Time horizon	Baseline year	Baseline value	Indicator monitored	Target value	Action plan
ES	Cybersecurity	**Training focused on threat detection**	2030	2025	80 %	Activity in security threat reporting	80 %	• Regularly training and informing employees about critical vulnerabilities • Continuing interactive training to enhance resilience against cyber threats
				2025 evaluation	In 2025, 80% of employees actively reported phishing threats. Simulated phishing threats are reported via email using an internally developed tool, which we consider excellent for ongoing training and interactive employee engagement.			

As one of the leaders in digital banking, the Bank is committed to effectively protecting its clients' assets from ever-evolving cyber threats and risks through innovative cybersecurity tools. The Bank continuously invests in modern security measures, employee training, and process improvements to keep pace with the exponentially growing number and types of threats and fraud. The assets protected by preventive and detection security mechanisms include not only the Bank's information systems, but also the mobile app running on our customers' devices.

With the release of generative large language model (LLM) AI tools for use by the general public, we have observed a significant increase in online fraudulent activities and new types of threats, whose sophistication has boosted their success rate. In 2025, the Bank strengthened measures to mitigate the impact of phishing attacks on clients. New technological security solutions were also implemented, complementing the multi-layered protection in the Bank's IT environment. The Group collaborates with renowned providers of security solutions, and through the regular participation of its security specialists in domestic and international events and conferences, it ensures the quality and development of key security mechanisms. The Bank regularly informs customers about current threats and raises awareness of the mechanisms behind fraud and social engineering, particularly among vulnerable groups of our clients, so that they can identify and avoid scams.

Cybersecurity is integrated into the Bank's management structure through a number of elements. At the highest level, the governing body (the Bank's Board of Directors) is responsible for cybersecurity; it is regularly informed about the status of information security, cyber threats, and risks, and it makes decisions regarding the Bank's security policies. The Cybersecurity Manager is responsible for the cybersecurity programme. With the help of his team, the Manager implements measures at the technological, procedural, and organisational levels to reduce risks to an acceptable level and ensure compliance with legal requirements. The cybersecurity policy consists of a set of internal regulations and guidelines that address all aspects necessary for implementing the Bank's security programme. These are updated regularly (at least once a year) and reflect changes in legislation and developments in the area of protective mechanisms. Control activities are overseen by the Internal Audit Unit, which performs internal audits to verify compliance with legislative, regulatory, and internal rules. The Bank undergoes internal and external audits several times a year.

Monitoring the effectiveness of policies and measures:

- We continuously monitor and evaluate the effectiveness of security measures, trends in threats and incidents, and measures are adjusted and fine-tuned to achieve target KPIs.
- We regularly conduct vulnerability assessments on the Bank's infrastructure.
- In accordance with internal guidelines, a 30-day deadline is set for the removal of critical vulnerabilities and a 60-day deadline for the removal of high-risk vulnerabilities. Critical vulnerabilities on exposed systems are removed through an emergency patching process as quickly as possible.
- The monitored metrics also include the number and types of identified incidents.

The Bank's goal in the area of cybersecurity is to ensure the best possible protection for its clients and their assets. The security programme is not based solely on legal requirements and the implementation of best practices; it is also grounded in moral and ethical principles of safeguarding clients' savings.

Standards and legislation

We manage cybersecurity based on recognised ISO/IEC 2700x standards, the provisions of the Cyber Security Act, and DORA legislation. This approach includes the consistent and regular implementation of processes for identifying and assessing risks:

1. Risk identification
- We focus on identifying potential risks that threaten the security of information systems, including threat and vulnerability analysis.

2. Risk assessment
- We assess the likelihood of occurrence and potential impact of identified threats on the organisation using quantitative and qualitative methods.

3. Risk management
- Based on the results of the assessment, we adopt technical, organisational, and administrative measures to minimise the likelihood of occurrence and impact of identified risks.

4. Monitoring and review
- All risk identification and evaluation processes are carried out at regular intervals (at least once a year) or when material changes occur to ensure that they remain up to date and effective.

5. Audits
- Audits provide independent oversight of the implementation of defined risk management processes.

Response plans

We detect potential cyber incidents using monitoring tools and systems. Once detected, they are immediately reported to the IT Security Unit, which performs a rapid analysis to determine the scope and impact of the incident. Affected systems are immediately isolated to prevent further spread of the threat. Based on the analysis, corrective actions are taken to eliminate the threat and restore normal operations (e.g., removal of malicious software, restoration of data from backups, strengthening of security measures). Key stakeholders, including management and, where appropriate, regulatory authorities, shall be informed of the progress and results of the resolution. We regularly review our incident response plan through simulations and exercises, using the findings to continuously improve it.

Protection of sensitive data

We use cryptographic algorithms that are regularly updated according to the latest security standards to protect data. Data encryption is used to protect data during transmission or storage within the IT infrastructure. Access to sensitive information is restricted to authorised persons based on authentication and authorisation. When developing software solutions, we adhere to secure development methodologies (SSDLC) that include security measures at every stage of development.

Employee training

The Bank's IT Security Programme also emphasises the continuous improvement of employee awareness regarding cybersecurity, as the human factor is the primary source of failures and the cause of actual incidents. In addition to our traditional regular employee training sessions, we implemented a solution in 2025 to simulate real-world social engineering attacks. Through regular testing and training on the latest attacker tactics, we are successfully increasing our employees' resilience to threats and risks and strengthening the Bank's security. The fact that this initiative is viewed positively is also evidenced by the outcome of the stakeholder dialogue on IT Security held with the Bank's employees. When asked, "Do you feel sufficiently prepared to recognise a phishing email or other suspicious message that could pose a security threat?" as many as 99% of the 86 respondents answered in the affirmative.
As part of our new initiative to enhance employees' resilience against cyber threats, we have observed a positive trend in their ability to correctly identify and respond to phishing attacks since the tool was rolled out in the first quarter. In 2025, the average success rate stood at 71.9%.
To ensure that the Bank's cybersecurity measures are functioning as expected, they are regularly monitored and evaluated using a set of metrics focused on the effectiveness of security measures and the quality of services provided. The metrics monitored include, for example, IT environment coverage by security measures, effectiveness of security measures, number and severity of incidents, success of preventive actions, response times, and incident resolution success rates. The data are used to assess the success in achieving set goals, the Bank's level of protection, and risk trends.
The security programme is regularly reviewed by independent auditors and is subject to audits by regulatory authorities, primarily the National Bank of Slovakia and the National Security Authority. Over the past three years, cybersecurity audits have not identified any serious findings.

Cybersecurity-related indicators

- The number of identified phishing attacks targeting 365.bank clients and the median time taken to block them.
- Number of vulnerabilities identified and removed within the specified period.
- Number of reported incidents (e.g., security breaches, malware attacks).
- Types of incidents (e.g., phishing, ransomware).

AML—Anti-money laundering

The Bank plays an important role in protecting society by actively implementing actions to prevent money laundering and mitigate the risk of corruption. Through the systematic identification and reporting of suspicious transactions, it helps detect illegal financial activities and disrupt their financial flows. These activities significantly contribute to strengthening the rule of law, protecting public resources, and maintaining public confidence in the financial system.

AML measures have a significant societal impact, as they directly help curb illicit financial flows and prevent their negative consequences. They play a vital role in protecting the economy and the public interest from criminal activities such as corruption and money laundering. Their significance lies primarily in promoting the transparency, integrity, and resilience of the financial system. The Bank's AML measures have the potential to impact global financial chains, as money laundering schemes often involve international transactions. Although this is a Slovak group, its measures influence the broader functioning of the financial system by preventing involvement in global corruption and criminal schemes.

The AML Officer and the AML Unit are primarily responsible for coordinating, performing, and monitoring AML activities. At the same time, employees in direct contact with clients at retail branches, call centres, and in the Corporate Unit have clearly defined responsibilities for monitoring clients and identifying unusual business transactions, which are then assessed by the AML Unit.

The objective of the AML policy is to ensure that the Bank does not allow its products and services to be used for illegal purposes and, at the same time, to promote an AML management system that is ethical, stable, and socially beneficial.

The Bank has implemented a comprehensive AML/CFT (anti-money laundering and counter-terrorist financing) framework, which consists of the following policies:

a) **AML Programme**—establishes rules for customer identification and verification (KYC), monitoring of business relationships, identification of Ultimate Beneficial Owners (UBOs), and reporting of suspicious transactions..

b) **3 Lines of Defence**
- Business units—AML implementation
- AML—implementation of legal requirements in accordance with the AML Act
- Internal audit—regular review of the effectiveness of the AML system

c) **Risk assessment**—includes:
- Risk assessment of banking products to mitigate negative impacts
- Distribution channel risk assessment
- Client risk assessment
- Method for determining a client's risk profile

d) **Transparency and reporting**—regular monitoring, reporting to the Board of Directors and the Supervisory Board, and disclosure of information (Wolfsberg)

e) **Continuous improvement**—regular updates to the AML Programme, internal guidelines, processes, and banking systems in line with legislative changes. Regular trainings of employees. Strengthening a corporate culture based on integrity and accountability.

The Bank has implemented a comprehensive system of measures to ensure compliance with anti-money laundering and counter-terrorism financing legislation.

It is built on four fundamental pillars: legislation and regulation, internal processes, technical tools, and the human factor.

1. **Customer Identification (KYC—Know Your Customer)**—the goal is to ensure that the Bank knows the identity and financial background of its customers and is able to assess their risk profile.

Steps:
- Verification of the client's identity prior to establishing a business relationship based on valid documents and information from reliable sources
- Due diligence (UBO), PEP
- Assessment of the purpose and nature of the business relationship and the source of fund
- Application of a risk-based approach—determining the level of client due diligence based on the risk profile (basic, simplified, enhanced)
- Regular client review

Tools:
- Act No. 297/2008 Coll. on the Prevention of Money Laundering and Terrorist Financing, EU AML Directives
- Control registers
- Internal/external systems and databases

2. **Transaction monitoring and analysis**—the goal is to identify unusual or suspicious transactions

Steps:
- Automated transaction monitoring via an internal app based on predefined scenarios
- Identification of suspicious transactions (unusually high volumes, repeated cash transactions, transfers to high-risk countries)
- Manual processing of an alert by an AML officer
- Assessment of the transaction based on the client's profile
- Documenting findings and decisions in the internal system

Tools:
- Internal systems: transaction monitoring app, tools for verifying sanctions lists and politically exposed persons (PEPs)
- Control authorities
- External databases

3. **Reporting of suspicious transactions**—if the Bank identifies a transaction or client conduct that indicates possible money laundering, it is required to report this immediately to the competent authority

Steps:
- Internal review of suspicious transactions by the AML Unit
- Approval of Unusual Business Transactions (UBT) by the AML Officer
- Preparation of the UBT Report and its submission via the GoAML app to the Financial Intelligence Unit (FIU)
- UBT report records
- Cooperation with the FIU and law enforcement authorities in investigating suspicious transactions
- Implementation of FIU recommendations and internal and external audit findings

Sources:
- Slovak and EU AML Legislation (Act No. 297/2005, AML Directive 2015/849)
- Methodological Guidelines from the FIU, NBS, and EBA
- Internal guidelines

4. **Internal controls, training**—the effective functioning of AML depends on the quality of the processes in place, internal controls, and employee knowledge

Steps:
- Regular updates to processes in accordance with changes in legislation
- Regular internal audits
- Regular indirect process controls
- Regular training sessions for the Bank's employees

Through these measures, the Bank ensures full compliance with applicable AML legislation, protects against reputational and financial risks, promotes the principles of responsible management, and strengthens client confidence in the transparency of the banking sector.

At the Bank, we continuously monitor and evaluate the effectiveness of AML measures, scenarios in the internal transaction monitoring system, trends in UBTs, while measures are adjusted and fine-tuned to ensure that the Bank complies with applicable legislation.

AML-related indicators:
- Number of monitored client transactions with negative, positive or resolved results;
- Number of politically exposed persons;
- Number of cases related to sanction monitoring;
- Number of unusual business transactions reported to the financial intelligence unit;
- Number of internal unusual business transactions;
- Number of clients divided by risk;
- Number of employees who completed mandatory training and number of employees who completed additional training and success rate.

Annexes to the Sustainability Report

Datapoints that derive from other EU legislation

Disclosure requirement and related datapoint	Sustainable Finance Disclosures Regulation reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		32
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		31
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 of Table #3 of Annex 1				35
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 of Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		37
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	"Indicator number 9 of Table #2 of Annex 1"		"Delegated Regulation (EU) 2020/1816, Annex II"		37
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		37
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		37
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	67
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		67
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 of Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		67
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 of Table #1 of Annex 1				69
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		70-71
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 of Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		79-80
ESRS 2 – SBM3 – S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 of Table #3 of Annex I				86-87
ESRS 2 – SBM3 – S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 of Table #3 of Annex I				86-87
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				84

Disclosure requirement and related datapoint	Sustainable Finance Disclosures Regulation reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		84
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 of Table #3 of Annex I				86-87
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator number 1 of Table #3 of Annex I				84
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 of Table #3 of Annex I				87
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 of Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		94
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 of Table #3 of Annex I				94
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 of Table #3 of Annex I				95
ESRS S1-17 Nonrespect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		95
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				96-97
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		96-97
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 of Table #3 of Annex 1				99-100
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 of Table #3 of Annex 1				105
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	Indicator number 6 of Table #3 of Annex 1				106
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 of Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		107
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 of Table #3 of Annex 1				107

1. Assets for the calculation of GAR - TURNOVER BASED

	Stock [Million EUR]	a	b	c	d	e	f	g	h	i
		Total [gross] carrying amount	Of which Taxonomy-**eligible**	Of which Taxonomy-**aligned**	Breakdown per environmental objective					
					Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	2 959,80	2 019,39	0,00						
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	2 959,80	2 019,39	0,00						
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
10	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
11	**Households**	2 959,80	2 019,39	0,00	0,00	0,00		0,00		
12	of which loans collateralised by residential immovable property	2 019,39	2 019,39	0,00	0,00	0,00		0,00		
13	of which building renovation loans	6,64	6,64	0,00	0,00	0,00		0,00		
14	of which motor vehicle loans	0,00	0,00	0,00	0,00					
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00		
17	Other local government financing	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00		
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		0,00		
20	**Total GAR assets**	2 959,80								
21	**Assets not covered for GAR calculation**	1 706,24								
22	**Central governments and Supranational issuers**	845,97								
23	**Central banks exposure**	72,01								
24	**Trading book**	0,00								
25	**Undertakings and entities not subject to CSRD**	377,89								
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	330,53								
27	Loans and advances	235,72								
28	of which loans collateralised by commercial immovable property	32,64								
29	of which building renovation loans	0,00								
30	Debt securities	66,71								
31	Equity instruments	28,10								
32	Non-EU country counterparties not subject to CSRD disclosure obligations	47,36								
33	Loans and advances	47,36								
34	Debt securities	0,00								
35	Equity instruments	0,00								
36	**Derivatives**	4,58								
37	**On demand interbank loans**	65,84								
38	**Cash and cash-related assets**	34,90								
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**	305,05								
40	**Total assets**	4 666,04								
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments									
41	Assets under management	1,78	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	Z toho kapitálové nástroje	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00

	Stock [Million EUR]	j	k	l	m	n	o	p
		Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures	Of which financing non-material activities of counterparties	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed considered non-material by the credit institution
1	**GAR - Covered assets in both numerator and denominator**							
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**							
3	**Financial undertakings**							
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments		0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00		0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00		0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00		0,00
10	Equity instruments		0,00	0,00	0,00	0,00		0,00
11	**Households**	0,00	0,00	0,00	0,00	0,00		0,00
12	of which loans collateralised by residential immovable property	0,00	0,00	0,00	0,00	0,00		0,00
13	of which building renovation loans	0,00	0,00	0,00	0,00	0,00		0,00
14	of which motor vehicle loans	0,00	0,00	0,00	0,00	0,00		0,00
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00		0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00
17	Other local government financing	0,00	0,00	0,00	0,00	0,00		0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		
20	**Total GAR assets**				0,00	0,00	0,00	0,00
21	**Assets not covered for GAR calculation**							
22	**Central governments and Supranational issuers**							
23	**Central banks exposure**							
24	**Trading book**							
25	**Undertakings and entities not subject to CSRD**							
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations							
27	Loans and advances							
28	of which loans collateralised by commercial immovable property							
29	of which building renovation loans							
30	Debt securities							
31	Equity instruments							
32	Non-EU country counterparties not subject to CSRD disclosure obligations							
33	Loans and advances							
34	Debt securities							
35	Equity instruments							
36	**Derivatives**							
37	**On demand interbank loans**							
38	**Cash and cash-related assets**							
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**							
40	**Total assets**							
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments							
41	Assets under management	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	Z toho kapitálové nástroje	0,00	0,00	0,00	0,00	0,00	0,00	0,00

1. Assets for the calculation of GAR - TURNOVER BASED

	Flow [Million EUR]	a	b	c	d	e	f	g	h	i
					Breakdown per environmental objective					
		Total [gross] carrying amount	Of which Taxonomy-**eligible**	Of which Taxonomy-**aligned**	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	6 59,95	273,58	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	6 59,95	273,58	0,00	0,00	0,00	0,00	0,00	0,00	0,00
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00		0,00	0,00	0,00	0,00
10	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
11	**Households**	6 59,95	273,58	0,00	0,00	0,00		0,00		
12	of which loans collateralised by residential immovable property	273,58	273,58	0,00	0,00	0,00		0,00		
13	of which building renovation loans	0,08	0,08	0,00	0,00	0,00		0,00		
14	of which motor vehicle loans	0,00	0,00	0,00	0,00					
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00		
17	Other local government financing	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00		
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		0,00		
20	**Total GAR assets**	659,95								
21	**Assets not covered for GAR calculation**	146,46								
22	**Central governments and Supranational issuers**	25,86								
23	**Central banks exposure**	5,60								
24	**Trading book**	0,00								
25	**Undertakings and entities not subject to CSRD**	92,48								
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	45,12								
27	Loans and advances	45,12								
28	of which loans collateralised by commercial immovable property	0,00								
29	of which building renovation loans	0,00								
30	Debt securities	0,00								
31	Equity instruments	0,00								
32	Non-EU country counterparties not subject to CSRD disclosure obligations	47,36								
33	Loans and advances	47,36								
34	Debt securities	0,00								
35	Equity instruments	0,00								
36	**Derivatives**	0,25								
37	**On demand interbank loans**	0,00								
38	**Cash and cash-related assets**	1,37								
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**	20,90								
40	**Total assets**	806,40								
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments									
41	Financial guarantees	0,20	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	Assets under management	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00

	Flow [Million EUR]	j	k	l	m	n	o	p
		Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures	Of which financing non-material activities of counterparties	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed considered non-material by the credit institution
1	**GAR - Covered assets in both numerator and denominator**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments		0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00		0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00		0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00		0,00
10	Equity instruments		0,00	0,00	0,00	0,00		0,00
11	**Households**	0,00	0,00	0,00	0,00	0,00		0,00
12	of which loans collateralised by residential immovable property	0,00	0,00	0,00	0,00	0,00		0,00
13	of which building renovation loans	0,00	0,00	0,00	0,00	0,00		0,00
14	of which motor vehicle loans	0,00	0,00	0,00	0,00	0,00		0,00
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00		0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00
17	Other local government financing	0,00	0,00	0,00	0,00	0,00		0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		
20	**Total GAR assets**				0,00	0,00	0,00	0,00
21	**Assets not covered for GAR calculation**							
22	**Central governments and Supranational issuers**							
23	**Central banks exposure**							
24	**Trading book**							
25	**Undertakings and entities not subject to CSRD**							
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations							
27	Loans and advances							
28	of which loans collateralised by commercial immovable property							
29	of which building renovation loans							
30	Debt securities							
31	Equity instruments							
32	Non-EU country counterparties not subject to CSRD disclosure obligations							
33	Loans and advances							
34	Debt securities							
35	Equity instruments							
36	**Derivatives**							
37	**On demand interbank loans**							
38	**Cash and cash-related assets**							
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**							
40	**Total assets**							
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments							
41	Financial guarantees	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	Assets under management	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00

1. Assets for the calculation of GAR - CapEX

	Stock [Million EUR]	a	b	c	d	e	f	g	h	i
		Total [gross] carrying amount	Of which Taxonomy-**eligible**	Of which Taxonomy-**aligned**	Breakdown per environmental objective					
					Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	2 959,80	2 019,39	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	2 959,80	2 019,39	0,00	0,00	0,00	0,00	0,00	0,00	0,00
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
10	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
11	**Households**	2 959,80	2 019,39	0,00	0,00	0,00		0,00		
12	of which loans collateralised by residential immovable property	2 019,39	2 019,39	0,00	0,00	0,00		0,00		
13	of which building renovation loans	6,64	6,64	0,00	0,00	0,00		0,00		
14	of which motor vehicle loans	0,00	0,00	0,00	0,00					
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00		
17	Other local government financing	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00		
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		0,00		
20	**Total GAR assets**	2 959,80								
21	**Assets not covered for GAR calculation**	1 706,24								
22	**Central governments and Supranational issuers**	845,97								
23	**Central banks exposure**	72,01								
24	**Trading book**	0,00								
25	**Undertakings and entities not subject to CSRD**	377,89								
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	330,53								
27	Loans and advances	235,72								
28	of which loans collateralised by commercial immovable property	32,64								
29	of which building renovation loans	0,00								
30	Debt securities	66,71								
31	Equity instruments	28,10								
32	Non-EU country counterparties not subject to CSRD disclosure obligations	47,36								
33	Loans and advances	47,36								
34	Debt securities	0,00								
35	Equity instruments	0,00								
36	**Derivatives**	4,58								
37	**On demand interbank loans**	65,84								
38	**Cash and cash-related assets**	34,90								
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**	305,05								
40	**Total assets**	4 666,04								
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments									
41	Financial guarantees	1,78	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	Assets under management	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00

	Stock [Million EUR]	j	k	l	m	n	o	p
		Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures	Of which financing non-material activities of counterparties	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed considered non-material by the credit institution
1	**GAR - Covered assets in both numerator and denominator**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments		0,00	0,00	0,00	0,00	0,00	
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00		0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00		0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00		0,00
10	Equity instruments		0,00	0,00	0,00	0,00		0,00
11	**Households**	0,00	0,00	0,00	0,00	0,00		0,00
12	of which loans collateralised by residential immovable property	0,00	0,00	0,00	0,00	0,00		0,00
13	of which building renovation loans	0,00	0,00	0,00	0,00	0,00		0,00
14	of which motor vehicle loans	0,00	0,00	0,00	0,00	0,00		0,00
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00		0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00
17	Other local government financing	0,00	0,00	0,00	0,00	0,00		0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		
20	**Total GAR assets**				0,00	0,00	0,00	0,00
21	**Assets not covered for GAR calculation**							
22	**Central governments and Supranational issuers**							
23	**Central banks exposure**							
24	**Trading book**							
25	**Undertakings and entities not subject to CSRD**							
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations							
27	Loans and advances							
28	of which loans collateralised by commercial immovable property							
29	of which building renovation loans							
30	Debt securities							
31	Equity instruments							
32	Non-EU country counterparties not subject to CSRD disclosure obligations							
33	Loans and advances							
34	Debt securities							
35	Equity instruments							
36	**Derivatives**							
37	**On demand interbank loans**							
38	**Cash and cash-related assets**							
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**							
40	**Total assets**							
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments							
41	Financial guarantees	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	Assets under management	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00

1. Assets for the calculation of GAR - CapEX

	Flow [Million EUR]	a	b	c	d	e	f	g	h	i
					Breakdown per environmental objective					
		Total [gross] carrying amount	Of which Taxonomy-**eligible**	Of which Taxonomy-**aligned**	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	659,95	273,58	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	659,95	273,58	0,00	0,00	0,00	0,00	0,00	0,00	0,00
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
10	Equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
11	**Households**	659,95	273,58	0,00	0,00	0,00		0,00		
12	of which loans collateralised by residential immovable property	273,58	273,58	0,00	0,00	0,00		0,00		
13	of which building renovation loans	0,08	0,08	0,00	0,00	0,00		0,00		
14	of which motor vehicle loans	0,00	0,00	0,00	0,00					
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00		
17	Other local government financing	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00		
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		0,00		
20	**Total GAR assets**	659,95								
21	**Assets not covered for GAR calculation**	146,46								
22	**Central governments and Supranational issuers**	25,86								
23	**Central banks exposure**	5,60								
24	**Trading book**	0,00								
25	**Undertakings and entities not subject to CSRD**	92,48								
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations	45,12								
27	Loans and advances	45,12								
28	of which loans collateralised by commercial immovable property	0,00								
29	of which building renovation loans	0,00								
30	Debt securities	0,00								
31	Equity instruments	0,00								
32	Non-EU country counterparties not subject to CSRD disclosure obligations	47,36								
33	Loans and advances	47,36								
34	Debt securities	0,00								
35	Equity instruments	0,00								
36	**Derivatives**	0,25								
37	**On demand interbank loans**	0,00								
38	**Cash and cash-related assets**	1,37								
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**	20,90								
40	**Total assets**	806,40								
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments									
41	Assets under management	0,20	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	Z toho kapitálové nástroje	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00

	Flow [Million EUR]	j	k	l	m	n	o	p
		Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures	Of which financing non-material activities of counterparties	Of which exposures financing counterparties reporting in accordance with Article 7(9)	Of which not assessed considered non-material by the credit institution
1	**GAR - Covered assets in both numerator and denominator**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
3	**Financial undertakings**	0,00	0,00	0,00	0,00	0,00	0,00	0,00
4	Loans and advances	0,00	0,00	0,00	0,00	0,00	0,00	0,00
5	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00	0,00	0,00
6	Equity instruments		0,00	0,00	0,00	0,00	0,00	0,00
7	**Non-financial undertakings**	0,00	0,00	0,00	0,00	0,00		0,00
8	Loans and advances	0,00	0,00	0,00	0,00	0,00		0,00
9	Debt securities, including UoP	0,00	0,00	0,00	0,00	0,00		0,00
10	Equity instruments		0,00	0,00	0,00	0,00		0,00
11	**Households**	0,00	0,00	0,00	0,00	0,00		0,00
12	of which loans collateralised by residential immovable property	0,00	0,00	0,00	0,00	0,00		0,00
13	of which building renovation loans	0,00	0,00	0,00	0,00	0,00		0,00
14	of which motor vehicle loans	0,00	0,00	0,00	0,00	0,00		0,00
15	**Local governments financing**	0,00	0,00	0,00	0,00	0,00		0,00
16	Housing financing	0,00	0,00	0,00	0,00	0,00		0,00
17	Other local government financing	0,00	0,00	0,00	0,00	0,00		0,00
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00	0,00	0,00	0,00	0,00		0,00
19	**Exposures included on a voluntary basis**	0,00	0,00	0,00	0,00	0,00		
20	**Total GAR assets**				0,00	0,00	0,00	0,00
21	**Assets not covered for GAR calculation**							
22	**Central governments and Supranational issuers**							
23	**Central banks exposure**							
24	**Trading book**							
25	**Undertakings and entities not subject to CSRD**							
26	SMEs and undertakings (other than SMEs) not subject to CSRD disclosure obligations							
27	Loans and advances							
28	of which loans collateralised by commercial immovable property							
29	of which building renovation loans							
30	Debt securities							
31	Equity instruments							
32	Non-EU country counterparties not subject to CSRD disclosure obligations							
33	Loans and advances							
34	Debt securities							
35	Equity instruments							
36	**Derivatives**							
37	**On demand interbank loans**							
38	**Cash and cash-related assets**							
39	**Other categories of assets (e.g. Goodwill, commodities etc.)**							
40	**Total assets**							
	Off-balance sheet exposures (stock) to Undertakings subject to CSRD disclosure obligations and local governments							
41	Assets under management	0,00	0,00	0,00	0,00	0,00	0,00	0,00
42	of which debt securities	0,00	0,00	0,00	0,00	0,00	0,00	0,00
43	of which equity instruments	0,00	0,00	0,00	0,00	0,00	0,00	0,00
44	Z toho kapitálové nástroje	0,00	0,00	0,00	0,00	0,00	0,00	0,00

2. GAR - sector information - TURNOVER BASED

	a Breakdown by sector – NACE 4 digits level (code and label) [Million EUR]	b Total [gross] carrying amount	c Of which Taxonomy-eligible	d Of which Taxonomy-aligned	e Climate Change Mitigation (CCM)	f Climate Change Adaptation (CCA)	g Water and marine resources (WTR)	h Circular economy (CE)	i Pollution (PPC)	j Biodiversity and Ecosystems (BIO)
1	0000	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2										
3										
4										
...										
	Nuclear activities [1]									
	Fossil gas activities [2]									
	Of which non-assessed exposures [3]									

(1) Referred to in Sections 4.26, 4.27 and 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(2) Referred to in Sections 4.29, 4.30 and 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(3) In accordance with Article 7(8) of Regulation 2021/2178.

2. GAR - sector information - CapEx

	a Breakdown by sector – NACE 4 digits level (code and label) [Million EUR]	b Total [gross] carrying amount	c Of which Taxonomy-eligible	d Of which Taxonomy-aligned	e Climate Change Mitigation (CCM)	f Climate Change Adaptation (CCA)	g Water and marine resources (WTR)	h Circular economy (CE)	i Pollution (PPC)	j Biodiversity and Ecosystems (BIO)
1	0000	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00	0,00
2										
3										
4										
...										
	Nuclear activities [1]									
	Fossil gas activities [2]									
	Of which non-assessed exposures [3]									

(1) Referred to in Sections 4.26, 4.27 and 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(2) Referred to in Sections 4.29, 4.30 and 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(3) In accordance with Article 7(8) of Regulation 2021/2178.

3. GAR KPI stock - TURNOVER BASED

	% (compared to corresponding total covered assets in the denominator)	a	b	c	d	e	f	g	h
				Breakdown per environmental objective					
		Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	68,23%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	68,23%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
11	**Households**	68,23%	0,00%	0,00%	0,00%		0,00%		
12	of which loans collateralised by residential immovable property	100,00%	0,00%	0,00%	0,00%		0,00%		
13	of which building renovation loans	100,00%	0,00%	0,00%	0,00%		0,00%		
14	of which motor vehicle loans	0,00%	0,00%	0,00%					
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%		0,00%		
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%		0,00%		
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%		0,00%		
20	**GAR – Total GAR assets**	68,23%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

	% (compared to corresponding total covered assets in the denominator)	i	j	k	l	m
		Of which Use of proceeds	Of which transitional	Of which enabling	Proportion of Taxonomy aligned in Taxonomy eligible	Non-assessed exposures
1	**GAR - Covered assets in both numerator and denominator**	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments		0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments		0,00%	0,00%	0,00%	0,00%
11	**Households**	0,00%	0,00%	0,00%	0,00%	**0,00%**
12	of which loans collateralised by residential immovable property	0,00%	0,00%	0,00%	0,00%	**0,00%**
13	of which building renovation loans	0,00%	0,00%	0,00%	0,00%	**0,00%**
14	of which motor vehicle loans	0,00%	0,00%	0,00%	0,00%	0,00%
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%	**0,00%**
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%	**0,00%**
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%	
20	**GAR – Total GAR assets**	0,00%	0,00%	0,00%	0,00%	0,00%

3. GAR KPI stock - CapEX

	% (compared to corresponding total covered assets in the denominator)	a	b	c	d	e	f	g	h
				Breakdown per environmental objective					
		Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	68,23%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	68,23%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
11	**Households**	68,23%	0,00%	0,00%	0,00%		0,00%		
12	of which loans collateralised by residential immovable property	100,00%	0,00%	0,00%	0,00%		0,00%		
13	of which building renovation loans	100,00%	0,00%	0,00%	0,00%		0,00%		
14	of which motor vehicle loans	0,00%	0,00%	0,00%					
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%		0,00%		
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%		0,00%		
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%		0,00%		
20	**GAR – Total GAR assets**	68,23%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

	% (compared to corresponding total covered assets in the denominator)	i	j	k	l	m
		Of which Use of proceeds	Of which transitional	Of which enabling	Proportion of Taxonomy aligned in Taxonomy eligible	Non-assessed exposures
1	**GAR - Covered assets in both numerator and denominator**	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments		0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments		0,00%	0,00%	0,00%	0,00%
11	**Households**	0,00%	0,00%	0,00%	0,00%	**0,00%**
12	of which loans collateralised by residential immovable property	0,00%	0,00%	0,00%	0,00%	**0,00%**
13	of which building renovation loans	0,00%	0,00%	0,00%	0,00%	**0,00%**
14	of which motor vehicle loans	0,00%	0,00%	0,00%	0,00%	0,00%
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%	**0,00%**
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%	**0,00%**
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%	
20	**GAR – Total GAR assets**	0,00%	0,00%	0,00%	0,00%	0,00%

3. GAR KPI flow - TURNOVER BASED

	% (compared to corresponding total covered assets in the denominator)	a	b	c	d	e	f	g	h
				Breakdown per environmental objective					
		Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	41,46%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	41,46%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
11	**Households**	41,46%	0,00%	0,00%	0,00%		0,00%		
12	of which loans collateralised by residential immovable property	100,00%	0,00%	0,00%	0,00%		0,00%		
13	of which building renovation loans	100,00%	0,00%	0,00%	0,00%		0,00%		
14	of which motor vehicle loans	0,00%	0,00%	0,00%					
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%		0,00%		
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%		0,00%		
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%		0,00%		
20	**GAR – Total GAR assets**	41,46%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

	% (compared to corresponding total covered assets in the denominator)	i	j	k	l	m
		Of which Use of proceeds	Of which transitional	Of which enabling	Proportion of Taxonomy aligned in Taxonomy eligible	Non-assessed exposures
1	**GAR - Covered assets in both numerator and denominator**	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments		0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments		0,00%	0,00%	0,00%	0,00%
11	**Households**	0,00%	0,00%	0,00%	0,00%	**0,00%**
12	of which loans collateralised by residential immovable property	0,00%	0,00%	0,00%	0,00%	**0,00%**
13	of which building renovation loans	0,00%	0,00%	0,00%	0,00%	**0,00%**
14	of which motor vehicle loans	0,00%	0,00%	0,00%	0,00%	0,00%
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%	**0,00%**
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%	**0,00%**
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%	
20	**GAR – Total GAR assets**	0,00%	0,00%	0,00%	0,00%	0,00%

3. GAR KPI flow - CapEx

	% (compared to corresponding total covered assets in the denominator)	a	b	c	d	e	f	g	h
				Breakdown per environmental objective					
		Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)
1	**GAR - Covered assets in both numerator and denominator**	41,46%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	41,46%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
11	**Households**	41,46%	0,00%	0,00%	0,00%		0,00%		
12	of which loans collateralised by residential immovable property	100,00%	0,00%	0,00%	0,00%		0,00%		
13	of which building renovation loans	100,00%	0,00%	0,00%	0,00%		0,00%		
14	of which motor vehicle loans	0,00%	0,00%	0,00%					
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%		0,00%		
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%		0,00%		
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%		0,00%		
20	**GAR – Total GAR assets**	41,46%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

	% (compared to corresponding total covered assets in the denominator)	i	j	k	l	m
		Of which Use of proceeds	Of which transitional	Of which enabling	Proportion of Taxonomy aligned in Taxonomy eligible	Non-assessed exposures
1	**GAR - Covered assets in both numerator and denominator**	0,00%	0,00%	0,00%	0,00%	0,00%
2	**Loans and advances, debt securities and equity instruments not HfT eligible for GAR calculation**	0,00%	0,00%	0,00%	0,00%	0,00%
3	**Financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
4	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
5	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
6	Equity instruments		0,00%	0,00%	0,00%	0,00%
7	**Non-financial undertakings**	0,00%	0,00%	0,00%	0,00%	0,00%
8	Loans and advances	0,00%	0,00%	0,00%	0,00%	0,00%
9	Debt securities, including UoP	0,00%	0,00%	0,00%	0,00%	0,00%
10	Equity instruments		0,00%	0,00%	0,00%	0,00%
11	**Households**	0,00%	0,00%	0,00%	0,00%	**0,00%**
12	of which loans collateralised by residential immovable property	0,00%	0,00%	0,00%	0,00%	**0,00%**
13	of which building renovation loans	0,00%	0,00%	0,00%	0,00%	**0,00%**
14	of which motor vehicle loans	0,00%	0,00%	0,00%	0,00%	0,00%
15	**Local governments financing**	0,00%	0,00%	0,00%	0,00%	0,00%
16	Housing financing	0,00%	0,00%	0,00%	0,00%	**0,00%**
17	Other local government financing	0,00%	0,00%	0,00%	0,00%	0,00%
18	**Collateral obtained by taking possession: residential and commercial immovable properties**	0,00%	0,00%	0,00%	0,00%	**0,00%**
19	**Exposures included on a voluntary basis**	0,00%	0,00%	0,00%	0,00%	
20	**GAR – Total GAR assets**	0,00%	0,00%	0,00%	0,00%	0,00%

5. KPI off-balance sheet exposures – Stock – TURNOVER BASED

% (compared to corresponding total off-balance sheet assets)	a	b	c	d	e	f	g	h	i	j	k	l
			Breakdown per environmental objective									
	Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures
1 Financial guarantees (FinGuar KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2 Assets under management (AuM KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

5. KPI off-balance sheet exposures – Stock – CapEx

% (compared to corresponding total off-balance sheet assets)	a	b	c	d	e	f	g	h	i	j	k	l
			Breakdown per environmental objective									
	Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures
1 Financial guarantees (FinGuar KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2 Assets under management (AuM KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

5. KPI off-balance sheet exposures – Flow – TURNOVER BASED

% (compared to corresponding total off-balance sheet assets)	a	b	c	d	e	f	g	h	i	j	k	l
			Breakdown per environmental objective									
	Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures
1 Financial guarantees (FinGuar KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2 Assets under management (AuM KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

5. KPI off-balance sheet exposures – Flow – CapEx

% (compared to corresponding total off-balance sheet assets)	a	b	c	d	e	f	g	h	i	j	k	l
			Breakdown per environmental objective									
	Taxonomy-eligible	Taxonomy-aligned	Climate Change Mitigation (CCM)	Climate Change Adaptation (CCA)	Water and marine resources (WTR)	Circular economy (CE)	Pollution (PPC)	Biodiversity and Ecosystems (BIO)	Of which Use of proceeds	Of which transitional	Of which enabling	Non-assessed exposures
1 Financial guarantees (FinGuar KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
2 Assets under management (AuM KPI)	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

Credit institution - 365.bank

Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

Asset manager 365.invest

	Disclosure reference date:	2025	
	Exposures	**%**	**Million EUR**
1	Total AUM	100,00 %	1 820,64
2	Assets covered by the KPI	4,73 %	86,05
	% of covered assets	**% Turnover based**	**% CapEx based**
3	**Taxonomy-eligible**	**31,74 %**	**38,51 %**
4	Nuclear activities (1)	1,98 %	1,34 %
5	Fossil gas activities (2)	6,78 %	6,02 %
6	**Taxonomy-aligned**	**8,33 %**	**12,81 %**
7	Undertakings subject to Articles 19a and 29a of Directive 2013/34/EU	8,33 %	12,81 %
8	of which Non-financial undertakings	8,17 %	12,56 %
9	of which Financial undertakings	0,16 %	0,25 %
10	Other covered counterparties and real estate assets	0,00 %	0,00 %
11	Exposures included on a voluntary basis (3)	0,00 %	0,00 %
12	Transitional activities	1,81 %	2,15 %
13	Enabling activities	3,31 %	5,53 %
14	Nuclear activities (1)	1,98 %	0,57 %
15	Fossil gas activities (2)	0,00 %	0,00 %
	Taxonomy aligned per objective	**% Turnover based**	**% CapEx based**
16	Climate Change Mitigation (CCM)	7,90 %	12,57 %
17	Climate Change Adaptation (CCA)	0,06 %	0,03 %
18	Water and marine resources (WTR)	0,00 %	0,00 %
19	Circular economy (CE)	0,17 %	0,03 %
20	Pollution (PPC)	0,19 %	0,17 %
21	Biodiversity and Ecosystems (BIO)	0,00 %	0,00 %
22	**Non-assessed exposures**		
23	Exposures financing non-assessed non-material activities of counterparties (4)	0,00 %	0,00 %
24	Non-assessed exposures considered non-material by the reporting entity (5)	0,04 %	0,04 %
25	Exposures to counterparties reporting in accordance with Article 7(9) of this Regulation (6)	0,00 %	0,00 %

	Breakdown of covered assets	%	v mil. EUR
26	Undertakings subject to Articles 19a and 29a of Directive 2013/34/EU	100,00 %	86,05
27	of which Non-financial undertakings	76,50 %	65,83
28	of which Financial undertakings	23,50 %	20,22
29	Other covered counterparties and real estate assets	0,00 %	-
30	Exposures included on a voluntary basis (3)	0,00 %	-

(1) Referred to in Sections 4.26, 4.27 and 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(2) Referred to in Sections 4.29, 4.30 and 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139.
(3) In accordance with Article 7(3) of this Regulation.
(4) In accordance with Article 7(8)(a) and (b) of this Regulation.
(5) In accordance with Article 3(1a) of this Regulation. Figures should be the same in both columns.
(6) Figures should be the same in both columns.

Asset manager - 365.invest

Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

2025															
KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (2024)	Proportion of Taxonomy-aligned activities in previous financial year (2024)
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Text	Million EUR	%	Million EUR	%	%	%	%	%	%	%	%	%	%	v mil EUR	%
Turnover	28,93	0,00%	0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00	0,00%
CapEx	0,69	0,00%	0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00	0,00%
OpEx	13,12	0,00%	0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00	0,00%

2024															
KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (2024)	Proportion of Taxonomy-aligned activities in previous financial year (2024)
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Text	Million EUR	%	Million EUR	%	%	%	%	%	%	%	%	%	%	v mil EUR	%
Turnover	25,48	0,00%	0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00	0,00%
CapEx	0,89	0,00%	0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00	0,00%
OpEx	14,01	0,00%	0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00	0,00%

8. Personnel policy

As at 31 December 2025, the number of employees at 365.bank Group was 1,278, out of which 64% were women and 36% were men. Individual subsidiaries had a total of 221 employees, out of which:

- 365.invest, správ. spol., a. s., 40 employees
- Ahoj, a. s., 66 employees
- PB Servis, a. s., 60 employees
- PB finančné služby, a. s., 7 employees
- Danube Pay, a. s., 48 employees

Our Bank has long emphasised diversity and inclusion as part of its personnel strategy. In 2025, the average age of employees was 39.6 years, reflecting a balanced mix of generations and enabling the integration of diverse experiences and work approaches.

The Bank's personnel policy promotes intergenerational cooperation and fosters an inclusive work environment in which every employee can actively contribute to achieving common goals.

In terms of compensation, the Bank implemented salary adjustments in 2025 in response to labour market trends and economic conditions, with a focus on competitiveness, employee satisfaction, and the rising cost of living. These measures have strengthened the Bank's position as an attractive employer.

At the Bank, we are committed to ensuring that the values and principles of our corporate culture are a natural part of our daily work. We encourage open dialogue and the exchange of ideas, which helps create an innovative and dynamic environment.

9. Description of macroeconomic and competitive environments

The year 2025 was marked by continuing geopolitical uncertainty, a gradual normalisation of monetary policy, and persistent disparities in regional performance. The conflict in Ukraine remained a significant source of geopolitical risk throughout the year, compounded by sporadic tensions in the Middle East. These factors kept commodity prices, particularly those of oil and natural gas, highly volatile, although their average levels were more stable compared with previous years. The Chinese economy continued to grow, albeit at a pace below the historical average, with structural problems in the real estate sector and weaker domestic demand limiting its ability to act as a driver of global growth. European economies hovered on the brink of stagnation, with Germany recording only very modest growth and remaining a drag on the broader economic recovery in the euro area.

The United States maintained relatively strong economic momentum in 2025 as well. GDP growth remained above 3% for most of the year, fuelled by robust household consumption and strong investment in technology, AI, and infrastructure. The U.S. economy thus continued to outperform most other advanced economies, a trend that was also reflected in financial market behaviour and exchange rate movements. In the energy sector, the European Union continued to reduce its dependence on fossil fuel imports, while the share of alternative sources and LNG stabilised the European energy market and reduced its vulnerability to geopolitical shocks compared to the period from 2022 to 2023.

The year 2025 was also a year of gradual monetary easing. Inflation has stabilised at lower levels in major economies, allowing central banks to continue their cycle of interest rate cuts. Over the course of the year, the European Central Bank cut its key interest rates by a cumulative 100 basis points, thereby boosting lending activity and economic confidence in the euro area. The U.S. Federal Reserve adopted a more cautious approach to monetary easing, cutting rates by a total of 75 basis points in response to continued strong domestic demand. The Bank of England continued to gradually cut interest rates by 100 basis points in response to slowing inflation and subdued economic growth. In 2025, the Bank of Japan continued to normalise monetary policy and raised interest rates by 50 basis points, thereby bringing the era of extremely loose monetary conditions to a definitive end.

Slovakia‘s domestic economy grew at a moderate but steady pace in 2025. Household consumption remained the main driver of economic growth, benefiting from rising real wages and stabilising inflation. Nominal wages rose by an average of about 6%, while real wages increased by more than 3% thanks to low inflation. This had a positive impact on both household purchasing power and their willingness to spend. The average gross wage in the economy exceeded EUR 1,569 over the course of the year, while household savings grew at a slower pace than in the previous year, indicating that a portion of disposable income was being redirected back toward consumption.

The labour market remained relatively strong in 2025, although the first signs of a slight slowdown began to emerge. The unemployment rate hovered around 5.3% throughout the year, with labour shortages persisting particularly in the service sector, manufacturing, and construction. Companies continued to rely heavily on foreign workers, which partially eased pressure on wage growth but also increased labour costs. Slovakia’s gross domestic product grew at a rate of less than 1% in 2025, as weaker foreign demand, particularly from Germany, continued to dampen the performance of export-oriented sectors.

Inflation in Slovakia rose again to 4% during 2025, and in harmonised European terms, it remained above the euro area average for most of the year. Household inflation expectations rose, particularly in the first half of the year, in response to the government’s fiscal consolidation measures. The issue of public finances dominated economic discussions throughout the year, as general government gross debt remained close to the 60% of GDP threshold. The introduction of a higher standard VAT rate and the preparation of a transaction tax on selected corporate banking transactions had a noticeable impact on business confidence and investment expectations in the second half of the year.

The real estate market saw a significant turnaround in 2025. Following the previous price correction in 2022–2023, real estate prices rose throughout the year. Average housing prices rose by approximately 12% year-on-year, with growth seen across all regions. Apartment prices rose more sharply, while prices for single-family homes rose at a more moderate pace. Demand was boosted by the gradual recovery of the mortgage market, as interest rates on new home loans fell throughout the year and stood at just over 3.5% for the most common fixed-rate terms by the end of the year. However, the supply of new properties remained limited, mainly due to lower development activity in previous years. In 2025, the number of apartments sold on the new-construction market in Bratislava increased, even though the volume of new construction remained subdued. The number of building permits issued stabilised year-on-year, but still fell short of the levels seen before the tightening of monetary conditions. This put pressure on prices in the most attractive locations and widened regional disparities in the real estate market. There were also interesting developments in areas of eastern Slovakia, where price increases reflected a lower baseline rather than a rise in actual demand.

The banking sector in Slovakia remained highly resilient and stable in 2025, bolstered by a strong capital and liquidity position. The banking sector’s overall capital adequacy ratio remained stable at over 20% throughout the year, with the sector as a whole holding significant capital reserves in excess of regulatory requirements. Banks‘ liquidity remained comfortable, even amid a gradual recovery in lending activity. The financial leverage ratio remained at conservative levels, confirming the low level of systemic risk in the sector.

Profitability in the banking sector declined slightly in 2025, but remained above EUR 1 billion. The year-on-year decline was primarily due to a combination of lower interest margins, rising operating costs, and a higher tax and social security burden. Return on equity (ROE) hovered around 10%, meaning that the Slovak banking sector continued to lag behind the European Union median, where ROE stood at higher double-digit levels. This difference was primarily due to specific domestic factors, including the bank levy and the banks’ more conservative business strategy.

The credit quality of the portfolios remained strong, with the proportion of non-performing loans remaining low. The risks associated with loans to households and non-financial corporations were adequately covered by banks through provisions. However, in its report, the National Bank of Slovakia highlighted the need for increased caution in the context of rising real estate prices and a renewed acceleration in the mortgage market, which could lead to an increase in credit risk should economic conditions change.

The structure of the banking sector did not change significantly in 2025. The Slovak market continued to be dominated by a stable core of domestic banks, supplemented by branches of foreign credit institutions. The sector continued to see a slight decline in the number of employees, primarily due to ongoing digitisation, process automation, and the optimisation of the branch network. The Slovak banking sector is thus entering the next phase with sufficient reserves to absorb potential macroeconomic shocks, albeit in an environment of growing structural challenges and pressure on long-term profitability.

Last year, global financial markets saw significant growth in asset prices despite ongoing geopolitical uncertainty and tighter trade barriers. Global equity indices posted average gains

of between 12% and 15%, while emerging markets rose by approximately 25%, driven by capital flows out of the U.S. and a more favourable outlook for global growth. A notable trend of the year was the rise in precious metal prices, with gold reaching historic highs and rising by more than 30% year-on-year, reflecting increased demand for safe-haven assets from both central banks and investors. Following exceptionally strong performance in previous years, the cryptocurrency market underwent a correction, with Bitcoin falling by approximately 20%, once again confirming its high volatility. Artificial intelligence remained a key investment theme, with capital expenditures by global technology companies exceeding USD 400 billion, which had a significant impact on the performance of technology stocks as well as overall investor sentiment. In 2025, markets grew amid heightened volatility and strong sensitivity to geopolitical events, technological expectations, and government fiscal decisions.

Exchange rate movements over the past year confirmed that the foreign exchange market was strongly influenced by differences in central bank monetary policy, slowing inflation, and growing geopolitical uncertainty. The euro strengthened against most major global currencies, particularly the U.S. dollar, the British pound, and the Swiss franc, reflecting expectations of earlier monetary policy easing outside the euro area and the relative stability of economic developments in Europe. Conversely, several currencies in Central and Northern Europe—notably the Polish zloty, the Czech koruna, and the Swedish krona—have strengthened against the euro, signalling improved investor sentiment toward the region and a return of confidence following several weaker years. At the same time, the significant differences between individual currencies reflect the growing volatility of the global currency environment, where geopolitical risks and protectionist measures are increasingly coming to the fore alongside macroeconomic factors.

10. Report on business activities and financial position for 2025

365.bank closed 2025 with a profit before special deductions and income tax in the amount of EUR 11.4 million. Two factors in particular contributed to the year-on-year decline. One is the ongoing strategy to reduce the corporate portfolio, and the other is significant one-time costs associated with the sale of 365.bank to a new shareholder and the related integration and business activities.

In order to strengthen its position as a full-fledged retail bank, 365.bank continued to reduce its corporate loan portfolio in favour of the retail segment. The retail loan portfolio grew significantly by 14% to EUR 2.96 billion. Mortgage loans performed particularly well, growing by as much as 18%. The volume of retail client deposits increased by 4% to EUR 3.4 billion.

In response to the upward trend in interest rates in recent periods—driven primarily by increases in the ECB's key interest rate as well as government bond yields—the revaluation of a portion of retail loans continued. In the retail segment, due to higher volumes and rates, net interest income increased by EUR 24 million. Income from fees and commissions in the retail segment amounted to EUR 52 million, which is a slight increase compared to last year.

The reduction in loans in the corporate segment resulted in a 46% decline in net interest income for the segment. In 2025, the release of provisions from 2024 in the corporate segment did not occur again. Overall, the segment's profit fell by EUR 32 million.

In 2025, cost-saving measures helped keep operating costs under control. Labour costs rose by 8%, mainly due to one-time costs related to the sale of the Bank. Other administrative expenses remained unchanged at EUR 35 million.

As regards other economic indicators, the balance sheet total reached almost EUR 4.5 billion, which is a slight increase compared to last year.

In 2025, Moody's rating agency confirmed the issuer's rating at Ba1/NP and the deposit rating at Baa3/P3. Following the completion of the sale of the Bank to the new shareholder in January 2026, Moody's upgraded the issuer's long-term rating to Baa1 and its deposit rating to A3. This historic result was driven primarily by the transformation into a full-fledged retail bank, the reduction of the corporate loan portfolio, a greater focus on providing and growing consumer and mortgage loans to retail clients, and, last but not least, the recognition of the financial strength and stability of the new shareholder of 365.bank.

Throughout the year, the Bank maintained its capital structure in line with its established strategy. In 2025, the bank successfully placed a single issue of senior unsecured preferred bonds (MREL) in the amount of €30 million, thereby meeting its own funds and eligible liabilities requirements. Shareholders were paid dividends of EUR 65 million in 2025. The capital adequacy ratio—the level of total capital as a percentage of risk-weighted assets—rose year-on-year from 20.35% to 22.84%. This indicator continues to significantly exceed the minimum capital requirement. In addition to the MREL requirement, the Bank also maintains a combined capital buffer in accordance with the Banking Act and other internal reserves for prudent management of the Bank's business strategy.

Research and development activities

In 2025, 365.bank continued to innovate, streamline its processes, and improve its products and technologies. The activities carried out focused primarily on optimising internal processes and implementing new legislative requirements in existing IT systems. However, by their very nature, these activities no longer met the definition of research and development activities.

For 2025, the Bank has no record of any costs related to research and development activities, as well as no record of any subsidies received from public sources.

Activities of specific subsidiaries

365.invest, správ. spol., a. s.

365.invest achieved profit after tax in the amount of EUR 7.9 million. Assets under management at the end of 2025 were in the amount of EUR 1,696 million, which represents an increase of 5% compared to the previous year. The increase was primarily driven by retail sales and was linked to strong performance.

Ahoj, a. s.

Subsidiary Ahoj, a. s., continued to grow in 2025 as well. As part of the total new volume granted, cumulative new production reached a significant milestone of EUR 500 million since the launch of the Ahoj brand.

Consumer loans remain the most significant product, accounting for over 70 percent of total lending, followed by car loans, which account for a quarter of total lending.

11. Key indicators

	Separate financial statements prepared in accordance with International Financial Reporting Standards as adopted by the European			Consolidated financial statements prepared in accordance with International Financial Reporting Standards as adopted by the European Union		
EUR thousand	**2025**	**2024**	**2023**	**2025**	**2024**	**2023**
Loans and advances to customers	3 183 916	2 975 206	2 836 303	3 215 454	2 997 433	2 848 676
Customer accounts	3 640 677	3 728 782	3 447 113	3 627 255	3 718 047	3 437 420
Equity	511 732	566 094	704 860	497 085	550 571	688 986
Total assets	4 512 569	4 667 437	4 638 187	4 533 525	4 681 011	4 638 817
Operating profit before impairment and provisions	42 212	127 931	91 596	58 845	141 343	96 437
Net profit after tax	8 441	69 545	84 741	9 317	69 897	80 980
Commercial indicators	**2025**	**2024**	**2023**	**2025**	**2024**	**2023**
Housing property (gross)	2 019 387	1 704 799	1 463 099	2 019 387	1 704 799	1 463 099
Consumer loans (gross)	932 722	890 874	843 479	1 032 056	979 308	937 037
Number of employees	1 057	1 070	1 152	1 278	1 292	1 398
Number of branches and points of sale	thanks to an exclusive contract with Slovenská pošta, more than 1,300 points of sale					
Performance	**2025**	**2024**	**2023**	**2025**	**2024**	**2023**
Tier I capital	484 918	475 550	589 571	458 576	448 989	568 544
Total capital (percentage of risk exposure)	22,85 %	20,35 %	22,56 %	21,52 %	18,68 %	21,28 %

12. Governance and Management Statement

In governance, the Bank proceeds in accordance with the basic principles of the Bank‘s internal management and with the relevant legal regulations of the Slovak Republic, the Bank’s Code of ethics, as well as the legal regulations of the European Union (regulations and directives) and the guidelines of the European Banking Authority, relating to the banking industry and measures and guidelines of the National Bank of Slovakia.

According to the Commercial Code and the Bank‘s Articles of Association, the Bank‘s bodies are the General Meeting, the Supervisory Board and the Board of Directors.

General Meeting

The General Meeting is the ultimate body of the Company. All shareholders have the right to attend its meetings.

The General Meeting is held at least once a year and is convened by the Board of Directors. If the law stipulates the obligation to convene a General Meeting and the Board of Directors has not reached a resolution on its convening without undue delay or is unable to reach a resolution for a long time, any member of the Board of Directors is entitled to convene a General Meeting. The General Meeting is usually held at the Bank‘s headquarters.

A shareholder or shareholders who have shares whose nominal value reaches at least 1% of the share capital and simultaneously meet specific conditions required by the Bank’s Articles of Association may, stating the reasons, request in writing the convening of an Extraordinary General Meeting to discuss the proposed matters. The Board of Directors shall convene an Extraordinary General Meeting so that it is held no later than 40 days from the date of delivery of the request for its convening.

A shareholder is entitled to participate in the General Meeting, to vote, to request information and explanations regarding the affairs of the Bank or the affairs of parties controlled by the Bank, which are related to the subject-matter of the General Meeting, and to make proposals. The shareholder may do so in person or in deputy by an authorised representative. The signature of the principal must be officially verified on the power of attorney. The number of votes of a shareholder is determined by the ratio of the nominal value of his shares to the amount of the share capital. Each share represents one vote. The vote is further indivisible.

The scope of the General Meeting includes:
a) Amending the Articles of Association, unless the law provides otherwise;
b) Deciding on the increase or decrease of the share capital, on the authorisation of the Board of Directors to increase the share capital according to Article 210 of the Commercial Code, and issuing priority bonds or convertible bonds;
c) Electing and dismissing members of the Board of Directors, appointing the chairman and vice-chairman of the Board of Directors;
d) Electing and dismissing members of the Supervisory Board, with the exception of members elected and dismissed by employees pursuant to Article 200 of the Commercial Code, appointing the chairman and vice-chairman of the Supervisory Board;
e) Approving ordinary individual financial statements and extraordinary individual financial statements;
f) Deciding on the distribution of profit or payment of loss and the determination of royalties;
g) Deciding on the winding-up of the Bank;
h) Deciding on other issues that, according to generally binding legal regulations or these Articles of Association, fall under the competence of the General Meeting;
i) Discussing and approving the annual report;
j) Deciding on the approval of a contract to transfer an undertaking or a contract to transfer a part of the undertaking;
k) Approving the Bank‘s auditor.

Matters not included in the proposed agenda of the General Meeting may be decided only with the participation and consent of all shareholders of the Bank.

Rules governing amendment of the Articles of Association

The competence of the General Meeting includes the amendment of the Articles of Association, unless the law provides otherwise.

In the case of a resolution to amend the Articles of Association, the approval of a two-thirds majority of the votes of the shareholders present is required for the resolution to be approved by the General Meeting.

If a change to the Bank‘s Articles of Association is included in the agenda of the General Meeting, the invitation to the General Meeting or the notice of its proceedings must contain at least the essence of the proposed changes. The proposal for changes to the Articles of Association must be available to the shareholders for inspection at the Bank‘s headquarters, within the deadline set for convening the General Meeting.

The shareholder is entitled to request copies of the draft Articles of Association, or to have them sent to the address specified by him at his own expense and risk. Shareholders must be notified of this right in the invitation to the General Meeting or in the notice of the General Meeting.

Supervisory Board

The Supervisory Board supervises the performance of the Board of Directors‘ powers and the implementation of the Bank‘s business activities.

The members of the Supervisory Board are entitled to inspect all documents and records related to the Bank‘s activities and check whether the accounting records are true and whether the Bank‘s business activities are carried out in accordance with legislative, Articles of Association and instructions of the General Meeting.

The Supervisory Board examines the regular individual, extraordinary individual and consolidated financial statements and the proposal for the distribution of profit or for the payment of losses and submits its statement to the General Meeting, convenes a General Meeting if the Bank‘s interests require it, and proposes the necessary measures at the General Meeting.

The Supervisory Board shall designate its deputy of the Bank in proceedings before the courts and other authorities against the member of the Board of Directors.

The members of the Supervisory Board participate in the Bank‘s General Meeting and are obliged to inform the General Meeting of the results of their control activities.

The Supervisory Board expresses its opinion on the proposals of the Board of Directors submitted to the General Meeting regarding:
a) Merger or liquidation of the Bank in another way;
b) Sale of the business or part of the business;
c) Issuance of priority bonds or convertible bonds;
d) Distribution of profit and settlement of loss;
e) Changes to the Bank‘s articles of association;
f) Increases and decreases in the Bank‘s share capital.

The Supervisory board, on the proposal of the Board of Directors, approves:

a) The Bank's business and financial plan;
b) The Bank's contracts with the members of the Board of Directors concluded pursuant to Article 66 of the Commercial Code regulating the rights, obligations and remuneration of the members of the Board of Directors in accordance with the principles of remuneration in accordance with these articles of association and the internal regulations of the Bank;
c) Proposals of the Board of Directors for the acquisition and transfer of business shares in subsidiaries;
d) A proposal to determine the amount of royalties;
e) Proposals of the Board of Directors to establish or cancel a foreign branch of the Bank or a foreign representative office of the Bank;
f) A report on the results of the internal control system on the measures taken to correct deficiencies in the Bank's activities identified by internal control;
g) Plan of the Bank's control activities for the calendar year.

The Supervisory Board, on the proposal of the Board of Directors, provides prior consent for the creation of other capital funds. The Supervisory Board provides prior consent for the payment of the deposit or its part to the shareholder from other capital funds.

The members of the Supervisory Board are obliged to check compliance with the remuneration principles adopted by the Board of Directors and to check the safety and effectiveness of the risk management system.

In 2025, the following personnel changes occurred in the composition of the members of the Bank's Supervisory Board:

- As at 16 May 2025, the position of member of the Supervisory Board elected by employees held by Ing. Vladimír Ohlídal, CSc., was terminated, and
- as at 19 May 2025, Ing. Anna Novotná as elected by employees to the position of member of the Supervisory Board.

Composition of the Supervisory Board:

Ing. Jozef Tkáč – Chairman of the Supervisory Board
RNDr. Zuzana Žemlová – Member of the Supervisory Board
Ing. Anna Novotná – Member of the Supervisory Board

Board of Directors

The Board of Directors is the Bank's statutory body, which manages the Bank's activities and acts on its behalf. The Board of Directors decides on all matters of the Bank, unless they are stipulated by legislative or Articles of Association in the competence of the General Meeting or of the Supervisory Board of the Bank.
The Board of Directors has at least three and at most five members. A member of the Board of Directors can only be a natural person who obtains the prior approval of the National Bank of Slovakia. Members of the Board of Directors are elected and dismissed by the General Meeting. The term of office of the members of the Board of Directors is five years. Re-election of the member of the Board of Directors is possible.

The Board of Directors ensures the proper management of the Bank's accounts, the publication of the annual report, the compilation and publication of the consolidated financial statements and the annual report, if the Bank has such an obligation, and submits to the General Meeting for approval the regular individual financial statements and the extraordinary individual financial statements and the proposal for the distribution of profit or reimbursement of losses in accordance with the Bank's Articles of Association.

The Board of Directors is obliged to submit to the Supervisory Board, at least once a year, written information on the fundamental intentions of the Bank's business management for the future period, as well as on the expected development of the state of the Bank's assets, finances and revenues, and upon request and within a period determined by the Supervisory Board, a written report on the state of business activity and assets of the Bank compared to the expected development.

The Board of Directors is also obliged to immediately inform the Supervisory Board about all facts that can significantly affect the development of the business activity and the state of the Bank's assets, especially its liquidity. Members of the Board of Directors are obliged, at the request of the Supervisory Board or its members, to attend the meeting of the Supervisory Board and to provide its members with additional information to the submitted reports to the required extent.

The Board of Directors shall convene an extraordinary General Meeting if the Bank's loss identified has exceeded the value of one-third of the share capital or this can be assumed and submits proposals for measures to the General Meeting, unless the Banking Act provides otherwise. The Board of Directors shall notify the Supervisory Board of these facts without delay.

Members of the Board of Directors are responsible for developing, approving and complying with the organisational structure, introducing and complying with the Bank's management system and for carrying out banking activities according to the Bank's internal regulations.

Members of the Board of Directors are obliged to be familiar, manage and control the performance of authorised banking activities and ensure the safety and soundness of the Bank, i.e., such performance of banking activities which does not threaten the maintenance of the Bank's own resources in relation to its requirements for own resources, liquidity, limitation of property involvement and legitimate interests of depositors and other creditors or the Banking system, as well as to adopt and regularly review general principles of remuneration.

Members of the Board of Directors of the Bank are obliged to exercise rights and obligations in accordance with the legislative of the Slovak Republic to achieve an increase in the value of the Bank's shares or the Bank's permanent profit.

In addition to the matters above-mentioned points, the competence of the Board of Directors mainly includes:

a) Convening the General Meeting;
b) Implementing the resolutions of the General Meeting and of the Supervisory Board;
c) Submitting matters falling within the competence of the General Meeting for approval;
d) Ensuring proper accounting;
e) Determining measures for economic management tools, especially in financing, price creation, remuneration and creation of funds;
f) Approving the statute of the Board of Directors;
g) Exercising other rights and fulfilling other obligations resulting from these Articles of Association and generally binding legal regulations.

The office of a member of the Board of Directors terminates:

a) Upon expiry of the term of a member of the Board of Directors – the day on which the term of a member of the Board of Directors terminates under the Articles of Association effective at the time of election of member of the Board of Directors.
b) The death of a member of the Board of Directors – the moment of death or the day of legal declaration of death in accordance with relevant legal regulations.
c) By dismissal of a member of the Board of Directors – on the day of adoption of the decision by the General Meeting, unless otherwise stated in the dismissal decision.
d) By resigning on the position –
   i. on the day of the General Meeting, if a member of the Board of Directors resigns as a member of the Board of Directors at the General Meeting;
   ii. on the day of the first General Meeting following the delivery of the resignation of the member of the Board of Directors;
   iii. on the day following the expiration of three months from the date of delivery of the resignation of the position of member of the Board of Directors if the General Meeting is not held during this period.

A written resignation on the position of member/vice-chairman of the Board of Directors is delivered to the chairman of the Board of Directors; unless the Chairman of the Board of Directors is designated, or the position of member of the Board of Directors is resigned by the Chairman of the Board of Directors, in such cases the resignation is delivered to the Bank's Board of Directors. The document containing resignation must be signed in the presence of a notary or an authorised employee.

If the number of members of the Board of Directors falls below the minimum number that the Board of Directors must have according to the Banking Act due to the termination of the office of a member of the Board of Directors, the Board of Directors is obliged to convene a General Meeting within three months for election of a new member of the Board of Directors.

A member of the Board of Directors can be elected by the General Meeting as the chairman of the Board of Directors or vice-chairman of the Board of Directors. Re-election is possible.

With the termination of the office of a member of the Board of Directors who is also the chairman or vice-chairman of the Board of Directors, this office is terminated as well. The office of Chairman of the Board of Directors and/or the position of Vice-Chairman of the Board of Directors may also terminate if the person appointed to this position resigns from the position of Chairman/Vice-Chairman of the Board of Directors. The position of Chairman of the Board of Directors/Vice-Chairman of the Board of Directors may also be terminated in case of dismissal, which is effective upon the adoption of a decision by the General Meeting, unless otherwise stated in the dismissal. The termination of the office of the Chairman of the Board of Directors or the Vice-Chairman of the Board of Directors does not affect his office as a member of the Board of Directors.

Members of the Board of Directors are obliged to perform their duties with due care, which includes the professional care and following the interests of the Bank and all its shareholders. In particular, they are obliged to acquire and, when making a decision, consider all available information regarding the subject of the decision, to maintain confidentiality about confidential information and facts, the disclosure of which to third parties could cause damage to the Bank or endanger its interests or the interests of its shareholders, and when exercising their powers, they must not prioritise their interests, the interests of only few shareholders or the interests of third parties before the interests of the Bank.

Composition of the Board of Directors in 2025:

Ing. Andrej Zaťko – Chairman of the Board of Directors and CEO
Ing. Peter Hajko – Member of the Board of Directors
Ladislav Korec, MBA, FCCA – Member of the Board of Directors

Bank's committees

With effect from 15 November 2025, a new committee – Risk Committee – was established with regard to the Bank's committees established by the Board of Directors.

Bank's committees established by the Board of Directors:

COMPLIANCE COMMITTEE is an advisory body of the Bank's Board of Directors, established for the purpose of implementing legislative settings, Group standards and rules within the Bank's Group and monitoring the implementation of corrective measures. The committee's responsibilities mainly include:

a) Monitoring changes in legislation and identifying legislative impacts on the Bank's Group;
b) Harmonisation of legislative provisions, Group standards and rules within the Bank's Group, particularly in the following areas:
   - Internal management;
   - Protection of personal data;
   - Compliance:
   - Conflict of interest management;
   - Fit & Proper;
   - Whistleblowing;
   - Legislative basis;
   - Financial intermediation;
   - Protection against money laundering and terrorist financing;
c) Mutual exchange of operational information within the Bank' Group in defined areas.

ALCO COMMITTEE is an advisory body of the Bank's Board of Directors, established for the purpose of approving proposals for the purchase/sale of financial instruments, proposes the Bank's strategy and policy in asset and liability management, assesses and approves the Bank's internal limits, the methodology for determining the Bank's limits, approves interest notices and exceptions to them, as well as the amount of interest rates and their application. The committee's responsibilities include:

a) Monitoring and evaluating the structure of the Bank's assets and liabilities, including performance indicators and their comparison with the business and financial plan;
b) Monitoring and evaluation of starting points for the creation of a business and financial plan and its projection into regulatory and internal limits and indicators;
c) Monitoring, proposal and evaluation of liquidity scenarios;
d) Monitoring the development of internal and regulatory capital and capital requirements;
e) Monitoring the limits set by the regulator, or valid legal regulations regarding the area of activity of the committee;
f) Monitoring macroeconomic development, predictions and possible impacts on the development of the structure of the Bank's assets and liabilities;
g) Monitoring and evaluating the impact of the Bank's products on the structure of the Bank's assets and liabilities;
h) Monitoring the Bank's upcoming marketing campaigns and their expected impact on the structure and price of the Bank's assets and liabilities;
i) Monitoring and evaluating the impact of new products, or redesign of the Bank's current products to the structure of the Bank's assets and liabilities.

Risk Committee is an advisory body of the Bank's Board of Directors, established for the purpose of reviewing the Bank's risk management procedures and activities. The Risk Committee performs the following activities:

a) Providing advice to and supporting the Executive Risk Officer in monitoring the overall current and future risk appetite and the overall risk strategy, taking into account all types of risk, to ensure that they are consistent with the Bank's business strategy, objectives, corporate culture and values;
b) Reviewing applications for corporate loans;
c) Reviewing applications for consumer loans;
d) Reviewing applications for housing loans;
e) Reviewing applications for corporate loans, consumer loans, or housing loans for individuals with a special relationship to the Bank or for politically exposed persons;
f) Reviewing changes to credit risk models, risk management limits, and risk parameters used in risk management and financial planning;
g) Monitoring the Bank's risk factors, portfolios, and overall risk exposure from an all-risk management perspective, including making decisions and assigning tasks for active risk management and mitigation;
h) Reviewing the status and requirements regarding operational and security risks in the context of Directive (EU) 2015/2366 of the European Parliament and of the Council on payment services in the internal market (PSD2);
i) Evaluating recovery planning and resolutions: MREL, Resolution tasks – status report, Joint decisions, Recovery plan, Dry run, Risk appetite;
j) Discussing the Bank's regular risk management report (Risk Report);
k) Approving the schedule for implementing the tasks set out in the resolution.

Bank's committees established by the Supervisory Board:

Risk Management Committee is an advisory body of the Bank's Supervisory Board, with the committee's responsibilities including:

a) Providing advice to and supporting the Supervisory Board in monitoring the overall current and future risk appetite and the overall risk strategy of the institution, taking into account all types of risk, to ensure that they are consistent with the Bank's business strategy, objectives, corporate culture and values;
b) Assisting the Supervisory Board in monitoring the implementation of the Bank's risk strategy and the corresponding limits set;
c) Overseeing the implementation of capital and liquidity management strategies, as well as all other relevant risks of the institution, such as market, credit, operational risks (including legal and IT risks) and reputational risks, in order to assess their adequacy in relation to the approved risk appetite and risk management strategy;
d) Monitoring the Bank's exposures and its response to ESG risks, as well as monitoring and reviewing targets and any changes to KPIs;
e) Identifying, assessing, measuring, monitoring, and reporting ESG risks.

Nomination Committee is an advisory body of the Bank's Supervisory Board, with the committee's responsibilities including:
a) Assessing and recommending to the Board of Directors, the Supervisory board and the General Meeting for approval of candidates to fill vacancies in the Board of Directors and/or in the Supervisory Board;
b) Assessing the balance of knowledge, skills, diversity and experience of the Board of Directors and/or of the Supervisory Board, developing a description of the tasks and required skills for the given position and assessing the expected time commitment;
c) Continuously monitoring and at least once a year evaluating the suitability of the current members of the Board of Directors, Supervisory Board members and also the collective suitability of the Supervisory Board and of the Board of Directors.

Remuneration Committee is an advisory body of the Bank's Supervisory Board, with the committee's responsibilities including:
a) Independently assessing remuneration principles and their impact on risk management, own resources and liquidity;
b) Being responsible for the preparation of decisions related to remuneration, including those that have implications for risks and risk management accepted by the Bank;
c) Considering the long-term interests of shareholders, investors and other stakeholders of the Bank when preparing its decisions;
d) Overseeing the remuneration of the Bank's Board of Directors and senior employees responsible for risk management.

Audit Committee is an advisory body of the Bank's Supervisory Board, with the committee's responsibilities including:
a) Monitoring the process of compiling financial statements, compliance with special regulations and submitting recommendations and proposals to ensure the integrity of this process;
b) Being responsible for the selection procedure of the statutory auditor or audit firm and recommending the appointment of the statutory auditor or audit firm for approval to perform the statutory audit for the Bank;
c) Monitoring the progress and results of the statutory audit of the individual financial statements and the statutory audit of the consolidated financial statements and taking into account the findings and conclusions of the Office for Supervision of Audit;
d) Informing the Board of Directors or the Supervisory Board about the result of the statutory audit and explaining how the statutory audit of the financial statements contributed to the integrity of the financial statements and what role the Audit Committee played in the said process;
e) Monitoring the process of sustainability reporting, including the digital labelling of such information and the procedure the Bank used to identify the information included in the specific section of the annual report, and submitting recommendations and proposals to ensure the integrity of this process;
f) Monitoring the effectiveness of internal controls, internal audit, and risk management systems, to the extent that they affect the preparation of sustainability reporting, including their digital labelling, while maintaining its independence;
g) Monitoring the progress and results of assurance activities related to sustainability reporting, including both individual and consolidated sustainability reporting, and taking into account the findings and conclusions of the Audit Oversight Authority;
h) Verifying and monitoring the independence of statutory auditors or audit firms that provide assurance services related to sustainability reporting, particularly the appropriateness of providing non-audit services;
i) Informing the Board of Directors or the Supervisory Board of the results of the assurance review of sustainability reporting, including an explanation of how the assurance review contributed to the integrity of such reporting and the role of the Audit Committee in this process.

Management methods

Direct management methods, methods of combining direct and professional (indirect) management, and project management methods are primarily used for executive management of the Bank.

Direct management is carried out by setting goals, tasks and standards, as well as operationally guiding the activities of organisational units or employees.

Professional (indirect) management is carried out through internal control, by determining the space for independent management and organising the own work of the managed organisational unit or employee.

Project management assumes the temporary allocation of employees or part of their labour pool to fulfil specific project goals. Information on management methods is set out in the Bank's internal regulations.

The Bank's executive management is the management of the Bank's operational activities by responsible persons to fulfil the Bank's business and financial plan, ensuring the Bank's internal management and operation. Executive management is carried out by:
- The Bank's Board of Directors, which, among other things, ensures an organisational structure that supports efficient and prudent management of the Bank in accordance with the fulfilment of the Bank's established business goals.
- Responsible persons who manage the relevant organisational units ensure effective organisation of work, management of organisational units subordinate to them and are responsible for the professional performance of activities in the organisational units with regard to the individual responsibility of the employees in terms of labour relations.

The Bank also manages companies belonging to the Bank's Group. The management of the Bank's Group comprises the companies of the Bank's Group adopting the principles and principles set forth in this regulation to an appropriate extent and transfer them to their own internal regulations. The companies of the Bank's Group, their members of the Board of Directors and of the Supervisory Board, will also provide adequate cooperation to fulfil the Bank's obligations.

Internal control system

The Bank's internal control system comprises three separate Internal Control Functions:
a) Compliance function;
b) Internal control and internal audit function;
c) Risk management system.
Internal control system comprises:
a) Direct process control: it is part of the work procedures defined directly in the internal regulation. Without their implementation, the work process is not completed. Direct process control is performed by employees or organisational units that directly participate in individual processes;
b) Indirect process control: it is performed in accordance with the internal regulation on the system of indirect process control in the Bank.

Other key personnel in the Bank:
a) Chief Liquidity Officer;
b) AML Officer;
c) Chief Resolution Officer;
d) Data Protection Officer;
e) Chief Information Security Officer.

Compliance function – Compliance Officer is a key personnel member who is elected and dismissed by the Board of Directors of the Bank based on the prior approval of the Supervisory Board. The Officer has an independent status and is directly responsible to the Board of Directors for the performance of the Officer's activities. The Compliance Officer provides the Board of Directors and all organisational units of the Bank with advice and consultations on the measures taken to ensure compliance with applicable laws, rules, regulations and standards. The Compliance Officer assesses the possible impact of changes in the legal and regulatory environment on the Bank's activities, including the performance of control activities. The Compliance Officer must have access to all required documents, records and information of the Bank. The Officer is authorised to participate in meetings of the Board of Directors, the Supervisory Board and the Bank's committees and to present materials within the Officer's scope of competence. In the course of performing their duties, the Compliance Officer is authorised to request the convening of a meeting of the Board of Directors, a meeting of the Supervisory Board, and meetings of the Bank's committees.

The function of internal control and internal audit – Internal Audit Officer is a key personnel member elected and dismissed by the Board of Directors of the Bank based on the prior approval of the Supervisory Board or on the proposal of the Supervisory Board. The Officer has an independent status and is directly responsible to the Board of Directors for the performance of the Officer's activities and controls compliance with laws and other generally binding regulations, the Bank's internal regulations and procedures in the Bank, provides the Supervisory Board and the Board of Directors with objective information on the adequacy, functionality and effectiveness of the internal management and control system and the risk management system, the internal capital adequacy assessment system and the maintenance of the Bank's own resources in relation to its requirements for own resources, liquidity and compliance with the limitations of asset involvement, examines and evaluates the Bank's readiness to carry out new types of business from the point of view of risk management, remuneration principles in order to identify deficiencies and the resulting risks that impact or could impact the Bank's objectives and proposing recommendations to mitigate identified risks. Provisions on the specifics of the organisational classification of the internal control and internal audit function are established by a special internal regulation. The Officer is authorised to participate in meetings of the Board of Directors, the Supervisory Board and the Bank's committees and to present materials within the Officer's scope of competence. In the course of performing their duties, the Internal Audit Officer is authorised to request the convening of a meeting of the Board of Directors, a meeting of the Supervisory Board, and meetings of the Bank's committees.

Risk management function – Executive Risk Officer is a key personnel member who is elected and dismissed by the Board of Directors of the Bank based on the prior approval of the Bank's Supervisory Board; this person may also be a member of the Board of Directors. The Executive Risk Officer has an independent status and is directly responsible to the Bank's Board of Directors for the performance of the Officer's activities. The Executive Risk Officer performs the function of risk management in accordance with Section 27(4) of the Banking Act and within the Bank is responsible for (i) monitoring and applying risk management strategies and procedures, (ii) submitting a written report on the performance of the Officer's activities to the Bank's Board of Directors and Supervisory Board, (iii) creating support and providing information to the Bank's Board of Directors and Supervisory Board in connection with the overall identification, analysis, monitoring, reporting and management of risks and (iv) examining whether the values of assets and liabilities take into account the Bank's business intent, investment intent and risk management strategy. The Officer is authorised to participate in meetings of the Board of Directors, the Supervisory Board and the Bank's committees and to present materials within the Officer's scope of competence. In the course of performing their duties, the Executive Risk Officer is authorised to request the convening of a meeting of the Board of Directors, a meeting of the Supervisory Board, and meetings of the Bank's committees.

Risk management system

A correct and consistent risk management culture is a key element of effective risk management by the Bank and the Bank's Group. Its purpose is to enable the management body and responsible persons to make correct and informed decisions, considering the willingness of the Bank and the Bank's Group to take risks. Responsible persons as well as employees are obliged to observe the culture of risk management and to support its observance.

The Bank's basic risk management strategies are:
a) Risk management strategy;
b) ICAAP management strategy;
c) Liquidity and liquidity risk management strategy;
d) Market risk management strategy;
e) Asset and liability management strategy;
f) Credit risk management strategy;
g) Strategy for managing operational risk and other risks;
h) NPL strategy.

The Bank develops a culture of risk management in particular by:
a) Adopting and regularly updating the risk management strategy through the Bank's regulations and directives;
b) Professional training of all employees.

Each organisational unit of the Bank is responsible for the day-to-day management of risks within the activities it performs.

Executive monitoring, application and development of risk management strategies is ensured by the Risk Management Committee and the Chief Risk Officer in accordance with the Bank's internal regulation.

Employees of the Bank and the Bank's Group are obliged to observe and enforce high ethical and professional standards in their activities. These standards of ethical behaviour are established by the Bank's Board of Directors in an internal regulation.

The definition, application and development of the rules of ethical behaviour are ensured by the Head of Human Resources, who also ensures the monitoring of compliance and the possible rate of violation of these rules.

The Bank actively manages, maintains and develops a conflict of interest policy, the main purpose of which is to identify, evaluate, manage and mitigate or prevent actual and potential conflicts of interest at the level of the Bank and the Bank's Group.

Part of the conflict of interest policy is, in particular, the establishment of rules for:
a) Appropriate distribution of activities;
b) Creation of information barriers;
c) Carrying out transactions with persons with a special relationship to the Bank;
d) Assessment and management of real and potential conflicts of interest between the interests of the Bank and the private interests of employees, including members of the Board of Directors and members of the Supervisory Board.

The conflict of interest policy is part of the Bank's internal regulations. Executive monitoring, application and development of the conflict of interest policy is ensured by the Compliance Officer.

The Bank has established and maintains internal reporting policies and procedures for employees to report potential or actual violations of generally binding legal regulations or internal

regulations, regulatory requirements, leakage of confidential information and damage to the Bank's reputation or other anti-social activities, through special, independent and autonomous channels and outside of standard hierarchical relationships with the possibility of preserving the anonymity of the whistleblower.

Employees who report violations are protected by the Bank against any negative consequences. Likewise, the Bank protects the employees who have been reported against any negative effects in the event that the facts justifying the adoption of measures against this person are not discovered during the investigation. The measures taken must be proportionate.

The procedures for submitting internal reports are part of a special regulation dealing with whistleblowing.

Supervision of the application and development of internal reporting procedures is carried out by the Compliance Officer.

Bank's share capital and shares

The Bank's share capital is EUR 366,305,193 in the following structure:

ISIN: SK1110001692
Nominal value: 1,107
Number: 9,829
Type of security: ordinary shares, registered shares, book entry shares
Rights and obligations:
the right to participate, vote and submit proposals at the General Meeting, the right to a share of the profit and the liquidation balance, the right to preferential subscription of shares, the right to request the convening of the General Meeting, the right to inspect the Bank's documents and deeds, the obligation to repay the share issue price, the obligation to return the Bank payments provided in violation of the law, the obligation to pay interest on delay in the event of a breach of the obligation to repay the share issue price
Transferability: unrestricted
Percentage of the share capital: 2.97%

ISIN: SK1110004555
Nominal value: 1,107
Number: 7,848
Type of security: ordinary shares, registered shares, book entry shares
Rights and obligations:
the right to participate, vote and submit proposals at the General Meeting, the right to a share of the profit and the liquidation balance, the right to preferential subscription of shares, the right to request the convening of the General Meeting, the right to inspect the Bank's documents and deeds, the obligation to repay the share issue price, the obligation to return the Bank payments provided in violation of the law, the obligation to pay interest on delay in the event of a breach of the obligation to repay the share issue price
Transferability: unrestricted
Percentage of the share capital: 2.37%

ISIN: SK1110004563
Nominal value: 1,107
Number: 10,376
Type of security: ordinary shares, registered shares, book entry shares
Rights and obligations:
the right to participate, vote and submit proposals at the General Meeting, the right to a share of the profit and the liquidation balance, the right to preferential subscription of shares, the right to request the convening of the General Meeting, the right to inspect the Bank's documents and deeds, the obligation to repay the share issue price, the obligation to return the Bank payments provided in violation of the law, the obligation to pay interest on delay in the event of a breach of the obligation to repay the share issue price
Transferability: unrestricted
Percentage of the share capital: 3.14%

ISIN: SK1110007384
Nominal value: 1,107
Number: 70,285
Type of security: ordinary shares, registered shares, book entry shares
Rights and obligations:
the right to participate, vote and submit proposals at the General Meeting, the right to a share of the profit and the liquidation balance, the right to preferential subscription of shares, the right to request the convening of the General Meeting, the right to inspect the Bank's documents and deeds, the obligation to repay the share issue price, the obligation to return the Bank payments provided in violation of the law, the obligation to pay interest on delay in the event of a breach of the obligation to repay the share issue price
Transferability: unrestricted
Percentage of the share capital: 21.24%

ISIN: SK1110016757
Nominal value: 1,107
Number: 178,360
Type of security: ordinary shares, registered shares, book entry shares
Rights and obligations:
the right to participate, vote and submit proposals at the General Meeting, the right to a share of the profit and the liquidation balance, the right to preferential subscription of shares, the right to request the convening of the General Meeting, the right to inspect the Bank's documents and deeds, the obligation to repay the share issue price, the obligation to return the Bank payments provided in violation of the law, the obligation to pay interest on delay in the event of a breach of the obligation to repay the share issue price
Transferability: unrestricted
Percentage of the share capital: 53.90%

ISIN: SK1110017433
Nominal value: 1,107
Number: 54,201
Type of security: ordinary shares, registered shares, book entry shares
Rights and obligations:
the right to participate, vote and submit proposals at the General Meeting, the right to a share of the profit and the liquidation balance, the right to preferential subscription of shares, the right to request the convening of the General Meeting, the right to inspect the Bank's documents and deeds, the obligation to repay the share issue price, the obligation to return the Bank payments provided in violation of the law, the obligation to pay interest on delay in the event of a breach of the obligation to repay the share issue price
Transferability: unrestricted
Percentage of the share capital: 16.38%

Qualified participation in the Bank's share capital within the meaning of Act No. 566/2001 Coll. on Securities and Investment Services, as amended, is held by J&T Finance Group SE, Sokolovská 700/113a, 186 00 Prague 8, Czech Republic, with an 88.55% share and 88.55% of the voting rights.

During the accounting period covered by the annual report, the Bank did not acquire any of its own shares, temporary certificates, business shares, or shares, temporary certificates or business shares of the parent accounting entity.

The Bank has not entered into any agreements with members of its governing bodies or employees under which they would be entitled to compensation if their position or employment were terminated as a result of a takeover bid. The conditions relating to the termination of the functional or employment relationship with members of the Company's bodies and employees are set out in mandate agreements („Agreement on the Performance of the Office of a Member of the Board of Directors" and „Agreement on the Performance of the Office of a Member of the Supervisory Board").

13. Statement of responsible persons

Responsible persons of 365.bank, a. s., with its registered office at Dvořákovo nábrežie 4, 811 02 Bratislava, in the Commercial Register of the Municipal Court Bratislava III, Section: Sa, File No.: 501/B, ID No.: 31 340 890, Ing. Andrej Zaťko, Chairman of the Board of Directors and Managing Director, and Ladislav Korec, MBA, FCCA, Member of the Board of Directors, hereby declare to the best of their knowledge that the annual financial statements prepared in accordance with International Financial Reporting Standards (the "IFRS"), contained in this annual report, provide a true and fair view of assets, liabilities, financial situation and operating result of 365.bank, a. s., and the companies included in its consolidation, and that this management report as well as the annual report as a whole contain a true and fair view of the development and results of the business activities and position of 365.bank, a. s., for 2024, together with a description of the main risks and uncertainties it faces in connection with its business activities.

No other events of particular significance have occurred after the end of the accounting period for which this annual report is prepared.

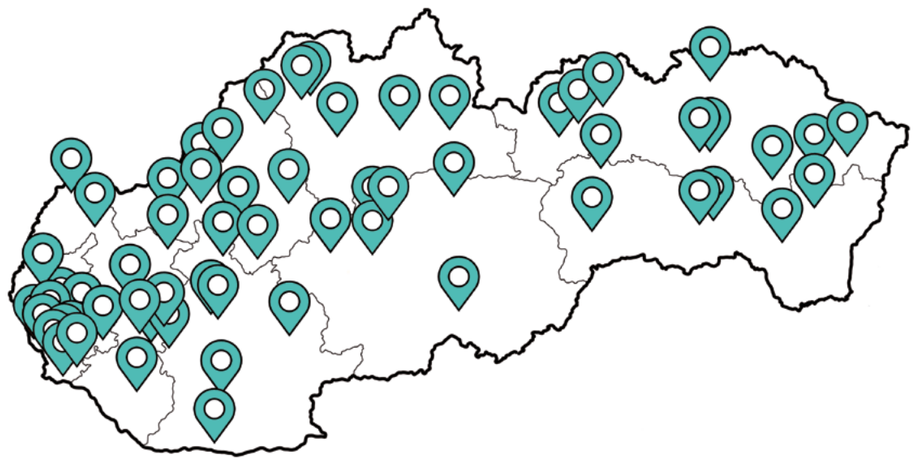
.....
Ladislav Korec, MBA, FCCA
Member of the Board of Directors

.....
Ing. Peter Hajko
Member of the Board of Directors

14. Branches

No.	Branch	Street	ZIP code
2	BA – AUPARK	Einsteinova č. 18	851 01
3	BA – NIVY	Mlynské nivy 5A	821 09
4	BA – EUROVEA	Pribinova č. 8	811 09
5	BA – Karlova Ves	Karloveská 34	842 64
6	BA – VIVO (Polus)	Vajnorská 100	831 04
7	BA – River Park	Dvořákovo nábrežie 10	811 02
8	BA – Tomášikova Hypotekárna pobočka	Tomášikova 21	821 01
9	BA – Vlastenecké námestie	Vlastenecké námestie č. 4	851 01
10	Bánovce nad Bebravou	Námestie Ľudovíta Štúra 8/8B	957 01
11	Banská Bystrica	Dolná 62	974 01
12	Bardejov	Dlhý rad 2	085 01
13	Brezno	Námestie M. R. Štefánika 7	977 01
14	Dubnica nad Váhom	Nám. Matice slovenskej 35	018 41
15	Dunajská Streda	Bacsákova ul.	929 01
16	Galanta	Sídlisko Jas č. 5 (OC JASPARK)	924 01
17	Humenné	Nám. slobody 3	066 01
18	Kežmarok	Dr. Alexandra 1377/52	060 01
19	Komárno	Mederčská 4987/4	945 01
20	Košice 1 – Toryská	Toryská 3	040 11
21	Košice 2 – Štúrova	Štúrova 1 (OD Dargov)	040 01
22	Levice	P. O. Hviezdoslava 2/A	934 01
23	Liptovský Mikuláš	Ulica 1. mája 41	031 01
24	Lučenec	T. G. Masaryka 19	984 01
25	Malacky	Zámocká 8	901 01
26	Martin	Andreja Kmeťa 5397/23	036 01
27	Michalovce	Ul. kpt. Nálepku 26	071 01
28	Nitra 1 – Štefánikova	Štefánikova trieda 65	949 01
29	Nitra 2 – OC PROMENADA	Napervillská 4837/5	949 01
30	Nové Mesto nad Váhom	Hviezdoslavova 19	915 01
31	Nové Zámky	M. R. Štefánika 11	940 02
32	Partizánske	Hrnčírikova 1/B	958 01
33	Pezinok	Moyzesova 4/B	902 01
34	Piešťany	Andreja Hlinku 46	921 01
35	Poprad	Vajanského 71	058 01
36	Prešov 2	Arm. generála Svobodu 25	080 01
37	Prievidza	Gustáva Švéniho 3	971 01
38	Rožňava	Janka Kráľa 4	048 01
39	Ružomberok	Podhora 55	034 01
40	Senec	Lichnerova 44	903 01
41	Senica	Námestie oslobodenia 9/21	905 01
42	Sereď	Námestie slobody 36/A	926 01
43	Skalica	Potočná 20	909 01
44	Snina	Strojárska 4031	069 01
45	Spišská Nová Ves	Letná 51	052 01
46	Stará Ľubovňa	Levočská 2/336	064 01
47	Šaľa	Nám. sv. Juraja 2244	927 01
48	Topoľčany	Námestie M. R. Štefánika 21	955 01
49	Trenčín	Nám. sv. Anny 23	911 01
50	Trnava	Hlavná ulica 33	917 01
51	Vranov nad Topľou	Námestie slobody 5	093 01
52	Zvolen	Námestie SNP 19	960 01
53	Žiar nad Hronom	Nám. Matice slovenskej 2820/24	965 01
54	Žilina 2 – OC AUPARK	Veľká okružná 59A	010 01

List of branches as at 31 December 2025



15. Contact information

365.bank, a. s.
Dvořákovo nábrežie 4 811 02 Bratislava

Infoline: 0850 365 365 Email: hello@365.bank Internet: www.365.bank

This Annual Report was compiled in accordance with Act No. 431/2002 Coll. on Accounting. This Annual Report also serves as the annual financial report pursuant to Act No. 429/2002 Coll. on the Securities Exchange (hereinafter referred to as the „Securities Exchange Act"), as amended, since 365.bank is an issuer of securities that have been admitted to trading on a regulated market. The data presented in the Consolidated Financial Statements and in the Separate Financial Statements contain all information required by Section 77(2) of Act No. 566/2001 Coll. on Securities and Investment Services, as amended. This Annual Report contains a statement pursuant to Section 34(2)(c) of the Stock Exchange Act. Link to the website where the annual financial statements of the parent company are published in accordance with Section 34(3) of the Stock Exchange Act – the annual financial statements of the parent company J&T Finance Group SE, Czech Republic, are published at: https://www.jtfg.com/investori.

Method of disclosure of the Annual Report

365.bank, a. s., files its Annual Report, including Separate and Consolidated Financial Statements and the Auditor's Report, in the register of financial statements in accordance with the provisions of Act No. 431/2002 Coll. on Accounting, as amended. It discloses the Annual Report on the Internet on its website https://365.bank/informacie/vyrocne-spravy and also as a notice of publication in Hospodárske noviny.

Contact persons responsible for compiling this Annual Report:

Ján Džuppa (Head of finance)
jan.dzuppa@365.bank

Lucia Mitter (Marketing Communications Specialist)
lucia.mitter@365.bank

16. Consolidated financial statements

365.bank, a. s.

Consolidated Financial Statements
prepared in accordance with
International Financial Reporting Standards
as adopted by the European Union

for the year ended 31 December 2025
(English translation)

Consolidated Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

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This is an English language translation of the original Slovak language document.

Ernst & Young Slovakia, spol. s. r.o.
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811 02 Bratislava
Slovenská republika

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Independent Auditor's Report

To the Shareholders, Supervisory Board, Board of Directors and to the Audit Committee of 365.bank, a. s.:

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of 365.bank, a. s. ("the Bank") and its subsidiaries ("the Group"), which comprise the consolidated statement of financial position as at 31 December 2025, consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information and other explanatory information.

In our opinion, the accompanying consolidated financial statements of the Group give a true and fair view of the consolidated financial position of the Group as at 31 December 2025, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS accounting standards (International Financial Reporting Standards) as adopted by the European union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) as adopted by the Slovak Chamber of Auditors ("Code of Ethics for Auditors") within the scope applicable to audits of financial statements of public interest entities, including the ethical requirements of the Regulation of the European Parliament and of the Council (EU) No 537/2014 from 16 April 2014 on specific requirements, as applicable to audits of the financial statements of public interest entities ("Regulation No 537/2014") and Act No. 423/2015 on Statutory Audit and on the amendments and supplements to the Act on Accounting No. 431/2002, as amended ("Act on Statutory Audit"), that are relevant to audits of the financial statements of public interest entities in the Slovak Republic. We have also fulfilled our other ethical responsibilities in accordance with the Code of Ethics for Auditors, the ethical requirements of the Regulation No 537/2014 and the Act on Statutory Audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Spoločnosť zo skupiny Ernst & Young Global Limited
Ernst & Young Slovakia, spol. s r.o., IČO: 35 840 463, zapísaná v Obchodnom registri Mestského súdu Bratislava III, oddiel: Sro, vložka číslo: 27004/B a v zozname audítorov vedenom Slovenskou komorou audítorov pod č. 257.

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Impairment allowances for loans and advances to customers

Loans and advances to customers valued at amortized cost less impairment as at 31 December 2025 amount to EUR 3,224,206 thousand and represent a significant portion of the Group's total assets. As disclosed in Note 8 (Financial assets at amortised cost) to the consolidated financial statements, it included the gross book value of loans and advances valued at amortized cost of EUR 3,362,120 thousand and impairment allowance of EUR 137,914 thousand.

Determining the amount and the moment of recognizing impairment allowances for expected credit losses requires significant judgments and complex estimates of the management disclosed in Note 2 (Accounting policies) and Note 34 (Credit risk) to the consolidated financial statements. For exposures below EUR 300 thousand, it comprises assumptions built into statistical credit loss models, such as assessment of significant increase in credit risk, definition of default, incorporation of forward-looking information, calculation of the loss given default parameter and the recovery rates. For exposures above EUR 300 thousand individually, the Group performs an individual assessment based on the detailed review and analysis of the borrower's situation and for non-performing exposures, the judgments include identification of loss events other than overdue payments and estimation of timing and amount of expected cash flows from repayments and realization of collaterals.

The individual basis for calculating expected credit losses ("ECL"), based on probability-weighted scenarios, is then used for individually assessed exposures in Stage 3 and exposures in Stage 2 above EUR 50 million. Portfolio ECL calculation is used for all other instances.

Due to the significance of loans and advances in relation to the total assets and significance of the management's judgments and estimates and their complexity regarding the expected credit losses described above, we evaluated impairment allowances for loans and advances as a key audit matter.

As part of our audit procedures, we documented our understanding of the Group's credit risk management policies. We obtained an understanding, evaluated the design and tested the operating effectiveness of the internal controls over the approval, recording and monitoring of the loans, identification of loss events and impairment triggers and the process of calculating impairment allowances for loans and advances.

We reconciled a register of loans and advances with accounting records to assess completeness of the recognition of loans and advances, which create the basis for the calculation of impairment allowances for expected credit losses.

We involved credit risk specialists to assist us with assessment of the impairment allowances methodology, methods, results of the Group's tests of credit risk parameters (so called "back-testing"), credit rating models and credit risk parameter models, their assumptions and implementation in the system in accordance with the IFRS 9 requirements.

On a selected sample, we analyzed loan exposures assessed individually by the Group. For selected performing exposures, we analyzed the economic and financial situation of borrowers and fulfillment of the terms of loan agreements to evaluate appropriateness of the classification into risk categories, so-called 'staging'. In case of selected non-performing exposures, we assessed the reasonableness of the expected cash flows from repayments and recoverable amounts of collateral based on available financial and market data and we recalculated the individual impairment allowance.

We performed analytical procedures on disaggregated data on the development of the impairment allowance per portfolios, products and stages related to the development of the structure and characteristics of the credit portfolio including the impairment allowances, reflecting the quality of the loan portfolio in the light of the impairment allowances for expected credit losses for loans and advances aimed at identifying portfolios of loans and advances with understated impairment provisions.

We involved specialists in the field of IT systems to assist us with the testing of effectiveness of the control mechanisms of IT systems, in which the Group calculates the credit risk parameters and the impairment allowances for expected credit losses.

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We also assessed the disclosures in Note 2 (Accounting policies), Note 8 (Financial assets at amortised cost) and Note 34 (Credit risk) regarding expected credit losses for due from customers included in the consolidated financial statements in terms of their completeness and compliance with IFRS EU requirements.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with IFRS accounting standards (International Financial Reporting Standards) as adopted by the European union, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

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attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements including the presented information as well as whether the consolidated financial statements capture the underlying transactions and events in a manner that leads to their fair presentation.
- Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities within the Group as a basis for forming an opinion on the Group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purpose of the Group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters.

We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Report on Information Disclosed in the Consolidated Annual Report

Management is responsible for the information disclosed in the consolidated annual report, prepared based on requirements of the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Accounting"). Our opinion on the consolidated financial statements expressed above does not apply to other information contained in the consolidated annual report.

In connection with audit of the consolidated financial statements it is our responsibility to understand the information disclosed in the consolidated annual report and to consider whether such information is not materially inconsistent with audited consolidated financial statements or our knowledge about the Bank and its situation obtained in the audit of the consolidated financial statements, or otherwise appears to be materially misstated.

We considered whether the Group's consolidated annual report (except for the requirements related to sustainability reporting) contains information, disclosure of which is required by the Act on Accounting.

Based on procedures performed during the audit of consolidated financial statements, in our opinion:

- Information disclosed in the consolidated annual report prepared for 2025 is consistent with the consolidated financial statements for the relevant year,

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- The consolidated annual report (except for the requirements related to sustainability reporting) contains information based on the Act on Accounting.

Additionally, based on our understanding of the Group and its situation, obtained in the audit of the consolidated financial statements, we are required to disclose whether material misstatements were identified in the consolidated annual report, which we received prior to the date of issue of this auditor's report. In this regard, there are no findings which we should disclose.

Presentation of the Consolidated Financial Statements in Compliance with the Requirements of the European Single Electronic Format ("ESEF")

The management is responsible for the presentation of the consolidated financial statements for the year ended 31 December 2025 included in the Annual Financial Report that complies with the requirements of the Commission Delegated Regulation (EU) 2019/815 of 17 December 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council with regard to regulatory technical standards on the specification of a single electronic reporting format ("the ESEF Regulation"). The presentation of the consolidated financial statements for the year ended 31 December 2025 in electronic XHTML format marked up using the XBRL markup language is expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the compliance of the presentation of the accompanying consolidated financial statements with the requirements of the ESEF Regulation.

After management provides us with the electronic XHTML format of the accompanying consolidated financial statements, our responsibility will be to perform an engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits and Reviews of Historical Financial Information, with the objective to obtain reasonable assurance on the compliance of the consolidated financial statements with the requirements of the ESEF Regulation. Our updated auditor's report will either state that based on the procedures performed, the presentation of the consolidated financial statements complies, in all material respects, with the requirements of the ESEF Regulation, or we will describe any material non-compliance that we would identify in this respect.

Other requirements on content of auditor's report in compliance with Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities

Appointment and approval of Auditor

We were appointed as the statutory auditor by statutory body of the Bank on 18 June 2024 based on our approval by the General Meeting of Shareholders of the Bank on 20 November 2023. Total uninterrupted engagement period, including previous renewals (extension of the period for which we were originally appointed) and reappointments for the statutory auditor, has lasted for 2 years.

Consistence with Additional Report to the Audit Committee

Our audit opinion expressed herein is consistent with the additional report to the audit committee of the Bank, which we issued on 25 March 2026.

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

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Non-audit Services

No prohibited non-audit services referred to in Article 5(1) of Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities were provided and we remain independent from the Group in conducting the audit.

In addition to statutory audit services and services disclosed in the consolidated annual report and in the consolidated financial statements, no other services were provided by us to the Group.

30 March 2026
Bratislava, Slovak Republic

Ernst & Young Slovakia, spol. s r.o.
SKAU Licence No. 257

Ing. Marek Mikolaj, statutory auditor
UDVA Licence No. 1038

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

Consolidated Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

365 bank

A. Consolidated statement of financial position

EUR'000	Notes	31.12.2025	31.12.2024
Assets			
Cash, cash balances at central banks and other demand deposits	4	173,294	528,100
thereof: Cash and cash equivalents	4	101,283	496,115
Financial assets held for trading	5	-	17
Non-trading financial assets mandatorily at fair value through profit or loss	6	32,684	142,260
Financial assets at fair value through other comprehensive income	7	96,402	112,790
Financial assets at amortised cost	8	4,061,261	3,739,543
Debt securities	8	816,071	706,016
Loans and advances	8	3,224,206	3,010,934
thereof: Loans and advances to banks	8	8,752	13,501
thereof: Loans and advances to customers	8	3,215,454	2,997,433
Other financial assets	8	20,984	22,593
Derivatives – Hedge accounting	9	4,577	4,933
Investments in joint venture	10	969	900
Tangible assets	11	36,720	44,222
Intangible assets	12	49,254	49,060
Current tax assets		26,771	6,194
Deferred tax assets	13	38,967	29,223
Other assets	14	12,626	23,769
TOTAL ASSETS		**4,533,525**	**4,681,011**
Liabilities			
Financial liabilities held for trading	5	6	50
Financial liabilities at amortised cost	15	4,004,395	4,094,140
Deposits	15	3,741,845	3,763,924
thereof: Subordinated debt	15	8,019	8,021
Debt securities issued	15	188,895	295,137
Other financial liabilities	15	73,655	35,079
Derivatives – Hedge accounting	9	4,595	5,857
Provisions	16	403	371
Current tax liabilities		1,575	3,995
Other liabilities	17	25,466	26,027
Total liabilities		**4,036,440**	**4,130,440**
Share capital and share premium	18	367,043	367,043
Retained earnings	18	64,926	120,609
Other equity	18	65,116	62,919
Total equity	**18**	**497,085**	**550,571**
TOTAL EQUITY AND LIABILITIES		**4,533,525**	**4,681,011**

These consolidated financial statements, which include the notes on pages 13 - 75, were approved by the Board of Directors on 24 March 2026.

Chairman of the Board of Directors
Daniel Kollár

Member of the Board of Directors
Ladislav Karec

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Consolidated Financial Statements
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B. Consolidated statement of profit or loss and other comprehensive income

EUR'000	Notes	2025	2024
Statement of profit or loss			
Net interest income	21	141,026	144,140
Interest income calculated on an effective interest rate	21	189,883	191,131
Other interest income	20	464	766
Interest expenses	21	(49,321)	(47,757)
Net fee and commission income	22	49,158	76,422
Fee and commission income	22	74,808	99,775
Fee and commission expenses	22	(25,650)	(23,353)
Dividend income	23	36	52
Net gains from financial transactions	24	(11,671)	40,167
Other operating income and expenses	25	8,105	1,985
Staff expenses	26	(66,447)	(62,557)
Other administrative expenses	26	(43,340)	(42,712)
Depreciation	27	(18,022)	(16,154)
Release of provisions	28	2	59
Net impairment of financial assets not valued at fair value through profit and loss	28	(38,940)	(16,501)
Net impairment on non-financial assets	28	(3,314)	(13,644)
Share of the profit of investments in joint ventures and associates	10	458	408
Profit before special levy and before tax		**17,051**	**111,665**
Special levy		(10)	(23,887)
Profit after special levy and before tax		**17,041**	**87,778**
Income tax	29	(7,724)	(17,881)
PROFIT AFTER SPECIAL LEVY AND AFTER TAX		**9,317**	**69,897**
Statement of other comprehensive income			
Items that may be reclassified to profit or loss		2,197	1,688
Revaluation of debt securities at fair value through other comprehensive income		*3,531*	*3,225*
Impairment losses for debt securities at fair value through other comprehensive income		*(14)*	*(704)*
Deferred tax related to items that may be reclassified to profit or loss		*(1,320)*	*(833)*
Total other comprehensive income		**2,197**	**1,688**
TOTAL COMPREHENSIVE INCOME		**11,514**	**71,585**

The notes on pages 13 - 75 are an integral part of these consolidated financial statements.

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C. Consolidated statement of changes in equity

EUR'000	Share capital	Share premium	Legal reserve and other funds	Revaluation of FVOCI financial assets	Retained earnings	EQUITY ATTRIB. TO OWNERS OF THE PARENT	TOTAL EQUITY
Opening balance as of 1 January 2025	**366,305**	**738**	**73,261**	**(10,342)**	**120,609**	**550,571**	**550,571**
Total comprehensive income	-	-	-	**2,197**	**9,317**	**11,514**	**11,514**
Profit after special levy and after tax	-	-	-	-	9,317	9,317	9,317
Other comprehensive income	-	-	-	2,197	-	2,197	2,197
Other transactions	-	-	-	-	**(65,000)**	**(65,000)**	**(65,000)**
Dividends	-	-	-	-	(65,000)	(65,000)	(65,000)
Closing balance as of 31 December 2025	**366,305**	**738**	**73,261**	**(8,145)**	**64,926**	**497,085**	**497,085**

EUR'000	Share capital	Share premium	Legal reserve and other funds	Revaluation of FVOCI financial assets	Retained earnings	EQUITY ATTRIB. TO OWNERS OF THE PARENT	TOTAL EQUITY
Opening balance as of 1 January 2024	**366,305**	**738**	**73,261**	**(12,030)**	**260,712**	**688,986**	**688,986**
Total comprehensive income	-	-	-	**1,688**	**69,897**	**71,585**	**71,585**
Profit after special levy and after tax	-	-	-	-	*69,897*	*69,897*	*69,897*
Other comprehensive income	-	-	-	1,688	-	1,688	1,688
Other transactions	-	-	-	-	**(210,000)**	**(210,000)**	**(210,000)**
Dividends	-	-	-	-	(210,000)	(210,000)	(210,000)
Closing balance as of 31 December 2024	**366,305**	**738**	**73,261**	**(10,342)**	**120,609**	**550,571**	**550,571**

The notes on pages 13 - 75 are an integral part of these consolidated financial statements.

This is an English language translation of the original Slovak language document.

D. Consolidated statement of cash flows

EUR'000	Notes	2025	2024
Profit before special levy and before tax		**17,051**	**111,665**
Adjustments:			
Net interest income	21	(141,026)	(144,140)
Dividend income	23	(36)	(52)
Depreciation	27	18,022	16,154
Release of provisions	28	(2)	(59)
Losses on derecognition of non-financial assets, net	25	(20)	25
Gain from sale of investments	24	-	(264)
Net impairment of financial assets not valued at fair value through profit and loss	28	38,940	16,501
Net impairment on non-financial assets	28	3,314	13,644
Share of profit in jointly controlled entities		(458)	(408)
Cash flows (used in)/from operating activities before changes in working capital		**(64,215)**	**13,066**
(Increase)/decrease in operating assets:			
Cash balances at central banks	4	(40,026)	(964)
Financial assets held for trading	5	17	160
Non-trading financial assets mandatorily at fair value through profit or loss	6	109,577	50,624
Financial assets at amortised cost		(249,934)	(141,921)
Loans and advances		*(251,543)*	*(150,340)*
Other financial assets		*1,609*	*8,419*
Derivatives – Hedge accounting	9	357	2,025
Other assets	14	11,143	(7,959)
Increase/(decrease) in operating liabilities:			
Financial liabilities held for trading		(43)	(35)
Financial liabilities measured at amortised cost, excl. sub-debt, received loans and lease liabilities		8,849	16,094
Deposits		*(34,658)*	*22,966*
Other financial liabilities		*43,507*	*(6,872)*
Derivatives – Hedge accounting	9	(84)	(579)
Other liabilities	17	(561)	(3,577)
Cash flows used in operating activities before interest and income tax		**(224,920)**	**(73,066)**
Interest received		190,478	195,606
Dividends received	23	36	52
Interest paid		(46,899)	(42,481)
Income tax paid		(20,637)	(13,696)
Special levy paid		(20,462)	(32,645)
Net cash flows (used in)/from operating activities		***(122,404)***	***33,770***
Cash flows from investing activities			
Financial assets at amortised cost - debt securities			
Purchase		(173,685)	(42,516)
Proceeds from sale and maturity		64,344	83,384
Financial assets at fair value through other comprehensive income - debt securities			
Proceeds from sale and maturity		17,500	75,108
Investments in subsidiaries and joint ventures			
Proceeds from disposal of subsidiary, net of cash held by subsidiary	10	-	1,459
Other income		-	220
Tangible and intangible assets			
Purchase	11,12	(13,488)	(10,914)
Proceeds from sale		1,311	4,282
Net cash flows (used in)/from investing activities		***(104,018)***	***111,023***
Cash flows from financing activities			
Dividends paid		(65,756)	(210,068)
Debt securities issued			
Proceeds from issue of debt securities		30,000	149,120
Repayment of debt securities		(137,420)	-
Financial liabilities at amortised cost - received loans			
Loan paid		10,000	10,000
Financial liabilities at amortised cost - lease liabilities			
Lease payments		(5,234)	(5,199)
Net cash flows used in financing activities		***(168,410)***	***(56,147)***
Net (decrease)/increase in cash and cash equivalents	**4**	**(394,832)**	**88,646**
Cash and cash equivalents at the beginning of the period	**4**	**496,115**	**407,469**
Cash and cash equivalents at the end of the period	**4**	**101,283**	**496,115**

The notes on pages 13 - 75 are an integral part of these consolidated financial statements.

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Consolidated Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
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E. Notes to the consolidated financial statements

1. General information

365.bank, a. s. ('the Bank') was incorporated in the Commercial Register on 31 December 1992 and commenced its activities on 1 January 1993. On 3 July 2021, the Bank changed its business name to 365.bank, a. s. and provides both digital and branch network services. Poštová banka (365.bank, a. s., organizational unit Poštová banka) continues to provide its services at Slovenská pošta's offices. The registered office of the Bank is Dvořákovo nábrežie 4, 811 02 Bratislava. The Bank's identification ('IČO') is 31340890, tax ('DIČ') is 2020294221 and value added tax ('IČ DPH') number is SK7020000680. The Bank is registered as a VAT member of 365.bank group.

The Bank operates in the Slovak Republic through a network of branches, and, under a contract with Slovenská pošta, a.s., the Bank sells its products and services through post offices and financial services compartments located throughout the Slovak Republic.

Consolidated financial statements are the financial statements of the Bank and its subsidiaries, joint ventures and associates ('the Group').

The principal activities of the Group are as follows:

- accepting and providing deposits in euro and in foreign currencies,
- providing loans and guarantees in euro and foreign currencies,
- providing banking services to the public,
- providing services on the capital market,
- provision of investment services,
- managing pension funds,
- mediation of life and non-life insurance services,
- leasing, rental and factoring services.

The shareholder's structure is as follows:

Name of shareholder	Address	31 December 2025 Number of shares	31 December 2025 Ownership in %	31 December 2024 Number of shares	31 December 2024 Ownership in %
J&T FINANCE GROUP SE	Sokolovská 700/113 a, 186 00 Praha 8, Czech Republic	293,035	88.55%	293,035	88.55%
Investro, a. s.	Dúbravská cesta 14, 841 04 Bratislava, Slovak Republic	32,759	9.90%	32,759	9.90%
Slovenská pošta, a. s.	Partizánska cesta 9, 975 99 Banská Bystrica, Slovak Republic	4,918	1.49%	4,918	1.49%
Ministerstvo dopravy	Námestie slobody 6, 810 05 Bratislava, Slovak Republic	100	0.03%	100	0.03%
UNIQA Österreich Versicherungen AG	Untere Donaustrasse 21, 1029 Vienna, The Republic of Austria	87	0.03%	87	0.03%
Total		**330,899**	**100.00%**	**330,899**	**100.00%**

Members of the Board of Directors	
Andrej Zafko	Chairman
Peter Hajko	Board member
Ladislav Korec	Board member

Members of the Supervisory Board	
Jozef Tkáč	Chairman
Zuzana Žemlová	Board member since 20 December 2024
Vladimír Ohlídal	Board member til 16 June 2025
Anna Novotná	Board member since 19 June 2025

The consolidated financial statements of the Group for the year ended 31 December 2024 were approved by the Board of Directors on 26 March 2025 and are available at its registered office or on its homepage.

This is an English language translation of the original Slovak language document.

The Group's financial statements are included in the consolidated financial statements of J&T FINANCE GROUP SE, Sokolovská 700/113a, Karlín, 186 00 Prague 8, Czech Republic. The consolidated financial statements are available at the registered office of J&T FINANCE GROUP SE.

2. Accounting policies

2.1 Basis of preparation of the consolidated financial statements

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards ("IFRS"), as adopted by the European Union.

These financial statements are prepared as consolidated financial statements under Section 22 of the Slovak Act on Accounting 431/2002, as amended.

The financial statements were prepared using the going concern assumption that the Group will continue in operation for the foreseeable future.

These financial statements are presented in euro ("EUR"), which is the Group's functional currency. Except for otherwise indicated, financial information presented in euro has been rounded to the nearest thousand. The tables in these financial statements may contain rounding differences.

2.2 Subsidiaries and joint venture

As of 31 December 2025, the Bank held shares in the following subsidiaries and joint venture:

Company name	Activity	Ownership in %	
		31.12.2025	31.12.2024
Subsidiaries			
365.invest, správ. spol., a. s.	Asset management	100.00%	100.00%
Ahoj, a.s.	Consumer loans	100.00%	100.00%
PB Servis, a. s.	Real estate administration	100.00%	100.00%
PB Finančné služby, a. s.	Financial and operational leasing and factori	100.00%	100.00%
365.fintech, a.s.	Investment fund	100.00%	100.00%
Cards&Co, a. s.	Information technology services industry	100.00%	100.00%
DanubePay, a. s. *	Payment services	100.00%	100.00%
365.nadácia	Charitable foundation	x	x
Joint venture			
SKPAY, a. s.	Payment services	40.00%	40.00%

* DanubePay, a. s. is owned by the Bank indirectly through the company Cards&Co, a. s. which owns 100.00% of the respective company.

365.nadácia is not included in the consolidated financial statements.

2.3 Changes in accounting policies

The application of other accounting standards since 1 January 2025 had no significant impact on the financial statements of the Group.

2.4 Significant accounting methods and policies

(a) Basis for consolidation

Consolidated financial statements include the financial statements of the Bank and its subsidiaries.

IFRS 12 Disclosure of Interests in Other Entities requires disclosure of significant judgments and assumptions made in determining the nature of a company's shareholding or arrangement, interests in subsidiaries, joint ventures and associates, and in non-consolidated structured units. On the basis of the prepared analysis, the Group does not have investments in consolidated structured units or in non-consolidated structured companies.

A joint venture is an agreement in which the Bank has joint control, through which it has the right to net assets of the agreement, and not the right to assets and responsibility for the liabilities under this agreement.

i. *Business combinations*

In case of business combinations in which the Group acquires control, the acquisition method is applied. The consideration transferred in the acquisition is generally measured at fair value, similar to the net assets acquired. Reported goodwill is tested for impairment on an annual basis. Profit from a bargain purchase is re-assessed first. If it still exists, is recognised in the profit or loss statement immediately. Procurement costs (transaction costs) are recognised as an expense in the period in which they arise, excluding costs relating to the issue of debt securities and equity securities.

If part of the consideration given is not the amount that relates to the settlement of relationships existing before the business combination then these amounts are recognised in the income statement.

A contingent consideration is measured at fair value at the acquisition date. If the obligation to pay a contingent consideration exists, which meets the definition of a financial instrument classified as equity, the contingent consideration is not remeasured, and its settlement is recognised in equity. Otherwise, subsequent changes in the fair value of the contingent consideration are recognised in profit or loss.

ii. *Subsidiaries*

Subsidiaries are entities which are controlled by a group. The Group controls an entity when it is exposed to, or is entitled to, a variable return on its exposure to that entity, and is able to influence that return by its authority over that entity. Subsidiaries' financial statements are included in the consolidated financial statements, from the date of control to the loss of control date.

iii. *Minority interests*

Minority interests are measured at the proportion of the identifiable net assets of the entity procured at the date of acquisition. Changes in the Group's interests in the subsidiary, which do not result in the loss of control, are recognised in equity.

iv. *Loss of control*

If the Group loses control, it derecognises the assets and liabilities of the subsidiary, related non-controlling interests, and other equity. Profit or loss that arises from the loss of control is recognised in profit or loss. If the Group retains non-controlling interest in the former subsidiary, it is measured at fair value at the date when the control is lost.

v. *Transactions eliminated from consolidation*

Account balances and intragroup transactions, as well as any unrealised income, and expenses arising from intragroup transactions, are eliminated in the preparation of the consolidated financial statements. Unrealised gains on transactions with equity-settled entities are eliminated against investments in these entities, up to the Group's share in these entities. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment of the investment.

vi. *Method of consolidation*

The Bank assessed its shares and control in subsidiaries, jointly controlled entities and associates, in accordance with *IFRS 10 Consolidated Financial Statements*, *IFRS 11 Joint Arrangements* and *IFRS 12 Disclosure of Interests in Other Entities*. Subsidiaries are consolidated using the full consolidation method. The joint ventures are consolidated in accordance with *IFRS 11 Joint Arrangements* by the equity method.

Company name	Share in %		Method of consolidation
	31.12.2025	31.12.2024	
Subsidiaries			
365.invest, správ. spol., a. s.	100.00%	100.00%	full consolidation
Ahoj, a.s.	100.00%	100.00%	full consolidation
PB Servis, a. s.	100.00%	100.00%	full consolidation
PB Finančné služby, a. s.	100.00%	100.00%	full consolidation
365.fintech, a.s.	100.00%	100.00%	full consolidation
Cards&Co, a. s.	100.00%	100.00%	full consolidation
DanubePay, a. s.	100.00%	100.00%	full consolidation
Joint venture			
SKPAY, a. s.	40.00%	40.00%	equity method

(b) Foreign currency

Transactions denominated in foreign currencies are translated into euro at the exchange rate valid on the date of the transaction. Financial assets and liabilities in foreign currencies are translated at the exchange rate valid on the balance sheet date. All resulting gains and losses are recorded in *Net gains/(losses) from financial transactions* in the statement of profit or loss.

(c) Interest income and expenses

Interest income and expense are recognised in profit or loss using the effective interest rate (*'EIR'*) method. EIR is the rate that exactly discounts the estimated future cash payments and receipts through the expected life of the financial asset or liability to the carrying amount of the financial asset or liability. EIR is determined on initial recognition of the financial asset and liability, and is not revised subsequently.

The calculation of EIR rate does not consider expected credit losses and includes all fees paid or received, transaction costs, and discounts or premiums, that are an integral part of the effective interest rate. Transaction costs are incremental costs that are directly attributable to the acquisition, issue or retirement of a financial asset or liability.

Interest income and expenses from financial assets and liabilities at fair value through profit or loss are presented as part of *Net interest income*, and changes in the fair values of such instruments are presented at fair value in *Net gains/(losses) from financial transactions*.

(d) Fee and commission income and expenses

Fee and commission income from customer contracts are measured by consideration stipulated in the contract The Group recognises revenue upon delivery of the service to the customer. The following paragraphs provide information on the nature and timing of the fulfilment of obligations arising from contracts and related revenue recognition principles. When deciding on the timing and amount of recognised income, the Group follows the *IFRS 15 Revenue from Contracts with Customers*.

The Group provides services to retail and corporate clients, which include account management fees, provision of overdraft and credit facilities, provision of loan commitments and financial guarantees, execution of foreign currency transactions and service fees.

Transaction-based fees such as service fees, investment management fees, sales commissions, placement fees and syndicated product fees are recognised when the related services are rendered.

Fee and commission income and all expenses which form an integral part of the EIR financial asset or liability valued at amortized cost using EIR are included in the EIR calculation. Revenue from accounting services and service fees are recognized over time as the services are rendered. Loan provision fees are recognised on a pro rata basis over the commitment period.

Fees related to services provided over time are accrued. These include commitment fees, guarantee fees and other fees arising from the provision of loans, income from asset management commissions, custody and other management and advisory fees. Payment services include, in part, service fees that are settled over time such as recurring card fees.

Income from fees for the provision of transaction services, such as collateral of the acquisition and sale of shares or other securities on behalf of customers or foreign exchange transactions, as well as income from commissions for services such as the sale of collective investments and insurance products, are recognised

after the completion of the transaction. Payment services include, in part, transaction-based fees, such as withdrawal fees.

The Group also provides asset management services. The management fees are based on a fixed percentage of the managed assets and are deducted from the client's asset account. Income from these fees is recognised when the related services are rendered.

(e) Net gains or losses from financial transactions

Net gains or losses from financial transactions comprise the following transactions:

- net gains or losses on derecognition of financial assets and liabilities not measured at fair value through profit or loss;
- net gains or losses on financial assets and liabilities held for trading;
- net gains or losses on non-trading financial assets mandatorily at fair value through profit or loss;
- net gains or losses) on financial assets and liabilities designated at fair value through profit or loss;
- net gains or losses from hedge accounting;
- foreign exchange differences.

(f) Dividend income

Dividend income is recognised when the right to receive income is established.

(g) Income tax

Income tax expense comprises current and deferred tax. Income tax expense is recognised in profit or loss, except for items recognised directly in equity and in other comprehensive income.

Current tax is the expected tax payable on taxable income for the year, calculated using the tax rate valid at the end of the reporting period, and including any adjustment to tax payable in respect of previous years.

Deferred tax is calculated using the balance sheet method, providing for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes, and the amounts used for taxation purposes. Deferred
tax is calculated using the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

A deferred tax asset is recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

In 2024, the Bank was again required to pay a special levy on business activities in regulated sectors. According to International Financial Reporting Standards, this special levy represents a form of income tax, and therefore, this financial statement includes the following terms:
- profit before special levy and before tax,
- profit after special levy and before tax and
- profit after special levy and after tax.

(h) Financial assets

i. Initial recognition

The Group initially recognises loans, advances and other financial assets on the date they are originated. All purchases and sales of securities are recognised on settlement day. Derivative instruments are initially recognised on the trade date, when the Group becomes a contractual party in relation to the instrument.

Financial assets are measured initially at fair value, plus transaction costs that are directly attributable to their acquisition or issue (for items that are not valued at fair value through profit or loss). Immediately after initial recognition, an expected credit loss allowance ('ECL') is recognised for financial assets measured at amortised cost or FVOCI.

ii. Classification and subsequent measurement

The Group classifies its financial assets into the following measurement categories:

- amortised cost ('AC')
- fair value through profit or loss ('FVPL')
- fair value through other comprehensive income ('FVOCI')

The classification requirements for debt and equity instruments under *IFRS 9 Financial Instruments* are described below.

Debt instruments

Debt instruments are those instruments which meet the definition of financial liability from the issuer's perspective, such as loans, government and corporate bonds, and trade receivables purchased from clients in factoring and other financial assets.

Classification and subsequent measurement of debt instruments depends on:

a. Business model for managing the assets

The business model reflects how the Group manages the assets in order to generate cash flows. That is, whether the Group's objective is solely to collect the contractual cash flows from the assets, or to collect both the contractual cash flows and cash flows arising from the sale of assets. If neither of these is applicable (e.g. the financial assets are held for trading purposes), then financial assets are classified as part of the 'other' business model and measured at FVPL.

Factors considered by the Group in determining the business model for a Group of assets include past experience on how the cash flows for these assets were collected, how the asset's performance is evaluated and reported to key management personnel, how risks are assessed and managed, and how managers are compensated.

The Group evaluates the business model for asset management on a portfolio basis. Financial assets are classified into groups of products with the same characteristics in relation to cash flows.

b. Cash flow characteristics of the assets

Where the business model is to hold assets to collect contractual cash flows or to collect contractual cash flows and sell, the Group assesses whether the financial instruments' cash flows represent solely payments of principal and interest (the 'SPPI test'). In making this assessment, the Group considers whether the contractual cash flows are consistent with a basic lending arrangement (interest includes only consideration for the time value of money), credit risk, or other basic lending risks plus a profit margin. Where the contractual terms introduce exposure to risk or volatility that are inconsistent with a basic lending arrangement, the related financial asset is classified and measured at fair value through profit or loss.

Financial assets with embedded derivatives are treated as a whole when determining whether their cash flows represent only principal and interest payments.

The Group reclassifies debt investments only when its business model for managing those assets changes. The reclassification takes place from the start of the first reporting period following the change. It is expected that such changes will not occur, or they will be very infrequent.

Based on the business model and SPPI test, the Group classifies its debt instruments into one of the following measurement categories:

- *Amortised cost*

(A) Cash, cash balances at central banks and other demand deposits

Cash and cash balances at central banks comprise cash on hand, unrestricted cash balances at central banks, and other demand deposits at other credit institutions. Collateral accounts at other credit institutions, whose use is restricted, are reported within *Financial assets at amortised cost*.

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(B) Financial assets at amortised cost

Assets that are held for collection of contractual cash flows, where those cash flows represent solely payments of principal and interest, and that are not designated at FVPL, are measured at amortised cost. The amortised cost of a financial asset is the amount at which the financial asset is measured at initial recognition, minus principal repayments, plus or minus cumulative amortisation, using the effective interest rate method, of any difference between the initial amount recognised and the maturity amount. The carrying amount of these assets is adjusted by any expected credit loss allowance. Interest income from these financial assets is included in *Net interest income* using the effective interest rate method.

- *Fair value through profit or loss*

(A) Financial assets held for trading

Financial assets that the Group acquires or incurs principally for the purpose of selling or repurchasing in the near term or holds as part of a portfolio that is managed to achieve short-term profit or to maintain position. These assets do not meet the criteria for amortised cost or FVOCI based on Group's business model, so they are measured at FVPL. A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss, and is not part of a hedging relationship, is recognised in the profit or loss statement within *Net gains/(losses) from financial transactions* in the period in which it arises.

(B) Non-trading financial assets mandatorily at fair value through profit or loss

Assets whose cash flows do not represent solely payments of principal and interest, and therefore fail the SPPI test, are mandatorily measured at FVPL. Their measurement and subsequent recognition are the same as for financial assets held for trading.

(C) Financial assets designated at fair value through profit or loss

Under *IFRS 9 Financial Instruments*, it is permitted to irrevocably designate financial assets at FVPL, if doing so significantly reduces or eliminates a mismatch created by assets and liabilities being measured on different basis. The Group did not use the fair value option for any financial assets that meet the criteria for measurement at amortised cost or FVOCI.

- *Fair value through other comprehensive income*

Financial assets at fair value through other comprehensive income

Financial assets that are held both for collection of contractual cash flows and for selling the assets, where the assets' cash flows represent solely payments of principal and interest, and that are not designated at FVPL, are measured at FVOCI. Movements in the carrying amount are measured through OCI, except for the recognition of impairment gains or losses, interest revenue, and foreign exchange gains and losses on the instrument cost, which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss and recognised in *Net gains/(losses) from financial transactions*. Interest income from these financial assets is included in *Net interest income* using the effective interest rate method.

Equity instruments

Equity instruments are instruments that meet the definition of equity from the issuer's perspective; that is, instruments that do not contain a contractual obligation to pay and that evidence a residual interest in the issuer's net assets.

The Group subsequently measures all equity investments at fair value through profit or loss, except where the Group's management has elected at initial recognition, to irrevocably designate an equity investment at fair value through other comprehensive income. When this election is used, fair value gains and losses are recognised in OCI and are never reclassified to profit or loss, including derecognition.

Dividends, when representing a return on such investments, continue to be recognised in profit or loss as other income when the Group's right to receive payments is established within *Dividend income*.

Gains and losses on equity investments at FVPL (those designated at FVPL or classified as held for trading) are included within *Net gains/(losses) from financial transactions* in the statement of profit or loss.

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No expected credit losses are reported for equity instruments.

The Group concluded that share certificates held in the Group's portfolio meet the definition of puttable instruments. According to *IFRS 9 Financial Instruments*, puttable instruments do not meet the definition of an equity instrument, and therefore entities cannot make an irrevocable election to present the changes in fair value of such instruments in other comprehensive income. Due to cash flow characteristics of assets, share certificates fail to meet the solely payments of principal and interest requirement. As a result, these instruments are classified as *Non-trading financial assets mandatorily at fair value through profit or loss.*

iii. Identification and measurement of credit losses

Credit loss is the difference between all contractual cash flows that are attributable to the entity in accordance with the contract, and all cash flows that are expected to be received, discounted at the original effective interest rate. In estimating cash flows, the Group considers all the terms and conditions of the financial asset during the expected life of that financial asset. Considered cash flows should also include cash flows from sale of collateral, or any other form of credit risk mitigation that is an integral part of the terms and conditions.

The Group assesses expected credit losses associated with its debt instrument assets carried at amortised cost and FVOCI, and with exposures arising from loan commitments and financial guarantee contracts. The Group recognises a loss allowance for such losses at each reporting date.

The measurement of ECL reflects:

- an unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
- the time value of money;
- reasonable and supportable information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

Note *34. Credit risk* provides more detail of how the expected credit loss allowance is measured.

iv. Derecognition

The Group derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the contractual rights to receive the cash flows from the financial asset, in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets, which is created or retained by the Group, is recognised as a consolidated asset or liability.

The Group enters contracts whereby it transfers assets recognised in its statement of financial position but retains either all risks or rewards of the transferred assets or a portion of them. If all, or substantially all, risks and rewards are retained, then the transferred assets are not derecognised from the statement of financial position.

Transfers of assets with retention of all or substantially all risks and rewards include, for example, securities lending and repurchase transactions.

The Group also derecognises certain assets when it writes off assets deemed to be uncollectible.

v. Modifications of financial assets

If there is a change in the contractual terms, the Group evaluates whether there is a significant change in the contractual cash flows. Significant modifications to cash flows result in the derecognition of the original financial asset and a new financial asset is recognised at fair value.

If the modification does not result in the derecognition of the financial asset, the Group recalculates the gross carrying amount as the present value of changed cash flows discounted by the original EIR. Difference between the new and the original values is recognised in the statement of profit or loss as "*Net profit/(loss) from the modification of financial assets*". The impact of the modifications was insignificant during the reported accounting periods.

(i) Derivatives

Derivatives are measured at fair value in the statement of financial position. Changes in fair value depend on their classification:

Hedging derivatives

Under the Group's strategy, hedging derivatives are designed to hedge and manage selected risks.

The Group has elected to adopt *IFRS 9 Financial Instruments* for hedge accounting purposes and in the area of macro hedging derivatives, the Group has decided to continue to apply *IAS 39 Financial Instruments: Recognition and Measurement*.

The main Group criteria for classification of hedging derivatives in the area of micro hedging are as follows:

- the relationship between hedging instrument and hedged item, in meaning of risk characteristics, function, target and strategy of hedging is formally documented at origination of the hedging transaction, together with the method that is used for assessment of effectiveness of the hedging relationship;
- the relationship between hedging instrument and hedged item is formally documented at the origination of the hedging transaction and the Group expects that it will decrease the risk of the hedged item;
- hedging meets all effectiveness criteria:
    - there is an economic relationship between the hedging instrument and hedged item;
    - the effect of credit risk does not dominate the value changes that result from that economic relationship;
    - the hedge ratio of the hedge is the same as the hedge ratio resulting from the amount of the hedging instrument used by the entity for hedging of the hedged item. However, this indication should not reflect the imbalance between the weighted shares of the hedged item and the hedging instrument that could create hedge ineffectiveness (whether or not recognised), that could also result in a business result inconsistent with the purpose of hedge accounting.

A hedging relationship in the area of macro hedging qualifies for hedge accounting if, and only if, all of the following conditions are met.

- at the inception of the hedge there is formal designation and documentation of the hedging relationship and the entity's risk management objective and strategy for undertaking the hedge;
- the hedge is expected to be highly effective in achieving offsetting changes in fair value or cash flows attributable to the hedged risk, consistently with the originally documented risk management strategy for that particular hedging relationship;
- for cash flow hedges, a forecast transaction that is the subject of the hedge must be highly probable and must present an exposure to variations in cash flows that could ultimately affect profit or loss;
- the effectiveness of the hedge can be reliably measured, ie the fair value or cash flows of the hedged item that are attributable to the hedged risk and the fair value of the hedging instrument can be reliably measured;
- the hedge is assessed on an ongoing basis and determined actually to have been highly effective throughout the financial reporting periods for which the hedge was designated.

The hedged item in the case of macro-hedging is a part of consumer and mortgage loans with a fixed rate denominated in EUR, excluding loans overdue for more than 90 days. The volume of the hedged item and derivative changes continuously based on the development of the loan portfolio.

Individual loans are assigned to time baskets according to their repayment schedule (when fixed to maturity) or according to refixation (currently mainly mortgage loans). For that reason, it is subject to the same risk, namely the risk of changing the swap curve in EUR.

The Group uses 3M time baskets for portfolio hedging purposes. The mapping methodology is identical to the approved methodology for mapping interest time baskets, which take into account early repayment and loans in arrears of more than 90 days.

The purpose of the hedging is to minimize the interest risk resulting from the movement of market interest rates in EUR and to eliminate the "accounting discrepancy" between the accounting of the fair value of the IRS (hedging instrument) through the P&L and the regular accounting of the portfolio of consumer and mortgage loans (hedged item).

i. Fair value hedge

The Group uses financial derivatives to manage the level of risk in relation to interest rate risk. The Group uses hedging derivatives to hedge the fair value of recognised assets. In the case of micro-hedging the Group hedges the fair value of bonds with fixed coupon. In the case of macro-hedging the Group hedges the fixed interest rate loan and advances portfolio. As the purchase of bonds with fixed coupon and origination of loans and advances with fixed interest rate increases the interest rate risk of the Group, the Group enters into interest rate swaps to hedge the changes in fair value, caused by changes in risk-free interest rates, and pays a fixed and receives a floating rate. The notional and fair values of the aforementioned hedging derivatives are described in note 9. *Hedging derivatives*.

Changes in fair value without interest component (clean price) of hedging instruments are recognised in the profit or loss statement line as Net gains/(losses) from financial transactions. For micro-hedging, changes in fair value without interest component of the hedged items attributable to the hedged risk adjust the carrying amount of the hedged item and is recognised in profit or loss as *Net gains/(losses) from financial transactions*. For macro-hedging, changes in fair value, without the interest component of the hedged items are presented also at the row *Derivatives – Hedge accounting* and in profit and loss are also included in *Net gains / (losses) from financial transactions.*

Interest expense and interest income from hedging instruments are presented together with interest income and expense from hedged items, in the consolidated profit and loss statement under *Net interest income*. The positive value of hedging instruments is recognised in the consolidated statement of financial position as an asset in *Derivatives - Hedge accounting*. The negative value of hedging instruments is recognised as a liability in *Derivatives – Hedge accounting.* A summary of hedging derivatives is presented in note 9. *Hedging derivatives*.

If the derivative expires or is sold, terminated, exercised, no longer meets the criteria for fair value hedge accounting, then hedge accounting is discontinued. Any adjustment up to that point to a hedged item for which the effective interest method is used, is amortised in profit or loss as part of the recalculated effective interest rate of the item over its remaining life.

Other non-trading derivatives

When a derivative is not held for trading and is not designated in a qualifying hedge relationship, all changes in its fair value are recognised immediately in profit or loss as a component of *Net gains/(losses) from financial transactions.*

Embedded derivatives

Certain derivatives are embedded in hybrid contracts, such as the conversion option in a convertible bond. If the hybrid contract contains a host that is a financial asset, then the Group assesses the entire contract as a financial asset and applies classification and measurement accounting principles according to *IFRS 9 Financial Instruments*.

Otherwise, the embedded derivatives are treated as individual derivatives when:

- their economic characteristics and risks are not closely related to those of the host contract;
- a separate instrument with the same terms would meet the definition of a derivative;
- the hybrid contract is not measured at fair value through profit or loss.

These embedded derivatives are separately accounted for at fair value, with changes in fair value recognised in the statement of profit or loss, unless the Group chooses to designate the hybrid contracts at fair value through profit or loss.

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Consolidated Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

(j) Tangible and intangible assets

i. Recognition and measurement

Items of tangible and intangible assets are measured at cost, less accumulated depreciation and impairment losses. Cost includes expenditures that are directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of related equipment is capitalised as part of the cost of that asset. When separate parts of a particular asset have different useful lives, they are accounted for as separate items (major components) or assets.

ii. Subsequent costs

The cost of replacing part of an item of tangible asset is recognised in the carrying amount of the item, if it is probable that the future economic benefits embodied within the part of asset will flow to the Group, and its cost can be reliably measured. The costs of day-to-day maintenance of tangible assets are recognised in profit or loss as incurred.

iii. Depreciation

Depreciation and amortisation are recognised in profit or loss on a straight-line basis over the estimated useful lives of each part of an item of tangible and intangible assets. Land is not depreciated. Depreciation of tangible and intangible assets commences as soon as they are put into use.

The estimated useful lives for the current and comparative periods are as follows:

Type of asset	Period	Method
Buildings	40 years	straight line
Hardware	2 – 8 years	straight line
Fittings and other equipment	2 – 15 years	straight line
Software	individual	straight line
Other intangible assets	individual	straight line

Depreciation methods, useful lives and residual values are reassessed at each reporting date.

iv. Goodwill

Goodwill arising in a business combination is determined as the excess of the acquisition cost of the subsidiary's share over the Group's share of the fair value of the assets, liabilities and contingent liabilities of the subsidiary. Goodwill is recognised as part of intangible assets in the statement of financial position.

Goodwill is stated at cost less impairment. Write-offs are not recognised, goodwill is tested for impairment each year and, if the goodwill is greater than the recoverable amount, the difference is recognised as a write-down in the profit and loss statement.

(k) Right-of-use assets and lease liabilities

The Group assesses whether the contract is a lease or contains a lease, according to *IFRS 16 Leases*, at the inception of the contract. The contract is a lease, or contains a lease, when it conveys a right to use the underlying asset for a period of time in exchange for consideration. In cases where the contract is a lease, or contains a lease, the Group accounts for each lease component relating to the contract separately from the non-lease components of the contract.

The Group as a lessee recognises initially the right-of-use asset and the lease liability. The right-of-use asset is measured at cost, which equals the initial measurement of the lease liability. On the commencement day, the Group recognises the lease liability as a present value of minimum lease payments over the lease term, which were not paid until the commencement day. The lease term is a non-cancellable period of a lease, together with periods covered by an option to extend the lease – if the lessee is reasonably certain to exercise that option, and periods covered by an option to terminate the lease – if the lessee is reasonably certain not to exercise that option. Lease payments are discounted using the interest rate implicit in the lease in relation to the operating lease of cars and using the incremental borrowing rate in relation to other leasing contracts, or leasing contracts containing a lease.

Right-of-use assets are depreciated evenly over the shorter of either the lease term or the useful life.

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The Group uses portfolio approach for contracts with similar characteristics when accounting for the lease.

Right-of-use assets are represented mainly by the lease of headquarter and branch premises, office space in post offices, IT lease contracts, lease of cars, and lease of other devices. The Group applies exemptions related to short term leases, i.e. lease contracts or contracts containing a lease with a lease term of 12 months or less, and to low value leases. Lease payments are recognised evenly as an expense over the lease term.

Right-of-use assets are presented in note *11. Tangible assets,* and lease liabilities are presented in note *15. Financial liabilities at amortised cost*.

Interest expenses relating to lease liabilities are presented separately from depreciation relating to right-of-use assets.

(l) Financial leasing

The primary focus of financial leasing has been the financing of agricultural assets. Given that the Group's overarching business strategy prioritizes retail banking over the corporate assets portfolio, the Group has ceased approving new financing. All efforts are now concentrated on managing and servicing the existing portfolio, ensuring the successful fulfillment of current contracts, and providing support to clients until all obligations are fully satisfied.

As a lessor, the Group typically retains ownership rights in the leased assets. The strategy for managing the risks associated with these rights includes:

- ongoing monitoring - throughout the duration of each lease, monitoring for any signs of financial distress or potential default at an early stage to mitigate the risk of asset deterioration or loss;
- asset protection and maintenance - mandating that lessees maintain the assets in good condition and adhere to all relevant regulatory requirements (to ensure the residual value of the assets remains intact in the event of repossession; inspections are conducted as necessary to ensure compliance);
- insurance coverage - unless otherwise agreed, all financed assets must be adequately insured, and the lessee is required to maintain appropriate insurance policies to protect against loss, damage, or theft;
- repossession and liquidation - in the event of a default, the strategy encompasses clear, legally-defined processes for the repossession and liquidation of the assets;
- residual value risk - evaluating the potential residual value of assets upon lease termination or repossession; the strategy involves determining appropriate depreciation rates and ensuring that residual values are realistic, thereby mitigating the risk of overestimating the final worth of the asset.

(m) Impairment losses on non-financial assets

The carrying amounts of the Group's non-financial assets, other than deferred tax assets, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

An impairment loss is recognised if the carrying amount of an asset, or its cash-generating unit, exceeds its recoverable amount. A cash-generating unit is the smallest identifiable asset group that generates cash flows which are largely independent from other assets and groups.

Impairment losses are recognised directly in profit or loss. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the units, and then to reduce the carrying amount of the other assets in the unit (or group of units) on a *pro rata* basis.

The recoverable amount of an asset or cash-generating unit is the greater of its value in use, or its fair value less costs to sell. In assessing value in use, estimated future cash flows are discounted to their present value, using a pre-tax discount rate that reflects current market assessments of the time value of money and the risk specific to the asset.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

(n) Financial liabilities

i. Initial recognition

The Group initially recognises deposits by banks and customers, loans received, and other financial liabilities on the date they are originated. Derivative instruments are initially recognised on the trade date, when the Group becomes the contractual party in relation to the instrument.

Financial liabilities are measured initially at fair value, including transaction costs which are directly attributable to their acquisition or issue (for items that are not measured at fair value through profit or loss).

ii. Classification and subsequent measurement

In both the current and prior periods, financial liabilities are classified as subsequently measured at amortised cost, except for:

- financial liabilities at fair value through profit or loss: this classification is applied to derivatives, financial liabilities held for trading (e.g. short positions in the trading book), and other financial liabilities designated as such at initial recognition. Gains or losses on financial liabilities, designated at fair value through profit or loss, are presented partially in other comprehensive income (the amount of change in the fair value of the financial liability that is attributable to changes in the credit risk of that liability, which is determined as the amount that is not attributable to changes in market conditions that give rise to market risk), and partially profit or loss (the remaining amount of change in the fair value of the liability). This is unless such a presentation would create, or enlarge, an accounting mismatch, in which case the gains and losses attributable to changes in the credit risk of the liability are also presented in profit or loss;
- financial liabilities arising from the transfer of financial assets which did not qualify for derecognition, whereby a financial liability is recognised for the consideration received for the transfer. In subsequent periods, the Group recognises any expense incurred on the financial liability;
- financial guarantee contracts and loan commitments.

iii. Derecognition

The Group derecognises a financial liability when its contractual obligations are fulfilled, cancelled or expire.

(o) Financial guarantees and loan commitments

Financial guarantees are contracts based on which the Group undertakes to make a payment in favour of the creditor in order to compensate the incurred loss, if the debtor fails to pay at the due date under the original or modified terms of the instrument.

Loan commitments are the Group's commitments to provide loan under predetermined conditions.

Provided financial guarantees and loan commitments are initially measured at fair value. Subsequently, they are measured at the higher of the originally recognised amount less impairment allowance in compliance with *IFRS 9 Financial Instruments* and the initially recognised amount less cumulative revenue recognised in accordance with *IFRS 15 Revenue from Contracts with Customers*.

Other loan commitments are measured as the total of impairment allowances in accordance with *IFRS 9 Financial Instruments* and the amounts of all fees received less cumulative income, if it is unlikely that the obligation would result in a specific loan agreement.

(p) Provisions

A provision is recognised if, as a result of a past event, the Group has a present legal or constructive obligation arising from the past event and whose impact can be reliably estimated , and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the

expected future cash flows at a pre-tax rate that reflects the current market assessment of the time value of money and, where appropriate, the risks specific to the liability.

Provisions for off-balance sheet exposures arising from provided loan and other commitments and from provided guarantees are calculated in accordance with *IFRS 9 Financial Instruments* on the basis of the same principles as the ECL for financial assets.

(q) Employee benefits

i. Termination benefits

Termination benefits are recognised as an expense when the Group is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to terminate employment before the normal retirement date.

ii. Short-term employee benefits

Short-term employee benefits obligations are measured on an undiscounted basis and are expensed when the related service is provided. A provision is recognised for the amount expected to be paid under short-term cash bonus, or profit-sharing plans, if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be reliably estimated.

(r) Offsetting

In general, financial assets and liabilities are not offset. They are presented net in the statement of financial position only when the Group has a legal right to offset the amounts and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

The right to offset financial assets and financial liabilities is applicable only if it is not contingent on a future event, and is enforceable by all counterparties in the normal course of business, as well as in the event of insolvency and bankruptcy. Compensation mainly concerns supplier-customer relations, and it is booked based on offsetting supporting evidence.

Income and expenses are presented on a net basis only when permitted by the reporting standards, or for gains and losses arising from a group of similar transactions, such as in the Group's trading activity.

(s) New standards and interpretations not yet adopted

As of the approval date of these financial statements, the IASB has issued and the EU has adopted the following standards, interpretations, and amendments to standards that have not yet come into effect:

- ***IFRS 9 Financial Instruments*** *and* ***IFRS 7 Financial Instruments: Disclosures - Classification and Measurement of Financial Instruments (Amendments)****. In May 2024, the IASB issued amendments to the Classification and Measurement of Financial Instruments which amended IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures and they become effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted.*

- ***IFRS 9 Financial Instruments*** *and* ***IFRS 7 Financial Instruments: Disclosures - Contracts Referencing Nature-dependent Electricity (Amendments)****. In December 2024, the IASB issued targeted amendments for a better reflection of Contracts Referencing Nature-dependent Electricity, which amended IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures and they become effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted.*

- ***Annual Improvements to IFRS Accounting Standards – Volume 11****. In July 2024, the IASB issued Annual Improvements to IFRS Accounting Standards – Volume 11. An entity shall apply those amendments for annual reporting periods beginning on or after January 1, 2026. Earlier application is permitted.*

As of the approval date of these financial statements, the IASB has issued, but the EU has not approved, the following standards, interpretations, and amendments to standards that have not yet come into effect:

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- ***IFRS 18 Presentation and Disclosure in Financial Statements****. In April 2024, the IASB issued the IFRS 18 - Presentation and Disclosure in Financial Statements which replaces IAS 1 - Presentation of Financial Statements and it becomes effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.*

- ***IFRS 19 Subsidiaries without Public Accountability: Disclosures (including amendments)****. In May 2024, the IASB issued the IFRS 19 - Subsidiaries without Public Accountability: Disclosures, and in August 2025 the IASB issued amendments to IFRS 19. IFRS 19 (including the amendments) becomes effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.*

- ***IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency (Amendments)****. In November 2025, the IASB issued amendments to Translation to a Hyperinflationary Presentation Currency which amend IAS 21 The Effects of Changes in Foreign Exchange Rates, and they become effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.*

- ***Amendment in IFRS 10 Consolidated Financial Statements*** *and* ***IAS 28 Investments in Associates and Joint Ventures: Sale or Contribution of Assets between an Investor and its Associate or Joint Venture****. In December 2015, the IASB postponed the effective date of this amendment indefinitely pending the outcome of its research project on the equity method of accounting.*

The Group has decided not to adopt the new standard and amendments to existing standards before their effective date. According to the Group's estimates, compliance with these standards and amendments to existing standards, when first applied, will not have any significant impact on the Group's financial statements.

(t) New standards and interpretations effective January 1, 2025

- ***IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (Amendments)****. The amendments are effective for annual reporting periods beginning on or after January 1, 2025.*

The newly adopted IFRS Accounting Standard did not have a material impact on the Bank's accounting policies.

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3. Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies, and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, and in any future periods affected.

This note provides an overview of the areas that involve a higher degree of judgement or complexity, and major sources of estimation uncertainty that have a significant risk of resulting in a material adjustment within the next financial year. Detailed information about each of these estimates and judgements is included in the related notes.

Expected credit losses

The measurement of ECL allowance for debt financial assets measured at amortised cost and FVOCI, financial guarantees and loan commitments, is an area that requires the use of complex models and significant assumptions about future economic conditions and credit behaviour (e.g. the likelihood of customers defaulting and the resulting losses).

A number of significant judgements are also required in applying the accounting requirements for measuring ECL, such as:

- determining the criteria for significant increase in credit risk;
- choosing the appropriate models and assumptions for the measurement of ECL;
- establishing the number and relative weightings of forward-looking scenarios for each type of product/market and the associated ECL;
- establishing groups of similar financial assets for the purposes of measuring ECL.

Further information about determining ECL is included in note *34. Credit risk.*

Determining fair values

The determination of fair value for financial assets and liabilities, for which there is no observable market price, requires the use of valuation techniques. For financial instruments that trade infrequently and have little price transparency, fair value is less objective and requires varying degrees of judgement depending on liquidity, concentration, uncertainty of market factors, pricing assumptions and other risks affecting the specific instrument. Determining fair value of such instruments is also influenced by the assessment of credit risk from the counterparty.

Further information about the amounts of financial instruments at fair value, analysed according to the valuation methodology (broken down into individual valuation levels), are included in note *31. Fair values of financial assets and liabilities.*

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4. Cash, cash balances at central banks and other demand deposits

The compulsory minimum reserve account is reported within cash balances at central banks and is held at the National Bank of Slovakia ('NBS'). The account contains funds from the payment system, as well as funds that the Group is obliged to maintain at an average level set by requirement of the NBS.

The amount of set reserve depends on the amount of received deposits and is calculated by multiplying particular items using the valid rate defined for calculation of the compulsory minimum reserve. The account balance of compulsory minimum reserve may significantly vary depending on the amount of incoming and outgoing payments. During the reporting period, the Group fulfilled the set amount of compulsory minimum reserves.

EUR'000	31.12.2025	31.12.2024
Cash on hand	34,902	33,534
Cash balances at central banks	72,011	436,008
Other demand deposits	66,381	58,558
Total	**173,294**	**528,100**

The above-mentioned financial assets are not restricted.

Cash and cash equivalents comprise cash on hand and other deposits repayable on demand. The Group does not recognise compulsory minimum reserves as part of cash equivalents due to the obligation to maintain them at the average amount stipulated by the NBS measure.

The balance of cash and cash equivalents is as follows:

EUR'000	31.12.2025	31.12.2024
Cash on hand	34,902	33,534
Other demand deposits	-	404,023
Other demand deposits	66,381	58,558
Total	**101,283**	**496,115**

5. Financial assets and liabilities held for trading

EUR'000	31.12.2025	31.12.2024
Financial assets held for trading		
Derivatives	**-**	**17**
Foreign exchange	-	17
Total	**-**	**17**
Financial liabilities held for trading		
Derivatives	**6**	**50**
Foreign exchange	6	50
Total	**6**	**50**

The table below summarises the notional value and fair value of derivatives held for trading:

	31.12.2025			31.12.2024		
EUR'000	Notional amount	Fair value Assets	Fair value Liabilities	Notional amount	Fair value Assets	Fair value Liabilities
Derivatives held for trading						
Foreign exchange and gold	27,125	-	6	35,401	17	50
Total	**27,125**	**-**	**6**	**35,401**	**17**	**50**

6. Non-trading financial assets mandatorily at fair value through profit or loss

EUR'000	31.12.2025	31.12.2024
Equity instruments	**32,684**	**142,260**
Share certificates	32,684	142,260
Total	**32,684**	**142,260**

7. Financial assets at fair value through other comprehensive income

EUR'000	31.12.2025	31.12.2024
Debt securities	**96,402**	**112,790**
General governments	87,071	88,235
Credit institutions	-	4,943
Other financial corporations	9,331	19,612
Total	**96,402**	**112,790**
Impairment allowances to debt securities in OCI	(46)	(60)

The movements in impairment allowances for financial assets at fair value through other comprehensive income are as follows:

EUR'000	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(60)**	**-**	**-**	**-**	**(60)**
Increases due to origination and acquisition	4	-	-	-	4
Changes due to change in credit risk (net)	10	-	-	-	10
Transfers:	-	-	-	-	-
(to)/from Stage 1	x	-	-	-	-
(to)/from Stage 2	-	x	-	-	-
(to)/from Stage 3	-	-	x	-	-
As of 31 December 2025	**(46)**	**-**	**-**	**-**	**(46)**

EUR?000	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**(764)**	**-**	**-**	**-**	**(764)**
Decreases due to derecognition	160	-	-	-	160
Changes due to change in credit risk (net)	544	-	-	-	544
Transfers:	-	-	-	-	-
(to)/from Stage 1	x	-	-	-	-
(to)/from Stage 2	-	x	-	-	-
(to)/from Stage 3	-	-	x	-	-
As of 31 December 2024	**(60)**	**-**	**-**	**-**	**(60)**

8. Financial assets at amortised cost

EUR'000	Gross value		Impairment allowances		Carrying amount	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Debt securities	**816,402**	**706,227**	**(331)**	**(211)**	**816,071**	**706,016**
General governments	758,818	659,708	(326)	(211)	758,492	659,497
Credit institutions	56,406	45,280	(5)	-	56,401	45,280
Other financial corporations	1,178	1,239	-	-	1,178	1,239
Loans and advances	**3,362,120**	**3,144,884**	**(137,914)**	**(133,950)**	**3,224,206**	**3,010,934**
General governments	384	60,384	-	(20)	384	60,364
Credit institutions	8,755	13,509	(3)	(8)	8,752	13,501
Other financial corporations	211,702	200,402	(426)	(2,286)	211,276	198,116
Non-financial corporations	82,145	178,999	(9,928)	(16,021)	72,217	162,978
Households	3,059,134	2,691,590	(127,557)	(115,615)	2,931,577	2,575,975
Lending for house purchase	*2,019,387*	*1,704,799*	*(913)*	*(460)*	*2,018,474*	*1,704,339*
Credit for consumption	*1,032,056*	*979,308*	*(124,546)*	*(112,956)*	*907,510*	*866,352*
Other	*7,691*	*7,483*	*(2,098)*	*(2,199)*	*5,593*	*5,284*
Other financial assets	**21,401**	**24,355**	**(417)**	**(1,762)**	**20,984**	**22,593**
Total	**4,199,923**	**3,875,466**	**(138,662)**	**(135,923)**	**4,061,261**	**3,739,543**

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Loans and advances include finance lease receivables:

EUR'000	31.12.2025	31.12.2024
Minimum value of leasing payments		
Receivables from leasing	3,711	8,074
Up to 1 year	*2,727*	*4,681*
1-5 years	*984*	*3,393*
Unrealized income on finance leases	(184)	(610)
Present value of future lease payments	**3,527**	**7,464**
Impairment allowances	(619)	(608)
Total	**2,908**	**6,856**

EUR'000	31.12.2025	31.12.2024
Present value of future lease payments		
Receivables from leasing	3,527	7,464
Up to 1 year	*2,586*	*4,305*
1-5 years	*941*	*3,159*
Present value of future lease payments	**3,527**	**7,464**
Impairment allowances	(619)	(608)
Total	**2,908**	**6,856**

Other financial assets comprise the following:

EUR'000	31.12.2025	31.12.2024
Other financial assets, gross	**21,401**	**24,355**
Clearing and settlement items	2,766	7,512
Cash collateral	9,997	9,876
Trade receivables	7,717	5,970
Other	921	997
Impairment allowances	(417)	(1,762)
Total	**20,984**	**22,593**

The following table shows the gross value and impairment allowances by impairment stage:

31.12.2025	Gross value					Impairment allowances				
	Stage 1	Stage 2	Stage 3	POCI	Total	Stage 1	Stage 2	Stage 3	POCI	Total
Debt securities	**816,402**	**-**	**-**	**-**	**816,402**	**(331)**	**-**	**-**	**-**	**(331)**
General governments	758,818	-	-	-	758,818	(326)	-	-	-	(326)
Credit institutions	56,406	-	-	-	56,406	(5)	-	-	-	(5)
Other financial corporations	1,178	-	-	-	1,178	-	-	-	-	-
Loans and advances	**2,968,364**	**212,376**	**169,151**	**12,229**	**3,362,120**	**(16,061)**	**(11,950)**	**(106,786)**	**(3,117)**	**(137,914)**
General governments	384	-	-	-	384	-	-	-	-	-
Credit institutions	8,755	-	-	-	8,755	(3)	-	-	-	(3)
Other financial corporations	126,398	85,304	-	-	211,702	(426)	-	-	-	(426)
Non-financial corporations	59,794	5,143	13,322	3,886	82,145	(710)	(451)	(8,126)	(641)	(9,928)
Households	2,773,033	121,929	155,829	8,343	3,059,134	(14,922)	(11,499)	(98,660)	(2,476)	(127,557)
Lending for house purchase	*1,945,210*	*58,901*	*14,051*	*1,225*	*2,019,387*	*(165)*	*(94)*	*(644)*	*(10)*	*(913)*
Credit for consumption	*824,192*	*61,762*	*138,984*	*7,118*	*1,032,056*	*(14,726)*	*(11,384)*	*(95,970)*	*(2,466)*	*(124,546)*
Other	*3,631*	*1,266*	*2,794*	*-*	*7,691*	*(31)*	*(21)*	*(2,046)*	*-*	*(2,098)*
Other financial assets	**-**	**21,401**	**-**	**-**	**21,401**	**-**	**(417)**	**-**	**-**	**(417)**
Total	**3,784,766**	**233,777**	**169,151**	**12,229**	**4,199,923**	**(16,392)**	**(12,367)**	**(106,786)**	**(3,117)**	**(138,662)**

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31.12.2024	Gross value					Impairment allowances				
	Stage 1	Stage 2	Stage 3	POCI	Total	Stage 1	Stage 2	Stage 3	POCI	Total
Debt securities	**706,227**	**-**	**-**	**-**	**706,227**	**(211)**	**-**	**-**	**-**	**(211)**
General government	659,708	-	-	-	659,708	(211)	-	-	-	(211)
Credit institutions	45,280	-	-	-	45,280	-	-	-	-	-
Other financial corporations	1,239	-	-	-	1,239	-	-	-	-	-
Loans and advances	**2,740,351**	**227,328**	**158,812**	**18,393**	**3,144,884**	**(13,782)**	**(11,671)**	**(101,221)**	**(7,276)**	**(133,950)**
General government	60,384	-	-	-	60,384	(20)	-	-	-	(20)
Credit institutions	13,509	-	-	-	13,509	(8)	-	-	-	(8)
Other financial corporations	100,985	92,560	-	6,857	200,402	(175)	(3)	-	(2,108)	(2,286)
Non-financial corporations	127,955	22,293	20,944	7,807	178,999	(1,133)	(550)	(10,227)	(4,111)	(16,021)
Households	2,437,518	112,475	137,868	3,729	2,691,590	(12,446)	(11,118)	(90,994)	(1,057)	(115,615)
Lending for house purchase	*1,645,630*	*48,387*	*10,782*	*-*	*1,704,799*	*(67)*	*(48)*	*(345)*	*-*	*(460)*
Credit for consumption	*788,014*	*62,990*	*124,575*	*3,729*	*979,308*	*(12,350)*	*(11,058)*	*(88,491)*	*(1,057)*	*(112,956)*
Other	*3,874*	*1,098*	*2,511*	*-*	*7,483*	*(29)*	*(12)*	*(2,158)*	*-*	*(2,199)*
Other financial assets	**-**	**24,355**	**-**	**-**	**24,355**	**-**	**(1,762)**	**-**	**-**	**(1,762)**
Total	**3,446,578**	**251,683**	**158,812**	**18,393**	**3,875,466**	**(13,993)**	**(13,433)**	**(101,221)**	**(7,276)**	**(135,923)**

The movements in impairment allowances for debt securities, and loans and advances, at amortised cost are as follows:

EUR'000	Debt securities				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(211)**	**-**	**-**	**-**	**(211)**
Increases due to origination and acquisition	(9)	-	-	-	(9)
Decreases due to derecognition	2	-	-	-	2
Changes due to change in credit risk (net)	(113)	-	-	-	(113)
Transfers:	-	-	-	-	-
(to)/from Stage 1	x	-	-	-	-
(to)/from Stage 2	-	x	-	-	-
(to)/from Stage 3	-	-	x	-	-
As of 31 December 2025	**(331)**	**-**	**-**	**-**	**(331)**

EUR?000	Debt securities				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**(216)**	**(7,485)**	**-**	**-**	**(7,701)**
Increases due to origination and acquisition	(6)	-	-	-	(6)
Decreases due to derecognition	4	3,509	-	-	3,513
Changes due to change in credit risk (net)	7	3,976	-	-	3,983
Transfers:	-	-	-	-	-
(to)/from Stage 1	x	-	-	-	-
(to)/from Stage 2	-	x	-	-	-
(to)/from Stage 3	-	-	x	-	-
As of 31 December 2024	**(211)**	**-**	**-**	**-**	**(211)**

EUR'000	Loans and advances				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(13,782)**	**(11,671)**	**(101,221)**	**(7,276)**	**(133,950)**
Increases due to origination and acquisition	(10,757)	-	-	-	(10,757)
Decreases due to derecognition	10,572	1,094	26,724	5,571	43,961
Changes due to change in credit risk (net)	3,380	(14,040)	(25,100)	(1,412)	(37,172)
Transfers:	(5,478)	12,667	(7,189)	-	-
(to)/from Stage 1	x	*(45)*	*5,523*	-	*5,478*
(to)/from Stage 2	*45*	x	*(12,712)*	-	*(12,667)*
(to)/from Stage 3	*(5,523)*	*12,712*	x	-	*7,189*
Changes due to movements in FX rates	4	-	-	-	4
As of 31 December 2025	**(16,061)**	**(11,950)**	**(106,786)**	**(3,117)**	**(137,914)**

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EUR'000	Loans and advances - households				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(12,446)**	**(11,118)**	**(90,994)**	**(1,057)**	**(115,615)**
Increases due to origination and acquisition	(10,218)	-	-	-	(10,218)
Decreases due to derecognition	10,317	659	19,215	33	30,224
Changes due to change in credit risk (net)	3,180	(12,828)	(20,848)	(1,452)	(31,948)
Transfers:	(5,755)	11,788	(6,033)	-	-
(to)/from Stage 1	*x*	*(71)*	*5,826*	*-*	*5,755*
(to)/from Stage 2	*71*	*x*	*(11,859)*	*-*	*(11,788)*
(to)/from Stage 3	*(5,826)*	*11,859*	*x*	*-*	*6,033*
As of 31 December 2025	**(14,922)**	**(11,499)**	**(98,660)**	**(2,476)**	**(127,557)**

For the year ended 31 December 2025, the Group sold a portfolio of retail receivables in the gross amount of EUR 9.6 million (for the year ended 31 December 2024: EUR 18.7 million), for which impairment allowances were created in the amount of EUR 8.9 million (for the year ended 31 December 2024: 17.2 million).

EUR'000	Loans and advances - corporate				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(1,308)**	**(553)**	**(10,227)**	**(6,219)**	**(18,307)**
Increases due to origination and acquisition	(509)	-	-	-	(509)
Decreases due to derecognition	223	435	7,510	5,537	13,705
Changes due to change in credit risk (net)	178	(1,213)	(4,253)	41	(5,247)
Transfers:	276	880	(1,156)	-	-
(to)/from Stage 1	x	*27*	*(303)*	-	*(276)*
(to)/from Stage 2	*(27)*	x	*(853)*	-	*(880)*
(to)/from Stage 3	*303*	*853*	x	-	*1,156*
Changes due to movements in FX rates	4	-	-	-	4
As of 31 December 2025	**(1,136)**	**(451)**	**(8,126)**	**(641)**	**(10,354)**

EUR'000	Loans and advances				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**(9,917)**	**(17,227)**	**(113,210)**	**(3,382)**	**(143,736)**
Increases due to origination and acquisition	(9,907)	-	-	-	(9,907)
Decreases due to derecognition	8,965	6,170	34,516	5	49,656
Changes due to change in credit risk (net)	4,708	(15,979)	(14,799)	(3,899)	(29,969)
Transfers:	(7,628)	15,365	(7,737)	-	-
(to)/from Stage 1	x	*2,330*	*5,298*	-	*7,628*
(to)/from Stage 2	*(2,330)*	x	*(13,035)*	-	*(15,365)*
(to)/from Stage 3	*(5,298)*	*13,035*	x	-	*7,737*
Changes due to movements in FX rates	(3)	-	9	-	6
As of 31 December 2024	**(13,782)**	**(11,671)**	**(101,221)**	**(7,276)**	**(133,950)**

9. Hedging derivatives

The Group has designated fair value hedges. For micro-hedging, the hedged items are selected, fixed-coupon debt securities from the portfolio of *Financial assets at FVOCI* and the portfolio of *Financial assets at amortized costs.* For macro-hedging, the hedged items are selected, fixed-interest rate loans and advances to customers. In both cases, interest rate swaps are used as hedging instruments, for which the Group pays fixed interest rate and receives floating interest rate. The hedges were effective in hedging the fair value exposure to interest rate movements during the entire hedge relationship. Changes in the fair value of these interest rate swaps, due to changes in interest rates, substantially offset changes in the fair value of the hedged items caused by changes in interest rates.

The table below summarises notional and fair values of hedging derivatives. The notional amounts represent the volume of unpaid transactions at a certain point in time. They do not represent potential gain or loss relating to the market or credit risks of these transactions.

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EUR'000	31.12.2025			31.12.2024		
	Notional amount	Fair value Assets	Fair value Liabilities	Notional amount	Fair value Assets	Fair value Liabilities
Interest rate swaps - portfolio fair value hedges	147,000	-	2,222	201,000	133	2,208
Interest rate swaps - micro fair value hedges	153,366	3,859	2,373	143,366	3,448	3,649
Total	**300,366**	**3,859**	**4,595**	**344,366**	**3,581**	**5,857**

The following table provides the carrying amount of the hedges, the hedge adjustment due to hedging and the statement of financial position in which the hedged item is recognised.

EUR'000	Carrying amount		Amount of fair value hedge adjustments		Line item in the statement of financial position in which the hedged item is included
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	
Fair value hedges					
Portfolio fair value hedge	147,000	201,000	718	1,352	Derivatives – Hedge accounting
Micro fair value hedge (FVOCI debt sec.	60,162	59,583	(3,907)	(2,728)	Financial assets at FV through OCI
Micro fair value hedge (AC debt sec.)	83,377	73,189	842	2,078	Financial assets at amortised cost

The impact of hedge accounting on profit or loss is as follows:

EUR'000	2025	2024
Fair value changes of the hedging instrument	3,078	(2,437)
Fair value changes of the hedged item attributable to the hedged risk	(3,049)	2,369
(Losses)/gains from hedge accounting, net	**29**	**(68)**

Net profit/(loss) from hedge accounting is part of the line *Net profit/(loss) from financial operations* in the Statement of profit or loss.

10. Investments in joint venture

EUR'000	SKPAY, a. s.	
	31.12.2025	31.12.2024
Statement of financial position		
Total assets	27,587	26,350
Total liabilities	25,164	24,099
Net assets	**2,423**	**2,251**
Group share on net assets	**969**	**900**

EUR'000	SKPAY, a. s.	
	2025	2024
Statement of profit or loss		
Profit before special levy and before tax	1,478	1,287
Income tax	(332)	(266)
Profit after special levy and after tax	1,146	1,021
Total comprehensive income for the year	**1,146**	**1,021**
Group share of profit/(loss) after tax	**458**	**408**

Total share in net assets and net profit of the Group, after tax:

EUR'000	31.12.2025	31.12.2024
Net assets		
SKPAY, a. s.	969	900
Total	**969**	**900**

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EUR'000	2025	2024
Profit after special levy and after tax		
SKPAY, a. s.	458	408
Total	**458**	**408**

11. Tangible assets

EUR'000	31.12.2025	31.12.2024
Tangible assets owned	13,138	14,774
Property, plant and equipment	*13,138*	*14,774*
Right of use assets	23,582	29,448
Total	**36,720**	**44,222**

EUR'000	Tangible assets owned					
	Land and buildings	Hardware	Fittings and other equipment	Operating lease assets	Assets not yet in use	Total
Cost						
As of 1 January 2025	22,547	14,628	15,435	971	604	54,185
Additions	-	-	9	-	2,056	2,065
Transfers	23	1,851	764	-	(2,638)	-
Disposals	(1,265)	(2,621)	(791)	(778)	(17)	(5,472)
As of 31 December 2025	**21,305**	**13,858**	**15,417**	**193**	**5**	**50,778**
Accumulated depreciation						
As of 1 January 2025	(14,518)	(11,353)	(12,246)	(729)	-	(38,846)
Depreciation for the year	(1,526)	(984)	(1,188)	(30)	-	(3,728)
Disposals	993	2,619	761	618	-	4,991
As of 31 December 2025	**(15,051)**	**(9,718)**	**(12,673)**	**(141)**	**-**	**(37,583)**
Accumulated impairment losses	**-**	**-**	**(5)**	**(52)**	**-**	**(57)**
Carrying amount as at 31.12.2025	**6,254**	**4,140**	**2,739**	**-**	**5**	**13,138**

EUR'000	Tangible assets owned					
	Land and buildings	Hardware	Fittings and other equipment	Operating lease assets	Assets not yet in use	Total
Cost						
As of 1 January 2024	22,920	13,865	19,734	1,445	78	58,042
Additions from business combinations	-	3	267	-	3,185	3,455
Transfers	75	1,606	978	-	(2,659)	-
Disposals	(448)	(846)	(5,544)	(474)	-	(7,312)
As of 31 December 2024	**22,547**	**14,628**	**15,435**	**971**	**604**	**54,185**
Accumulated depreciation						
As of 1 January 2024	(13,415)	(11,124)	(11,795)	(797)	-	(37,131)
Depreciation for the year	(1,358)	(1,073)	(1,096)	(217)	-	(3,744)
Disposals	255	844	645	285	-	2,029
As of 31 December 2024	**(14,518)**	**(11,353)**	**(12,246)**	**(729)**	**-**	**(38,846)**
Accumulated impairment losses	**(449)**	**-**	**(64)**	**(52)**	**-**	**(565)**
Carrying amount as at 31.12.2024	**7,580**	**3,275**	**3,125**	**190**	**604**	**14,774**

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EUR'000	Land and buildings	Righ of use assets Hardware	Fittings and other equipment	Total
Cost				
As of 1 January 2025	54,624	211	2,588	57,423
Lease modifications	(665)	-	41	(624)
Contract terminations	(534)	(211)	(349)	(1,094)
As of 31 December 2025	**53,425**	**-**	**2,280**	**55,705**
Accumulated depreciation				
As of 1 January 2025	(25,532)	(211)	(2,232)	(27,975)
Depreciation for the year	(4,996)	-	(238)	(5,234)
Remeasurements	-	-	(8)	(8)
Contract terminations	534	211	349	1,094
As of 31 December 2025	**(29,994)**	**-**	**(2,129)**	**(32,123)**
Carrying amount as at 31.12.2025	**23,431**	**-**	**151**	**23,582**

EUR'000	Land and buildings	Righ of use assets Hardware	Fittings and other equipment	Total
Cost				
As of 1 January 2024	52,255	211	4,067	56,533
Additions	8	-	-	8
Lease modifications	4,976	-	(1,259)	3,717
Contract terminations	(2,615)	-	(220)	(2,835)
As of 31 December 2024	**54,624**	**211**	**2,588**	**57,423**
Accumulated depreciation				
As of 1 January 2024	(22,513)	(211)	(2,120)	(24,844)
Depreciation for the year	(4,877)	-	(322)	(5,199)
Remeasurements	(757)	-	-	(757)
Contract terminations	2,615	-	210	2,825
As of 31 December 2024	**(25,532)**	**(211)**	**(2,232)**	**(27,975)**
Carrying amount as at 31.12.2024	**29,092**	**-**	**356**	**29,448**

Movements in the impairment allowance for tangible assets are as follows:

EUR'000	31.12.2025	31.12.2024
Opening balance as at 1 January	(565)	(458)
Net release/(creation) of impairment losses	508	(107)
Closing balance	**(57)**	**(565)**

As at 31 December 2025, the Group used fully depreciated tangible assets with an acquisition cost in the amount of EUR 16,223 thousand and as at 31 December 2024 in the amount of EUR 14,834 thousand.

The Group insured its assets against natural disasters, damage caused by intentional acts, burglary and robbery. Motor vehicles are insured by compulsory motor third party liability insurance and CASCO insurance.

No lien has been established on the Group's assets.

EUR'000	31.12.2025	31.12.2024
Insurance amount of fixed assets	50,140	49,819

12. Intangible assets

EUR'000	Goodwill	Software	Other intangible assets	Assets not yet in use	Total
Cost					
As of 1 January 2025	13,727	119,892	424	4,922	138,965
Additions	-	-	-	14,158	14,158
Transfers	-	12,478	-	(12,478)	-
Disposals	-	(1,909)	-	(3,815)	(5,724)
As of 31 December 2025	**13,727**	**130,461**	**424**	**2,787**	**147,399**
Accumulated amortisation					
As of 1 January 2025	-	(86,657)	(324)	-	(86,981)
Amortisation for the year	-	(9,023)	(37)	-	(9,060)
Disposals	-	907	-	-	907
As of 31 December 2025	**-**	**(94,773)**	**(361)**	**-**	**(95,134)**
Accumulated impairment losses	**(2,924)**	**(87)**	**-**	**-**	**(3,011)**
Carrying amount as at 31.12.2025	**10,803**	**35,601**	**63**	**2,787**	**49,254**

EUR'000	Goodwill	Software	Other intangible assets	Assets not yet in use	Total
Cost					
As of 1 January 2024	14,024	112,637	424	17,246	144,331
Additions	-	-	-	10,292	10,292
Transfers	-	8,113	-	(8,113)	-
Disposals	(297)	(858)	-	(14,503)	(15,658)
As of 31 December 2024	**13,727**	**119,892**	**424**	**4,922**	**138,965**
Accumulated amortisation					
As of 1 January 2024	-	(80,341)	(286)	-	(80,627)
Amortisation for the year	-	(7,173)	(38)	-	(7,211)
Disposals	-	857	-	-	857
As of 31 December 2024	**-**	**(86,657)**	**(324)**	**-**	**(86,981)**
Accumulated impairment losses	**(2,924)**	**-**	**-**	**-**	**(2,924)**
Carrying amount as at 31.12.2024	**10,803**	**33,235**	**100**	**4,922**	**49,060**

As at 31 December 2025, the Group used fully depreciated tangible assets with an acquisition cost in the amount of EUR 15,639 thousand and as at 31 December 2024 in the amount of EUR 15,422 thousand.

The Group tests impairment of goodwill on an annual basis, or more frequently, when events or changes in circumstances indicate that the carrying amount of goodwill may be impaired. For the purpose of impairment testing, management considers the subsidiaries to be separate cash generating units.

The recoverable amount of the subsidiaries was determined by the value-in-use method using expected future cash flows based on the most recent financial and business plans of these companies. The discount rate applied to future cash flows after the approved plan period is adjusted by the projected growth rate. Both the discount rate and the projected growth rate were determined with respect to market share, planning deviation, company size and area of operation.

The Group used the following discount rates:

	31.12.2025	31.12.2024
365.inv est, správ. spol., a. s.	11.60%	11.18%
Cards&Co, a. s.	11.60%	11.18%
Ahoj, a.s.	11.60%	11.18%
PB Finančné služby, a. s.	11.60%	11.18%

13. Deferred tax assets and liabilities

The deferred tax assets and deferred tax liabilities are calculated using the following tax rates:

	31.12.2025	31.12.2024
Companies in SK	24.00%	24.00%

For the calculation of deferred tax on revaluation of financial assets at FVOCI, the tax rate was modified to include the effect of newly-introduced special levy.

EUR'000	31.12.2025	31.12.2024
Impairment allowances - financial assets at AC	16,931	16,930
Provisions for off-balance sheet exposures	63	62
Revaluation of financial assets at FVOCI - debt securities	4,914	5,967
Revaluation of financial assets at FVOCI - derivatives	(1,248)	(981)
Tangible assets	856	809
Other	17,451	6,436
Total	**38,967**	**29,223**

Movements in deferred tax were as follows:

EUR'000	Note	31.12.2025	31.12.2024
Opening balance as at 1 January		29,223	28,616
Through profit or loss	29	11,064	1,440
Through other comprehensive income		(1,320)	(833)
Closing balance		**38,967**	**29,223**

EUR'000	1.1.2025	Profit or loss	OCI	31.12.2025
Impairment on financial assets at amortised costs	16,930	1	-	16,931
Provisions for off-balance sheet exposures	62	1	-	63
Revaluation of financial assets at FVOCI	4,986	-	(1,320)	3,666
Tangible assets	809	47	-	856
Other	6,436	11,015	-	17,451
Total	**29,223**	**11,064**	**(1,320)**	**38,967**

EUR'000	1.1.2024	Profit or loss	OCI	31.12.2024
Impairment on financial assets at amortised cost	18,092	(1,162)	-	16,930
Provisions for off-balance sheet exposures	67	(5)	-	62
Revaluation of financial assets at FVOCI	5,819	-	(833)	4,986
Tangible assets	622	187	-	809
Other	4,016	2,420	-	6,436
Total	**28,616**	**1,440**	**(833)**	**29,223**

14. Other assets

EUR'000	31.12.2025	31.12.2024
Deferred expenses and prepayments	9,660	15,901
Inventories	163	517
Reinsurance assets	96	1
Prepayments	2,704	7,347
Other	3	3
Total	**12,626**	**23,769**

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15. Financial liabilities measured at amortised cost

EUR'000	31.12.2025	31.12.2024
Deposits	**3,741,845**	**3,763,924**
Central banks	50,027	-
General governments	3,570	3,437
Credit institutions	64,593	45,877
Credit institutions excluding subordinated debt	56,574	37,856
Credit institutions - subordinated debt	8,019	8,021
Other financial corporations	86,342	149,576
Non-financial corporations	110,967	265,186
Households	3,426,346	3,299,848
Debt securities issued	**188,895**	**295,137**
Non-convertible debt securities issued	188,895	295,137
Other financial liabilities	**73,655**	**35,079**
Clearing and settlement items	2,674	3,300
Lease liabilities	25,220	30,151
Other creditors	45,761	1,628
Total	**4,004,395**	**4,094,140**

In December 2022, in October 2023, in July 2024 and in June 2025, the Group issued senior unsecured and non-subordinated debt securities.

The detail shown in the table below:

EUR'000	Issue date	Maturity	Interest rate	Number of securities	Nominal value	Currency	31.12.2025	31.12.2024
Debt securities issued	19.12.2022	19.12.2026	7.04%	60	1,000	EUR	-	60,128
Debt securities issued	2.10.2023	2.10.2026	7.75%	650	100	EUR	-	65,972
Debt securities issued	6.10.2023	6.10.2026	5.00%	416	30	EUR	63	12,589
Debt securities issued	4.7.2024	4.7.2028	7.13%	1500	100	EUR	154,354	153,852
Debt securities issued	27.6.2025	27.6.2028	4.00%	300	100	EUR	30,547	-
Total							**184,964**	**292,541**

The issuance of senior priority bonds with a total nominal value of EUR 60,000 thousands, carrying a fixed annual interest rate of 7.04%, annual coupon payments, an issuance date of 19 December 2022, and maturity in 2026, was privately placed in the form of a certificate. The bond issuance was repaid early in December 2025.

The issuance of senior priority bonds with a total nominal value of EUR 65,000 thousands, carrying a fixed annual interest rate of 7.75%, annual coupon payments, ISIN: XS2698768913, an issuance date of 2 October 2023, and maturity in 2026, was conducted within a debt securities program with a total nominal value of EUR 1,500,000 thousands. The issuance was privately offered to eligible counterparties and qualified investors by J&T BANKA, a.s., acting as the dealer, under an exemption from the obligation to publish a prospectus. The bond issuance was repaid early in October 2025.

The issuance of senior bonds with a total nominal value of EUR 12,480 thousands, carrying a fixed annual interest rate of 5.00%, annual coupon payments, ISIN: SK4000023693, an issuance date of 6 October 2023, and maturity in 2026, was conducted within a debt securities program with a total nominal value of EUR 3,000,000 thousands. These bonds are in the form of book-entry securities. Their transferability is not restricted, and they were offered to individual investors. The bond issuance was repaid early in October 2025.

The issuance of senior bonds with a total nominal value of EUR 150,000 thousands, carrying a fixed annual interest rate of 7.125%, annual coupon payments, ISIN: XS2854419277, an issuance date of 4 July 2024, and maturity in 2028, was conducted within a debt securities program with a total nominal value of EUR 1,500,000 thousands. The bonds have been admitted to trading on the Luxembourg Stock Exchange Regulated Market.

The issuance of senior bonds with a total nominal value of EUR 30,000 thousands, carrying a fixed annual interest rate of 4.00%, annual coupon payments, ISIN: XS3105543089, an issuance date of 27 June 2025, and maturity in 2028, was conducted within a debt securities program with a total nominal value of EUR 1,500,000

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thousands. The bonds have been admitted to trading on the Luxembourg Stock Exchange Regulated Market.

In addition to the mentioned bonds, the Group issued a covered bond (nominal value of EUR 5,000 thousand), which the Bank did not sell. This covered bond is part of the off-balance sheet records.

The Group issued investment certificates as a part of deferred variable component of remuneration in the total amount of EUR 3,931 thousands (as of 31 December 2024 in the amount of EUR 2,596 thousands).

The table below summarises loans received, classified under financial liabilities and measured at amortised cost:

EUR'000	31.12.2025	31.12.2024
Subordinated debt	8,019	8,021
Other received loans	40,000	30,000

In the event of bankruptcy or liquidation of the Group, subordinated debt will be subordinated to receivables of all other creditors of the Group.

Creditor	Debtor	Carrying amount	Interest rate	Maturity
Subordinated debt				
J&T BANKA, a.s.	365.bank, a. s.	8,019	3M EURIBOR + 6.00%	31.12.2027

Creditor	Debtor	Carrying amount	Interest rate	Maturity
Other received loans				
MONETA Money Bank, a.s.	Ahoj, a.s.	20,000	3.95%	30.9.2025
MONETA Money Bank, a.s.	Ahoj, a.s.	20,000	4.50%	30.9.2027

The reconcilitation of movements of liabilities to the cash flows from financing activities is as follows:

EUR'000	Debt securities		Subordinated debt		Other received loans	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Opening balance as at 1 January	292,541	138,545	8,021	8,024	30,000	20,398
Proceeds from issue of debt securities	30,000	149,120	-	-	-	-
Repayment of debt securities	(137,420)	-	-	-	-	-
Loans received	-	-	-	-	10,000	10,000
Interest expenses	20,484	15,563	664	780	1,686	792
Interest paid	(20,641)	(10,687)	(666)	(783)	(1,686)	(1,190)
Closing balance	**184,964**	**292,541**	**8,019**	**8,021**	**40,000**	**30,000**

16. Provisions

EUR'000	31.12.2025	31.12.2024
Commitments and guarantees given	255	258
Loan commitments	*248*	*223*
Guarantees given	*7*	*35*
Other provisions	148	113
Total	**403**	**371**

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The movements in provisions for commitments and guarantees provided were as follows:

EUR'000	Commitments and guarantees given				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**174**	**61**	**23**	**-**	**258**
Increases due to origination and acquisition	605	-	-	-	605
Decreases due to derecognition	(544)	(8)	(40)	-	(592)
Changes due to change in credit risk (net)	(71)	33	22	-	(16)
Transfers:	68	(68)	-	-	-
to/(from) Stage 1	*x*	*(68)*	*-*	*-*	*(68)*
to/(from) Stage 2	*68*	*x*	*-*	*-*	*68*
to/(from) Stage 3	*-*	*-*	*x*	*-*	*-*
As of 31 December 2025	**232**	**18**	**5**	**-**	**255**

EUR'000	Commitments and guarantees given				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**107**	**35**	**175**	**-**	**317**
Increases due to origination and acquisition	523	-	-	-	523
Decreases due to derecognition	(247)	(4)	(169)	-	(420)
Changes due to change in credit risk (net)	(216)	37	17	-	(162)
Transfers:	7	(7)	-	-	-
to/(from) Stage 1	*x*	*(7)*	*-*	*-*	*(7)*
to/(from) Stage 2	*7*	*x*	*-*	*-*	*7*
to/(from) Stage 3	*-*	*-*	*x*	*-*	*-*
As of 31 December 2024	**174**	**61**	**23**	**-**	**258**

17. Other liabilities

EUR'000	31.12.2025	31.12.2024
Estimated payables (OPEX)	6,843	6,563
Deferred income	-	55
Accrued expenses	334	556
Liabilities to employees and estimated payables to employees	11,302	9,429
Liabilities from social and health insurance and social fund	2,204	2,151
Tax liabilities	1,847	1,984
Received prepayments	2,936	4,533
Liabilities from dividends	-	756
Total	**25,466**	**26,027**

18. Equity

a) Share capital

	31.12.2025	31.12.2024
Nominal value per share in EUR	1,107	1,107
Number of shares	330,899	330,899
Total share capital in EUR?000	**366,305**	**366,305**

All shares of the Bank are ordinary registered shares.

b) Legal reserve fund

Under the Slovak Commercial Code, all companies are required to create a legal reserve fund to cover losses. Each entity is obliged to contribute an amount of at least 10% of its annual net profit each year, until the aggregate amount reaches a level equal to 20% of the issued share capital. The legal reserve fund is not readily distributable to shareholders.

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c) Revaluation of financial instruments measured through other comprehensive income

This item includes the revaluation of FVOCI of financial assets after deferred tax. Since 1 January 2018, under the implementation of *IFRS 9 Financial Instruments*, the Group also recognises provisions for debt securities measured at fair value through other comprehensive income within this equity item.

19. Off-balance sheet items

a) Loan commitments, financial guarantees and other commitments given

EUR'000	31.12.2025	31.12.2024
Loan commitments given	103,886	114,948
Financial guarantees given	1,780	1,799
Total	**105,666**	**116,747**

b) Assets' management and custody

EUR'000	31.12.2025	31.12.2024
Asset management	2,663,873	2,373,304
Total	**2,663,873**	**2,373,304**

c) Securities provided as collateral

EUR'000	31.12.2025	31.12.2024
Financial assets at fair value through other comprehensive income	46,240	45,614
Financial assets at amortised cost	362,889	231,416
Total	**409,129**	**277,030**

The Group has pledged debt securities in carrying amount as summarised in the table below. The pledge was provided against transactions with the Central Bank and credit institutions. These debt securities have not been derecognised from the Group's statement of financial position.

20. Offsetting of financial assets and liabilities

The following table shows the financial assets and financial liabilities that could be offset under "master netting agreements", or similar agreements (legally enforceable):

				Possible effect of master offsetting			
31.12.2025	**Values, gross**	**Offset values, gross**	**Presented values, net**	**Financial instruments**	**Cash collateral**	**Non-cash financial collateral**	**Net values after possible offsetting**
Financial assets							
Hedging derivatives	3,859	-	3,859	-	4,375	-	(516)
Total assets	**3,859**	**-**	**3,859**	**-**	**4,375**	**-**	**(516)**
Financial liabilities							
Derivatives	6	-	6	6	-	-	-
Hedging derivatives	4,595	-	4,595	-	3,060	-	1,535
Total liabilities	**4,601**	**-**	**4,601**	**6**	**3,060**	**-**	**1,535**

				Possible effect of master offsetting			
31.12.2024	**Values, gross**	**Offset values, gross**	**Presented values, net**	**Financial instruments**	**Cash collateral**	**Non-cash financial collateral**	**Net values after possible offsetting**
Financial assets							
Derivatives	17	-	17	50	-	-	(33)
Hedging derivatives	3,581	-	3,581	-	5,031	-	(1,450)
Total assets	**3,598**	**-**	**3,598**	**50**	**5,031**	**-**	**(1,483)**
Financial liabilities							
Derivatives	50	-	50	50	-	-	-
Hedging derivatives	5,857	-	5,857	-	3,490	-	2,367
Total liabilities	**5,907**	**-**	**5,907**	**50**	**3,490**	**-**	**2,367**

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21. Net interest income

EUR'000	2025	2024
Interest income		
Financial assets at fair value through other comprehensive income	784	2,855
Financial assets at amortised cost	185,509	168,804
Debt securities	*18,988*	*18,842*
Loans and advances	*166,521*	*149,962*
Derivatives - Hedge accounting, interest rate risk	(686)	4,569
Other assets	4,740	15,669
Cash balances at central banks	*2,930*	*14,163*
Other demand deposits	*1,810*	*1,506*
Total interest income	**190,347**	**191,897**
Interest expenses		
Financial liabilities measured at amortised cost	(49,305)	(47,569)
thereof: lease liabilities	(399)	(396)
Other liabilities	(16)	(81)
Interest expense on assets	-	(107)
Total interest expense	**(49,321)**	**(47,757)**
Net interest income	**141,026**	**144,140**

22. Net fee and commission income

EUR'000	2025	2024
Fee and commission income		
Securities	215	184
Clearing and settlement	15,963	15,371
Asset management	30,119	28,223
Custody	4,633	3,899
Payment services	37,000	36,959
Current accounts	*27,567*	*27,381*
Debit cards and other card payments	*279*	*392*
Transfers and other payment orders	*2,569*	*2,451*
Other fee and commission income in relation to payment services	*6,585*	*6,735*
Loan servicing activities	2,745	1,496
Loan commitments given	679	571
Financial guarantees given	46	59
Commissions for brokerage	(25,257)	4,307
Other	8,665	8,706
Total fee and commission income	**74,808**	**99,775**
Of which: Revenue recognised under *IFRS 15 Revenue from Contracts with Customers*	74,083	99,145
Fee and commission expenses		
Securities	(52)	(18)
Clearing and settlement	(18,648)	(17,612)
Custody	(431)	(353)
Loan servicing activities	(435)	(555)
Other	(6,084)	(4,815)
Total fee and commission expenses	**(25,650)**	**(23,353)**
Net fee and commission income	**49,158**	**76,422**

Related to the Transaction described in *Note 41. Post balance-sheet events*, the Bank has agreed to terminate its exclusivity on sale of insurance policies.

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23. Dividend income

EUR'000	2025	2024
Non-trading financial assets mandatorily at fair value through profit or loss	36	52
Total	**36**	**52**

24. Net gains from financial transactions

EUR'000	2025	2024
Gains/(losses) on derecognition of financial assets and liabilities not at FVPL	**(14,506)**	**479**
Gain from sale of subsidiary and joint investment	(14,686)	467
Financial assets at fair value through other comprehensive income, net	191	12
Financial assets at amortised cost	(11)	-
Gains/(losses) on financial assets and liabilities held for trading, net	**667**	**(581)**
Derivatives	665	(581)
Debt securities	2	-
Exchange differences, net	**(371)**	**1,235**
Gains/(losses) on non-trading financial assets mandatorily at FVPL, net	**2,510**	**39,102**
Revaluation gains/(losses)	2,510	39,102
Gains/(losses) from hedge accounting, net	**29**	**(68)**
Fair value changes of the hedging instrument	3,078	(2,437)
Fair value changes of the hedged item attributable to the hedged risk	(3,049)	2,369
Total	**(11,671)**	**40,167**

Related to the Transaction described in Note 41. Post balance-sheet events, the Bank has agreed to terminate its exclusivity on sale of insurance policies.

25. Other operating income and expenses

EUR'000	2025	2024
Other operating expenses	**(3,863)**	**(12,953)**
Bank and insurance companies specific fees	(660)	(625)
Deposit protection fund	(660)	(625)
Other	(3,203)	(12,328)
Other operating income	**11,948**	**14,963**
Operating leases other than investment property	975	1,580
Other	10,973	13,383
Gains/(losses) on derecognition of non-financial assets, net	**20**	**(25)**
Total	**8,105**	**1,985**

The amount in "*Other operating income – other*" comprises income from other payment services, contractual fines and other operating income.

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for the year ended 31 December 2025

26. Administrative expenses

EUR'000	2025	2024
Staff expenses	**(66,447)**	**(62,557)**
Wages and salaries (including bonuses)	(46,991)	(44,354)
Social expenses	(19,456)	(18,203)
Other administrative expenses	**(43,340)**	**(42,712)**
Rental expenses	(3,910)	(3,930)
Short-term lease contracts	*(1,457)*	(1,374)
Variable lease payments not included in the lease liabilities	*(2,263)*	(2,359)
Other	*(190)*	(197)
Real estate expenses	(2,052)	(2,290)
IT expenses	(13,558)	(12,929)
Marketing and advertisement	(7,296)	(6,983)
Legal and consulting services	(2,530)	(2,875)
Post and telecommunication	(3,342)	(3,412)
Material consumption	(897)	(997)
Repair and maintenance	(2,500)	(2,474)
Other admininstrative expenses	(7,255)	(6,822)
Total	**(109,787)**	**(105,269)**

	2025	2024
Average number of employees for the period	1,262	1,317
Number of employees as of balance sheet date	1,278	1,292
thereof, key management	37	44

Management consists of Board of Directors members and managers directly responsible to the Board of Directors (B-1 positions) throughout the Group.

The cost of services provided by the auditor for the period were as follows:

EUR'000	2025	2024
The audit of the financial statements	(282)	(319)
Assurance audit services excluding the audit of financial statements.	(24)	(24)
Total	**(306)**	**(343)**

The audit of the financial statements also includes the verification of CSRD disclosures in the Bank's Annual Report.
Assurance audit services excluding the audit of financial statements pertained to the audit of prudential business reports and the preparation of an extended auditor's report for the NBS.

27. Depreciation and amortisation

EUR'000	2025	2024
Property, plant and equipment	**(3,728)**	**(3,744)**
Buildings	(1,526)	(1,358)
Hardware	(984)	(1,073)
Fittings and other equipment	(1,188)	(1,096)
Operating lease assets	(30)	(217)
Right of use assets	**(5,234)**	**(5,199)**
Buildings	(4,996)	(4,877)
Fittings and other equipment	(238)	(322)
Intangible assets	**(9,060)**	**(7,211)**
Software	(9,023)	(7,173)
Other intangible assets	(37)	(38)
Total	**(18,022)**	**(16,154)**

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28. Impairment losses and provisions

EUR'000	2025	2024
Net impairment of financial assets not valued at fair value through profit or loss	**(38,940)**	**(16,501)**
Financial assets at fair value through other comprehensive income	(20)	704
Debt securities	*(20)*	*704*
Financial assets at amortised cost	(38,920)	(17,205)
Debt securities	*(85)*	*7,490*
Loans and advances	*(38,792)*	*(24,234)*
Other financial assets	*(43)*	*(461)*
Release/(creation) of provisions	**2**	**59**
Net impairment on non-financial assets	**(3,314)**	**(13,644)**
Total	**(42,252)**	**(30,086)**

The detail to net impairment of loans and advances at amortised cost is as follows:

EUR'000	2025	2024
Net impairment of loans and advances at amortised cost	**(38,792)**	**(24,234)**
Net (creation)/release of allowances	***(40,626)***	***(26,283)***
Creation of allowances	(95,040)	(93,800)
Release of allowances	54,414	67,517
Net effect from derecognition of loans and advances	***2,479***	***2,861***
Derecognition of loans and advances	(48,738)	(38,068)
Usage of allowances	39,292	36,032
Income from previously derecognized loans and advances	11,925	4,897
Other expenses related to credit risk	**(645)**	**(812)**

29. Income tax

EUR'000	2025	2024
Current income tax	(18,788)	(19,321)
Deferred tax	11,064	1,440
Total	**(7,724)**	**(17,881)**

Reconciliation of the effective tax rate is as follows:

EUR'000	2025	2024
Profit before special levy and before tax	17,051	111,665
Special levy	(10)	(23,887)
Profit after special levy and before tax	17,041	87,778
Income tax rate	24.00%	21.00%
Theoretical income tax	**(4,090)**	**(18,433)**
Non - tax expenses	(1,235)	(982)
Other	*(1,235)*	*(982)*
Non - taxable income	(3,264)	(397)
Dividends	-	*11*
Impairment allowances	*(3,884)*	*(714)*
Other	*620*	*306*
Change in tax rate	-	*2,167*
Adjustment from a separate tax base - income from government bonds (16% tax rate)	1,392	-
Correction of prior period	(28)	*27*
Withholding tax	(245)	(209)
Other	(254)	(54)
Total	**(7,724)**	**(17,881)**
Effective tax rate	**45.30%**	**16.01%**

Given that many parts of the Slovak tax legislation remain untested, there is uncertainty about how the tax authorities will apply them. The effect of this uncertainty cannot be quantified and will only be resolved once legislative precedents are set, or when official interpretations of the authorities are available.

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30. Related party transactions

Parties are considered to be related if one party has the ability to control the other party, or it has through its financial and operational decisions, significant influence over the other party.

The following persons or companies meet the definition of related parties:

(a) entities that directly or indirectly, through one or more intermediaries' control, or are controlled, have significant influence, or are under joint control of the reporting company;
(b) affiliated entities in which the parent company has significant influence, and which are not a subsidiary, nor a joint venture;
(c) individuals owning, directly or indirectly, shares in the voting right of the Group that gives them significant influence over the Group, and any other individual who may be expected to influence, or be influenced by that person in their dealings with the Group;
(d) key management personnel, i.e. persons having authority and responsibility for planning, managing and controlling the activities of the Group, including directors and managing employees of the Group, and persons related to them;
(e) companies in which a significant share of voting rights is owned, directly or indirectly, by any person described in points (a), (c) or (d) above, or over which such party may have a significant influence. This includes companies owned by directors or major shareholders of the Group and companies that have key member of management common with the Group.

31.12.2025	Shareholders	Members of J&T FINANCE GROUP SE	Joint ventures	Key management and related parties	Others
Assets	**-**	**5,196**	**1,246**	**1,748**	**47,358**
Other demand deposits	-	2,558	-	-	-
Financial assets at amortised cost	-	2,638	1,246	1,748	47,358
Loans and advances	-	*2,288*	-	*1,748*	*47,358*
Other financial assets	-	*350*	1,246	-	-
Liabilities	**-**	**58,007**	**11,638**	**3,489**	**860**
Financial liabilities measured at amortised cost	-	58,007	11,638	3,489	860
Deposits	-	*57,945*	*11,527*	*3,489*	*860*
Other financial liabilities	-	*62*	*111*	-	-

2025					
Income/expenses					
Net interest income	-	(741)	-	56	66
Net fee and commission income	-	1,368	7,034	1	22
Net gains/(losses) from financial transactions	-	756	-	-	-
Net other operating expenses	-	496	94	-	-
Administrative expenses	-	(67)	-	-	-

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31.12.2024	Shareholders	Members of J&T FINANCE GROUP SE	Joint ventures	Key management and related parties	Others
Assets	**-**	**126,394**	**983**	**3,029**	**35,050**
Other demand deposits	-	183	-	-	-
Non-trading financial assets mandatorily at FVPL	-	110,958	-	-	-
Financial assets at FVOCI	-	10,043	-	-	-
Financial assets at amortised cost	-	5,210	983	3,029	35,050
Loans and advances	-	-	-	*3,029*	*35,050*
Other financial assets	-	*5,210*	983	-	-
Liabilities	**-**	**56,614**	**10,950**	**1,579**	**2,222**
Financial liabilities measured at amortised cost	-	56,614	10,950	1,579	2,222
Deposits	-	*56,597*	*10,950*	1,579	2,222
Other financial liabilities	-	*17*	-	-	-

2024					
Income/expenses					
Net interest income	-	70	-	60	-
Net fee and commission income	-	1,341	6,875	1	28
Net gains/(losses) from financial transactions	-	3,523	-	-	-
Net other operating expenses	-	61	113	-	-
Administrative expenses	-	(61)	-	-	(11)

The total remuneration of the members of the Board of Directors and executive officers directly supervised by the Board of Directors members of 365.bank, a. s. and its subsidiaries for the year ended 31 December 2025 is in the amount of EUR 8,907 thousand (for the year ended 31 December 2024: EUR 7,456 thousand). Remuneration includes basic wages and salaries, remuneration and payments for health and social insurance.

31. Fair value of financial assets and liabilities

According to *IFRS 13 Fair Value Measurement*, fair value is the price that would be received when selling an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date.

The Group measures fair values using the following fair value level hierarchy:

- **Level 1**: Quoted market price in an active market for an identical instrument;
- **Level 2**: Valuation techniques based on observable inputs. This category includes instruments valued using: quoted market prices in active markets for similar instruments; quoted prices for similar instruments in markets that are considered less than active; or other valuation techniques where all significant inputs are directly or indirectly observable from market data;
- **Level 3**: Valuation techniques using significant unobservable inputs. This category includes all instruments where the valuation technique includes inputs not based on observable data, and where the unobservable inputs could have a significant effect on the instrument's valuation. This category includes instruments that are valued based on quoted prices for similar instruments, where significant unobservable adjustments or assumptions are required to reflect differences between the instruments.

The determination of fair values for financial assets and financial liabilities is based on quoted market prices. Shares in funds are measured at prices obtained from an asset management company. The funds are not listed however they are audited annually. Prices of funds are determined using NAV, which is fair value of the net assets determined using valuation techniques corresponding to the above-mentioned fair value hierarchies.

For all other financial instruments, fair value is determined by using valuation techniques. These valuation techniques include net present value and discounted cash flow models, comparison to similar instruments for which market observable prices exist, and other valuation models. Assumptions and inputs used in valuation techniques include risk-free and benchmark interest rates, credit spreads, and other premiums used in estimating discount rates. The objective of valuation techniques is to arrive at a fair value

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determination, that reflects the price of the financial instrument at the reporting date, that would have been determined by market participants acting at arm's length.
The Group uses widely recognised valuation models for determining the fair value of common and less complicated financial instruments, like interest rate and currency swaps, that use only observable market data, and require little management judgement or estimation. Observable prices and model inputs are usually available in the market for listed debt and equity securities, exchange-traded derivatives, and simple over-the-counter derivatives, like interest rate swaps. The availability of observable market prices and model inputs reduces the need for management judgement and estimation, and also reduces the uncertainty associated with determination of fair values. The availability of observable market prices and inputs varies depending on products and markets and is prone to changes based on specific events and general conditions in the financial markets.

For fair value measurement of debt financial instruments, the Group uses models based on net present value. The key estimation parameter is the discount interest rate. Determination of the discount interest rate is based on the risk-free market rate, which corresponds to the incremental maturity of particular financial instruments, plus a risk premium. The risk premium is determined to be consistent with regular market practice.

The Group estimates future cash flows from financial instruments based on contractual maturities. The fair value of a financial liability that includes a demand feature must not be lower than the amount payable on demand, discounted from the earliest date it could be due.

For more complex instruments, the Group uses proprietary valuation models, which are usually developed based on recognised valuation models. Some or all of the significant inputs into these models may not be observable in the market, and are derived from market prices and rates, or are estimated based on assumptions. Examples of instruments involving significant unobservable inputs include certain over-the-counter structured derivatives, certain loans and securities for which there is no active market, and certain investments in subsidiaries. Valuation models that employ significant unobservable inputs require a higher degree of management judgement and estimation in the determination of fair value. Management judgement and estimation are usually required for selection of the appropriate valuation model to be used, determination of expected future cash flows from the financial instrument being valued, determination of the probability of counterparty default or prepayments, and selection of appropriate discount rates.
Basic parameters entering into the valuation model to determine the fair value of equity financial instruments are forecast economic results and equity of the company, market multiples, and indicators such as EBITDA, sales etc. for comparable companies, all of which are published by reputable companies for different sectors.

Even though these valuation techniques are considered to be appropriate and in compliance with market practice, the estimations in discount interest rates and changes of basic assumptions in future cash flows, may lead to different fair value of financial instruments.

Transfers of financial instruments between individual levels can occur only if market activity has changed.

The Group has an established control framework with respect to the measurement of fair values. This framework includes a control function, performed by the Market Risks department, which is independent from front office management. Specific controls include: verification of observable pricing inputs and reperformance of model valuations; review and approval processes for new models and changes to models; calibration and back-testing of models against observed market transactions; analysis and investigation of significant daily valuation movements; and review of significant unobservable inputs and valuation adjustments.

The reported fair values of financial instruments analysed according to fair value levels are as follows:

EUR'000	Level 1		Level 2		Level 3		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
ASSETS								
Financial assets held for trading	**-**	**-**	**-**	**17**	**-**	**-**	**-**	**17**
Derivatives	-	-	-	17	-	-	-	17
Non-trading financial assets mandatorily at FVPL	**-**	**-**	**32,334**	**141,925**	**350**	**335**	**32,684**	**142,260**
Equity instruments	-	-	32,334	141,925	350	335	32,684	142,260
Financial assets at FVOCI	**96,402**	**95,056**	**-**	**17,734**	**-**	**-**	**96,402**	**112,790**
Debt securities	96,402	95,056	-	17,734	-	-	96,402	112,790
Derivatives – Hedge accounting	-	-	3,604	3,448	-	-	3,604	3,448
Total assets	**96,402**	**95,056**	**35,938**	**163,124**	**350**	**335**	**132,690**	**258,515**

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EUR'000	Level 1		Level 2		Level 3		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
LIABILITIES								
Financial liabilities held for trading	**-**	**-**	**6**	**50**	**-**	**-**	**6**	**50**
Derivatives	-	-	6	50	-	-	6	50
Derivatives – Hedge accounting	**-**	**-**	**-**	**744**	**-**	**-**	**-**	**744**
Total liabilities	**-**	**-**	**6**	**794**	**-**	**-**	**6**	**794**

The following table shows the reconciliations of the opening and closing balances of the fair values of each category at level 3:

EUR'000	1.1.2025	Gains / losses in PL	Gains / losses in OCI	Purchases	Maturities and sales	Transfers into Level 3	Transfers out Level 3	31.12.2025
Non-trading financial assets mandatorily at FVPL	335	15	-	-	-	-	-	350
Total	**335**	**15**	**-**	**-**	**-**	**-**	**-**	**350**

The following table shows information regarding the investment movements between all categories of valuation:

EUR'000	31.12.2025			31.12.2024		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
ASSETS						
Financial assets at fair value through OCI						
Transfers into the category	2,832	-	-	-	17,585	-
Transfers out of the category	-	(2,832)	-	(7,691)	-	(9,894)
Total assets	**2,832**	**(2,832)**	**-**	**(7,691)**	**17,585**	**(9,894)**

The following table shows the estimated fair values of the Group's financial assets and liabilities that are not carried at fair value:

31.12.2025	Carrying amount	Fair value	Level 1	Level 2	Level 3
FINANCIAL ASSETS					
Cash, cash balances at central banks and other demand deposits	**173,294**	**173,294**	**-**	**173,294**	**-**
Financial assets at amortised cost	**4,061,261**	**4,020,432**	**787,608**	**21,489**	**3,211,335**
Debt securities	816,071	788,113	787,608	505	-
Loans and advances	3,224,206	3,211,335	-	-	3,211,335
Other financial assets	20,984	20,984	-	20,984	-
FINANCIAL LIABILITIES					
Financial liabilities measured at amortised cost	**4,004,395**	**4,005,046**	**40,000**	**3,965,046**	**-**
Deposits	3,741,845	3,742,496	40,000	3,702,496	-
Debt securities issued	188,895	188,895	-	188,895	-
Other financial liabilities	73,655	73,655	-	73,655	-

31.12.2024	Carrying amount	Fair value	Level 1	Level 2	Level 3
FINANCIAL ASSETS					
Cash, cash balances at central banks and other demand deposits	**528,100**	**528,100**	**-**	**528,100**	**-**
Financial assets at amortised cost	**3,739,543**	**3,867,628**	**757,698**	**39,093**	**3,070,837**
Debt securities	706,016	673,515	670,232	3,283	-
Loans and advances	3,010,934	3,171,520	87,466	13,217	3,070,837
Other financial assets	22,593	22,593	-	22,593	-
FINANCIAL LIABILITIES					
Financial liabilities measured at amortised cost	**4,094,140**	**4,096,740**	**-**	**4,096,740**	**-**
Deposits	3,763,924	3,766,524	-	3,766,524	-
Debt securities issued	295,137	295,137	-	295,137	-
Other financial liabilities	35,079	35,079	-	35,079	-

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32. Segment reporting

The Group classifies its business activities into three segments. Within these segments, various products and services are offered and they are also managed independently by the Group's management.

- Retail banking - loans, deposits and other transactions with retail customers.
- Corporate banking - loans, deposits and other transactions with corporate customers and investments in liquid assets, such as short-term investments and corporate or government debt securities.
- Other - asset management (fund management activities) and treasury (financing and centralized risk management activities through loans, use of derivatives for risk management).

The Board of Directors continuously monitors internal reports for each segment at least once a month.

Information related to the reported segments is presented in the table:

EUR'000	Retail banking		Corporate banking		Other banking		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Interest income	139,054	106,206	27,558	47,294	23,735	38,397	190,347	191,897
Interest expenses	(22,932)	(17,021)	(2,029)	(3,534)	(24,360)	(27,202)	(49,321)	(47,757)
Net interest income	**116,122**	**89,185**	**25,529**	**43,760**	**(625)**	**11,195**	**141,026**	**144,140**
Net intersegment income	**7,276**	**50,336**	**(4,526)**	**(12,534)**	**(2,750)**	**(37,802)**	**-**	**-**
Fee and commission income	89,019	85,259	14,138	13,438	(28,349)	1,078	74,808	99,775
Fee and commission expenses	(21,543)	(19,299)	(2,180)	(1,956)	(1,927)	(2,098)	(25,650)	(23,353)
Net fee and commission income	**67,476**	**65,960**	**11,958**	**11,482**	**(30,276)**	**(1,020)**	**49,158**	**76,422**
Net interest and fee margin	**190,874**	**205,481**	**32,961**	**42,708**	**(33,651)**	**(27,627)**	**190,184**	**220,562**
Impairment losses and provisions	(25,671)	(29,592)	(1,896)	19,984	(14,685)	(20,478)	(42,252)	(30,086)

EUR'000	Retail banking		Corporate banking		Other banking		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Assets	2,950,618	2,603,852	255,623	505,374	1,327,284	1,571,785	4,533,525	4,681,011
Liabilities	3,463,080	3,325,525	179,587	399,246	393,773	405,669	4,036,440	4,130,440

The following table shows the distribution of income from fees and commissions by segment (based on the requirements of *IFRS 15 Revenue from Contracts with Customers*):

EUR'000	Retail banking		Corporate banking		Other banking		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Fee and commission income								
Securities	-	-	-	-	215	184	215	184
Clearing and settlement	8,896	8,421	6,592	6,524	475	426	15,963	15,371
Asset management	30,119	28,223	-	-	-	-	30,119	28,223
Custody	-	-	4,598	3,846	35	53	4,633	3,899
Payment services	34,895	34,453	1,886	2,153	219	353	37,000	36,959
Loan servicing activities	2,469	1,216	276	280	-	-	2,745	1,496
Loan commitments given	-	-	679	571	-	-	679	571
Financial guarantees given	12	8	34	51	-	-	46	59
Commodities	4,045	4,295	-	1	(29,302)	11	(25,257)	4,307
Other	8,583	8,643	73	12	9	51	8,665	8,706
Total fee and commission income	**89,019**	**85,259**	**14,138**	**13,438**	**(28,349)**	**1,078**	**74,808**	**99,775**
Of which: Revenue recognised under IFRS 15 Revenue from Contracts with Customers	89,007	85,251	13,425	12,816	(28,349)	1,078	74,083	99,145

33. Risk management

The Risk Committee constitutes the highest authority in risk management. It bears overall responsibility for establishing and supervising the bank's risk-management framework, except where statutory obligations assign responsibility to the Management Board or the Supervisory Board. Some responsibilities are delegated to permanent working groups and advisory bodies (committees).

The Group's risk management policies are based on the Risk Management Strategy, as a primary document for risk management, which is then further described in the Risk Appetite document. These documents are regularly reassessed, updated and approved by the Board of Directors. The risk management process is a dynamic and continuous process of identification, measurement, monitoring, control, and reporting of risks within the Group. For management of the risks faced by the Group, there are defined appropriate limits, and controls for risk monitoring and adherence to those limits.

Risk management policies and systems are reviewed and amended regularly to reflect changes in legislation, market conditions, products and services offered. The Group, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment, in which all employees understand their roles and obligations.

The rights and responsibilities of the Group`s Audit Committee are assigned to the Supervisory Board, who are responsible for monitoring the effectiveness of internal control and risk management systems. Its activities also cover review of the external auditor's independence, and evaluation of the findings from audit of the financial statements, made by the external auditor. They also monitor the Group's compliance with financial accounting standards. The Audit Committee is assisted in these functions by the Department of Internal control and audit.

The Group has exposure primarily to the following main risks:

- credit risk;
- liquidity risk;
- market risk;
- operational risk;
- settlement risk.

34. Credit risk

Credit risk is the risk of financial loss to the Group if a debtor, or counterparty to a financial instrument, fails to meet its contractual obligations, and arises from the Group's financial assets – primarily from loans and advances, debt securities, and off-balance sheet exposures. For risk management reporting purposes, the Group considers and consolidates all elements of its credit risk exposure (such as individual obligor default risk, management failure, country, sector or concentration risk).

Credit risk management within the Group is the responsibility of the Risk Management Unit. The Board of Directors has delegated responsibility for the oversight of credit risk in compliance with a formal competence order.

Credit risk management includes:

- examination of the clients' creditworthiness;
- assessing limits for clients, and economically connected parties, including monitoring portfolio concentration;
- setting target values for concentrations of corporate trades with higher risk profiles;
- mitigation of risk by various forms of collateral;
- continuous monitoring of loan portfolio development, and prompt decision-making to minimise possible losses.

In order to mitigate credit risk, the Group assesses the creditworthiness of the client deal using a rating tool with parameters specific to each client segment, when initially providing the loan, as well as during the life of the credit loan trade. The Group has various rating models depending on the type of business.

When analysing client deals the Group uses:

- client rating;
- project assessment tools;
- scoring for retail loans.

The approval process of active bank transactions includes a review of the individual applicant of the transactions, credit limit of the counterparty, and collateral in order to mitigate credit risk. The Group monitors the development of the portfolio of active bank transactions yearly, or more often as necessary, to ensure that prompt action can be taken to minimise potential risks.

To mitigate credit risk, the Group uses the following types of limits:

- financial involvement limits of the client or economically connected entities (clients);
- limits on banks;
- target values for concentrations of corporate trades with higher risk profiles;
- target values for selected parameters of the retail portfolio.

Compliance with the both limits and target valuew is continuously monitored, evaluated and applied into the Group's activities.

The tables below provide sector and geographical summaries of financial assets at amortised cost, financial assets at fair value through other comprehensive income, and off-balance sheet exposures (in gross amounts):

EUR'000	Financial assets at amortised cost				Financial assets at FVOCI		OFF Balance sheet			
	Debt securities		Loans and advances		Debt securities		Loan commitments given		Financial guarantees given	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
General governments	**758,818**	**659,708**	**384**	**60,384**	**87,071**	**88,235**	**-**	**-**	**-**	**-**
Credit institutions	**56,406**	**45,280**	**8,755**	**13,509**	**-**	**4,943**	**-**	**-**	**-**	**-**
Other financial corporations	**1,178**	**1,239**	**211,702**	**200,402**	**9,331**	**19,612**	**30,000**	**-**	**-**	**-**
Non-financial corporations	**-**	**-**	**82,145**	**178,999**	**-**	**-**	**7,194**	**11,601**	**1,780**	**1,799**
A Agriculture, forestry and fishing	-	-	8,375	20,796	-	-	-	-	-	-
B Mining and quarrying	-	-	10	-	-	-	-	-	-	-
C Manufacturing	-	-	5,654	14,407	-	-	13	17	343	-
D Electricity, gas, steam and air conditioning supply	-	-	3,079	2,907	-	-	75	75	-	-
E Water supply	-	-	212	585	-	-	-	-	-	272
F Construction	-	-	8,457	10,205	-	-	59	352	12	101
G Wholesale and retail trade	-	-	17,497	16,284	-	-	741	639	-	-
H Transport and storage	-	-	2,097	2,051	-	-	11	10	3	3
I Accommodation and food service activities	-	-	2,729	2,609	-	-	5	33	-	-
J Information and communication	-	-	516	445	-	-	912	2,793	-	-
K Financial and insurance activities	-	-	430	396	-	-	-	8	-	-
L Real estate activities	-	-	19,652	95,728	-	-	5,317	7,620	-	-
M Professional, scientific and technical activities	-	-	2,364	6,456	-	-	50	50	1,422	1,423
N Administrative and support service activities	-	-	9,908	5,089	-	-	4	-	-	-
O Public administration and defence, compulsory social security	-	-	-	-	-	-	-	-	-	-
P Education	-	-	170	102	-	-	4	4	-	-
Q Human health services and social work activities	-	-	78	68	-	-	-	-	-	-
R Arts, entertainment and recreation	-	-	215	195	-	-	-	-	-	-
S Other services	-	-	702	676	-	-	3	-	-	-
Households	**-**	**-**	**3,059,134**	**2,691,590**	**-**	**-**	**66,692**	**103,347**	**-**	**-**
Total	**816,402**	**706,227**	**3,362,120**	**3,144,884**	**96,402**	**112,790**	**103,886**	**114,948**	**1,780**	**1,799**

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EUR'000	Financial assets at amortised cost				Financial assets at FVOCI		OFF Balance sheet			
	Debt securities		Loans and advances		Debt securities		Loan commitments given		Financial guarantees given	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Slovak Republic	759,035	659,483	3,139,210	2,865,845	84,234	97,850	73,883	114,903	358	377
Czech Republic	-	-	80,926	109,162	-	-	1	27	-	-
Cyprus	-	-	47,358	65,047	-	-	30,000	4	-	-
Luxembourg	1,178	1,239	85,304	92,560	9,331	9,569	-	-	-	-
France	-	-	6,755	9,722	-	-	-	1	-	-
Netherlands	506	2,109	2,001	2,000	-	-	-	-	-	-
Latvia	2,076	2,102	-	-	-	-	-	-	-	-
Lithuania	9,853	9,917	-	-	2,837	2,748	-	-	-	-
Belgium	10,478	10,603	384	384	-	-	-	-	-	-
Ireland	10,466	10,583	8	9	-	-	-	-	-	-
Romania	10,099	10,191	3	6	-	-	-	-	-	-
Poland	-	-	2	2	-	2,623	-	1	-	-
Sweden	-	-	-	-	-	-	-	-	1,422	1,422
Other countries	12,711	-	169	147	-	-	2	12	-	-
Total	**816,402**	**706,227**	**3,362,120**	**3,144,884**	**96,402**	**112,790**	**103,886**	**114,948**	**1,780**	**1,799**

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Rating system

The Group uses a rating system to evaluate the financial performance of companies. The rating system evaluate quantitative and qualitative indicators of economic activities (e.g. liquidity ratio, profitability, gearing etc.), and compares them with the subjective assessment of the client by the Group. The Group categorises clients into rating levels from best to worst, the worst level representing the highest probability of default. The Group has established processes for creation of ratings, their regular update, and control for assigning the ratings, and these are defined in the Group's internal guidelines.

The Group uses internal credit risk ratings that reflect its assessment of the probability of default by individual counterparties. The Group uses internal rating models tailored to the various categories of counterparty. Borrower and loan specific information, collected at the time of application (such as disposable income, level of collateral for retail exposures, or turnover and industry type for corporate exposures) is entered into this rating model. This is supplemented with external data, such as credit bureau scoring information on retail customers. In addition, the models enable inclusion of expert judgements, to be entered into the final internal credit rating for each exposure. This allows for considerations which may not be captured as part of other data inputs into the model.

The rating methods are subject to regular validation and recalibration, so that they reflect the latest projections in the light of all actually observed defaults.

The following table shows the assignment of external and internal ratings to each level of credit risk:

Credit risk	Exteral rating Moody´s	Internal rating corporate	Internal rating retail	1YPD
Low credit risk	Aaa-Aa3	1 – 3	A1 – A3	0.20% – 1.00%
Low credit risk	Baa1-Baa3			
Low credit risk	Ba1-Ba2			
Moderate credit risk	Ba3	4A – 5C	B1 – C1	2.00% – 8.00%
Moderate credit risk	B1-B3			
Moderate credit risk	Caa1			
High credit risk	Caa2-Caa3	6 – 8	C2 – C3	12.00% – 35.00%
High credit risk	Ca-C		D – F	
Default	D	9 – 10	Default	100.00%

Measurement of expected credit losses

IFRS 9 Financial Instruments outlines a three-stage model for impairment, based on changes in credit quality since initial recognition:

- **Stage 1:** A financial instrument that is not impaired on initial recognition is classified in Stage 1 and has its credit risk continuously monitored by the Group. This includes all financial instruments, where no significant increase in credit risk has been identified, from the date of initial recognition,
- **Stage 2**: If significant increase in credit risk ('SICR') since initial recognition is identified, the financial instrument is moved to Stage 2, but is not yet deemed to be credit-impaired,
- **Stage 3**: If the financial instrument is impaired, the financial instrument is moved to Stage 3.

Financial instruments in *Stage 1* have their ECL measured, at an amount equal to the portion of lifetime expected credit losses that result from default events possible within the next 12 months. Instruments in *Stages 2* or *3* have their ECL measured based on expected credit losses on a lifetime basis. The Group has a defined remedial period for returning from *Stage 3 to Stage 2* and from *Stage 2 to Stage 1*. Direct movement from Stage 3 to Stage 1 is not allowed except retail loans without any forbearance indicator.

Purchased or originated credit-impaired financial assets (*'POCI'*) are those financial assets that are credit-impaired on initial recognition. Their ECL is always measured on a lifetime basis.

A pervasive concept in measuring ECL is that it should consider forward-looking information.

The Group sets the level of significance at EUR 300 thousand (for the year ended 31 December 2025: EUR 300 thousand). Financial assets with exposure equal or higher than EUR 300 thousand (for the year ended 31 December 2024: EUR 300 thousand) are assessed individually in the staging process.

The same principles are also applied for measurement of provisions for off-balance sheet exposures, arising from loan and other commitments, and guarantees given.

The key judgements and assumptions adopted by the Group in addressing the requirements of the standard are discussed below.

Significant increase in credit risk

The Group considers a financial instrument to have experienced a significant increase in credit risk when one or more of the following quantitative, qualitative or backstop criteria have been met:

i. Quantitative criteria:

Remaining Lifetime PD at the reporting date has increased compared to the expected residual Lifetime PD at the initial recognition date, and it exceeds the relevant threshold.

These thresholds are determined separately for retail and corporate portfolios, by assessing how the Lifetime PD changes prior to an instrument becoming problematic.

The protection criterion applies, and the financial asset is considered to have experienced a significant increase in credit risk, when the borrower is past due with contracted payments for more than 30 days. The Group does not benefit from the exception of low credit risk for any financial instrument.

The following thresholds apply to retail portfolios:

- deterioration of the internal rating by more than one rating grade on exposures that are at least 12 months old;
- forbearance indicator.

The following thresholds apply to corporate portfolios:

- deterioration of the internal rating to rating 7 and higher;
- forbearance indicator;
- non-compliance with financial covenants.

ii. Qualitative criteria:

The Group uses the following indicators to assess whether SICR has occurred:

- the debtor violates the financial covenants or contracts;
- actual or expected significant adverse change in operating results of the borrower;
- negative information about the borrower from external sources;
- significant adverse changes in business, financial and/or economic conditions in which the borrower operates;
- significant change in collateral value (secured facilities only) which is expected to increase risk of default;
- actual or expected concession, restructuring or change in the repayment schedule.

The assessment of SICR for individually assessed exposures is carried out at the level of the counterparty on an ongoing basis. The criteria used to identify SICR are monitored and reassessed, in order to assess their suitability, at least once a year.

Definition of default and credit impaired financial assets

The Group defines a financial asset as defaulted when it fully complies with the definition of credit impairment, or when one or more events occur that have a detrimental effect on the estimated future cash flows of that financial asset.

Retail:

i. A receivable is considered defaulted if it is more than 90 days overdue, while the significance threshold is set at EUR 100 or 1.00% of the amount of the debtor's balance sheet exposure to the receivable;
ii. The loan has been called to repay.
iii. A receivable is an unauthorized debit balance on a personal account with no limit of authorized overdraft in the account.
iv. The sum of defaulted receivables of the debtor more than 90 days overdue is more than 20 percent of all debtor's receivables.
v. The loan id credit impaired with forborne indicator (forborne non-performing).

Non-retail:

Assessed by 2 types of criteria:

I. Criteria, if identified by the Group, that the receivable immediately becomes defaulted:

- A receivable that meets the severity threshold, i.e., the amount of all overdue credit obligations of the borrower towards the Bank, the parent company or any of its subsidiaries is greater than EUR 500 or is greater than 1.00% of the total obligation of the borrower, for a period of more than 90 consecutive days
- The Borrower has declared bankruptcy or other form of reorganisation;
- The Borrower has asked the Bank for concession due to economic or contractual reasons, related to the borrower's financial difficulties and a significant reduction in the quality of the loan;
- The loan was forfeited;
- Fraud.

II. Criteria subject to a qualified assessment at the Group, whether the receivable is defaulted:

- The receivable is overdue (up to 90 days);
- The Group recognises a specific concession to the loan agreement, resulting from a significant reduction in the quality of the loan;
- Signs of impairment, leading to the assumption that the borrower will not pay its credit obligations to the Group in full amount and in time, without the Group taking any actions such as realisation of the collateral;
- Significant impairment of main collateral;
- Failure of the debtor in another financial institution, or failure of another client's loans and advances in the Group;
- Any other warning signs identified in the client monitoring and engagement process that, according to the Bank's assessment, will result in the debtor not paying his credit commitments to the Group in full and in time, without the Group taking steps toward loan collateral.

Forward-looking information

The assessment of SICR and the calculation of ECL both incorporate forward-looking information ('*FLI*').

i. Individually assessed exposures

Considering the abundance and high diversity of corporate exposures, the Group does not identify a reliable correlation between macroeconomic indicators and ECL. Using future-oriented information for individually assessed exposures would lead to unpredictable results due to a lack of reliable correlation, and the Group therefore concludes that the use of future-oriented information is not appropriate for individually assessed exposures. Therefore, the Group assesses the potential impacts of macroeconomic changes at the level of individual loans in their regular monitoring, and any possible impacts are considered when modelling expected cash flows.

The Group regularly carries out detailed monitoring of each corporate client at least once a year. As part of this revision, all aspects of the credit relationship are re-evaluated, from assessing the business model, financial situation, re-assessing collateral, evaluating the fulfilment of contractual conditions.

ii. Portfolio-based exposures

In assessing the amount of expected loss of portfolio exposures, the Group considers estimated future economic conditions. This is achieved by appropriate PD value modifications via a multiplier. The FLI setting consists of determining the values of two parameters:

- the coefficient of increase of 12-month marginal PD values,
- the number of months during which the PD will revert to the original values.

As of 31 December 2025, the setting of FLI parameters for retail portfolio-assessed exposures is based on the assumption of a worsening of the macroeconomic situation in Slovakia. The Group implemented Merton-Vasicek model to assessed relevant macroeconomic component.

For modelling the impact of macro variables on the probability of default, the Group uses available time series published by the Statistical Office of the Slovak Republic, the ECB and the ARDAL agency. Specifically analysed variables and their lagging equivalents: unemployment, inflation, GDP, base interest rate, average coupons of Slovak government bonds for individual years, EURIBOR rates, dummy variables. Based on the results of statistical methods, the final model contains exactly one variable unemployment. Models with multiple variables and their interactions are either insignificant or the result of the variable coefficients is uninterpretable or counterintuitive.

Weighted value of unemployment rate 5.97% was used, based of three scenarios of macroeconomic development with following input values and weights:

- baseline, 80.00%, 6.10%
- positive 10.00%, 5.20%
- negative 10.00%, 6.00%

The resulting impact on the probability of default of retail clients is a relative increase of 7.50% for all retail rating categories.

For the weighted average across individual scenarios, the Group used the predictions of the base scenario from the NBS published in December 2024 and internal estimates of the variables for the negative and optimistic scenario. The starting point for the negative scenario is primarily risk factors, namely the increase in price of the inputs driven by the development on the food and energy markets, escalation of the war conflicts and limited recovery of the world trade.

Calculation of ECL

The Group calculates ECL on an individual or portfolio basis. Individual basis is an individual estimate of cash flows at the exposure level. In calculating the ECL on a portfolio basis, exposures are classified from common risk characteristics into a homogenous group.

The aggregation of the exposures follows a business purpose and also considers the risk perspective. Separate portfolios are created for retail secured and unsecured loans, while the Group also creates additional portfolios by the amount of LTV or product type. Corporate exposures are aggregated into instalment loans, overdrafts, guarantees and bonds. Other portfolios mainly represent money-market exposures to financial institutions and government bonds.

i. Individual calculation:

The individual basis for calculating ECL is used for individually assessed exposures in Stage 3:

The ECL calculation is generally based on three scenarios (or at least two scenarios), and each scenario is given a certain probability:

- **Contractual scenario** - scenario based on the expectation of maturity of all contractual cash flows on time and in full amount
- **Going concern** - scenario based on the expectation of both contractual cash flows and cash flows from collateral recovery
- **Gone concern** - the worst scenario based on the expectation of both contractual cash flows and cash flow from collateral recovery. Compared to the Going concern scenario, the Group expects lower cash flow values

The ECL is subsequently calculated as the probability-weighted amount of expected cash flows from each scenario discounted by the original EIR.

ii. Portfolio calculation:

Portfolio ECL calculation is used for all other cases. Portfolio ECL is calculated using the following formula ECL = PD × EAD × LGD, where:

- PD: The probability of default. It is the probability that the borrower will not fulfil its financial liabilities. PD depends on the rating and the following rules apply:
  - *Stage 1*: uses a 12-month PD, i.e. probability of default over the next 12 months;
  - *Stage 2*: the PD is used over the lifetime, i.e. probability of default over the entire lifetime of the exposure;
  - *Stage 3*: the PD is equal to 1 because the exposure is already defaulted.
- EAD: Unsecured Exposure at default.
- LGD: Loss given default means the ratio of credit loss in case of default to EAD.

The Group calculates the ECL on an individual or portfolio basis. An individual basis represents an individual estimate.

ECL sensitivity analysis

The Group prepares ECL scenarios when changing parameters for retail loan portfolio. One of the recalculation scenarios is the assessment of ECL in case of deteriorated or improved credit quality of clients, which the Group implements through the adjustment of client ratings. The second scenario is the ECL assessment when at PD and the third scenario represents a change in LGD parameter.

Changes in the credit quality of clients

Scenario of deterioration of the client's rating by 1 rating for retail loans under the following assumptions:

- PD values are allocated according to PD values ratings calculated as at the end of the period;
- for defaulted exposures and exposures where the rating level could not be assessed, the ECL conversion remains the same as calculated as at the end of the period;
- the deterioration of the client's rating is realised by 1 rating level lower, while clients from the worst rating level remain at the same rating level;
- for clients who, after a deterioration in their rating level, move from Stage 1 to Stage 2, the ECL is calculated in Stage 2.

Scenario of improving the client's rating by 1 level for retail loans under the following assumptions:

- PD values are allocated according to ratings from PD values calculated as at the end of the period;
- for defaulted exposures and exposures where the rating level could not be assessed, the ECL conversion remains the same as calculated as at the end of the period;
- the improvement of the client's rating is realised by 1 rating level higher, while clients from the worst rating level remain at the same rating level;
- for clients who, after an improvement in their rating level, move from Stage 2 to Stage 1, the ECL is calculated in Stage 1.

ECL scenarios impact compared to the actual ECL value:

31.12.2025	Value of ECL	Deterioration by one rating grade		Improvement by one rating grade	
		EUR'000	in %	EUR'000	in %
Consumer credit	89,496	8,283	9.26%	(4,962)	-5.54%
Mortgage loans	653	241	36.99%	(124)	-19.05%
Corporate exposures	3,285	1,222	37.19%	(401)	-12.21%
Total	**93,434**	**9,746**	**10.43%**	**(5,487)**	**-5.87%**

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31.12.2024	Value of ECL	Deterioration by one rating grade		Improvement by one rating grade	
		EUR'000	in %	EUR'000	in %
Consumer credit	80,912	7,178	8.87%	(4,242)	-5.24%
Mortgage loans	439	107	24.31%	(53)	-12.18%
Corporate exposures	14,840	2,105	14.18%	(1,076)	-7.25%
Total	**96,191**	**9,390**	**9.76%**	**(5,371)**	**-5.58%**

The corporate portfolio is regularly monitored and assessed on a regular basis. The classification into the relevant rating is also performed on an individual basis according to the specific situation of the clients. The corporate portfolio does not show signs of a homogeneous portfolio. Therefore, a sensitivity analysis through change does not provide additional relevant information. In corporate portfolios, the Group assesses the sensitivity to changes in PD, which can be seen below.

PD changes

When changing the PD, the Group tests the ECL sensitivity to PD changes in 10% movements upwards and downwards. This analysis does not change the Stage assignment.

The effects of stressing PD parameters are as follows:

PD change	31 December 2025					31 December 2024				
	Value of ECL	Increase by 10.00%		Decrease by 10.00%		Value of ECL	Increase by 10.00%		Decrease by 10.00%	
		EUR'000	in %	EUR'000	in %		EUR'000	in %	EUR'000	in %
Consumer credit	89,496	2,050	2.29%	(2,050)	-2.29%	80,912	1,708	2.11%	(1,708)	-2.11%
Mortgage loans	653	33	5.05%	(33)	-5.05%	439	14	3.24%	(14)	-3.24%
Corporate loans	3,285	166	5.05%	(164)	-4.99%	14,840	486	3.28%	(486)	-3.28%
Other	447	45	10.07%	(45)	-10.07%	1,669	31	1.85%	(31)	-1.85%
Total	**93,881**	**2,294**	**2.44%**	**(2,292)**	**-2.44%**	**97,860**	**2,239**	**2.29%**	**(2,239)**	**-2.29%**

A change of the LGD parameter

A change of the LGD parameter would result in a change in the impairment allowances as follows:

31.12.2025	ECL	LGD +5.00%		LGD -5.00%		LGD +10.00%		LGD -10.00%	
		EUR'000	in %	EUR'000	in %	EUR'000	in %	EUR'000	in %
Consumer credit	89,496	5,734	6.41%	(5,727)	-6.40%	11,465	12.81%	(11,458)	-12.80%
Mortgage loans	653	53	8.12%	(54)	-8.27%	106	16.23%	(107)	-16.39%
Corporate exposures	3,285	154	4.69%	(153)	-4.66%	307	9.35%	(306)	-9.32%
Other	447	-	0.00%	-	0.00%	-	0.00%	-	0.00%
Total	**93,881**	**5,941**	**6.33%**	**(5,934)**	**-6.32%**	**11,878**	**12.65%**	**(11,871)**	**-12.64%**

31.12.2024	ECL	LGD +5.00%		LGD -5.00%		LGD +10.00%		LGD -10.00%	
		EUR'000	in %	EUR'000	in %	EUR'000	in %	EUR'000	in %
Consumer credit	80,912	5,054	6.25%	(5,049)	-6.24%	10,106	12.49%	(10,100)	-12.48%
Mortgage loans	439	27	6.22%	(27)	-6.21%	55	12.44%	(55)	-12.43%
Corporate exposures	14,840	447	3.01%	(445)	-3.00%	893	6.02%	(891)	-6.01%
Other	1,669	-	0.00%	-	0.00%	-	0.00%	-	0.00%
Total	**97,860**	**5,528**	**5.65%**	**(5,521)**	**-5.64%**	**11,054**	**11.29%**	**(11,046)**	**-11.29%**

PD and LGD values are estimated by statistical models. PD values are recalculated and recalibrated on a monthly basis, reflecting the changes to ECL in individual portfolios. LGD values are recalculated and recalibrated at least once a year. Back testing of PD and LGD is performed on an annual basis.

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The tables below summarise the classification of financial assets and off-balance sheet exposures (gross) by credit risk ratings:

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial assets at AC - Debt securities										
Low credit risk	815,897	704,118	-	-	-	-	-	-	815,897	704,118
Moderate credit risk	-	-	-	-	-	-	-	-	-	-
High credit risk	-	-	-	-	-	-	-	-	-	-
Default	-	-	-	-	-	-	-	-	-	-
Not rated	505	2,109	-	-	-	-	-	-	505	2,109
Gross amount	**816,402**	**706,227**	**-**	**-**	**-**	**-**	**-**	**-**	**816,402**	**706,227**
Impairment allowance	(331)	(211)	-	-	-	-	-	-	(331)	(211)
Carrying amount	**816,071**	**706,016**	**-**	**-**	**-**	**-**	**-**	**-**	**816,071**	**706,016**

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial assets at AC - Loans and advances										
Low credit risk	1,510,430	1,438,297	13,667	10,361	6,389	2,743	-	-	1,530,486	1,451,401
Moderate credit risk	1,356,096	1,202,368	45,318	44,809	23,221	19,695	1,107	458	1,425,742	1,267,330
High credit risk	101,454	97,515	149,229	168,246	4,720	6,294	4,956	11,548	260,359	283,603
Default	-	-	-	-	134,177	129,412	6,166	6,387	140,343	135,799
Not rated	384	2,171	4,162	3,912	644	668	-	-	5,190	6,751
Gross amount	**2,968,364**	**2,740,351**	**212,376**	**227,328**	**169,151**	**158,812**	**12,229**	**18,393**	**3,362,120**	**3,144,884**
Impairment allowance	(16,061)	(13,782)	(11,950)	(11,671)	(106,786)	(101,221)	(3,117)	(7,276)	(137,914)	(133,950)
Carrying amount	**2,952,303**	**2,726,569**	**200,426**	**215,657**	**62,365**	**57,591**	**9,112**	**11,117**	**3,224,206**	**3,010,934**

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial assets at FVOCI - Debt securities										
Low credit risk	96,402	102,747	-	-	-	-	-	-	96,402	102,747
Moderate credit risk	-	10,043	-	-	-	-	-	-	-	10,043
High credit risk	-	-	-	-	-	-	-	-	-	-
Default	-	-	-	-	-	-	-	-	-	-
Not rated	-	-	-	-	-	-	-	-	-	-
Gross amount	**96,402**	**112,790**	**-**	**-**	**-**	**-**	**-**	**-**	**96,402**	**112,790**
Impairment allowance in OCI	(46)	(60)	-	-	-	-	-	-	(46)	(60)

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EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Loan and other commitments given										
Low credit risk	26,120	78,152	-	-	-	-	-	-	26,120	78,152
Moderate credit risk	65,305	25,980	4	16	-	-	-	-	65,309	25,996
High credit risk	9,004	7,178	58	452	-	-	-	-	9,062	7,630
Default	-	-	-	-	382	2	-	-	382	2
Not rated	3,000	2,793	13	375	-	-	-	-	3,013	3,168
Gross amount	**103,429**	**114,103**	**75**	**843**	**382**	**2**	**-**	**-**	**103,886**	**114,948**
Provision	**225**	**162**	**18**	**61**	**5**	**-**	**-**	**-**	**248**	**223**

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial guarantees given										
Low credit risk	1,422	1,423	-	-	-	-	-	-	1,422	1,423
Moderate credit risk	358	53	-	-	-	-	-	-	358	53
High credit risk	-	272	-	-	-	-	-	-	-	272
Default	-	-	-	-	-	51	-	-	-	51
Not rated	-	-	-	-	-	-	-	-	-	-
Gross amount	**1,780**	**1,748**	**-**	**-**	**-**	**51**	**-**	**-**	**1,780**	**1,799**
Provision	**7**	**12**	**-**	**-**	**-**	**23**	**-**	**-**	**7**	**35**

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Collateral

The Group generally requires collateral in order to mitigate its credit risk from exposures on financial assets. The following collateral types are accepted:

- cash;
- guarantees issued by banks, governments or reputable third parties;
- securities;
- receivables;
  commercial and residential real estate;
- tangible assets.

Estimates of fair value are based on the value of collateral assessed at the time before executing the deal and are reassessed on a regular basis. Generally, collateral is not held on exposures against credit institutions, except when securities are held as part of reverse repurchase and securities lending activity.

An estimate of the fair value of received collateral is shown in the following table (including received collateral from reverse repurchase agreements). Received collateral value is disclosed up to the gross carrying amount of the asset (so called claimable value).

EUR'000	31.12.2025	31.12.2024
Real-estates	2,025,935	1,762,956
Securities	151,947	154,768
Other	6,924	7,989
Total	**2,184,806**	**1,925,713**

Collateral in default loans and advances at amortised cost:

EUR'000	31.12.2025	31.12.2024
Gross amount	140,996	136,703
Impairment allowances	(82,734)	(84,025)
Carrying amount	**58,262**	**52,678**
Collateral	**17,478**	**18,326**

The Group's assessment of the net realisable value of the collateral is based on independent expert appraisals, which are reviewed by the Group's specialists, or internal evaluations prepared by the Group. The realisable value of collateral is derived from this value using a correction coefficient, that is the result of the current market situation, and reflects the Group's ability to realise the collateral in case of involuntary sale, for a price that is possibly lower than the market price.

The Group, at least annually, updates the values of the collateral and the correction coefficient.

Mortgage classification by LTV categories is shown in the following table:

EUR'000	31.12.2025	31.12.2024
LTV < 50%	440,318	410,952
LTV 50 - 60%	340,527	316,723
LTV 60 - 70%	417,378	417,420
LTV 70 - 80%	545,090	383,304
LTV 80 - 90%	221,768	148,740
LTV 90 - 100%	38,752	15,463
LTV > 100%	15,554	12,197
Total	**2,019,387**	**1,704,799**

Net value of assets acquired by ownership of the collateral as of 31 December 2025 is EUR 0 (as of 31 December 2024: EUR 0).

Recovery of receivables

The Group takes the necessary steps in judicial and non-judicial processes to obtain the maximum recovery from defaulted receivables. In case of default receivables, the activities of taking possession of collateral, representing the Group in bankruptcy, and restructuring proceedings are realised separately.

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In the retail segment, the recovery process for overdue receivables is defined and centrally operated by a workflow system. The system provides complex evidence of problematic receivables, uses a segmented strategy of recovery, and it also processes numerous task flows, automated collection tasks, etc. The Group also uses outsourced services of collection companies.

Forbearance

The following tables show the gross amount and the amount of the impairment allowance for the financial assets to which the concession was applied:

31.12.2025	Grace period	Interest rate reduction	Extension of maturity	Rescheduled payments	Debt forgiveness	Other measures
Gross amount						
Households	15,704	10,205	39,562	724	9	4,174
Non-financial corporations	1,726	-	123	1,727	-	1,480
Total	**17,430**	**10,205**	**39,685**	**2,451**	**9**	**5,654**
Impairment allowances						
Households	(691)	(4,374)	(10,884)	(88)	(6)	(1,224)
Non-financial corporations	(512)	-	(14)	(92)	-	(1,075)
Total	**(1,203)**	**(4,374)**	**(10,898)**	**(180)**	**(6)**	**(2,299)**

31.12.2024	Grace period	Interest rate reduction	Extension of maturity	Rescheduled payments	Debt forgiveness	Other measures
Gross amount						
Households	11,872	8,925	37,525	-	-	3,959
Non-financial corporations	4,714	3,929	4,015	4,936	-	4,181
Total	**16,586**	**12,854**	**41,540**	**4,936**	**-**	**8,140**
Impairment allowances						
Households	(1,809)	(3,773)	(9,118)	-	-	(1,074)
Non-financial corporations	(962)	(64)	(151)	(238)	-	(2,280)
Total	**(2,771)**	**(3,837)**	**(9,269)**	**(238)**	**-**	**(3,354)**

35. Liquidity risk

Liquidity risk arises from financing of the Group's activities and management of its positions. It includes financing the Group's assets with instruments of appropriate maturity, and the Group's ability to dispose of its assets for acceptable prices within acceptable time periods. The Group promotes a conservative and prudent approach to liquidity risk management.

During the 6 months ended 30 June 2025 there we no significant changes in methods compared to the consolidated financial statements of the Group for the year ended 31 December 2024.

The Group has a system of limits and indicators consisting of the following elements:

- short-term liquidity management - performed by monitoring the liabilities and receivables due, and fulfilling the compulsory minimum reserves;
- long-term liquidity management – performed by using the method of liquidity gap analysis (the classification of assets and liabilities based on their maturity into different maturity ranges). Liquidity gap analysis uses the Liquidity at Risk deposit stability model, as well as other behavioural assumptions.

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Management of liquidity risk

The Group's approach to managing liquidity is to ensure, where possible, sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation.

The Group finances its assets mostly from primary sources. In addition to this, the Group has open credit lines from several financial institutions and is also able to finance its assets from interbank deposits. Due to its structure of assets, the Group has at its disposal sufficient amount of bonds which are, if necessary, acceptable for acquiring additional resources through refinancing operations organised by the European Central Bank.
The Group monitors the liquidity profile of its financial assets and liabilities, and details about other projected cash flows arising from projected future business. Based on such information, the Group maintains a portfolio of short-term liquid assets, made up of loans and advances to banks and other inter-bank facilities, to ensure that sufficient liquidity is maintained within the Group as a whole.

The liquidity position is monitored daily and the liquidity stress testing is conducted monthly, under a variety of scenarios covering both normal and more severe market conditions. The Group also has a contingency plan and communication crisis plan, which describes the principles and procedures of management in extraordinary conditions and secures the availability of financial back-up sources. All liquidity policies and procedures are subject to review and approval by the Assets and Liabilities Committee ("ALCO"). Reports on the liquidity position, including any exceptions and remedial action taken, is submitted to ALCO at least once a month. In the event of any breach of internal or regulatory liquidity limits, the Risk Committee assumes responsibility for crisis resolution in accordance with the authorities and procedures set out in detail in the bank's recovery plan.

Exposure to liquidity risk

The key measures used by the Group for managing liquidity risk are:

- *primary liquidity ratio and Liquidity coverage ratio* - tracking short-term liquidity under stress scenarios;
- *net stable funding ratio* - structural funding monitoring;
- *analysis of survival time in stress conditions.*

Cash flows expected by the Group for certain assets and liabilities may differ significantly from their contractual flows. For example, for on hand deposits from clients (current accounts, term deposits without notice period) the Group expects that they will remain in the Group over a longer period, or more precisely, their value will increase over time as a result of receiving new funds. Receivables from clients may also be prematurely repaid or prolonged.

The liquidity coverage ratio is defined by Regulation of the European Parliament and of the Council no. 575/2013, as the ratio of the sum of the liquid assets to the sum of the net cash outflows. The ratio must not fall below 1.

The value of ratio was as follows:

	31.12.2025	31.12.2024
End of the period	3.64	3.36
Average for the period	3.14	3.42
Maximum for the period	3.64	5.25
Minimum for the period	2.04	2.51

The Net Stable Funding Ratio requirement stipulated in Article 413 par. 1 (EU Regulation No. 575/2013 of 26 June 2013) equals the ratio of the available stable funding of the institution to the required stable funding of the institution. The value of the indicator must not fall below 1.

The value of the indicator is as follows:

	31.12.2025	31.12.2024
End of the period	1.52	1.45

The following table provides an overview of the distribution of assets and liabilities, according to their contractual maturity as current (with a maturity up to 1 year) and non-current (with a maturity over one year):

EUR'000	31 December 2025			31 December 2024		
	Current	Non-current	Total	Current	Non-current	Total
Assets						
Cash, cash balances at central banks and other demand deposits	173,294	-	173,294	528,100	-	528,100
Financial assets held for trading	-	-	-	17	-	17
Non-trading financial assets mandatorily at fair value through profit or loss	350	32,334	32,684	335	141,925	142,260
Financial assets at fair value through other comprehensive income	-	96,402	96,402	17,609	95,181	112,790
Financial assets at amortised cost	479,537	3,581,724	4,061,261	459,107	3,280,436	3,739,543
Debt securities	61,838	754,233	816,071	66,459	639,557	706,016
Loans and advances	397,939	2,826,267	3,224,206	370,055	2,640,879	3,010,934
Other financial assets	19,760	1,224	20,984	22,593	-	22,593
Derivatives – Hedge accounting	-	4,577	4,577	149	4,784	4,933
Investments in subsidiaries, joint ventures and associates	-	969	969	-	900	900
Tangible assets	-	36,720	36,720	-	44,222	44,222
Intangible assets	-	49,254	49,254	-	49,060	49,060
Current tax assets	26,771	-	26,771	6,194	-	6,194
Deferred tax assets	-	38,967	38,967	-	29,223	29,223
Other assets	12,626	-	12,626	23,769	-	23,769
Total assets	**692,578**	**3,840,947**	**4,533,525**	**1,035,280**	**3,645,731**	**4,681,011**
Liabilities						
Financial liabilities held for trading	6	-	6	50	-	50
Financial liabilities measured at amortised cost	3,567,125	437,270	4,004,395	3,507,061	587,079	4,094,140
Deposits	3,514,756	227,089	3,741,845	3,360,326	403,598	3,763,924
Debt securities issued	62	188,833	188,895	138,688	156,449	295,137
Other financial liabilities	52,307	21,348	73,655	8,047	27,032	35,079
thereof: lease liabilities	4,854	20,366	25,220	4,451	25,700	30,151
Derivatives – Hedge accounting	947	3,648	4,595	49	5,808	5,857
Provisions	403	-	403	371	-	371
Current tax liabilities	1,575	-	1,575	3,995	-	3,995
Other liabilities	25,466	-	25,466	26,027	-	26,027
Total liabilities	**3,595,522**	**440,918**	**4,036,440**	**3,537,553**	**592,887**	**4,130,440**

The Group monitors residual maturity based on expected recovery or expected maturity of the individual assets and liabilities. Historical experience shows that short-term liabilities are usually prolonged, or their volume grows over time. The maturity of these liabilities is determined in the range of 1-10 years, based on their volatility and the use of statistical models.

The following tables show the residual maturity of non-derivative and off-balance sheet financial liabilities and hedging derivatives. Undiscounted cash flows in the table are presented based on their earliest contractual maturities. Expected cash flows may be different from the analysis below:

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025	**-**	**-**	**-**	**-**	**-**	**-**
Financial liabilities measured at amortised cost	2,936,540	637,344	415,416	33,318	4,022,618	4,004,395
Deposits	*2,888,153*	*633,322*	*209,212*	*28,610*	*3,759,297*	*3,741,845*
Debt securities issued	*62*	*-*	*188,833*	*-*	*188,895*	*188,895*
Other financial liabilities	*48,325*	*4,022*	*17,371*	*4,708*	*74,426*	*73,655*
thereof: lease liabilities	*1,308*	*3,857*	*16,389*	*4,708*	*26,262*	*25,220*
Derivatives – Hedge accounting	*370*	*577*	*3,648*	*-*	*4,595*	*4,595*
Total	**2,936,910**	**637,921**	**419,064**	**33,318**	**4,027,213**	**4,008,990**
31 December 2024						
Financial liabilities measured at amortised cost	2,946,039	567,970	569,262	33,767	4,117,038	4,094,140
Deposits	*2,940,633*	*424,671*	*393,759*	*25,587*	*3,784,650*	*3,763,924*
Debt securities issued	*-*	*138,688*	*156,449*	*-*	*295,137*	*295,137*
Other financial liabilities	*5,406*	*4,611*	*19,054*	*8,180*	*37,251*	*35,079*
thereof: lease liabilities	*1,407*	*4,124*	*18,613*	*8,180*	*32,324*	*30,151*
Derivatives – Hedge accounting	*-*	*49*	*5,064*	*744*	*5,857*	*5,857*
Total	**2,946,039**	**568,019**	**574,326**	**34,511**	**4,122,895**	**4,099,997**

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025						
Loan and other commitments given	103,886	-	-	-	103,886	103,886
Financial guarantees given	1	12	1,764	3	1,780	1,780
Total	**103,887**	**12**	**1,764**	**3**	**105,666**	**105,666**
31 December 2024						
Loan and other commitments given	114,948	-	-	-	114,948	114,948
Financial guarantees given	1	50	1,745	3	1,799	1,799
Total	**114,949**	**50**	**1,745**	**3**	**116,747**	**116,747**

The following table presents the maturity analysis of highly liquid assets that the Group uses for liquidity management:

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total
31 December 2025	**-**	**-**	**-**	**-**	**-**
Cash on hand	34,899	-	-	-	34,899
Cash balances at central banks	*33,557*	-	-	-	*33,557*
Assets in level 1	*11,114*	*49,620*	*317,924*	*353,460*	*732,118*
Assets in level 2A	-	*10,896*	-	-	*10,896*
Total	**79,570**	**60,516**	**317,924**	**353,460**	**811,470**

The following tables show an analysis of the expected remaining maturity of non-derivative and off-balance sheet financial liabilities and hedging derivatives.

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EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025	**-**	**-**	**-**	**-**	**-**	**-**
Financial liabilities measured at amortised cost	494,429	704,347	1,881,691	942,151	4,022,618	4,004,395
Deposits	*446,042*	*700,325*	*1,675,487*	*937,443*	*3,759,297*	*3,741,845*
Debt securities issued	*62*	*-*	*188,833*	*-*	*188,895*	*188,895*
Other financial liabilities	*48,325*	*4,022*	*17,371*	*4,708*	*74,426*	*73,655*
thereof: lease liabilities	*1,308*	*3,857*	*16,389*	*4,708*	*26,262*	*25,220*
Derivatives – Hedge accounting	*370*	*577*	*3,648*	*-*	*4,595*	*4,595*
Total	**494,799**	**704,924**	**1,885,339**	**942,151**	**4,027,213**	**4,008,990**
31 December 2024						
Financial liabilities measured at AC	538,033	772,555	1,790,115	1,016,156	4,116,859	4,094,140
Deposits	*532,934*	*629,256*	*1,614,484*	*1,007,976*	*3,784,650*	*3,763,924*
Debt securities issued	*-*	*138,688*	*156,449*	*-*	*295,137*	*295,137*
Other financial liabilities	*5,099*	*4,611*	*19,182*	*8,180*	*37,072*	*35,079*
thereof: lease liabilities	*1,407*	*4,124*	*18,741*	*8,180*	*32,452*	*32,597*
Derivatives – Hedge accounting	*-*	*49*	*5,064*	*744*	*5,857*	*5,857*
Total	**538,033**	**772,604**	**1,795,179**	**1,016,900**	**4,122,716**	**4,099,997**

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025						
Loan and other commitments given	103,886	-	-	-	103,886	103,886
Financial guarantees given	1	12	1,764	3	1,780	1,780
Total	**103,887**	**12**	**1,764**	**3**	**105,666**	**105,666**
31 December 2024						
Loan and other commitments given	114,948	-	-	-	114,948	114,948
Financial guarantees given	1	50	1,745	3	1,799	1,799
Total	**114,949**	**50**	**1,745**	**3**	**116,747**	**116,747**

36. Market risk

Market risk is the risk that changes in market prices, such as interest rates, equity prices, foreign exchange rates and credit spreads (not relating to changes in the obligor's/issuer's credit standing), will affect the Group's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return on risk.

The Group distributes its exposure to market risk between trading and non-trading portfolios. Trading portfolios include proprietary position-taking, together with financial assets and liabilities which are managed on a fair value basis.

Overall authority for market risk is vested in the ALCO. The members of ALCO are responsible for the development of detailed market risk management policies.

Management of market risks

Limits, indicators and methods of equity risk management are defined in accordance with the principles described in the Market Risk Management Strategy. In managing market risk, the Group uses the following limits, indicators and methods for identifying, measuring and monitoring market risk:

- open positions in individual financial instruments;
- Value at Risk;
- Expected shortfall;
- Basis point value;
- Credit spread risk in banking book - CSRBB;
- analysis of interest rate gap;

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- Change of economic value of capital ΔEVE;
- Change of net interest income ΔNII;
- Stop loss limits for trading book;
- stress testing;
- reverse stress testing.

The principal tool used to measure and control market risk exposure within the Group's trading portfolios is Value at Risk ('*VaR*'). The VaR of a trading portfolio is the estimated loss that will arise on the portfolio over a specified period of time (holding period), from an adverse market movement with a specified probability (confidence level). The VaR model used by the Group is based upon a 99% confidence for a one day holding period. The VaR model used is primarily based on historical simulations. Taking account of market data from previous years, and observed relationships between different markets and prices, the model generates a wide range of plausible future scenarios for market price movements.

Although VaR is an important tool for measuring market risk, the assumptions on which the model is based do give rise to some limitations, including the following:

- A holding period assumes that it is possible to acquire or dispose of positions within that period. This is considered to be a realistic assumption in almost all cases but may not be the case in situations in which there is severe market illiquidity for a prolonged period.
- A 99.00% confidence level does not reflect losses that may occur beyond this level. Even within the model used there is a one percent probability that losses could exceed the VaR. To mitigate this shortage, the Group uses the ratio expected shortfall, which monitors potential loss beyond the set confidence interval.
- VaR is calculated on an end-of-day basis and does not reflect exposures that may arise on positions during the trading day.
- The use of historical data as a basis for determining the possible range of future outcomes may not always cover all possible scenarios, especially those of an exceptional nature. To mitigate this shortage, the Group uses the stressed VaR indicator, which considers historical scenarios with the greatest negative impact.

Daily reports of utilisation of VaR limits are submitted to ALCO members, and the departments responsible for risk position management. Information on market risks development is regularly submitted to ALCO.

A summary of the VaR position of the Group:

EUR'000	31.12.2025	Average	Maximum	Minimum
VaR trading book	1	2	13	-
VaR banking book	1,927	2,154	3,287	1,635
VaR total	1,927	2,154	3,282	1,635
Out of which interest rate risk	*1,200*	*1,274*	*2,711*	*436*
Out of which credit spread risk	*1,964*	*1,813*	*2,242*	*1,578*
Out of which foreign exchange risk	*1*	*2*	*13*	-

EUR'000	31.12.2024	Average	Maximum	Minimum
VaR trading book	1	2	15	-
VaR banking book	2,696	3,143	4,152	2,478
VaR total	2,696	3,145	4,151	2,478
Out of which interest rate risk	*1,417*	*1,532*	*2,751*	*726*
Out of which credit spread risk	*2,247*	*2,833*	*5,540*	*2,240*
Out of which foreign exchange risk	*1*	*2*	*15*	-

Interest rate risk

The main source of the Group's interest rate risk is so-called revaluation risk which arises due to timing differences in maturity dates (fixed rate positions) and in revaluation (variable rate positions) assets, liabilities, and positions in commitments, contingencies and derivative financial instruments of the Group.

Other sources of interest rate risk are:

- *Yield curve risk* – risk of changes in the yield curve, due to the fact that a change in interest rates on the financial market will occur to different extents at different periods of time for interest-sensitive financial instruments,

- *Different interest base risk* - reference rates, relating to the active and passive transactions, are dissimilar and do not move simultaneously,
- *Risk from provisioning* - resulting from the decrease of interest sensitive exposure, with increasing volume of impairment loss allowances. Reducing exposure affects the Group's interest sensitivity, based on a short or long position,
- *Option risk* – arising from potential embedded options in financial instruments in the portfolio of the Group, allowing early withdrawals and repayments by counterparties, and subsequent deviation from their contractual maturities.

On the asset side of the statement of financial position, the Group manages its interest rate risk by providing a majority of corporate loans with variable rates. The Group continuously uses asset-liability management in its interest risk management. When purchasing debt securities, the current interest position of the Group is considered, which then serves as a basis for purchase of fixed or variable debt securities. The Group uses interest swaps to hedge interest rate debt securities classified within FVOCI financial assets.

The priorities of the Group for interest rate risk management of liabilities comprise:

- Stability of deposits, especially over longer time periods;
- Fast and flexible reactions to significant changes in inter-bank interest rates, through adjustments to interest rates on deposit products;
- Continuously evaluating interest rate levels offered to clients, compared to competitors, and actual or expected development of interest rates on the local market;
- Managing the structure of liabilities in compliance with the expected development of money market rates, in order to optimise interest revenues and minimise interest rate risk.

The principal risk to which non-trading portfolios are exposed is the risk of loss from fluctuations in future cash flows, or fair values of financial instruments, because of a change in market interest rates.

The ALCO is the monitoring body for compliance with these limits and is assisted by the Risk Management Unit in its day-to-day monitoring activities. Setting interest rates for banking products is under the responsibility of ALCO.

In the first half of 2025, a change in the methodology for mapping non-maturity deposits was approved, resulting in an extension of the average interest rate fixation period of liabilities.

Changes in the economic value of equity (ΔEVE) calculated according to the six supervisory shock scenarios under Article 98(5) of Directive 2013/36/EU are presented in the following table:

BIS IRRBB Scenarios	31.12.2025	31.12.2024
Short rates shock up	(30,389)	(28,904)
Short rates shock down	14,827	14,238
Parallel shock up	(35,392)	(39,161)
Parallel shock down	17,011	19,320
Steepener shock	5,547	4,138
Flattener shock	(15,911)	(14,157)

Changes in net interest income (ΔNII) calculated according to the two supervisory shock scenarios under Article 98(5) of Directive 2013/36/EU are presented in the following table:

BIS IRRBB Scenarios	31.12.2025	31.12.2024
Parallel shock up	(7,504)	(8,276)
Parallel shock down	3,296	3,697

The economic value of capital represents the difference discounted cash flows of interest rate sensitive assets recorded in the banking book, and the cash flows of interest sensitive liabilities recorded in the banking book. Interest rate sensitive assets and liabilities are assets and liabilities for which fair value is variable, depending on changes in market interest rates. Particular assets and liabilities are divided into re-pricing gaps, based on their contractual re-pricing period, volatility of interest margins (for selected liability products), or roll forward (for assets and liabilities where it is not possible to use statistical models). In case the asset or the liability does not bear any interest risk, it is assigned a one-day maturity.

Changes in the Bank's economic value reflect the impact of a parallel interest shock on the value of interest sensitive assets and liabilities of the Bank. It should be emphasised that this measure highlights the effect of a shift in interest curves on the present structure of assets and liabilities and excludes assumptions of future changes in the structure of the balance sheet.

Share price risk

Share price risk is a risk of movements in the prices of equity instruments held in the Group's portfolio, and financial derivatives derived from these instruments. The main source of the Group's share price risk is speculative and strategic positions held in shares and share certificates.

When investing in equity instruments, the Group:

- Follows an investment strategy which is updated on a regular basis;
- Prefers for publicly traded stocks;
- Monitors limits to minimise share price risk;
- Performs a risk analysis, which usually includes forecasts of the development of the share price, various models and scenarios for the development of external and internal factors with an impact on the statement of profit or loss, asset concentration, and the adequacy of own resources.

Share price risk is expressed above as part of the VaR ratio.

Foreign exchange risk

The Group is exposed to foreign exchange risk when trading in foreign currency on its own account, as well as on the account of its clients. The Group assumes a foreign exchange risk if the assets and liabilities denominated in foreign currencies are not in the same amount, i.e. the Group has unsecured foreign exchange positions. The Group reduces its foreign exchange risk through limits on its unsecured foreign exchange positions and keeps them at an acceptable level according to its size and business activities. The amount of foreign exchange risk is shown above through the VaR indicator.

37. Operational risk

Operational risk is the risk of loss, including the damage caused to the Group (by the Group's own activities) as a result of inappropriate or incorrect internal procedures, human factor failure, failure of systems used, and by external factors other than credit, market and liquidity risks. A part of the operational risk is legal risk arising from unenforceable contracted receivables, unsuccessful legal cases, verdicts with negative impact on the Group, and compliance risk. Operational risk arises from all of the Group's operations and is faced by all business entities.

The Group continuously aims to improve the implemented process of operational risk identification, usage of key risk indicators, self-evaluation procedures, or planning for unforeseeable events, and aims to secure business continuity and manage operational risk of the Group on a consolidated basis.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to senior management in each division. This responsibility is supported by the development of overall standards for the management of operational risk in the following areas:

- requirements for the reconciliation and monitoring of transactions;
- compliance with regulatory and other legal requirements;
- documentation of controls and procedures;
- requirements for periodic assessment of operational risks faced, and adequacy of controls and procedures to address the risks identified;
- requirements for reporting of operational losses and proposed remedial actions;
- development of contingency plans;
- training and professional development;
- ethical and business standards;
- risk mitigation, including insurance where it is effective.

Internal audit performs audits and inspections, in accordance with the Statute of internal control and internal audit, and the plan of audit activities for the year, approved by the Supervisory Board. Results of audits and inspections performed by internal audit are discussed with management of the department to which they relate. Reports from audits and controls are then submitted to the Board of Directors and the Supervisory Board (which also carries out activities of the Audit Committee).

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Legal risk

Legal risk represents a risk of loss arising mainly from unenforceable contracts, threats of unsuccessful legal cases, or verdicts with negative impact on the Group. Legal risk management is the responsibility of the Legal and Compliance Unit.

Compliance risk

The Group, in the management of compliance risk, is focused mainly on:

- Managing the risk of money laundering and financing the terrorism;
- Risk of legal sanctions and penalties from regulators;
- Loss of the Group's reputation, which may be suffered as a result of a failure to comply with the requirements of generally applicable laws, legal standards, guidelines and standards related to banking activities.

Risks related to outsourcing

Outsourcing activities present a separate group of operational risks. Outsourcing involves long-term performance of activities by a third party, which support the Group's activities and are carried out on a contractual basis, in order to increase the efficiency of the Group's activities.

Risk management relating to outsourcing is a part of overall Group risk management. It is the responsibility of the Risk Committee and includes:

- Managing strategy for risks associated with outsourcing, which is approved by the Board of Directors, as well as other particular internal directives relating to outsourcing, security crisis plans for individual outsourced activities, or plans for the Group when ceasing outsourced activities;
- Examination of the quality of service providers before and during outsourcing;
- Regular inspections of performance of outsourcing companies by the Internal Audit Unit;
- Minimising the risk related to outsourcing when extraordinary events occur.

38. Settlement risk

The Group's activities may give rise to risk at the time of settlement of transactions and trades. Settlement risk is the risk of loss due to the failure of a company to honour its obligations to deliver cash, securities or other assets as contractually agreed.

For certain types of transactions, the Group mitigates this risk by conducting settlements through a settlement/clearing agent, to ensure that a trade is settled only when both parties have fulfilled their contractual obligations.

Limits for settlement represent a part of the process of monitoring the limits. Acceptance of risk resulting from a free settlement trades requires transaction-specific or counterparty-specific approvals of ALCO committee.

The risk to a management company is that the issuer or counterparty fails to meet its obligation. The potential credit risk impact on asset value is moderate.

Mutual funds minimise the risk of trading with securities in particular, by the fact that trading with the mutual fund assets is performed in accordance with the law in such way that the value is transferred in favour of the mutual fund, on the principle of payment versus delivery, within normal timescales of the regulated market. Risk management involves: issuer and counterparty creditworthiness testing, establishment of limits on issuer and counterparty in terms of risk and risk delimitation rules, establishment of limits in the information system, and its subsequent conversion.

39. Regulatory requirements of the asset management company

The asset management company is obliged to comply with regulatory requirements of the National Bank of Slovakia ('*NBS*'), which are set out under Act No. 203/2011 on collective investment, and according to NBS Provision No. 7/2011 on capital resources of asset management companies. These include limits and restrictions on capital adequacy. These requirements apply to all asset management companies in Slovakia and their compliance is determined on the basis of reports submitted by the asset management company

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under statutory legal regulations. During the accounting period and as at the date of preparation of the financial statements, the Group met the aforementioned regulatory requirements.

The own funds of the management company are considered appropriate under this Act, unless they are below:

a) EUR 125 thousand plus 0.02% of the value of the assets in funds managed by the company exceeding EUR 250,000 thousand. This amount is not further increased when it reaches EUR 10,000 thousand;
b) EUR 125 thousand plus 0.02% of the value of the assets in alternative investment funds managed by the company exceeding EUR 250,000 thousand. This amount is not further increased when it reaches EUR 10,000 thousand;
c) One quarter of the average general operating costs of the management company for the previous calendar year. If the management company exists for less than one year, a quarter of the amount of general operating costs according to its business plan.

40. Capital management and Minimum Requirement for Own Funds and Eligible Liabilities (MREL)

The Group's objective of the capital management is to ensure healthy capital equipment in order to fulfil all regulatory requirements for capital, the amount of MREL, their ongoing maintenance and build investor confidence as well as support own business.

The amount of regulatory capital and the capital adequacy is calculated in accordance with Regulation of the EU Parliament and Council No. 575/2013 (hereinafter referred to as "CRR").

According to the CRR, the Bank's own resources are created by Tier I capital (CET1), additional Tier I capital (AT1), Tier II capital (T2) and additional Tier II capital (AT2). As the Bank does not own AT1 capital instruments, the entire volume of Tier I capital consists of CET1 capital.

As of 31 December 2025, the minimum capital adequacy requirements, including buffers and the Tier II requirements stipulated by the regulator were fulfilled.

The Minimum Requirement for Own Funds and Eligible Liabilities (MREL) was defined by the regulator. To achieve this, the Group has successfully issued MREL instruments over the past years. In 2025, the Group managed to place an issuance of EUR 30 million on the market.

Throughout the year ended 31 December 2025, the Bank met and exceeded all regulatory capital adequacy requirements, MREL requirements and this includes all requirements of Tier I, Tier II and the requirement for a combined capital buffer.

The dividend policy is planned so that all regulatory capital limits, including the MREL requirement, are met.

The Group's position of own funds according to the Capital Requirement Regulation is displayed in the following table:

EUR'000	31.12.2025	31.12.2024
Tier I Capital	**458,576**	**448,989**
Share capital and share premium	367,043	367,043
Reserve funds and other funds created from profit	73,261	73,261
Selected components of accumulated other comprehensive income	(8,145)	(10,342)
Profit or loss of previous years	55,185	50,508
Intangible assets	(25,975)	(29,764)
Additional valuation adjustments	(182)	(312)
Insufficient coverage for problematic exposures	(2,611)	(1,405)
Tier II Capital	**3,198**	**4,797**
Subordinated debt	3,198	4,797
Regulatory capital total	**461,774**	**453,786**

EUR'000	31.12.2025	31.12.2024
Capital required to cover:		
Credit risk	145,784	164,951
Credit value adjustment risk	162	45
Operational risk	25,705	29,342
Total capital requirements	**171,651**	**194,338**

EUR'000	31.12.2025	31.12.2024
Risk-weighted assets (amounts)		
Risk-weighted assets	2,145,633	2,429,229
Capital ratios		
Total capital level as a percentage of total risk weighted assets	21.52%	18.68%
Tier I capital as a percentage of total risk weighted assets	21.37%	18.48%
Common Equity Tier I capital as a percentage of total risk weighted assets	21.37%	18.48%

41. Post balance-sheet events

On 15 January 2026, the Belgian KBC Group, which operates in Slovakia also through its subsidiary Československá obchodná banka, a.s. ("ČSOB"), announced the successful completion of the acquisition of a 98.45% stake in 365.bank, a.s. from J&T Finance Group and the assumption of control over the Bank (the "Transaction"). The KBC Group obtained the necessary approvals from the regulators required for the completion of the entire transaction announced on 15 May 2025.

17. Separate Financial Statements

365.bank, a. s.

Separate Financial Statements
prepared in accordance with
International Financial Reporting Standards
as adopted by the European Union

for the year ended 31 December 2025
(English translation)

Separate Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

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Independent Auditor's Report

To the Shareholders, Supervisory Board, Board of Directors and to the Audit Committee of 365.bank, a. s.:

Report on the Audit of the Separate Financial Statements

Opinion

We have audited the separate financial statements of 365.bank, a. s. ("the Bank"), which comprise the separate statement of financial position as at 31 December 2025, separate statement of profit or loss and other comprehensive income, separate statement of changes in equity and separate statement of cash flows for the year then ended, and notes to the separate financial statements, including material accounting policy information and other explanatory information.

In our opinion, the accompanying separate financial statements of the Bank give a true and fair view of the financial position of the Bank as at 31 December 2025, and of its financial performance and its cash flows for the year then ended in accordance with IFRS accounting standards (International Financial Reporting Standards) as adopted by the European union.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Separate Financial Statements section of our report. We are independent of the Bank in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) as adopted by the Slovak Chamber of Auditors ("Code of Ethics for Auditors") within the scope applicable to audits of financial statements of public interest entities, including the ethical requirements of the Regulation of the European Parliament and of the Council (EU) No 537/2014 from 16 April 2014 on specific requirements, as applicable to audits of the financial statements of public interest entities ("Regulation No 537/2014") and Act No. 423/2015 on Statutory Audit and on the amendments and supplements to the Act on Accounting No. 431/2002, as amended ("Act on Statutory Audit"), that are relevant to audits of the financial statements of public interest entities in the Slovak Republic. We have also fulfilled our other ethical responsibilities in accordance with the Code of Ethics for Auditors, the ethical requirements of the Regulation No 537/2014 and the Act on Statutory Audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the separate financial statements of the current period. These matters were addressed in the context of our audit of the separate financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Spoločnosť zo skupiny Ernst & Young Global Limited
Ernst & Young Slovakia, spol. s r.o., IČO: 35 840 463, zapísaná v Obchodnom registri Mestského súdu Bratislava III, oddiel: Sro, vložka číslo: 27004/B a v zozname audítorov vedenom Slovenskou komorou audítorov pod č. 257.

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Impairment allowances for loans and advances to customers

Loans and advances to customers valued at amortized cost less impairment as at 31 December 2025 amount to EUR 3,192,668 thousand and represent a significant portion of the Bank's total assets. As disclosed in Note 8 (Financial assets at amortised cost) to the separate financial statements, it included the gross book value of loans and advances valued at amortized cost of EUR 3,299,775 thousand and impairment allowance of EUR 107,107 thousand.

Determining the amount and the moment of recognizing impairment allowances for expected credit losses requires significant judgments and complex estimates of the management disclosed in Note 2 (Accounting policies) and Note 34 (Credit risk) to the separate financial statements. For exposures below EUR 300 thousand, it comprises assumptions built into statistical credit loss models, such as assessment of significant increase in credit risk, definition of default, incorporation of forward-looking information, calculation of the loss given default parameter and the recovery rates. For exposures above EUR 300 thousand individually, the Bank performs an individual assessment based on the detailed review and analysis of the borrower's situation and for non-performing exposures, the judgments include identification of loss events other than overdue payments and estimation of timing and amount of expected cash flows from repayments and realization of collaterals.

The individual basis for calculating expected credit losses ("ECL"), based on probability-weighted scenarios, is then used for individually assessed exposures in Stage 3 and exposures in Stage 2 above EUR 50 million. Portfolio ECL calculation is used for all other instances.

Due to the significance of loans and advances in relation to the total assets and significance of the management's judgments and estimates and their complexity regarding the expected credit losses described above, we evaluated impairment allowances for loans and advances as a key audit matter.

As part of our audit procedures, we documented our understanding of the Bank's credit risk management policies. We obtained an understanding, evaluated the design and tested the operating effectiveness of the internal controls over the approval, recording and monitoring of the loans, identification of loss events and impairment triggers and the process of calculating impairment allowances for loans and advances.

We reconciled a register of loans and advances with accounting records to assess completeness of the recognition of loans and advances, which create the basis for the calculation of impairment allowances for expected credit losses.

We involved credit risk specialists to assist us with assessment of the impairment allowances methodology, methods, results of the Bank's tests of credit risk parameters (so called "back-testing"), credit rating models and credit risk parameter models, their assumptions and implementation in the system in accordance with the IFRS 9 requirements.

On a selected sample, we analyzed loan exposures assessed individually by the Bank. For selected performing exposures, we analyzed the economic and financial situation of borrowers and fulfillment of the terms of loan agreements to evaluate appropriateness of the classification into risk categories, so-called 'staging'. In case of selected non-performing exposures, we assessed the reasonableness of the expected cash flows from repayments and recoverable amounts of collateral based on available financial and market data and we recalculated the individual impairment allowance.

We performed analytical procedures on disaggregated data on the development of the impairment allowance per portfolios, products and stages related to the development of the structure and characteristics of the credit portfolio including the impairment allowances, reflecting the quality of the loan portfolio in the light of the impairment allowances for expected credit losses for loans and advances aimed at identifying portfolios of loans and advances with understated impairment provisions.

We involved specialists in the field of IT systems to assist us with the testing of effectiveness of the control mechanisms of IT systems, in which the Bank calculates the credit risk parameters and the impairment allowances for expected credit losses.

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We also assessed the disclosures in Note 2 (Accounting policies), Note 8 (Financial assets at amortised cost) and Note 34 (Credit risk) regarding expected credit losses for due from customers included in the separate financial statements in terms of their completeness and compliance with IFRS EU requirements.

Responsibilities of Management and Those Charged with Governance for the Separate Financial Statements

Management is responsible for the preparation and fair presentation of the separate financial statements in accordance with IFRS accounting standards (International Financial Reporting Standards) as adopted by the European union, and for such internal control as management determines is necessary to enable the preparation of separate financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate financial statements, management is responsible for assessing the Bank's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Bank or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Bank's financial reporting process.

Auditor's Responsibilities for the Audit of the Separate Financial Statements

Our objectives are to obtain reasonable assurance about whether the separate financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these separate financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the separate financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bank's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Bank's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

attention in our auditor's report to the related disclosures in the separate financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Bank to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the separate financial statements including the presented information as well as whether the separate financial statements capture the underlying transactions and events in a manner that leads to their fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the separate financial statements of the current period and are therefore the key audit matters.

We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Report on Information Disclosed in the Consolidated Annual Report

Management is responsible for the information disclosed in the consolidated annual report, prepared based on requirements of the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Accounting"). Our opinion on the separate financial statements expressed above does not apply to other information contained in the consolidated annual report.

In connection with audit of the separate financial statements it is our responsibility to understand the information disclosed in the consolidated annual report and to consider whether such information is not materially inconsistent with audited separate financial statements or our knowledge about the Bank and its situation obtained in the audit of the separate financial statements, or otherwise appears to be materially misstated.

We considered whether the Bank's consolidated annual report (except for the requirements related to sustainability reporting) contains information, disclosure of which is required by the Act on Accounting.

Based on procedures performed during the audit of separate financial statements, in our opinion:

- Information disclosed in the consolidated annual report prepared for 2025 is consistent with the separate financial statements for the relevant year,
- The consolidated annual report (except for the requirements related to sustainability reporting) contains information based on the Act on Accounting.

Additionally, based on our understanding of the Bank and its situation, obtained in the audit of the separate financial statements, we are required to disclose whether material misstatements were identified in the consolidated annual report, which we received prior to the date of issue of this auditor's report. In this regard, there are no findings which we should disclose.

Presentation of the Separate Financial Statements in Compliance with the Requirements of the European Single Electronic Format ("ESEF")

The management is responsible for the presentation of the separate financial statements for the year ended 31 December 2025 included in the Annual Financial Report that complies with the requirements of the Commission Delegated Regulation (EU) 2019/815 of 17 December 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council with regard to regulatory technical standards on the specification of a single electronic reporting format ("the ESEF Regulation"). The presentation of the separate financial statements for the year ended 31 December 2025 in electronic XHTML format is expected to be made available to us after the date of this auditor's report.

Our opinion on the separate financial statements does not cover the compliance of the presentation of the accompanying separate financial statements with the requirements of the ESEF Regulation.

After management provides us with the electronic XHTML format of the accompanying separate financial statements, our responsibility will be to perform an engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits and Reviews of Historical Financial Information, with the objective to obtain reasonable assurance on the compliance of the separate financial statements with the requirements of the ESEF Regulation. Our updated auditor's report will either state that based on the procedures performed, the presentation of the separate financial statements complies, in all material respects, with the requirements of the ESEF Regulation, or we will describe any material non-compliance that we would identify in this respect.

Other requirements on content of auditor's report in compliance with Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities

Appointment and approval of Auditor

We were appointed as the statutory auditor by statutory body of the Bank on 18 June 2024 based on our approval by the General Meeting of Shareholders of the Bank on 20 November 2023. Total uninterrupted engagement period, including previous renewals (extension of the period for which we were originally appointed) and reappointments for the statutory auditor, has lasted for 2 years.

Consistence with Additional Report to the Audit Committee

Our audit opinion expressed herein is consistent with the additional report to the audit committee of the Bank, which we issued on 25 March 2026.

Non-audit Services

No prohibited non-audit services referred to in Article 5(1) of Regulation (EU) No. 537/2014 of the European Parliament and of the Council of 16 April 2014 on specific requirements regarding statutory audit of public-interest entities were provided and we remain independent from the Bank in conducting the audit.

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In addition to statutory audit services and services disclosed in the consolidated annual report and in the separate financial statements, no other services were provided by us to the Bank and its controlled undertakings.

30 March 2026
Bratislava, Slovak Republic

Ernst & Young Slovakia, spol. s r.o.
SKAU Licence No. 257

Ing. Marek Mikolaj, statutory auditor
UDVA Licence No. 1038

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Separate Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

365 bank

A. Separate statement of financial position

EUR'000	Notes	31.12.2025	31.12.2024
Assets			
Cash, cash balances at central banks and other demand deposits	4	172,748	527,411
thereof: Cash and cash equivalents	4	100,737	495,426
Financial assets held for trading	5	-	17
Non-trading financial assets mandatorily at fair value through profit or loss	6	28,103	137,950
Financial assets at fair value through other comprehensive income	7	96,402	112,790
Financial assets at amortised cost	8	4,025,060	3,711,046
Debt securities	8	813,565	703,907
Loans and advances	8	3,192,668	2,988,707
thereof: Loans and advances to banks	8	8,752	13,501
thereof: Loans and advances to customers	8	3,183,916	2,975,206
Other financial assets	8	16,827	18,432
Derivatives - Hedge accounting	9	4,577	4,933
Investments in subsidiaries and joint venture	10	49,157	49,457
Tangible assets	11	35,043	42,799
Intangible assets	12	27,642	27,128
Current tax assets		26,551	5,791
Deferred tax assets	13	33,602	23,970
Other assets	14	13,684	24,145
TOTAL ASSETS		**4,512,569**	**4,667,437**
Liabilities			
Financial liabilities held for trading	5	6	50
Financial liabilities at amortised cost	15	3,974,789	4,071,799
Deposits	15	3,715,297	3,744,659
thereof: Subordinated debt	15	8,019	8,021
Debt securities issued	15	188,895	295,137
Other financial liabilities	15	70,597	32,003
Derivatives - Hedge accounting	9	4,595	5,857
Provisions	16	281	279
Current tax liabilities		-	2,878
Other liabilities	17	21,166	20,480
Total liabilities		**4,000,837**	**4,101,343**
Share capital and share premium	18	367,043	367,043
Retained earnings	18	79,573	136,132
Other equity	18	65,116	62,919
Total equity	**18**	**511,732**	**566,094**
TOTAL EQUITY AND LIABILITIES		**4,512,569**	**4,667,437**

These separate financial statements, which include the notes on pages 13 - 72, were approved by the Board of Directors on 24 March 2026.

Chairman of the Board of Directors
Daniel Kollár

Member of the Board of Directors
Ladislav Korec

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Separate Financial Statements
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for the year ended 31 December 2025

B. Separate statement of profit or loss and other comprehensive income

EUR'000	Notes	2025	2024
Statement of profit or loss			
Net interest income	21	121,968	128,369
Interest income calculated on an effective interest rate	21	*169,184*	*174,459*
Other interest income	21	*464*	*766*
Interest expenses	21	*(47,680)*	*(46,856)*
Net fee and commission income	22	30,494	58,974
Fee and commission income	22	*59,152*	*85,311*
Fee and commission expenses	22	*(28,658)*	*(26,337)*
Dividend income	23	8,579	8,614
Net gains from financial transactions	24	(11,912)	39,309
Other operating income and expenses	25	(1,884)	(8,279)
Staff expenses	26	(54,689)	(50,649)
Other administrative expenses	26	(34,872)	(34,509)
Depreciation and amortization	27	(15,472)	(13,898)
Release of provisions	28	(3)	58
Net impairment of financial assets not valued at fair value through profit and loss	28	(27,505)	(5,804)
Net impairment of investments in subsidiaries and joint ventures	28	-	355
Net impairment on non-financial assets	28	(3,313)	(13,947)
Profit before special levy and before tax		**11,391**	**108,593**
Special levy		(10)	(23,887)
Profit after special levy and before tax		**11,381**	**84,706**
Income tax	29	(2,940)	(15,161)
Profit after special levy and after tax		**8,441**	**69,545**
Statement of other comprehensive income			
Items that may be reclassified to profit or loss		2,197	1,689
Revaluation of debt securities at fair value through other comprehensive income		*3,531*	*3,226*
Net impairment of debt securities at fair value through other comprehensive income		*(14)*	*(704)*
Deferred tax related to items that may be reclassified to profit or loss		*(1,320)*	*(833)*
Total other comprehensive income		**2,197**	**1,689**
TOTAL COMPREHENSIVE INCOME		**10,638**	**71,234**

The notes on pages 13 - 72 form an integral part of these separate financial statements.

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C. Separate statement of changes in equity

EUR'000	Share capital	Share premium	Legal reserve fund	Revaluation of FVOCI financial assets	Retained earnings	TOTAL EQUITY
Opening balance as of 1 January 2025	**366,305**	**738**	**73,261**	**(10,342)**	**136,132**	**566,094**
Total comprehensive income	-	-	-	**2,197**	**8,441**	**10,638**
Profit after special levy and after tax	-	-	-	-	8,441	8,441
Other comprehensive income	-	-	-	2,197	-	2,197
Other transactions	-	-	-	-	**(65,000)**	**(65,000)**
Dividends	-	-	-	-	(65,000)	(65,000)
Closing balance as of 31 December 2025	**366,305**	**738**	**73,261**	**(8,145)**	**79,573**	**511,732**

EUR'000	Share capital	Share premium	Legal reserve fund	Revaluation of FVOCI financial assets	Retained earnings	TOTAL EQUITY
Opening balance as of 1 January 2024	**366,305**	**738**	**73,261**	**(12,031)**	**276,587**	**704,860**
Total comprehensive income	-	-	-	**1,689**	**69,545**	**71,234**
Profit after special levy and after tax	-	-	-	-	*69,545*	*69,545*
Other comprehensive income	-	-	-	1,689	-	1,689
Other transactions	-	-	-	-	**(210,000)**	**(210,000)**
Dividends	-	-	-	-	(210,000)	(210,000)
Closing balance as of 31 December 2024	**366,305**	**738**	**73,261**	**(10,342)**	**136,132**	**566,094**

The notes on pages 13 - 72 form an integral part of these separate financial statements.

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D. Separate statement of cash flows

EUR'000	Notes	2025	2024
Profit before special levy and before tax		**11,391**	**108,593**
Adjustments:			
Net interest income	21	(121,968)	(128,369)
Dividend income	23	(8,579)	(8,614)
Depreciation and amortization	27	15,472	13,898
Release of provisions	28	3	(58)
Gains from derecognition of non-financial assets, net	25	282	141
Loss from sale of investments	24	-	132
Net impairment of financial assets not valued at fair value through profit and loss	28	27,505	5,804
Net impairment of investments in subsidiaries and joint ventures	28	-	(355)
Net impairment on non-financial assets	28	3,313	13,947
Cash flows (used in)/from operating activities before changes in working capital		**(72,581)**	**5,119**
(Increase)/decrease in operating assets:			
Cash balances at central banks	4	(40,026)	(964)
Financial assets held for trading	5	17	160
Non-trading financial assets mandatorily at fair value through profit or loss	6	109,847	50,979
Financial assets at amortised cost		(237,427)	(128,550)
Loans and advances		*(239,032)*	*(136,392)*
Other financial assets		*1,605*	*7,842*
Derivatives – Hedge accounting	9	357	2,025
Other assets	14	10,460	(5,725)
Increase/(decrease) in operating liabilities:			
Financial liabilities held for trading	5	(43)	(35)
Financial liabilities measured at amortised cost, excluding subordinated debt and lease liabilities		12,005	16,040
Deposits		*(31,925)*	*23,955*
Other financial liabilities		*43,930*	*(7,915)*
Derivatives – Hedge accounting	9	(84)	(579)
Other liabilities	17	686	(4,144)
Cash flows used in operating activities before interest and income tax		**(216,789)**	**(65,674)**
Interest received		175,515	184,463
Dividends received	23	8,579	8,614
Interest paid		(45,272)	(41,526)
Income tax paid		(16,353)	(13,696)
Special levy paid		(20,041)	(29,678)
Net cash flows (used in)/from operating activities		***(114,361)***	***42,503***
Cash flows from investing activities			
Financial assets at amortised cost - debt securities			
Purchase		(173,685)	(42,516)
Proceeds from sale and maturity		64,344	83,384
Financial assets at fair value through other comprehensive income - debt securities			
Proceeds from sale and maturity		17,500	75,108
Investments in subsidiaries and joint ventures			
Purchase		-	(500)
Proceeds from sale	10	-	1,459
Other		300	220
Tangible and intangible assets			
Purchase	11,12	(10,513)	(8,477)
Proceeds from sale		4	3,950
Net cash flows (used in)/from investing activities		***(102,050)***	***112,628***
Cash flows from financing activities			
Dividends paid		*(65,756)*	(210,068)
Debt securities issued			
Proceeds from issue of debt securities	15	30,000	149,120
Repayment of debt securities		(137,420)	-
Financial liabilities at amortised cost - lease liabilities			
Lease payments		(5,102)	(5,064)
Net cash flows used in financing activities		***(178,278)***	***(66,012)***
Net (decrease)/increase in cash and cash equivalents	**4**	**(394,689)**	**89,119**
Cash and cash equivalents at the beginning of the period	**4**	**495,426**	**406,307**
Cash and cash equivalents at the end of the period	**4**	**100,737**	**495,426**

The notes on pages 13 - 72 form an integral part of these separate financial statements.

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E. Notes to the separate financial statements

1. General information

365.bank, a. s. ('the Bank') was incorporated in the Commercial Register on 31 December 1992 and commenced its activities on 1 January 1993. On 3 July 2021, the Bank changed its business name to 365.bank, a. s. and provides both digital and branch network services. Poštová banka (365.bank, a. s., organizational unit Poštová banka) continues to provide its services at Slovenská pošta's offices. The registered office of the Bank is Dvořákovo nábrežie 4, 811 02 Bratislava. The Bank's identification ('IČO') is 31340890, tax ('DIČ') is 2020294221 and value added tax ('IČ DPH') number is SK7020000680. The Bank is registered as a VAT member of 365.bank group.

The Bank operates in the Slovak Republic through a network of branches, and, under a contract with Slovenská pošta, a.s., the Bank sells its products and services through post offices and financial services compartments located throughout the Slovak Republic.

The principal activities of the Bank are as follows:

- accepting and providing deposits in euro and in foreign currencies,
- providing loans and guarantees in euro and foreign currencies,
- providing banking services to the public,
- providing services on the capital market.

Shareholder's structure is as follows:

Name of shareholder	Address	31.12.2025 Number of shares	31.12.2025 Ownership in %	31.12.2024 Number of shares	31.12.2024 Ownership in %
J&T FINANCE GROUP SE	Sokolovská 700/113 a, 186 00 Praha 8, Czech Republic	293,035	88.55%	293,035	88.55%
Investo, a. s.	Dúbravská cesta 14, 841 04 Bratislava, Slovak Republic	32,759	9.90%	32,759	9.90 %
Slovenská pošta, a. s.	Partizánska cesta 9, 975 99 Banská Bystrica, Slovak Republic	4,918	1.49%	4,918	1.49%
Ministerstvo dopravy	Námestie slobody 6, 810 05 Bratislava, Slovak Republic	100	0.03%	100	0.03%
UNIQA Österreich Versicherungen AG	Untere Donaustrasse 21, 1029 Vienna, The Republic of Austria	87	0.03%	87	0.03%
Total		**330,899**	**100.00%**	**330,899**	**100.00%**

Members of the Board of Directors	
Andrej Zafko	Chairman
Peter Hajko	Board member
Ladislav Korec	Board member

Members of the Supervisory Board	
Jozef Tkáč	Chairman
Zuzana Žemlová	Board member since 20 December 2024
Vladimír Ohlídal	Board member til 16 June 2025
Anna Novotná	Board member since 19 June 2025

The separate financial statements of the Bank for the year ended 31 December 2024, were approved by the Board of Directors on 26 March 2025 and are available at its registered office or on its homepage.

The Bank's financial statements are included in the consolidated financial statements of J&T FINANCE GROUP SE, Sokolovská 700/113a, Karlín, 186 00 Praha 8, Prague, Czech Republic. The consolidated financial statements are available at the registered office of J&T FINANCE GROUP SE.

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2. Accounting policies

2.1 Basis of preparation of the separate financial statements

The separate financial statements have been prepared in accordance with International Financial Reporting Standards ('IFRS'), as adopted by the European Union.

These financial statements are prepared as separate financial statements under Section 17a of the Slovak Act on Accounting 431/2002, as amended. Consequently, in these financial statements the Bank's investments in subsidiaries are accounted for at cost, decreased by impairment losses, if any.

The financial statements were prepared using the going concern assumption that the Bank will continue in operation for the foreseeable future.

These separate financial statements are presented in euro (EUR), which is the Bank's functional currency. Except for otherwise indicated, financial information presented in euro has been rounded to the nearest thousand. The tables in these financial statements may contain rounding differences.

2.2 Subsidiaries and joint venture

As of 31 December 2025 the Bank held shares in the following subsidiaries and joint venture:

Company name	Activity	Ownership in %	
		31.12.2025	31.12.2024
Subsidiaries			
365.invest, správ. spol., a. s.	Asset management	100.00%	100.00%
Ahoj, a.s.	Consumer loans	100.00%	100.00%
PB Servis, a. s.	Real estate administration	100.00%	100.00%
PB Finančné služby, a. s.	Financial and operational leasing and factori	100.00%	100.00%
365.fintech, a.s.	Investment fund	100.00%	100.00%
Cards&Co, a. s.	Information technology services industry	100.00%	100.00%
DanubePay, a. s. *	Payment services	100.00%	100.00%
365.nadácia	Charitable foundation	x	x
Joint venture			
SKPAY, a. s.	Payment services	40.00%	40.00%

* DanubePay, a. s. is owned by the Bank indirectly through the company Cards&Co, a. s. which owns 100.00% of the respective company.

The Bank also prepares consolidated financial statements for the 365.bank. 365.nadácia is not included in the consolidated financial statements of the Bank.

2.3 Changes in accounting policies

The adoption of the new accounting standards from 1 January 2025 did not have a significant impact on the Bank.

2.4 Significant accounting methods and policies

(a) Foreign currency

Transactions denominated in foreign currency are translated into euro at the exchange rate valid on the date of the transaction. Financial assets and liabilities in foreign currency are translated at the exchange rate valid on the balance sheet date. All resulting gains and losses are recorded in *Net gains/(losses) from financial transactions* in the statement of profit and loss.

(b) Interest income and expenses

Interest income and expense are recognised in profit or loss using the effective interest rate (*'EIR'*) method. EIR is the rate that exactly discounts the estimated future cash payments and receipts through the expected life of the financial asset or liability to the carrying amount of the financial asset or liability. EIR is determined on initial recognition of the financial asset and liability, and is not revised subsequently.

The calculation of EIR rate does not consider expected credit losses and includes all fees paid or received, transaction costs, and discounts or premiums, that are an integral part of the effective interest rate. Transaction costs are incremental costs that are directly attributable to the acquisition, issue, or retirement of a financial asset or liability.

Interest income and expense from financial assets and liabilities at fair value through profit or loss are presented as part of *Net interest income*, and changes in the fair values of such instruments are presented at fair value in *Net gains/(losses) from financial transactions*.

(c) Fee and commission income and expenses

Fee and commission income from customer contracts are measured by consideration stipulated in the contract. The Bank recognises revenue upon delivery of the service to the customer. The following paragraphs provide information on the nature and timing of the fulfilment of obligations arising from contracts and related revenue recognition principles. When deciding on the timing and amount of recognised income, the Bank follows the *IFRS 15 Revenue from Contracts with Customers*.

The Bank provides services to retail and corporate clients, which include account management fees, provision of overdraft and credit facilities, provision of loan commitments and financial guarantees, execution of foreign currency transactions and service fees.

Transaction-based fees such as service fees, investment management fees, sales commissions, placement fees and syndicated product fees are recognised when the related services are rendered.

Fee and commission income and all expenses which form an integral part of the EIR financial asset or liability valued at amortized cost using EIR are included in the EIR calculation. Revenue from accounting services and service fees are recognized over time as the services are rendered. Loan provision fees are recognised on a pro rata basis over the commitment period.

Fees related to services provided over time are accrued. These include commitment fees, guarantee fees and other fees arising from the provision of loans, income from asset management commissions, custody and other management and advisory fees. Payment services include, in part, service fees that are settled over time such as recurring card fees.

Income from fees for the provision of transaction services, such as collateral of the acquisition and sale of shares or other securities on behalf of customers or foreign exchange transactions, as well as income from commissions for services such as the sale of collective investments and insurance products, are recognised after the completion of the transaction. Payment services include, in part, transaction-based fees, such as withdrawal fees.

The Bank also provides asset management services. The management fees are based on a fixed percentage of the managed assets and are deducted from the client's asset account. Income from these fees is recognised when the related services are rendered.

(d) Net gains or losses from financial transactions

Net gains or losses from financial transactions comprise the following transactions:

- net gains/(losses) on derecognition of financial assets and liabilities not measured at fair value through profit or loss;
- net gains/(losses) on financial assets and liabilities held for trading;
- net gains/(losses) on non-trading financial assets mandatorily at fair value through profit or loss;
- net gains/(losses) on financial assets and liabilities designated at fair value through profit or loss;
- net gains/(losses) from hedge accounting;
- foreign exchange differences.

(e) Dividend income

Dividend income is recognised when the right to receive income is established.

(f) Income tax

Income tax expense comprises current and deferred tax. Income tax expense is recognised in profit or loss, except for items recognised directly in equity and in other comprehensive income.

Current tax is the expected tax payable on taxable income for the year, calculated using the tax rate valid at the end of the reporting period, and including any adjustment to tax payable in respect of previous years.

Deferred tax is calculated using the balance sheet method, providing for temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes, and the amounts used for taxation purposes. Deferred tax is calculated using the tax rates that are expected to be applied to the temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

A deferred tax asset is recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

In 2024, the Bank was again required to pay a special levy on business activities in regulated sectors. According to International Financial Reporting Standards, this special levy represents a form of income tax, and therefore, this financial statement includes the following terms:

- profit before special levy and before tax,
- profit after special levy and before tax and
- profit after special levy and after tax.

(g) Financial assets

i. Initial recognition

The Bank initially recognises loans, advances and other financial assets on the date they are originated. All purchases and sales of securities are recognised on settlement day. Derivative instruments are initially recognised on the trade date when the Bank becomes a contractual party in relation to the instrument.

Financial assets are measured initially at fair value, plus transaction costs that are directly attributable to their acquisition or issue (for items that are not valued at fair value through profit or loss). Immediately after initial recognition, an expected credit loss allowance ('ECL') is recognised for financial assets measured at amortised cost or FVOCI.

ii. Classification and subsequent measurement

The Bank classifies its financial assets into the following measurement categories:

- amortised cost ('AC')
- fair value through profit or loss ('FVPL')
- fair value through other comprehensive income ('FVOCI')

The classification requirements for debt and equity instruments under *IFRS 9 Financial Instruments* are described below:

Debt instruments

Debt instruments are those instruments which meet the definition of financial liability from the issuer's perspective, such as loans, government and corporate bonds, and trade receivables purchased from clients in factoring and other financial assets.

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Classification and subsequent measurement of debt instruments depends on:

(a) Business model for managing the assets

The business model reflects how the Bank manages the assets in order to generate cash flows. That is, whether the Bank's objective is solely to collect the contractual cash flows from the assets, or to collect both the contractual cash flows and cash flows arising from the sale of assets. If neither of these is applicable (e.g., the financial assets are held for trading purposes), then financial assets are classified as part of the 'other' business model and measured at FVPL.

Factors considered by the Bank in determining the business model for a group of assets include past experience on how the cash flows for these assets were collected, how the asset's performance is evaluated and reported to key management personnel, how risks are assessed and managed, and how managers are compensated.

The business model for asset management is evaluated on a portfolio basis. Financial assets are classified accordingly, together with products of the same characteristics, in relation to generated cash flows.

(b) Cash flow characteristics of the assets

Where the business model is to hold assets to collect contractual cash flows, or to collect contractual cash flows and sell, the Bank assesses whether the financial instruments' cash flows represent solely payments of principal and interest (the 'SPPI test'). In making this assessment, the Bank considers whether the contractual cash flows are consistent with a basic lending arrangement (interest includes only consideration for the time value of money), credit risk, or other basic lending risks plus a profit margin. Where the contractual terms introduce exposure to risk or volatility that are inconsistent with a basic lending arrangement, the related financial asset is classified and measured at fair value through profit or loss.

Financial assets with embedded derivatives are treated as a whole when determining whether their cash flows represent only principal and interest payments.

The Bank reclassifies debt investments only when its business model for managing those assets changes. The reclassification takes place from the start of the first reporting period following the change. It is expected that such changes will not occur, or they will be very infrequent.

Based on the business model and SPPI test, the Bank classifies its debt instruments into one of the following measurement categories:

- *Amortised cost*

(A) Cash, cash balances at central banks and other demand deposits

Cash and cash balances at central banks comprise cash on hand, unrestricted cash balances at central banks, and other demand deposits at other credit institutions. Collateral accounts at other credit institutions, whose use is restricted, are reported within *Financial assets at amortised cost*.

(B) Financial assets at amortised cost

Assets that are held for collection of contractual cash flows, where those cash flows represent only solely payments of principal and interest, and that are not designated at FVPL, are measured at amortised cost. The amortised cost of a financial asset is the amount at which the financial asset is measured at initial recognition, minus principal repayments, plus or minus cumulative amortisation using the effective interest rate method, of any difference between the initial amount recognised and the maturity amount. The carrying amount of these assets is adjusted by any expected credit loss allowance. Interest income from these financial assets is included in *Net interest income* using the effective interest rate method.

- *Fair value through profit or loss*

(A) Financial assets held for trading

These are financial assets that the Bank acquires or incurs principally for the purpose of selling or repurchasing in the near term, or hold as part of a portfolio that is managed to achieve short-term profit or to maintaining position. These assets do not meet the criteria for amortised cost or FVOCI based on Bank's business model, so they are measured at FVPL. A gain or loss on a debt investment that is subsequently measured at fair value through profit or loss, and is not part of a hedging relationship, is recognised in the profit or loss statement within *Net gains/(losses) from financial transactions* in the period in which it arises.

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(B) Non-trading financial assets mandatorily at fair value through profit or loss

Assets whose cash flows do not represent solely payments of principal and interest, and therefore fail the SPPI test, are mandatorily measured at FVPL. Their measurement and subsequent recognition are the same as for financial assets held for trading.

(C) Financial assets designated at fair value through profit or loss

Under *IFRS 9 Financial Instruments* it is permitted to irrevocably designate financial assets at FVPL, if doing so significantly reduces or eliminates a mismatch created by assets and liabilities being measured on different bases. The Bank did not use the fair value option for any financial assets that meet the criteria for measurement at amortised cost or FVOCI.

- *Fair value through other comprehensive income*

Financial assets at fair value through other comprehensive income

Financial assets that are held both for collection of contractual cash flows and for selling the assets, where the assets' cash flows represent solely payments of principal and interest, and that are not designated at FVPL, are measured at FVOCI. Movements in the carrying amount are measured through other comprehensive income ("OCI"), except for the recognition of impairment gains or losses, interest revenue, and foreign exchange gains and losses on the instrument cost, which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss, and recognised in *Net gains/(losses) from financial transactions*. Interest income from these financial assets is included in *Net interest income* using the effective interest method.

Equity instruments

Equity instruments are instruments that meet the definition of equity from the issuer's perspective; that is, instruments that do not contain a contractual obligation to pay and that evidence a residual interest in the issuer's net assets.

The Bank subsequently measures all equity investments at fair value through profit or loss, except where the Bank's management has elected at initial recognition, to irrevocably designate an equity investment at fair value through other comprehensive income. When this election is used, fair value gains and losses are recognised in OCI and are never reclassified to profit or loss, including on disposal.

Dividends, when representing a return on such investments, continue to be recognised in profit or loss as other income when the Bank's right to receive payments is established within *Dividend income*.

Gains and losses on equity investments at FVPL (those designated at FVPL or classified as held for trading) are included within *Net gains/(losses) from financial transactions* in the statement of profit or loss.

No expected credit losses are recognised for equity instruments.

The Bank concluded that share certificates held in the Bank's portfolio meet the definition of puttable instruments. According to *IFRS 9 Financial Instruments*, puttable instruments do not meet the definition of an equity instrument, and therefore, entities cannot make an irrevocable election to present the changes in fair value of such instruments in other comprehensive income. Due to cash flow characteristics of the assets, share certificates fail to meet the solely payments of principal and interest ('SPPI') requirement. As a result, these instruments are classified as *Non-trading financial assets mandatorily at fair value through profit or loss*.

iii. Identification and measurement of credit losses

Credit loss is the difference between all contractual cash flows that are attributable to the entity in accordance with the contract, and all cash flows that are expected to be received, discounted at the original effective interest rate. In estimating cash flows, the Bank considers all the terms and conditions of the financial asset during the expected life of that financial asset. Considered cash flows should also include cash flows from sale of collateral, or any other form of credit risk mitigation that is an integral part of the terms and conditions.

The Bank assesses expected credit losses associated with its debt instrument assets carried at amortised cost and FVOCI, and with exposures arising from loan commitments and financial guarantee contracts. The Bank recognises a loss allowance for such losses at each reporting date.

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The measurement of ECL reflects:

- an unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
- the time value of money;
- reasonable and supportable information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

Note *34. Credit risk* provides more detail of how the expected credit loss allowance is measured.

iv. Derecognition

The Bank derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the contractual rights to receive the cash flows from the financial asset, in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets, which is created or retained by the Bank, is recognised as a separate asset or liability.

The Bank enters contracts whereby it transfers assets recognised in its statement of financial position, but retains either all risks or rewards of the transferred assets or a portion of them. If all, or substantially all, risks and rewards are retained, then the transferred assets are not derecognised from the statement of financial position.

Transfers of assets with retention of all or substantially all risks and rewards include, for example, securities lending and repurchase transactions.

The Bank also derecognises certain assets when it writes off assets deemed to be uncollectible.

v. Modifications of financial assets

If any change in the contractual terms occurs, the Bank evaluates whether there is a significant change in the contractual cash flows. Significant modifications to cash flows result in the derecognition of the original financial asset and the recognition of the new financial asset at fair value.

If the modification does not result in the derecognition of a financial asset, the Bank recalculates the gross carrying amount as the present value of the changed cash flows discounted by the original EIR. The difference between the new and the original value is recognised in the statement of profit or loss as '*Net profit/(loss) from the modification of financial assets*'. The impact of the modifications was insignificant during the reported accounting periods.

(h) Derivatives

Derivatives are measured at fair value in the statement of financial position. Changes in fair value depend on their classification:

Hedging derivatives

Under the Bank's strategy, hedging derivatives are designed to hedge and manage selected risks.

The Bank has elected to adopt *IFRS 9 Financial Instruments* for micro hedge accounting purposes and in the area of macro hedging derivatives, it decided to continue to apply *IAS 39 Financial Instruments: Recognition and Measurement* standard.

The main Bank criteria for classification of hedging derivatives in the area of micro hedging are as follows:

- the relationship between hedging instrument and hedged item, in meaning of risk characteristics, function, target and strategy of hedging is formally documented at origination of the hedging transaction, together with the method that is used for assessment of effectiveness of the hedging relationship;
- the relationship between hedging instrument and hedged item is formally documented at the origination of the hedging transaction, and the Bank expects that it will decrease the risk of the hedged item;

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- hedging meets all effectiveness criteria:

  - there is an economic relationship between the hedging instrument and hedged item;
  - the effect of credit risk does not dominate the value changes that result from that economic relationship;
  - the hedge ratio of the hedge is the same as the hedge ratio resulting from the amount of the hedging instrument used by the entity for hedging of the hedged item. However, this indication should not reflect the imbalance between the weighted shares of the hedged item and the hedging instrument that could create hedge ineffectiveness (whether or not recognised), that could also result in a business result inconsistent with the purpose of hedge accounting.

A hedging relationship in the area of macro hedging qualifies for hedge accounting if, and only if, all of the following conditions are met.

- at the inception of the hedge there is formal designation and documentation of the hedging relationship and the entity's risk management objective and strategy for undertaking the hedge;
- the hedge is expected to be highly effective in achieving offsetting changes in fair value or cash flows attributable to the hedged risk, consistently with the originally documented risk management strategy for that particular hedging relationship;
- for cash flow hedges, a forecast transaction that is the subject of the hedge must be highly probable and must present an exposure to variations in cash flows that could ultimately affect profit or loss;
- the effectiveness of the hedge can be reliably measured, ie the fair value or cash flows of the hedged item that are attributable to the hedged risk and the fair value of the hedging instrument can be reliably measured;
- the hedge is assessed on an ongoing basis and determined actually to have been highly effective throughout the financial reporting periods for which the hedge was designated.

The hedged item in the case of macro-hedging is a part of consumer and mortgage loans with a fixed rate denominated in EUR, excluding loans overdue for more than 90 days. The volume of the hedged item and derivative changes continuously based on the development of the loan portfolio.

Individual loans are assigned to time baskets according to their repayment schedule (when fixed to maturity) or according to refixation (currently mainly mortgage loans). For that reason, it is subject to the same risk, namely the risk of changing the swap curve in EUR.

The Bank uses 3M time baskets for portfolio hedging purposes. The mapping methodology is identical to the approved methodology for mapping interest time baskets, which take into account early repayment and loans in arrears of more than 90 days.

The purpose of the hedging is to minimize the interest risk resulting from the movement of market interest rates in EUR and to eliminate the "accounting discrepancy" between the accounting of the fair value of the IRS (hedging instrument) through the P&L and the regular accounting of the portfolio of consumer and mortgage loans (hedged item).

i. Fair value hedge

The Bank uses financial derivatives to manage the level of risk in relation to interest rate risk. The Bank uses hedging derivatives to hedge the fair value of recognised assets. In the case of micro-hedging the Bank hedges the fair value of bonds with fixed coupon. In the case of macro-hedging the Bank hedges the fixed interest rate loan and advances portfolio. As the purchase of bonds with fixed coupon and origination of loans and advances with fixed interest rate increases the interest rate risk of the Bank, the Bank enters into interest rate swaps to hedge the changes in fair value, caused by changes in risk-free interest rates, and pays a fixed and receives a floating rate. The notional and fair values of the aforementioned hedging derivatives are described in note 9. *Hedging derivatives*.

Changes in fair value without interest component (clean price) of hedging instruments are recognised in a separate profit and loss statement line as Net gains/(losses) from financial transactions. For micro-hedging, changes in fair value without the interest component of the hedged items attributable to the hedged risk adjusts the carrying amount of the hedged item and is recognised in profit or loss as *Net gains/(losses) from financial transactions*. For macro-hedging, changes in fair value without the interest component of the hedged items are presented also at the row *Derivatives – Hedge accounting*, and in profit and loss are also included in *Net gains/(losses) from financial transactions*.

Interest expense and interest income from hedging instruments are presented, together with interest income and expense from hedged items, in the profit and loss statement under *Net interest income*. The positive value of hedging instruments is recognised in the statement of financial position as an asset in *Derivatives – Hedge accounting*. The negative value of hedging instruments is recognised as a liability in *Derivatives – Hedge accounting*. A summary of hedging derivatives is presented in note 9. *Hedging derivatives*.

If the derivative expires or is sold, terminated, exercised or no longer meets the criteria for hedge accounting, then hedge accounting is discontinued. Any adjustment up to that point, to a hedged item for which the effective interest method is used, is amortised in profit or loss as part of the recalculated effective interest rate of the item over its remaining life.

Other non-trading derivatives

When a derivative is not held for trading and is not designated in a qualifying hedge relationship, all changes in its fair value are recognised immediately in profit or loss as a component of *Net gains/(losses) from financial transactions*.

Embedded derivatives

Certain derivatives are embedded in hybrid contracts, such as the conversion option in a convertible bond. If the hybrid contract contains a host that is a financial asset, then the Bank assesses the entire contract as a financial asset, and applies classification and measurement accounting principles according to *IFRS 9 Financial Instruments*.

Otherwise, the embedded derivatives are treated as separate derivatives when:

- their economic characteristics and risks are not closely related to those of the host contract;
- a separate instrument with the same terms would meet the definition of a derivative;
- the hybrid contract is not measured at fair value through profit or loss.

These embedded derivatives are separately accounted for at fair value, with changes in fair value recognised in the statement of profit or loss, unless the Bank chooses to designate the hybrid contracts at fair value through profit or loss.

(i) Investments in subsidiaries and joint venture

Subsidiaries are entities controlled by the Bank. The Bank controls an entity when it is exposed, or has rights, to variable returns from its involvement with the entity, and has the ability to affect those returns through its power over the entity.

The financial statements of subsidiaries are included in the consolidated financial statements from the date control is established to the date control is lost.

If the bank loses control, it derecognizes the subsidiary's assets and liabilities, related non-controlling interests and other equity. The gain or loss arising due to the loss of control is recognized in the statement of profit or loss. If the bank retains a non-controlling interest in the former subsidiary, it is measured at fair value as at the date when control was lost.

A joint venture is an agreement in which the bank has joint control, through which it has the right to the net assets of the agreement, rather than the right to the asset and liability for the obligations related to this agreement.

An impairment represents the difference between the carrying amount of investment, and the present value of expected future cash-flows, discounted by the actual market rate of return of similar financial assets. The value adjustments on investments in subsidiaries are recognised in the separate statement of profit or loss

and other comprehensive income as *Net impairment losses for investments in subsidiaries, joint ventures and associates*.

(j) Tangible and intangible assets

i. Recognition and measurement

Items of tangible and intangible assets are measured at cost, less accumulated depreciation and impairment losses. Cost includes expenditures that are directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of related equipment is capitalised as part of the cost of that asset. When separate parts of a particular asset have different useful lives, they are accounted for as separate items (major components) or assets.

ii. Subsequent costs

The cost of replacing part of an item of tangible asset is recognised in the carrying amount of the item, if it is probable that the future economic benefits embodied within the part of asset will flow to the Bank, and its cost can be reliably measured. The costs of day-to-day maintenance of tangible assets are recognised in profit or loss as incurred.

iii. Depreciation

Depreciation and amortisation are recognised in profit or loss on a straight-line basis, over the estimated useful lives of each item of tangible and intangible assets. Land is not depreciated. Depreciation of tangible and intangible assets commences as soon as they are put into use.

The estimated useful lives for the current and comparative periods are as follows:

Type of asset	Period	Method
Buildings	40 years	straight line
Hardware	2 – 8 years	straight line
Fittings and other equipment	2 – 15 years	straight line
Software	individually	straight line
Other intangible assets	individually	straight line

Depreciation methods, useful lives and residual values are reassessed at each reporting date.

(k) Right-of-use assets and lease liabilities

The Bank assesses whether the contract is a lease or contains a lease, according to *IFRS 16 Leases*, at the inception of the contract. The contract is a lease, or contains a lease, when it conveys a right to use the underlying asset for a period of time in exchange for consideration. In cases where the contract is a lease, or contains a lease, the Bank accounts for each lease component relating to the contract separately from the non-lease components of the contract.

The Bank as a lessee recognises initially the right-of-use asset and the lease liability. The right-of-use asset is measured at cost, which equals the initial measurement of the lease liability. On the commencement day, the Bank recognises the lease liability as a present value of minimum lease payments over the lease term, which were not paid until the commencement day. The lease term is a non-cancellable period of a lease, together with periods covered by an option to extend the lease – if the lessee is reasonably certain to exercise that option, and periods covered by an option to terminate the lease – if the lessee is reasonably certain not to exercise that option. Lease payments are discounted using the interest rate implicit in the lease in relation to the operating lease of cars and using the incremental borrowing rate in relation to other leasing contracts, or leasing contracts containing a lease.

Right-of-use assets are depreciated evenly over the shorter of either the lease term or the useful life.

The Bank uses a portfolio approach for contracts with similar characteristics when accounting for the lease.

Right-of-use assets are represented mainly by the lease of headquarter and branch premises, office space in post offices, IT lease contracts, lease of cars, and lease of other devices. The Bank applies exemptions related to short term leases, i.e., lease contracts or contracts containing a lease with a lease term of 12 months or less, and to low value leases. Lease payments are recognised evenly as an expense over the lease term.

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prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

Right-of-use assets are presented in note *11. Tangible assets*, and lease liabilities are presented in note *15. Financial liabilities at amortised cost*.

Interest expenses relating to lease liabilities are presented separately from depreciation relating to right-of-use assets.

(l) Financial leasing

The primary focus of financial leasing has been the financing of agricultural assets. Given that the Bank's overarching business strategy prioritizes retail banking over the corporate assets portfolio, the Bank has ceased approving new financing. All efforts are now concentrated on managing and servicing the existing portfolio, ensuring the successful fulfillment of current contracts, and providing support to clients until all obligations are fully satisfied.

As a lessor, the Bank typically retains ownership rights in the leased assets. The strategy for managing the risks associated with these rights includes:

- ongoing monitoring - throughout the duration of each lease, monitoring for any signs of financial distress or potential default at an early stage to mitigate the risk of asset deterioration or loss;
- asset protection and maintenance - mandating that lessees maintain the assets in good condition and adhere to all relevant regulatory requirements (to ensure the residual value of the assets remains intact in the event of repossession; inspections are conducted as necessary to ensure compliance);
- insurance coverage - unless otherwise agreed, all financed assets must be adequately insured, and the lessee is required to maintain appropriate insurance policies to protect against loss, damage, or theft;
- repossession and liquidation - in the event of a default, the strategy encompasses clear, legally-defined processes for the repossession and liquidation of the assets;
- residual value risk - evaluating the potential residual value of assets upon lease termination or repossession; the strategy involves determining appropriate depreciation rates and ensuring that residual values are realistic, thereby mitigating the risk of overestimating the final worth of the asset.

(m) Impairment losses on non-financial assets

The carrying amounts of the Bank's non-financial assets, other than deferred tax assets, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

An impairment loss is recognised if the carrying amount of an asset, or its cash-generating unit, exceeds its recoverable amount. A cash-generating unit is the smallest identifiable asset group that generates cash flows which are largely independent from other assets and groups.

Impairment losses are recognised directly in profit or loss. Impairment losses recognised in respect of cash-generating units are allocated first to reduce the carrying amount of any goodwill allocated to the units, and then to reduce the carrying amount of the other assets in the unit (or group of units) on a pro rata basis.

The recoverable amount of an asset or cash-generating unit is the greater of its value in use, or its fair value less costs to sell. In assessing value in use, estimated future cash flows are discounted to their present value, using a pre-tax discount rate that reflects current market assessments of the time value of money and the risk specific to the asset.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

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(n) Financial liabilities

i. Initial recognition

The Bank initially recognises deposits by banks and customers, loans received, and other financial liabilities on the date they are originated. Derivative instruments are initially recognised on the trade date when the Bank becomes the contractual party in relation to the instrument.

Financial liabilities are measured initially at fair value, including transaction costs which are directly attributable to their acquisition or issue (for items that are not valued at fair value through profit or loss).

ii. Classification and subsequent measurement

In both the current and prior periods, financial liabilities are classified as subsequently measured at amortised cost, except for:

- financial liabilities at fair value through profit or loss: this classification is applied to derivatives, financial liabilities held for trading (e.g., short positions in the trading booking), and other financial liabilities designated as such at initial recognition. Gains or losses on financial liabilities, designated at fair value through profit or loss, are presented partially in other comprehensive income (the amount of change in the fair value of the financial liability that is attributable to changes in the credit risk of that liability, which is determined as the amount that is not attributable to changes in market conditions that give rise to market risk), and partially profit or loss (the remaining amount of change in the fair value of the liability). This is unless such a presentation would create, or enlarge, an accounting mismatch, in which case the gains and losses attributable to changes in the credit risk of the liability are also presented in profit or loss;
- financial liabilities arising from the transfer of financial assets which did not qualify for derecognition, whereby a financial liability is recognised for the consideration received for the transfer. In subsequent periods, the Bank recognises any expense incurred on the financial liability;
- financial guarantee contracts and loan commitments.

iii. Derecognition

The Bank derecognises a financial liability when its contractual obligations are fulfilled, cancelled or expire.

(o) Financial guarantees and loan commitments

Financial guarantees are contracts based on which the Bank undertakes to make a payment in favour of the creditor in order to compensate the incurred loss, if the debtor fails to pay at the due date under the original terms of the instrument.

Loan commitments are the Bank's commitments to provide loan under predetermined conditions.

Provided financial guarantees and loan commitments are initially measured at fair value. Subsequently, they are measured at the higher of the originally recognised amount less impairment allowance in compliance with *IFRS 9 Financial Instruments* or the initially recognised amount less, if appropriate, cumulative revenue recognised in accordance with *IFRS 15 Revenue from Contracts with Customers*.

Other loan commitments are measured as the total of impairment allowances in accordance with *IFRS 9 Financial Instruments* and the amounts of all fees received less cumulative income, if it is unlikely that the obligation would result in a specific loan agreement.

(p) Provisions

A provision is recognised if, as a result of a past event, the Bank has a present legal or constructive obligation arising from the past event and whose impact can be reliably estimated , and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects the current market assessment of the time value of money and, where appropriate, the risks specific to the liability.

Provisions for off-balance sheet exposures arising from provided loan and other commitments and from provided guarantees are calculated in accordance with *IFRS 9 Financial Instruments* on the basis of the same principles as the ECL for financial assets.

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(q) Employee benefits

i. Termination benefits

Termination benefits are recognised as an expense when the Bank is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to terminate employment before the normal retirement date.

ii. Short-term employee benefits

Short-term employee benefits obligations are measured on an undiscounted basis and are expensed as the related service is provided. A provision is recognised for the amount expected to be paid under short-term cash bonus, or profit-sharing plans, if the Bank has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be reliably estimated.

(r) Offsetting

In general, financial assets and liabilities are not offset. They are presented net in the statement of financial position only when the Bank has a legal right to offset the amounts and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

The right to offset financial assets and financial liabilities is applicable only if it is not contingent on a future event and is enforceable by all counterparties in the normal course of business, as well as in the event of insolvency and bankruptcy. Compensation mainly concerns supplier-customer relations, and it is booked based on offsetting supporting evidence.

Income and expenses are presented on a net basis only when permitted by the reporting standards, or for gains and losses arising from a group of similar transactions, such as in the Bank's trading activity.

(s) New standards and interpretations not yet adopted

As of the approval date of these financial statements, the IASB has issued, but the EU has adopted, the following standards, interpretations, and amendments to standards that have not yet come into effect:

- ***IFRS 9 Financial Instruments*** *and* ***IFRS 7 Financial Instruments: Disclosures - Classification and Measurement of Financial Instruments (Amendments)****. In May 2024, the IASB issued amendments to the Classification and Measurement of Financial Instruments which amended IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures and they become effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted.*

- ***IFRS 9 Financial Instruments*** *and* ***IFRS 7 Financial Instruments: Disclosures - Contracts Referencing Nature-dependent Electricity (Amendments)****. In December 2024, the IASB issued targeted amendments for a better reflection of Contracts Referencing Nature-dependent Electricity, which amended IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures and they become effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted.*

- ***Annual Improvements to IFRS Accounting Standards – Volume 11****. In July 2024, the IASB issued Annual Improvements to IFRS Accounting Standards – Volume 11. An entity shall apply those amendments for annual reporting periods beginning on or after January 1, 2026. Earlier application is permitted.*

As of the approval date of these financial statements, the IASB has issued, but the EU has not approved, the following standards, interpretations, and amendments to standards that have not yet come into effect:

- ***IFRS 18 Presentation and Disclosure in Financial Statements****. In April 2024, the IASB issued the IFRS 18 - Presentation and Disclosure in Financial Statements which replaces IAS 1 - Presentation of Financial Statements and it becomes effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.*

- ***IFRS 19 Subsidiaries without Public Accountability: Disclosures (including amendments)****. In May 2024, the IASB issued the IFRS 19 - Subsidiaries without Public Accountability: Disclosures, and in August 2025 the IASB issued amendments to IFRS 19. IFRS 19 (including the amendments) becomes effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.*

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- ***IAS 21 The Effects of Changes in Foreign Exchange Rates: Translation to a Hyperinflationary Presentation Currency (Amendments)***. *In November 2025, the IASB issued amendments to Translation to a Hyperinflationary Presentation Currency which amend IAS 21 The Effects of Changes in Foreign Exchange Rates, and they become effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.*

- ***Amendment in IFRS 10 Consolidated Financial Statements*** *and* ***IAS 28 Investments in Associates and Joint Ventures: Sale or Contribution of Assets between an Investor and its Associate or Joint Venture***. *In December 2015, the IASB postponed the effective date of this amendment indefinitely pending the outcome of its research project on the equity method of accounting.*

The bank has decided not to adopt the new standard and amendments to existing standards before their effective date. According to the bank's estimates, compliance with these standards and amendments to existing standards, when first applied, will not have any significant impact on the bank's financial statements.

(t) New standards and interpretations effective January 1, 2025

- ***IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (Amendments)***. *The amendments are effective for annual reporting periods beginning on or after January 1, 2025.*

The newly adopted IFRS Accounting Standard did not have a material impact on the Bank's accounting policies.

3. Use of estimates and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies, and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, and in any future periods affected.

This note provides an overview of the areas that involve a higher degree of judgement or complexity, and major sources of estimation uncertainty that have a significant risk of resulting in a material adjustment within the next financial year. Detailed information about each of these estimates and judgements is included in the related notes.

Expected credit losses

The measurement of ECL allowance for debt financial assets, measured at amortised cost and FVOCI, financial guarantees and loan commitments, is an area that requires the use of complex models and significant assumptions about future economic conditions and credit behaviour (e.g., the likelihood of customers defaulting and the resulting losses).

A number of significant judgements are also required in applying the accounting requirements for measuring ECL, such as:

- determining the criteria for significant increase in credit risk;
- choosing the appropriate models and assumptions for the measurement of ECL;
- stablishing the number and relative weightings of forward-looking scenarios for each type of product/market and the associated ECL ;
- establishing groups of similar financial assets for the purposes of measuring ECL.

Further information about determining ECL is included in note *34. Credit risk*.

Determining fair values

The determination of fair value for financial assets and liabilities, for which there is no observable market price, requires the use of valuation techniques. For financial instruments that trade infrequently and have little price transparency, fair value is less objective and requires varying degrees of judgement depending on liquidity, concentration, uncertainty of market factors, pricing assumptions, and other risks affecting the specific instrument. Determining fair value of such instruments is also influenced by the assessment of credit risk from the counterparty.

Further information about the amounts of financial instruments at fair value, analysed according to the valuation methodology (broken down into individual valuation levels), are included in note *31. Fair values of financial assets and liabilities.*

4. Cash, cash balances at central banks and other demand deposits

The compulsory minimum reserve account is reported within cash balances at central banks and is held at the National Bank of Slovakia ('NBS'). The account contains funds from the payment system, as well as funds that the Bank is obliged to maintain at an average level set by requirement of the NBS.

The amount of set reserve depends on the amount of received deposits and is calculated by multiplying particular items using the valid rate defined for calculation of the compulsory minimum reserve. The account balance of compulsory minimum reserve may significantly vary depending on the amount of incoming and outgoing payments. During the reporting period, the Bank fulfilled the set amount of compulsory minimum reserves.

EUR'000	31.12.2025	31.12.2024
Cash on hand	34,899	33,529
Cash balances at central banks	72,011	436,008
Other demand deposits	65,838	57,874
Total	**172,748**	**527,411**

The above-mentioned financial assets are not restricted.

Cash and cash equivalents comprise cash on hand and other deposits repayable on demand. The Bank does not recognise compulsory minimum reserves as part of cash equivalents due to the obligation to maintain them at the average amount stipulated by the NBS measure.

The balance of cash and cash equivalents is as follows:

EUR'000	31.12.2025	31.12.2024
Cash on hand	34,899	33,529
Cash balances at central banks	-	404,023
Other demand deposits	65,838	57,874
Total	**100,737**	**495,426**

5. Financial assets and liabilities held for trading

EUR'000	31.12.2025	31.12.2024
Financial assets held for trading		
Derivatives	**-**	**17**
Foreign exchange	-	17
Total	**-**	**17**
Financial liabilities held for trading		
Derivatives	**6**	**50**
Foreign exchange	6	50
Total	**6**	**50**

The table below summarises the notional amount and fair value of derivatives held for trading:

	31.12.2025			31.12.2024		
EUR'000	Notional amount	Fair value Assets	Fair value Liabilities	Notional amount	Fair value Assets	Fair value Liabilities
Derivatives held for trading						
Foreign exchange	27,125	-	6	35,401	17	50
Total	**27,125**	**-**	**6**	**35,401**	**17**	**50**

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6. Non-trading financial assets mandatorily at fair value through profit or loss

EUR'000	31.12.2025	31.12.2024
Equity instruments	**28,103**	**137,950**
Share certificates	28,103	137,950
Total	**28,103**	**137,950**

7. Financial assets at fair value through other comprehensive income

EUR'000	31.12.2025	31.12.2024
Debt securities	**96,402**	**112,790**
General governments	87,071	88,235
Credit institutions	-	4,943
Other financial corporations	9,331	19,612
Total	**96,402**	**112,790**
Out of which: Impairment allowances to debt securities in OCI	(46)	(60)

The movements in impairment allowances for financial assets at fair value through other comprehensive income are as follows:

EUR'000	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(60)**	**-**	**-**	**-**	**(60)**
Decreases due to derecognition	4	-	-	-	4
Changes due to change in credit risk, net	10	-	-	-	10
Transfers:	-	-	-	-	-
(to)/from Stage 1	x	-	-	-	-
(to)/from Stage 2	-	x	-	-	-
(to)/from Stage 3	-	-	x	-	-
As of 31 December 2025	**(46)**	**-**	**-**	**-**	**(46)**

EUR'000	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**(764)**	**-**	**-**	**-**	**(764)**
Decreases due to derecognition	160	-	-	-	160
Changes due to change in credit risk, net	544	-	-	-	544
Transfers:	-	-	-	-	-
(to)/from Stage 1	x	-	-	-	-
(to)/from Stage 2	-	x	-	-	-
(to)/from Stage 3	-	-	x	-	-
As of 31 December 2024	**(60)**	**-**	**-**	**-**	**(60)**

8. Financial assets at amortised cost

EUR'000	Gross value		Impairment allowances		Carrying amount	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Debt securities	**815,896**	**704,118**	**(331)**	**(211)**	**815,565**	**703,907**
General governments	758,516	659,230	(326)	(211)	758,190	659,019
Credit institutions	56,202	43,649	(5)	-	56,197	43,649
Other financial corporations	1,178	1,239	-	-	1,178	1,239
Loans and advances	**3,299,775**	**3,095,435**	**(107,107)**	**(106,728)**	**3,192,668**	**2,988,707**
General governments	384	60,384	-	(20)	384	60,364
Credit institutions	8,755	13,509	(3)	(8)	8,752	13,501
Other financial corporations	252,115	255,576	(426)	(2,286)	251,689	253,290
Non-financial corporations	78,721	162,810	(4,666)	(14,563)	74,055	148,247
Households	2,959,800	2,603,156	(102,012)	(89,851)	2,857,788	2,513,305
Lending for house purchase	*2,019,387*	*1,704,799*	*(913)*	*(460)*	*2,018,474*	*1,704,339*
Credit for consumption	*932,722*	*890,874*	*(99,001)*	*(87,192)*	*833,721*	*803,682*
Other	*7,691*	*7,483*	*(2,098)*	*(2,199)*	*5,593*	*5,284*
Other financial assets	**16,840**	**19,778**	**(13)**	**(1,346)**	**16,827**	**18,432**
Total	**4,132,511**	**3,819,331**	**(107,451)**	**(108,285)**	**4,025,060**	**3,711,046**

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Loans and advances include finance lease receivables:

EUR'000	31.12.2025	31.12.2024
Minimum value of leasing payments		
Receivables from leasing	3,262	7,613
Up to 1 year	2,278	4,220
1-5 years	984	3,393
Unrealized income on finance leases	(184)	(610)
Present value of future lease payments	**3,078**	**7,003**
Impairment allowances	(227)	(211)
Total	**2,851**	**6,792**

EUR'000	31.12.2025	31.12.2024
Present value of future lease payments		
Receivables from leasing	3,078	7,003
Up to 1 year	2,137	3,844
1-5 years	941	3,159
Present value of future lease payments	**3,078**	**7,003**
Impairment allowances	(227)	(211)
Total	**2,851**	**6,792**

Other financial assets comprise the following:

EUR'000	31.12.2025	31.12.2024
Other financial assets, gross	**16,840**	**19,778**
Clearing and settlement items	2,728	7,512
Cash collateral	9,997	9,876
Trade receivables	3,872	2,306
Other	243	84
Impairment allowances	**(13)**	**(1,346)**
Total	**16,827**	**18,432**

The following table shows the gross value and impairment allowances by the impairment stage:

31.12.2025	Gross value					Impairment allowances				
	Stage 1	Stage 2	Stage 3	POCI	Total	Stage 1	Stage 2	Stage 3	POCI	Total
Debt securities	**815,896**	**-**	**-**	**-**	**815,896**	**(331)**	**-**	**-**	**-**	**(331)**
General governments	758,516	-	-	-	758,516	(326)	-	-	-	(326)
Credit institutions	56,202	-	-	-	56,202	(5)	-	-	-	(5)
Other financial corporations	1,178	-	-	-	1,178	-	-	-	-	-
Loans and advances	**2,946,277**	**207,399**	**133,870**	**12,229**	**3,299,775**	**(14,292)**	**(9,957)**	**(79,741)**	**(3,117)**	**(107,107)**
General governments	384	-	-	-	384	-	-	-	-	-
Credit institutions	8,755	-	-	-	8,755	(3)	-	-	-	(3)
Other financial corporations	166,811	85,304	-	-	252,115	(426)	-	-	-	(426)
Non-financial corporations	63,254	4,009	7,572	3,886	78,721	(356)	(96)	(3,573)	(641)	(4,666)
Households	2,707,073	118,086	126,298	8,343	2,959,800	(13,507)	(9,861)	(76,168)	(2,476)	(102,012)
Lending for house purchase	*1,945,210*	*58,901*	*14,051*	*1,225*	*2,019,387*	*(165)*	*(94)*	*(644)*	*(10)*	*(913)*
Credit for consumption	*758,232*	*57,919*	*109,453*	*7,118*	*932,722*	*(13,311)*	*(9,746)*	*(73,478)*	*(2,466)*	*(99,001)*
Other	*3,631*	*1,266*	*2,794*	*-*	*7,691*	*(31)*	*(21)*	*(2,046)*	*-*	*(2,098)*
Other financial assets	**-**	**16,840**	**-**	**-**	**16,840**	**-**	**(13)**	**-**	**-**	**(13)**
Total	**3,762,173**	**224,239**	**133,870**	**12,229**	**4,132,511**	**(14,623)**	**(9,970)**	**(79,741)**	**(3,117)**	**(107,451)**

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31.12.2024	Gross value					Impairment allowances				
	Stage 1	Stage 2	Stage 3	POCI	Total	Stage 1	Stage 2	Stage 3	POCI	Total
Debt securities	**704,118**	**-**	**-**	**-**	**704,118**	**(211)**	**-**	**-**	**-**	**(211)**
General governments	659,230	-	-	-	659,230	(211)	-	-	-	(211)
Credit institutions	43,649	-	-	-	43,649	-	-	-	-	-
Other financial corporations	1,239	-	-	-	1,239	-	-	-	-	-
Loans and advances	**2,722,259**	**225,537**	**129,246**	**18,393**	**3,095,435**	**(11,662)**	**(10,450)**	**(77,340)**	**(7,276)**	**(106,728)**
General governments	60,384	-	-	-	60,384	(20)	-	-	-	(20)
Credit institutions	13,509	-	-	-	13,509	(8)	-	-	-	(8)
Other financial corporations	156,159	92,560	-	6,857	255,576	(175)	(3)	-	(2,108)	(2,286)
Non-financial corporations	111,597	24,670	18,736	7,807	162,810	(726)	(1,151)	(8,575)	(4,111)	(14,563)
Households	2,380,610	108,307	110,510	3,729	2,603,156	(10,733)	(9,296)	(68,765)	(1,057)	(89,851)
Lending for house purchase	*1,645,630*	*48,387*	*10,782*	*-*	*1,704,799*	*(67)*	*(48)*	*(345)*	*-*	*(460)*
Credit for consumption	*731,106*	*58,822*	*97,217*	*3,729*	*890,874*	*(10,637)*	*(9,236)*	*(66,262)*	*(1,057)*	*(87,192)*
Other	*3,874*	*1,098*	*2,511*	*-*	*7,483*	*(29)*	*(12)*	*(2,158)*	*-*	*(2,199)*
Other financial assets	**-**	**19,778**	**-**	**-**	**19,778**	**-**	**(1,346)**	**-**	**-**	**(1,346)**
Total	**3,426,377**	**245,315**	**129,246**	**18,393**	**3,819,331**	**(11,873)**	**(11,796)**	**(77,340)**	**(7,276)**	**(108,285)**

The movements in impairment allowances for debt securities, and loans and advances, at amortised cost are as follows:

EUR'000	Debt securities				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(211)**	**-**	**-**	**-**	**(211)**
Increases due to origination and acquisition	(9)	-	-	-	(9)
Decreases due to derecognition	2	-	-	-	2
Changes due to change in credit risk, net	(113)	-	-	-	(113)
Transfers:	-	-	-	-	-
(to)/from Stage 1	*x*	*-*	*-*	*-*	*-*
(to)/from Stage 2	*-*	*x*	*-*	*-*	*-*
(to)/from Stage 3	*-*	*-*	*x*	*-*	*-*
As of 31 December 2025	**(331)**	**-**	**-**	**-**	**(331)**

EUR'000	Debt securities				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**(216)**	**(7,485)**	**-**	**-**	**(7,701)**
Increases due to origination and acquisition	(6)	-	-	-	(6)
Decreases due to derecognition	4	3,509	-	-	3,513
Changes due to change in credit risk, net	7	3,976	-	-	3,983
Transfers:	-	-	-	-	-
(to)/from Stage 1	*x*	*-*	*-*	*-*	*-*
(to)/from Stage 2	*-*	*x*	*-*	*-*	*-*
(to)/from Stage 3	*-*	*-*	*x*	*-*	*-*
As of 31 December 2024	**(211)**	**-**	**-**	**-**	**(211)**

EUR'000	Loans and advances				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(11,662)**	**(10,450)**	**(77,340)**	**(7,276)**	**(106,728)**
Increases due to origination and acquisition	(7,656)	-	-	-	(7,656)
Decreases due to derecognition	2,992	916	26,356	5,571	35,835
Changes due to change in credit risk, net	2,728	(12,127)	(17,751)	(1,412)	(28,562)
Transfers:	(698)	11,704	(11,006)	-	-
(to)/from Stage 1	*x*	*346*	*352*	*-*	*698*
(to)/from Stage 2	*(346)*	*x*	*(11,358)*	*-*	*(11,704)*
(to)/from Stage 3	*(352)*	*11,358*	*x*	*-*	*11,006*
Changes due to movements in FX rates	4	-	-	-	4
As of 31 December 2025	**(14,292)**	**(9,957)**	**(79,741)**	**(3,117)**	**(107,107)**

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EUR'000	Loans and advances - households				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(10,733)**	**(9,296)**	**(68,765)**	**(1,057)**	**(89,851)**
Increases due to origination and acquisition	(7,534)	-	-	-	(7,534)
Decreases due to derecognition	2,768	648	19,207	33	22,656
Changes due to change in credit risk, net	2,618	(12,293)	(16,156)	(1,452)	(27,283)
Transfers:	(626)	11,080	(10,454)	-	-
(to)/from Stage 1	*x*	*285*	*341*	*-*	*626*
(to)/from Stage 2	*(285)*	*x*	*(10,795)*	*-*	*(11,080)*
(to)/from Stage 3	*(341)*	*10,795*	*x*	*-*	*10,454*
As of 31 December 2025	**(13,507)**	**(9,861)**	**(76,168)**	**(2,476)**	**(102,012)**

For the year ended 31 December 2025, the Bank sold a portfolio of retail receivables in the gross amount of EUR 9.6 million (for the year ended 31 December 2024: EUR 18.7 million), for which impairment allowances were created in the amount of EUR 8.9 million (for the year ended 31 December 2024: EUR 17.2 million).

EUR'000	Loans and advances - corporate				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**(901)**	**(1,154)**	**(8,575)**	**(6,219)**	**(16,849)**
Increases due to origination and acquisition	(92)	-	-	-	(92)
Decreases due to derecognition	192	268	7,150	5,537	13,147
Changes due to change in credit risk, net	88	165	(1,596)	41	(1,302)
Transfers:	(73)	625	(552)	-	-
(to)/from Stage 1	*x*	*62*	*11*	*-*	*73*
(to)/from Stage 2	*(62)*	*x*	*(563)*	*-*	*(625)*
(to)/from Stage 3	*(11)*	*563*	*x*	*-*	*552*
Changes due to movements in FX rates	4	-	-	-	4
As of 31 December 2025	**(782)**	**(96)**	**(3,573)**	**(641)**	**(5,092)**

EUR'000	Loans and advances				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**(8,543)**	**(16,780)**	**(91,071)**	**(3,382)**	**(119,776)**
Increases due to origination and acquisition	(5,569)	-	-	-	(5,569)
Decreases due to derecognition	1,805	6,160	34,143	5	42,113
Changes due to change in credit risk, net	4,466	(15,067)	(9,002)	(3,899)	(23,502)
Transfers:	(3,818)	15,237	(11,419)	-	-
(to)/from Stage 1	*x*	*3,145*	*673*	*-*	*3,818*
(to)/from Stage 2	*(3,145)*	*x*	*(12,092)*	*-*	*(15,237)*
(to)/from Stage 3	*(673)*	*12,092*	*x*	*-*	*11,419*
Changes due to movements in FX rates	(3)	-	9	-	6
As of 31 December 2024	**(11,662)**	**(10,450)**	**(77,340)**	**(7,276)**	**(106,728)**

9. Hedging derivatives

The Bank uses fair value hedges. For micro-hedging, the hedged items are selected, fixed-coupon debt securities from the portfolio of *Financial assets at FVOCI* and the portfolio of *Financial assets at amortized costs*. For macro-hedging, the hedged items are selected, fixed-interest rate loans and advances to customers. In both cases, interest rate swaps are used as hedging instruments, for which the Bank pays fixed interest rate and receives floating interest rate. The hedges were effective in hedging the fair value exposure to interest rate movements during the entire hedge relationship. Changes in the fair value of these interest rate swaps, due to changes in interest rates, substantially offset changes in the fair value of the hedged items caused by changes in interest rates.

The table below summarises notional amounts and fair value of hedging derivatives. The notional amounts represent the volume of unpaid transactions at a certain point in time. They do not represent potential gain or loss associated with the market risk or credit risk of these transactions.

EUR'000	31.12.2025			31.12.2024		
	Notional amount	Fair value Assets	Fair value Liabilities	Notional amount	Fair value Assets	Fair value Liabilities
Interest rate swaps - portfolio fair value hedges	147,000	-	2,222	201,000	133	2,208
Interest rate swaps - micro fair value hedges	153,366	3,859	2,373	143,366	3,448	3,649
Total	**300,366**	**3,859**	**4,595**	**344,366**	**3,581**	**5,857**

The following table provides the carrying amount of the hedges, the hedge adjustment due to hedging and the statement of financial position in which the hedged item is recognised.

EUR'000	Carrying amount		Amount of fair value hedge adjustments		Line item in the statement of financial position in which the hedged item is included
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	
Fair value hedges					
Portfolio fair value hedge	147,000	201,000	718	1,352	Derivatives – Hedge accounting
Micro fair value hedge (FVOCI debt sec.	60,162	59,583	(3,907)	(2,728)	Financial assets at FV through OCI
Micro fair value hedge (AC debt sec.)	83,377	73,189	842	2,078	Financial assets at amortised cost

The impact of hedge accounting on profit or loss is as follows:

EUR'000	2025	2024
Fair value changes of the hedging instrument	3,078	(2,437)
Fair value changes of the hedged item attributable to the hedged risk	(3,049)	2,369
Gains/(losses) from hedge accounting, net	**29**	**(68)**

Net profit/(loss) from hedge accounting is part of the line *Net profit/(loss) from financial operations* in the Statement of profit and loss.

10. Investments in subsidiaries and joint venture

EUR'000	31.12.2025	31.12.2024
Investments in subsidiaries	55,450	55,750
Investment in joint venture	140	140
Impairment allowances	(6,433)	(6,433)
Total	**49,157**	**49,457**

The Bank performs an impairment test at least once per accounting period based on financial and business plans of subsidiaries for a period of 5 years. The model calculates the present value of these cash flows by discounting them using an interest rate that was calculated based on the principles of the Capital Assets Pricing Model. Cash flows after the end of the five-year period are calculated as the present value of perpetuity with a certain expected growth rate. The discount rate used is derived from the long-term risk-free interest rate, adjusted for business risk and country risk. The model is most sensitive to the change in the discount rate and the growth rate of profitability.

In the calculation, the Bank used a risk rate of 11.60% (for the year ended 31 December 2024: 11.18%) and an expected permanent growth rate of 1.50% (for the year ended 31 December 2024: 1.50%).

11. Tangible assets

EUR'000	31.12.2025	31.12.2024
Tangible assets owned	12,091	13,556
Property, plant and equipment	*12,091*	*13,556*
Right of use assets	22,952	29,243
Total	**35,043**	**42,799**

EUR'000	Tangible assets owned				
	Land and buildings	Hardware	Fittings and other equipment	Assets not yet in use	Total
Cost					
As of 1 January 2025	17,465	14,259	12,418	591	**44,733**
Additions	-	-	-	1,646	**1,646**
Transfers	-	1,849	377	(2,226)	**-**
Disposals	(1,265)	(2,607)	(697)	(7)	**(4,576)**
As of 31 December 2025	**16,200**	**13,501**	**12,098**	**4**	**41,803**
Accumulated depreciation					
As of 1 January 2025	(9,576)	(11,071)	(10,017)	-	**(30,664)**
Depreciation for the year	(1,486)	(949)	(891)	-	**(3,326)**
Disposals	992	2,605	686	-	**4,283**
As of 31 December 2025	**(10,070)**	**(9,415)**	**(10,222)**	**-**	**(29,707)**
Accumulated impairment losses	**-**	**-**	**(5)**	**-**	**(5)**
Carrying amount as of 31 December 2025	**6,130**	**4,086**	**1,871**	**4**	**12,091**

EUR'000	Tangible assets owned				
	Land and buildings	Hardware	Fittings and other equipment	Assets not yet in use	Total
Cost					
As of 1 January 2024	17,788	13,520	16,040	77	**47,425**
Additions	-	-	-	2,920	**2,920**
Transfers	75	1,558	773	(2,406)	**-**
Disposals	(398)	(819)	(4,395)	-	**(5,612)**
As of 31 December 2024	**17,465**	**14,259**	**12,418**	**591**	**44,733**
Accumulated depreciation					
As of 1 January 2024	(8,433)	(10,853)	(9,538)	-	**(28,824)**
Depreciation for the year	(1,356)	(1,035)	(1,007)	-	**(3,398)**
Disposals	213	817	528	-	**1,558**
As of 31 December 2024	**(9,576)**	**(11,071)**	**(10,017)**	**-**	**(30,664)**
Accumulated impairment losses	**(449)**	**-**	**(64)**	**-**	**(513)**
Carrying amount as of 31 December 2024	**7,440**	**3,188**	**2,337**	**591**	**13,556**

EUR'000	Right of use assets			
	Land and buildings	Hardware	Fittings and other equipment	Total
Cost				
As of 1 January 2025	53,883	211	2,588	**56,682**
Loan modifications	(1,221)	-	41	**(1,180)**
Contract terminations	(534)	(211)	(349)	**(1,094)**
As of 31 December 2025	**52,128**	**-**	**2,280**	**54,408**
Accumulated depreciation				
As of 1 January 2025	(24,997)	(211)	(2,231)	**(27,439)**
Depreciation for the year	(4,864)	-	(238)	**(5,102)**
Remeasurements	-	-	(9)	**(9)**
Contract terminations	534	211	349	**1,094**
As of 31 December 2025	**(29,327)**	**-**	**(2,129)**	**(31,456)**
Carrying amount as of 31 December 2025	**22,801**	**-**	**151**	**22,952**

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EUR'000	Right of use assets			
	Land and buildings	Hardware	Fittings and other equipment	Total
Cost				
As of 1 January 2024	51,522	211	4,067	**55,800**
Loan modifications	4,976	-	(1,259)	**3,717**
Contract terminations	(2,615)	-	(220)	**(2,835)**
As of 31 December 2024	**53,883**	**211**	**2,588**	**56,682**
Accumulated depreciation				
As of 1 January 2024	(22,113)	(211)	(2,120)	**(24,444)**
Depreciation for the year	(4,742)	-	(322)	**(5,064)**
Loan modifications	(757)	-	-	**(757)**
Contract terminations	2,615	-	211	**2,826**
As of 31 December 2024	**(24,997)**	**(211)**	**(2,231)**	**(27,439)**
Carrying amount as of 31 December 2024	**28,886**	**-**	**357**	**29,243**

Movements in the impairment allowance for tangible assets are as follows:

EUR'000	2025	2024
Opening balance as at 1 January	(513)	(103)
Net release/(creation) of impairment losses	508	(410)
Closing balance	**(5)**	**(513)**

As at 31 December 2025, the Bank used fully depreciated tangible assets with an acquisition cost in the amount of EUR 14,727 thousand and as at 31 December 2024 in the amount of EUR 14,664 thousand.

The Bank insured its assets against natural disasters, damage caused by intentional acts, burglary and robbery. Motor vehicles are insured by compulsory motor third party liability insurance and CASCO insurance.

No lien has been established on the bank's assets.

EUR'000	31.12.2025	31.12.2024
Insurance amount of fixed assets	48,308	48,259

12. Intangible assets

EUR'000	Software	Other intangible assets	Assets not yet in use	Total
Cost				
As of 1 January 2025	96,395	86	3,841	**100,322**
Additions	-	-	11,602	**11,602**
Transfers	10,032	-	(10,032)	**-**
Disposals	(1,085)	-	(3,811)	**(4,896)**
As of 31 December 2025	**105,342**	**86**	**1,600**	**107,028**
Accumulated amortisation				
As of 1 January 2025	(73,115)	(79)	-	**(73,194)**
Amortisation for the year	(7,042)	(2)	-	**(7,044)**
Disposals	939	-	-	**939**
As of 31 December 2025	**(79,218)**	**(81)**	**-**	**(79,299)**
Accumulated impairment losses	**(87)**	**-**	**-**	**(87)**
Carrying amount as of 31 December 2025	**26,037**	**5**	**1,600**	**27,642**

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EUR'000	Software	Other intangible assets	Assets not yet in use	Total
Cost				
As of 1 January 2024	91,789	86	15,114	**106,989**
Additions	-	-	8,119	**8,119**
Transfers	4,891	-	(4,891)	**-**
Disposals	(285)	-	(14,501)	**(14,786)**
As of 31 December 2024	**96,395**	**86**	**3,841**	**100,322**
Accumulated amortisation				
As of 1 January 2024	(67,965)	(78)	-	**(68,043)**
Amortisation for the year	(5,435)	(1)	-	**(5,436)**
Disposals	285	-	-	**285**
As of 31 December 2024	**(73,115)**	**(79)**	**-**	**(73,194)**
Carrying amount as of 31 December 2024	**23,280**	**7**	**3,841**	**27,128**

As at 31 December 2025, the Bank used fully depreciated tangible assets with an acquisition cost in the amount of EUR 11,807 thousand and as at 31 December 2024 in the amount of EUR 11,047 thousand.

13. Deferred tax assets and liabilities

The deferred tax asset and deferred tax liabilities are calculated using the following tax rates:

	31.12.2025	31.12.2024
Companies in SR	24.00%	24.00%

For the calculation of deferred tax on revaluation of financial assets at FVOCI, the tax rate was modified to include the effect of newly-introduced special levy.

EUR'000	31.12.2025	31.12.2024
Impairment on financial assets at AC	12,462	12,551
Provisions for off-balance sheet exposures	63	62
Revaluation of financial assets at FVOCI - debt securities	4,914	5,967
Revaluation of financial assets at FVOCI - derivatives	(1,248)	(981)
Tangible assets	835	792
Other	16,576	5,579
Total deferred tax assets	**33,602**	**23,970**

Movements in deferred tax were as follows:

EUR'000	Note	31.12.2025	31.12.2024
Opening balance as at 1 January		23,970	24,551
Through profit or loss	29	10,952	252
Through other comprehensive income		(1,320)	(833)
Closing balance		**33,602**	**23,970**

EUR'000	1.1.2025	Profit or loss	OCI	31.12.2025
Impairment on financial assets at AC	12,551	(89)	-	12,462
Provisions for off-balance sheet exposures	62	1	-	63
Revaluation of financial assets at FVOCI	4,986	-	(1,320)	3,666
Tangible assets	792	43	-	835
Other	5,579	10,997	-	16,576
Total	**23,970**	**10,952**	**(1,320)**	**33,602**

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EUR'000	1.1.2024	Profit or loss	OCI	31.12.2024
Impairment on financial assets at AC	14,750	(2,199)	-	12,551
Provisions for off-balance sheet exposures	67	(5)	-	62
Revaluation of financial assets at FVOCI	5,819	-	(833)	4,986
Tangible assets	611	181	-	792
Other	3,304	2,275	-	5,579
Total	**24,551**	**252**	**(833)**	**23,970**

14. Other assets

EUR'000	31.12.2025	31.12.2024
Deferred expenses and accrued income	10,325	16,337
Tax receivables	76	-
Inventories	22	90
Prepayments	3,261	7,718
Total	**13,684**	**24,145**

15. Financial liabilities measured at amortised cost

EUR'000	31.12.2025	31.12.2024
Deposits	**3,715,297**	**3,744,659**
Central banks	50,027	-
General governments	3,570	3,437
Credit institutions	24,593	15,877
Credit institutions excluding subordinated debt	16,574	7,856
Credit institutions - subordinated debt	8,019	8,021
Other financial corporations	96,822	159,872
Non-financial corporations	113,939	265,625
Households	3,426,346	3,299,848
Debt securities issued	**188,895**	**295,137**
Non-convertible debt securities issued	188,895	295,137
Other financial liabilities	**70,597**	**32,003**
Clearing and settlement items	2,674	1,991
Lease liabilities	24,599	29,936
Other creditors	43,324	76
Total	**3,974,789**	**4,071,799**

In December 2022, in October 2023, in July 2024 and in June 2025, the Bank issued senior unsecured and non-subordinated debt securities.

The detail is shown in the table below:

EUR'000	Issue date	Maturity	Interest rate	Number of securities	Nominal value	Currency	31.12.2025	31.12.2024
Debt securities issued	19.12.2022	19.12.2026	7.04%	60	1,000	EUR	-	60,128
Debt securities issued	2.10.2023	2.10.2026	7.75%	650	100	EUR	-	65,972
Debt securities issued	6.10.2023	6.10.2026	5.00%	416	30	EUR	63	12,589
Debt securities issued	4.7.2024	4.7.2028	7.13%	1,500	100	EUR	154,354	153,852
Debt securities issued	27.6.2025	27.6.2028	4.00%	300	100	EUR	30,547	-
Total							**184,964**	**292,541**

The issuance of senior priority bonds with a total nominal value of EUR 60,000 thousands, carrying a fixed annual interest rate of 7.04%, annual coupon payments, an issuance date of 19 December 2022, and maturity in 2026, was privately placed in the form of a certificate. The bond issuance was repaid early in December 2025.

The issuance of senior priority bonds with a total nominal value of EUR 65,000 thousands, carrying a fixed annual interest rate of 7.75%, annual coupon payments, ISIN: XS2698768913, an issuance date of

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2 October 2023, and maturity in 2026, was conducted within a debt securities program with a total nominal value of EUR 1,500,000 thousands. The issuance was privately offered to eligible counterparties and qualified investors by J&T BANKA, a.s., acting as the dealer, under an exemption from the obligation to publish a prospectus. The bond issuance was repaid early in October 2025.

The issuance of senior bonds with a total nominal value of EUR 12,480 thousands, carrying a fixed annual interest rate of 5.00%, annual coupon payments, ISIN: SK4000023693, an issuance date of 6 October 2023, and maturity in 2026, was conducted within a debt securities program with a total nominal value of EUR 3,000,000 thousands. These bonds are in the form of book-entry securities. Their transferability is not restricted, and they were offered to individual investors. The bond issuance was repaid early in October 2025.

The issuance of senior bonds with a total nominal value of EUR 150,000 thousands, carrying a fixed annual interest rate of 7.125%, annual coupon payments, ISIN: XS2854419277, an issuance date of 4 July 2024, and maturity in 2028, was conducted within a debt securities program with a total nominal value of EUR 1,500,000 thousands. The bonds have been admitted to trading on the Luxembourg Stock Exchange Regulated Market.

The issuance of senior bonds with a total nominal value of EUR 30,000 thousands, carrying a fixed annual interest rate of 4.00%, annual coupon payments, ISIN: XS3105543089, an issuance date of 27 June 2025, and maturity in 2028, was conducted within a debt securities program with a total nominal value of EUR 1,500,000 thousands. The bonds have been admitted to trading on the Luxembourg Stock Exchange Regulated Market.

In addition to the mentioned bonds, the Bank issued a covered bond (nominal value of EUR 5,000 thousand), which the Bank did not sell. This covered bond is part of the off-balance sheet records.

The Bank issued investment certificates as a part of deferred variable component of remuneration in the total amount of EUR 3,931 thousands (as of 31 December 2024 in the amount of EUR 2,596 thousands).

The table below summarises loans received, classified under financial liabilities and measured at amortised cost:

EUR'000	31.12.2025	31.12.2024
Subordinated debt	8,019	8,021

In the event of bankruptcy or liquidation of the Bank, subordinated debt will be subordinated to the claims of all other creditors of the Bank.

Creditor	Debtor	Carrying amount	Interest rate	Maturity
Subordinated debt				
J&T BANKA, a.s.	365.bank, a. s.	8,019	3M EURIBOR + 6.00%	31.12.2027

The reconciliation of movements of liabilities to the cash flows from financing activities is as follows:

EUR'000	Debt securities issued		Subordinated debt	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Opening balance as at 1 January	292,541	138,545	8,021	8,024
Proceeds from issue of debt securities	30,000	149,120	-	-
Repayment of debt securities	(137,420)	-	-	-
Interest expenses	20,484	15,563	664	780
Interest paid	(20,641)	(10,687)	(666)	(783)
Closing balance	**184,964**	**292,541**	**8,019**	**8,021**

16. Provisions

EUR'000	31.12.2025	31.12.2024
Commitments and guarantees given	262	260
Loan commitments	*255*	*225*
Guarantees given	*7*	*35*
Other provisions	19	19
Total	**281**	**279**

The movements in provisions for commitments and guarantees provided were as follows:

EUR'000	Commitments and guarantees given				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2025	**177**	**60**	**23**	**-**	**260**
Increases due to origination and acquisition	605	-	-	-	605
Decreases due to derecognition	(544)	(8)	(40)	-	(592)
Changes due to change in credit risk, net	(66)	33	22	-	(11)
Transfers:	68	(68)	-	-	-
to/(from) Stage 1	*x*	*(68)*	*-*	*-*	*(68)*
to/(from) Stage 2	*68*	*x*	*-*	*-*	*68*
to/(from) Stage 3	*-*	*-*	*x*	*-*	*-*
As of 31 December 2025	**240**	**17**	**5**	**-**	**262**

EUR'000	Commitments and guarantees given				
	Stage 1	Stage 2	Stage 3	POCI	Total
As of 1 January 2024	**106**	**35**	**177**	**-**	**318**
Increases due to origination and acquisition	523	-	-	-	523
Decreases due to derecognition	(247)	(4)	(169)	-	(420)
Changes due to change in credit risk, net	(212)	36	15	-	(161)
Transfers:	7	(7)	-	-	-
to/(from) Stage 1	*x*	*(7)*	*-*	*-*	*(7)*
to/(from) Stage 2	*7*	*x*	*-*	*-*	*7*
to/(from) Stage 3	*-*	*-*	*x*	*-*	*-*
As of 31 December 2024	**177**	**60**	**23**	**-**	**260**

17. Other liabilities

EUR'000	31.12.2025	31.12.2024
Estimated payables (OPEX)	6,189	5,720
Deferred income	266	300
Liabilities estimated payables to employees	9,343	7,691
Liabilities from social and health insurance and social fund	1,749	1,707
Tax liabilities	1,617	1,554
Received prepayments	2,002	2,752
Liabilities from dividends	-	756
Total	**21,166**	**20,480**

18. Equity

a) Share capital

	31.12.2025	31.12.2024
Nominal value per share in EUR	1,107	1,107
Number of shares	330,899	330,899
Total share capital in EUR'000	**366,305**	**366,305**

All shares of the Bank are ordinary registered shares.

b) Legal reserve fund

Under the Slovak Commercial Code, all companies are required to create a legal reserve fund to cover losses. The Bank is obliged to contribute an amount of at least 10% of its annual net profit each year, until the aggregate amount reaches a level equal to 20% of the issued share capital. The legal reserve fund is not readily distributable to shareholders.

c) Revaluation of financial instruments measured through other comprehensive income

This item includes the revaluation at FVOCI of financial assets after deferred tax. Since 1 January 2018, through the implementation of *IFRS 9 Financial Instruments*, the Bank also recognises impairment allowances for debt securities measured at fair value through other comprehensive income within this equity item.

d) Distribution of profit in the previous period

The General Meeting of shareholders dated 28 April 2025 decided to distribute the profit for the previous period as follows:

EUR'000	
Profit for the year	**69,545**
Dividends	65,000
Transfer to retained earnings	4,545

e) Proposal of distribution of profit for current period

Profit distribution for the current period is subject to the approval of the Shareholders' meeting.

19. Off-balance sheet items

a) Loan commitments, financial guarantees and other commitments given

EUR'000	31.12.2025	31.12.2024
Loan commitments given	108,913	117,538
Financial guarantees given	1,780	1,799
Total	**110,693**	**119,337**

b) Assets in custody

EUR'000	31.12.2025	31.12.2024
Asset management	1,267,132	999,133
Custody assets	133,424	116,780
Total	**1,400,556**	**1,115,913**

c) Securities provided as collateral

EUR'000	31.12.2025	31.12.2024
Financial assets at fair value through other comprehensive income	46,240	45,614
Financial assets at amortised cost	362,889	231,416
Total	**409,129**	**277,030**

The Bank has pledged debt securities at carrying amount as summarised in the table below. The pledge was provided against transactions with central bank and credit institutions. These debt securities have not been derecognised from the Bank's statement of financial position.

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20. Offsetting of financial assets and liabilities

The following table shows the financial assets and financial liabilities that could be offset under 'master netting agreements' or similar agreements (legally enforceable):

31.12.2025	Values, gross	Offset values, gross	Presented values, net	Possible effect of master offsetting: Financial instruments	Possible effect of master offsetting: Cash collateral	Possible effect of master offsetting: Non-cash financial collateral	Net values after possible offsetting
Financial assets							
Hedging derivatives	3,859	-	3,859	-	4,375	-	(516)
Total assets	**3,859**	**-**	**3,859**	**-**	**4,375**	**-**	**(516)**
Financial liabilities							
Derivatives	6	-	6	6	-	-	-
Hedging derivatives	4,595	-	4,595	-	3,060	-	1,535
Total liabilities	**4,601**	**-**	**4,601**	**6**	**3,060**	**-**	**1,535**

31.12.2024	Values, gross	Offset values, gross	Presented values, net	Possible effect of master offsetting: Financial instruments	Possible effect of master offsetting: Cash collateral	Possible effect of master offsetting: Non-cash financial collateral	Net values after possible offsetting
Financial assets							
Derivatives	17	-	17	50	-	-	(33)
Hedging derivatives	3,581	-	3,581	-	5,031	-	(1,450)
Total assets	**3,598**	**-**	**3,598**	**50**	**5,031**	**-**	**(1,483)**
Financial liabilities							
Derivatives	50	-	50	50	-	-	-
Hedging derivatives	5,857	-	5,857	-	3,490	-	2,367
Total liabilities	**5,907**	**-**	**5,907**	**50**	**3,490**	**-**	**2,367**

21. Net interest income

EUR'000	2025	2024
Interest income		
Financial assets at fair value through other comprehensive income	784	2,855
Financial assets at amortised cost	164,881	152,201
Debt securities	*18,988*	*18,842*
Loans and advances	*145,893*	*133,359*
Derivatives - Hedge accounting, interest rate risk	(686)	4,569
Other assets	4,669	15,600
Cash balances at central banks	*2,929*	*14,163*
Other demand deposits	*1,740*	*1,437*
Total interest income	**169,648**	**175,225**
Interest expenses		
Financial liabilities measured at amortised cost	(47,664)	(46,668)
thereof: lease liabilities	(385)	(387)
Other liabilities	(16)	(81)
Interest expense on assets	-	(107)
Total interest expense	**(47,680)**	**(46,856)**
Net interest income	**121,968**	**128,369**

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22. Net fee and commission income

EUR'000	2025	2024
Fee and commission income		
Securities	215	184
Clearing and settlement	15,963	15,373
Custody	4,633	3,899
Payment services	37,093	37,032
Current accounts	*27,660*	*27,454*
Debit cards and other card payments	*279*	*392*
Transfers and other payment orders	*2,569*	*2,451*
Other fee and commission income in relation to payment services	*6,585*	*6,735*
Loan servicing activities	2,745	1,653
Loan commitments given	679	571
Financial guarantees given	46	59
Commissions for brokerage	(10,817)	17,857
Other	8,595	8,683
Total fee and commission income	**59,152**	**85,311**
Of which: Revenue recognised under IFRS 15: Recognition of Revenue from Customers contracts	58,427	84,681
Fee and commission expenses		
Securities	(52)	(18)
Clearing and settlement	(21,963)	(20,918)
Custody	(424)	(344)
Loan servicing activities	(435)	(555)
Other	(5,784)	(4,502)
Total fee and commission expenses	**(28,658)**	**(26,337)**
Net fee and commission income	**30,494**	**58,974**

Related to the Transaction described in *Note 40. Post balance-sheet events*, the Bank has agreed to terminate its exclusivity on sale of insurance policies.

23. Dividend income

EUR'000	2025	2024
Non-trading financial assets mandatorily at fair value through profit or loss	36	52
Investments in subsidiaries and joint venture	8,543	8,562
Total	**8,579**	**8,614**

24. Net gains from financial transactions

EUR'000	2025	2024
Gains/(losses) on derecognition of financial assets and liabilities not at FVPL	**(14,686)**	**(255)**
Gains from the sale of subsidiary and joint venture, net	(14,686)	(267)
Financial assets at fair value through other comprehensive income	-	12
Gains/(losses) on financial assets and liabilities held for trading, net	**667**	**(581)**
Derivatives	665	(581)
Debt securities	2	-
Gains/(losses) on non-trading financial assets mandatorily at FVPL, net	**2,448**	**39,005**
Revaluation gains/(losses)	2,448	39,005
Gains/(losses) from hedge accounting, net	**29**	**(68)**
Fair value changes of the hedging instrument	3,078	(2,437)
Fair value changes of the hedged item attributable to the hedged risk	(3,049)	2,369
Exchange differences, net	**(370)**	**1,208**
Total	**(11,912)**	**39,309**

Related to the Transaction described in *Note 40. Post balance-sheet events*, the Bank has agreed to terminate its exclusivity on sale of insurance policies.

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25. Other operating income and expenses

EUR'000	2025	2024
Other operating expenses	**(4,728)**	**(13,951)**
Bank and insurance companies specific fees	(660)	(625)
Deposit protection fund	*(660)*	*(625)*
Other	(4,068)	(13,326)
Other operating income	**3,126**	**5,813**
Other	3,126	5,813
Gains/(losses) on derecognition of non-financial assets, net	**(282)**	**(141)**
Total	**(1,884)**	**(8,279)**

The amount in *"Other operating income – other"* comprises income from other payment services, contractual fines and other operating income.

26. Administrative expenses

EUR'000	2025	2024
Staff expenses	**(54,689)**	**(50,649)**
Wages and salaries (including bonuses)	(38,550)	(35,821)
Social expenses	(16,139)	(14,828)
Other administrative expenses	**(34,872)**	**(34,509)**
Rental expenses	(2,123)	(1,668)
Short-term lease contracts	*(1,508)*	*(1,500)*
Variable lease payments not included in the lease liabilities	*(486)*	*(18)*
Other	*(129)*	*(150)*
Real estate expenses	(3,288)	(3,461)
IT expenses	(11,052)	(10,637)
Marketing and advertisement	(6,740)	(6,453)
Legal and consulting services	(2,241)	(2,651)
Post and telecommunication	(2,911)	(3,015)
Material consumption	(590)	(750)
Repair and maintenance	(2,469)	(2,457)
Other admininstrative expenses - Rest	(3,458)	(3,417)
Total	**(89,561)**	**(85,158)**

	2025	2024
Average number of employees for the period	1,040	1,088
Number of employees as of balance sheet date	1,057	1,070
thereof, key management	14	14

Management consists of Board of Directors members and managers directly responsible to the Board of Directors (B-1 positions).

The cost of services provided by the auditor for the period were as follows:

EUR'000	2025	2024
The audit of the financial statements	(196)	(233)
Assurance audit services excluding the audit of the financial statements	(24)	(24)
Total	**(220)**	**(257)**

The audit of the financial statements also includes the verification of CSRD disclosures in the Bank's Annual Report.
Assurance audit services excluding the audit of financial statements pertained to the audit of prudential business reports and the preparation of an extended auditor's report for the NBS.

27. Depreciation and amortisation

EUR'000	2025	2024
Property, plant and equipment	**(3,326)**	**(3,398)**
Buildings	(1,486)	(1,356)
Hardware	(949)	(1,035)
Fittings and other equipment	(891)	(1,007)
Right of use assets	**(5,102)**	**(5,064)**
Buildings	(4,864)	(4,742)
Fittings and other equipment	(238)	(322)
Intangible assets	**(7,044)**	**(5,436)**
Software	(7,042)	(5,435)
Other intangible assets	(2)	(1)
Total	**(15,472)**	**(13,898)**

28. Impairment losses and provisions

EUR'000	2025	2024
Net impairment of financial assets not valued at fair value through profit or loss	**(27,505)**	**(5,804)**
Financial assets at fair value through other comprehensive income	(20)	704
Debt securities	*(20)*	*704*
Financial assets at amortised cost	(27,485)	(6,508)
Debt securities	*(85)*	*7,490*
Loans and advances	*(27,357)*	*(14,010)*
Other financial assets	*(43)*	*12*
Net impairment of investments in subsidiaries and joint venture	**-**	**355**
Subsidiaries	-	355
Release/(creation) of provisions	**(3)**	**58**
Net impairment on non-financial assets	**(3,313)**	**(13,947)**
Total	**(30,821)**	**(19,338)**

The detail to net impairment of loans and advances at amortised cost is as follows:

EUR'000	2025	2024
Net impairment of loans and advances at amortised cost	**(27,357)**	**(14,010)**
Net (creation)/release of allowances	***(29,565)***	***(15,886)***
Creation of allowances	(79,528)	(79,239)
Release of allowances	49,963	63,353
Net effect from derecognition of loans and advances	***2,854***	***2,689***
Derecognition of loans and advances	(39,596)	(29,885)
Usage of allowances	30,528	28,850
Income from previously derecognized loans and advances	11,922	3,724
Other expenses related to credit risk	***(646)***	***(813)***

29. Income tax

EUR'000	2025	2024
Current income tax	(13,892)	(15,413)
Deferred tax	10,952	252
Total	**(2,940)**	**(15,161)**

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Reconciliation of the effective tax rate is as follows:

EUR'000	2025	2024
Profit before special levy and before tax	11,391	108,593
Special levy	(10)	(23,887)
Profit after special levy and before tax	11,381	84,706
Income tax rate	24.00%	21.00%
Theoretical income tax	**(2,731)**	**(17,788)**
Non - tax expenses	(795)	(572)
Other	*(795)*	*(572)*
Non - taxable income	(778)	891
Dividends	*2,050*	*1,798*
Impairment allowances	*(2,851)*	*(936)*
Other	*23*	*29*
Change in tax rate	-	2,373
Correction of prior period	(28)	27
Adjustment from a separate tax base - income from government bonds (16% tax rate)	1,392	-
Other	-	(92)
Total	**(2,940)**	**(15,161)**
Effective tax rate	**25.83%**	**17.90%**

Given that many parts of the Slovak tax legislation remain untested, there is uncertainty about how the tax authorities will apply them. The effect of this uncertainty cannot be quantified and will only be resolved once legislative precedents are set, or when official interpretations of the authorities are available.

30. Related party transactions

Parties are considered to be related if one party has the ability to control the other party, or it has, through its financial and operational decisions, significant influence over the other party.

The following persons or companies meet the definition of related parties:

(a) companies that directly or indirectly, through one or more intermediaries, control or are controlled, have significant influence, or are under joint control of the reporting company;
(b) affiliated companies in which the parent company has significant influence, and which are not a subsidiary, nor a joint venture;
(c) individuals owning, directly or indirectly, shares in the voting right of the Bank that gives them significant influence over the Bank, and any other individual who may be expected to influence, or be influenced by that person in their dealings with the Bank;
(d) key management personnel, i.e., persons having authority and responsibility for planning, managing and controlling the activities of the Bank, including directors and managing employees of the Bank, and persons related to them;
(e) companies in which a significant share of voting rights is owned, directly or indirectly, by any person described in points (a), (c) or (d) above, or over which such party may have a significant influence. This includes companies owned by directors or major shareholders of the Bank.

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31.12.2025	Shareholders	Members of J&T FINANCE GROUP SE	Subsidiaries	Joint venture	Key management and related parties	Others
Assets	**-**	**5,196**	**59,232**	**1,246**	**1,748**	**47,358**
Other demand deposits	-	2,558	-	-	-	-
Financial assets at amortised cost	-	2,638	56,582	1,246	1,748	47,358
Loans and advances	-	*2,288*	*56,512*	-	*1,748*	*47,358*
Other financial assets	-	*350*	*70*	*1,246*	-	-
Other assets	-	-	2,650	-	-	-
Liabilities	**-**	**58,007**	**14,649**	**11,638**	**3,489**	**860**
Financial liabilities held for trading	-	-	-	-	-	-
Financial liabilities measured at amortised cost	-	58,007	13,576	11,638	3,489	860
Deposits	-	*57,945*	13,576	*11,527*	*3,489*	*860*
Other financial liabilities	-	*62*	-	*111*	-	-
Other liabilities	-	-	1,073	-	-	-

2025						
Income/expenses						
Net interest income	-	(741)	10,165	-	56	66
Net fee and commission income	-	1,368	11,128	7,034	1	22
Net gains/(losses) from financial transactions	-	756	-	-	-	-
Net other operating expenses	-	496	(1,726)	94	-	-
Administrative expenses	-	(67)	(2,899)	-	-	-

31.12.2024	Shareholders	Members of J&T FINANCE GROUP SE	Subsidiaries	Joint ventures	Key management and related parties	Others
Assets	**-**	**126,394**	**67,159**	**983**	**3,029**	**35,050**
Other demand deposits	-	183	-	-	-	-
Non-trading financial assets mandatorily at FVPL	-	110,958	-	-	-	-
Financial assets at FVOCI	-	10,043	-	-	-	-
Financial assets at amortised cost	-	5,210	62,848	983	3,029	35,050
Loans and advances	-	-	*62,717*	-	*3,029*	*35,050*
Other financial assets	-	*5,210*	*131*	*983*	-	-
Other assets	-	-	4,311	-	-	-
Liabilities	**-**	**56,614**	**11,580**	**10,950**	**1,579**	**2,222**
Financial liabilities measured at amortised cost	-	56,614	10,837	10,950	1,579	2,222
Deposits	-	*56,597*	*10,837*	*10,950*	*1,579*	2,222
Other financial liabilities	-	17	-	-	-	-
Other liabilities	-	-	743	-	-	-

2024						
Income/expenses						
Net interest income	-	70	10,872	-	60	-
Net fee and commission income	-	1,341	10,328	6,875	1	28
Net gains/(losses) from financial transactions	-	3,523	-	-	-	-
Net other operating expenses	-	61	(1,773)	113	-	-
Administrative expenses	-	(61)	(3,153)	-	-	(11)

The total remuneration of the members of the Board of Directors, members of the Supervisory Board and executive officers directly supervised by the Board of Directors members of 365.bank, a. s. for the year ended 31 December 2025 is in the amount of EUR 4,876 thousand (for the year ended 31 December 2024: EUR 3,950 thousand). Remuneration includes basic wages and salaries, remuneration and payments for health and social insurance.

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31. Fair value of financial assets and liabilities

According to *IFRS 13 Fair Value Measurement*, fair value is the price that would be received when selling an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date.

The Bank measures fair values using the following fair value level hierarchy:

- **Level 1:** Quoted market price in an active market for an identical instrument.
- **Level 2:** Valuation techniques based on observable inputs. This category includes instruments valued using: quoted market prices in active markets for similar instruments; quoted prices for similar instruments in markets that are considered less than active; or other valuation techniques where all significant inputs are directly or indirectly observable from market data.
- **Level 3:** Valuation techniques using significant unobservable inputs. This category includes all instruments where the valuation technique includes inputs not based on observable data, and where the unobservable inputs could have a significant effect on the instrument's valuation. This category includes instruments that are valued based on quoted prices for similar instruments, where significant unobservable adjustments or assumptions are required to reflect differences between the instruments.

The determination of fair values for financial assets and financial liabilities is based on quoted market prices. Shares in funds are measured at prices obtained from an asset management company. The funds are not listed however they are audited on an annual basis. Fund prices are determined using NAV, with valuation techniques corresponding to the above-mentioned fair value hierarchies.

For all other financial instruments, fair value is determined by using valuation techniques. These valuation techniques include net present value and discounted cash flow models, comparison to similar instruments for which market observable prices exist, and other valuation models. Assumptions and inputs used in valuation techniques include risk-free and benchmark interest rates, credit spreads, and other premiums used in estimating discount rates. The objective of valuation techniques is to arrive at a fair value determination, that reflects the price of the financial instrument at the reporting date, that would have been determined by market participants acting at arm's length.

The Bank uses widely recognised valuation models for determining the fair value of common and the uncomplicated financial instruments, like interest rate and currency swaps, that use only observable market data, and require little management judgement or estimation. Observable prices and model inputs are usually available in the market for listed debt and equity securities, exchange-traded derivatives, and simple over-the-counter derivatives. The availability of observable market prices and model inputs reduces the need for management judgement and estimation, and also reduces the uncertainty associated with determination of fair values. The availability of observable market prices and inputs varies depending on products and markets and is prone to changes based on specific events and general conditions in the financial markets.

For fair value measurement of debt financial instruments, the Bank uses models based on net present value. The key estimation parameter is the discount interest rate. Determination of the discount interest rate is based on the risk-free market rate, which corresponds to the incremental maturity of particular financial instruments, plus a risk premium. The risk premium is determined to be consistent with regular market practice.

The Bank estimates future cash flows from financial instruments based on contractual maturities. The fair value of a financial liability that includes a demand feature must not be lower than the amount payable on demand, discounted from the earliest date it could be due.

For more complex instruments, the Bank uses proprietary valuation models, which are usually developed based on recognised valuation models. Some or all of the significant inputs into these models may not be observable in the market, and are derived from market prices and rates, or are estimated based on assumptions. Examples of instruments involving significant unobservable inputs include certain over-the-counter structured derivatives, certain loans, and securities for which there is no active market. Valuation models that employ significant unobservable inputs require a higher degree of management judgement and estimation in the determination of fair value. Management judgement and estimation are usually required for selection of the appropriate valuation model to be used, determination of expected future cash flows from the financial instrument being valued, determination of the probability of counterparty default or prepayments, and selection of appropriate discount rates.

Basic parameters entering into the valuation model to determine the fair value of equity financial instruments are forecast economic results and equity of the company, market multiples, and indicators such as EBITDA, sales etc. for comparable companies, all of which are published by reputable companies for different sectors.

Even though these valuation techniques are considered to be appropriate and in compliance with market practice, the estimations in discount interest rates, and changes of basic assumptions in future cash flows, may lead to different fair value of financial instruments.

Transfers of financial instruments between particular levels can occur only if market activity has changed.

The Bank has an established control framework with respect to the measurement of fair values. This framework includes a control function, performed by the Market Risks department, which is independent from front office management. Specific controls include: verification of observable pricing inputs and reperformance of model valuations; review and approval processes for new models and changes to models; calibration and back-testing of models against observed market transactions; analysis and investigation of significant daily valuation movements; and review of significant unobservable inputs and valuation adjustments.

The reported fair values of financial instruments analysed according to fair value levels are as follows:

EUR'000	Level 1		Level 2		Level 3		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
ASSETS								
Financial assets held for trading	-	-	-	17	-	-	-	17
Derivatives	-	-	-	17	-	-	-	17
Non-trading financial assets mandatorily at FVPL	-	-	28,103	137,950	-	-	28,103	137,950
Equity instruments	-	-	28,103	137,950	-	-	28,103	137,950
Financial assets at FVOCI	**96,402**	**95,056**	-	**17,734**	-	-	**96,402**	**112,790**
Debt securities	96,402	95,056	-	17,734	-	-	96,402	112,790
Derivatives – Hedge accounting	-	-	**3,604**	**3,448**	-	-	**3,604**	**3,448**
Total assets	**96,402**	**95,056**	**31,707**	**159,149**	-	-	**128,109**	**254,205**

EUR'000	Level 1		Level 2		Level 3		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
LIABILITIES								
Financial liabilities held for trading	-	-	**6**	**50**	-	-	**6**	**50**
Derivatives	-	-	6	50	-	-	6	50
Derivatives – Hedge accounting	-	-	-	**744**	-	-	-	**744**
Total liabilities	-	-	**6**	**794**	-	-	**6**	**794**

The following table shows information regarding the investment movements between all categories of valuation:

EUR'000	31.12.2025			31.12.2024		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
ASSETS						
Financial assets at fair value through OCI						
Transfers into the category	2,832	-	-	-	17,585	-
Transfers out of the category	-	(2,832)	-	(7,691)	-	(9,894)
Total assets	**2,832**	**(2,832)**	-	**(7,691)**	**17,585**	**(9,894)**

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The estimated fair values of the Bank's financial assets and liabilities that are not measured at fair value were as follows:

31.12.2025	Carrying amount	Fair value	Level 1	Level 2	Level 3
FINANCIAL ASSETS					
Cash, cash balances at central banks and other demand deposits	**172,748**	**172,748**	-	**172,748**	-
Financial assets at amortised cost	**4,025,060**	**3,995,393**	**787,608**	**16,827**	**3,190,958**
Debt securities	815,565	787,608	787,608	-	-
Loans and advances	3,192,668	3,190,958	-	-	3,190,958
Other financial assets	16,827	16,827	-	16,827	-
FINANCIAL LIABILITIES					
Financial liabilities measured at amortised cost	**3,974,789**	**3,975,443**	-	**3,975,443**	-
Deposits	3,715,297	3,715,951	-	3,715,951	-
Debt securities issued	188,895	188,895	-	188,895	-
Other financial liabilities	70,597	70,597	-	70,597	-

31.12.2024	Carrying amount	Fair value	Level 1	Level 2	Level 3
FINANCIAL ASSETS					
Cash, cash balances at central banks and other demand deposits	**527,411**	**527,411**	-	**527,411**	-
Financial assets at amortised cost	**3,711,046**	**3,824,174**	**668,123**	**21,715**	**3,134,336**
Debt securities	703,907	671,406	668,123	3,283	-
Loans and advances	2,988,707	3,134,336	-	-	3,134,336
Other financial assets	18,432	18,432	-	18,432	-
FINANCIAL LIABILITIES					
Financial liabilities measured at amortised cost	**4,071,799**	**4,074,373**	-	**4,074,373**	-
Deposits	3,744,659	3,747,233	-	3,747,233	-
Debt securities issued	295,137	295,137	-	295,137	-
Other financial liabilities	32,003	32,003	-	32,003	-

32. Segment reporting

The Bank classifies its business activities into three segments. Within these segments, various products and services are offered and they are also managed independently by the Bank's management.

- Retail banking – loans, deposits and other transactions with retail customers.
- Corporate banking – loans, deposits and other transactions with corporate customers and investments in liquid assets, such as short-term investments and corporate or government debt securities.
- Other – asset management (fund management activities) and treasury (financing and centralized risk management activities through loans, use of derivatives for risk management).

The Board of Directors continuously monitors internal reports for each segment at least once a month.

Information related to the reported segments is presented in the table:

EUR'000	Retail banking		Corporate banking		Other banking		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Interest income	121,111	91,081	24,903	46,074	23,634	38,070	169,648	175,225
Interest expenses	(22,932)	(17,021)	(2,082)	(3,517)	(22,666)	(26,318)	(47,680)	(46,856)
Net interest income	**98,179**	**74,060**	**22,821**	**42,557**	**968**	**11,752**	**121,968**	**128,369**
Net intersegment income	**7,276**	**50,336**	**(4,526)**	**(12,534)**	**(2,750)**	**(37,802)**	-	-
Fee and commission income	73,340	70,586	14,165	13,661	(28,353)	1,064	59,152	85,311
Fee and commission expenses	(21,543)	(19,299)	(5,552)	(5,367)	(1,563)	(1,671)	(28,658)	(26,337)
Net fee and commission income	**51,797**	**51,287**	**8,613**	**8,294**	**(29,916)**	**(607)**	**30,494**	**58,974**
Net interest and fee margin	**157,252**	**175,683**	**26,908**	**38,317**	**(31,698)**	**(26,657)**	**152,462**	**187,343**
Impairment losses and provisions	(25,671)	(24,944)	(295)	20,237	(4,855)	(14,631)	(30,821)	(19,338)

EUR'000	Retail banking		Corporate banking		Other banking		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Assets	2,847,907	2,504,557	356,887	609,530	1,307,775	1,553,350	4,512,569	4,667,437
Liabilities	3,419,656	3,291,842	191,328	407,160	389,853	402,341	4,000,837	4,101,343

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The following table shows the distribution of income from fees and commissions by segment (based on the requirements of *IFRS 15 Revenue from Contracts with Customers*):

EUR'000	Retail banking		Corporate banking		Other banking		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Fee and commission income								
Securities	-	-	-	-	215	184	215	184
Clearing and settlement	8,896	8,421	6,592	6,525	475	427	15,963	15,373
Custody	-	-	4,598	3,846	35	53	4,633	3,899
Payment services	34,895	34,453	1,979	2,226	219	353	37,093	37,032
Loan servicing activities	2,469	1,216	276	437	-	-	2,745	1,653
Loan commitments given	-	-	679	571	-	-	679	571
Financial guarantees given	12	8	34	51	-	-	46	59
Commissions for brokerage	18,485	17,845	-	-	(29,302)	12	(10,817)	17,857
Other	8,583	8,643	7	5	5	35	8,595	8,683
Total fee and commission income	**73,340**	**70,586**	**14,165**	**13,661**	**(28,353)**	**1,064**	**59,152**	**85,311**
Of which: Revenue recognised under IFRS 15: Recognition of Revenue from Customers contracts	73,328	70,578	13,452	13,039	(28,353)	1,064	58,427	84,681

33. Risk management

The Risk Committee constitutes the highest authority in risk management. It bears overall responsibility for establishing and supervising the bank's risk-management framework, except where statutory obligations assign responsibility to the Management Board or the Supervisory Board. Some responsibilities are delegated to permanent working groups and advisory bodies (committees).

The Bank's risk management policies are based on the Risk Management Strategy, as a primary document for risk management, which is further described in the Risk Appetite document. These documents are regularly reassessed, updated and approved by the Board of Directors. The risk management process is a dynamic and continuous process of identification, measurement, monitoring, control, and reporting of risks within the Bank. For management of the risks faced by the Bank, there are defined appropriate limits, and controls for risk monitoring and adherence to those limits.

Risk management policies and systems are reviewed and amended regularly to reflect changes in legislation, market conditions, products and services offered. The Bank, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment, in which all employees understand their roles and obligations.

The rights and responsibilities of the Bank's Audit Committee are assigned to the Supervisory Board, who are responsible for monitoring the effectiveness of internal control and risk management systems. Its activities also cover review of the external auditor's independence, and evaluation of the findings from audit of the financial statements, made by the external auditor. They also monitor the Bank's compliance with financial accounting standards. The Audit Committee is assisted in these functions by the Department of Internal control and audit.

The Bank is primarily exposed to the following main risks:

- credit risk;
- liquidity risk;
- market risk;
- operational risk;
- settlement risk.

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Separate Financial Statements
prepared in accordance with International Financial Reporting Standards
as adopted by the European Union
for the year ended 31 December 2025

34. Credit risk

Credit risk is the risk of financial loss to the Bank if a debtor, or counterparty to a financial instrument, fails to meet its contractual obligations, and arises from the Bank's financial assets – primarily from loans and advances, debt securities, and off-balance sheet exposures. For risk management reporting purposes, the Bank considers and consolidates all elements of its credit risk exposure (such as individual obligor default risk, management failure, country, sector or concentration risk).

Credit risk management within the Bank is the responsibility of the Risk Management Unit. The Board of Directors has delegated responsibility for the oversight of credit risk in compliance with a formal competence order.

Credit risk management includes:

- examination of the clients' creditworthiness;
- assessing limits for clients and economically connected parties, including monitoring portfolio concentration;
- setting target values for concentrations of corporate trades with higher risk profiles;
- mitigation of risk by various forms of collateral;
- continuous monitoring of loan portfolio development, and prompt decision-making to minimise possible losses.

In order to mitigate credit risk, the Bank assesses the creditworthiness of the client deal using a rating tool with parameters specific to each client segment, when initially providing the loan, as well as during the life of the credit loan trade. The Bank has various rating models depending on the type of business.

When analysing client deals the Bank uses:

- client rating;
- project assessment tools;
- scoring for retail loans.

The approval process of active bank transactions includes a review of the individual applicant of the transactions, credit limit of the counterparty, and collateral in order to mitigate credit risk. The Bank monitors the development of the portfolio of active bank transactions yearly, or more often as necessary, to ensure that prompt action can be taken to minimise potential risks.

To mitigate credit risk, the Bank uses the following types of limits:

- financial involvement limits of the client or economically connected entities (clients);
- limits on banks;
- target values for concentrations of corporate trades with higher risk profiles;
- target values for selected parameters of the retail portfolio.

The Bank continuously monitors and evaluates compliance with both the limits and target values and translates these into its activities.

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The tables below provide sector and geographical summaries of financial assets at amortised cost, financial assets at fair value through other comprehensive income, and off-balance sheet exposures (in gross amounts):

EUR'000	Financial assets at amortised cost				Financial assets at FVOCI		OFF Balance sheet			
	Debt securities		Loans and advances		Debt securities		Loan commitments given		Financial guarantees given	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
General governments	**758,516**	**659,230**	**384**	**60,384**	**87,071**	**88,235**	**-**	**-**	**-**	**-**
Credit institutions	**56,202**	**43,649**	**8,755**	**13,509**	**-**	**4,943**	**-**	**-**	**-**	**-**
Other financial corporations	**1,178**	**1,239**	**252,115**	**255,576**	**9,331**	**19,612**	**32,529**	**1,582**	**-**	**-**
Non-financial corporations	**-**	**-**	**78,721**	**162,810**	**-**	**-**	**9,692**	**12,801**	**1,780**	**1,799**
A Agriculture, forestry and fishing	-	-	7,477	19,954	-	-	-	-	-	-
B Mining and quarrying	-	-	-	-	-	-	-	-	-	-
C Manufacturing	-	-	3,064	12,163	-	-	14	17	343	-
D Electricity, gas, steam and air conditioning supply	-	-	3,079	2,907	-	-	75	75	-	-
E Water supply	-	-	34	445	-	-	-	-	-	272
F Construction	-	-	3,031	5,788	-	-	59	352	12	101
G Wholesale and retail trade	-	-	24,958	16,107	-	-	741	640	-	-
H Transport and storage	-	-	105	425	-	-	11	10	3	3
I Accommodation and food service activities	-	-	2,077	2,115	-	-	5	33	-	-
J Information and communication	-	-	8,504	75	-	-	3,410	2,793	-	-
K Financial and insurance activities	-	-	-	-	-	-	-	1,159	-	-
L Real estate activities	-	-	19,205	95,365	-	-	5,317	7,668	-	-
M Professional, scientific and technical activities	-	-	193	4,667	-	-	50	50	1,422	1,423
N Administrative and support service activities	-	-	6,971	2,761	-	-	3	-	-	-
O Public administration and defence, compulsory social security	-	-	-	-	-	-	-	-	-	-
P Education	-	-	-	-	-	-	4	4	-	-
Q Human health services and social work activities	-	-	-	-	-	-	-	-	-	-
R Arts, entertainment and recreation	-	-	11	21	-	-	-	-	-	-
S Other services	-	-	12	17	-	-	3	-	-	-
Households	**-**	**-**	**2,959,800**	**2,603,156**	**-**	**-**	**66,692**	**103,155**	**-**	**-**
Total	**815,896**	**704,118**	**3,299,775**	**3,095,435**	**96,402**	**112,790**	**108,913**	**117,538**	**1,780**	**1,799**

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EUR'000	Financial assets at amortised cost				Financial assets at FVOCI		OFF Balance sheet			
	Debt securities		Loans and advances		Debt securities		Loan commitments given		Financial guarantees given	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Slovak Republic	759,035	659,483	3,076,865	2,816,431	84,234	97,850	78,863	117,493	358	377
Czech Republic	-	-	80,926	109,123	-	-	1	27	-	-
Cyprus	-	-	47,358	65,047	-	-	30,000	4	-	-
Luxemburg	1,178	1,239	85,304	92,560	9,331	9,569	-	-	-	-
France	-	-	6,755	9,722	-	-	-	1	-	-
Netherlands	-	-	2,001	2,000	-	-	-	-	-	-
Lithuania	9,853	9,917	-	-	2,837	2,748	-	-	-	-
Latvia	2,076	2,102	-	-	-	-	-	-	-	-
Belgium	10,478	10,603	384	384	-	-	-	-	-	-
Ireland	10,466	10,583	8	9	-	-	-	-	-	-
Romania	10,099	10,191	3	6	-	-	-	-	-	-
Poland	-	-	2	2	-	2,623	-	1	-	-
Sweden	-	-	-	-	-	-	-	-	1,422	1,422
Other countries	12,711	-	169	151	-	-	49	12	-	-
Total	**815,896**	**704,118**	**3,299,775**	**3,095,435**	**96,402**	**112,790**	**108,913**	**117,538**	**1,780**	**1,799**

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Rating system

The Bank uses a rating system to evaluate the financial performance of companies. The rating system evaluates quantitative and qualitative indicators of economic activities (e.g., liquidity ratio, profitability, gearing etc.), and compares them with the subjective assessment of the client by the Bank. The Bank categorises clients into rating levels from best to worst, the worst level representing the highest probability of default. The Bank has established processes for creation of ratings, their regular update, and control for assigning the ratings, and these are defined in the Bank's internal guidelines.

The Bank uses internal credit risk ratings which reflect the probability of default by individual counterparties. The Bank uses internal rating models tailored to the various categories of counterparty. Information regarding borrower and loan, collected at the time of application (such as disposable income, level of collateral for retail exposures, or turnover and industry type for corporate exposures) is entered into this rating model. This is supplemented with external data, such as credit bureau scoring information on retail customers. In addition, the models enable expert judgement to be included in the final internal credit rating for each exposure. In addition to this, the system also allows inclusion of an expert judgement, which is information that may not be captured from other data inputs.

The rating methods are subject to regular validation and recalibration, so that they reflect the latest projections in the light of all actually observed defaults.

The following table shows the assignment of external and internal ratings to each credit risk level:

Credit risk	Exteral rating Moody´s	Internal rating corporate	Internal rating retail	1YPD
Low credit risk	Aaa-Aa3	1 – 3	A1 – A3	0.20% – 1.00%
Low credit risk	A1-A3			
Low credit risk	Baa1-Baa3			
Low credit risk	Ba1-Ba2			
Moderate credit risk	Ba3	4A – 5C	B1 – C1	2.00% – 8.00%
Moderate credit risk	B1-B3			
Moderate credit risk	Caa1			
High credit risk	Caa2-Caa3	6 – 8	C2 – C3	12.00% – 35.00%
High credit risk	Ca-C		D – F	
Default	D	9 – 10	Default	100%

Measurement of expected credit losses

IFRS 9 Financial Instruments outlines a three-stage model for impairment, based on changes in credit quality since initial recognition:

- **Stage 1**: A financial instrument that is not credit-impaired on initial recognition is classified in Stage 1 and has its credit risk continuously monitored by the Bank. This includes all financial instruments, where no significant increase in credit risk has been identified, from the date of initial recognition.
- **Stage** 2: If significant increase in credit risk ('SICR') since initial recognition is identified, or if information on initial credit rating is not available, the financial instrument is moved to Stage 2, but is not yet deemed to be credit-impaired.
- **Stage 3**: If the financial instrument is credit-impaired, the financial instrument is moved to Stage 3.

Financial instruments in Stage 1 have their ECL measured, at an amount equal to the portion of lifetime expected credit losses that result from default events possible within the next 12 months. Instruments in Stages 2 or 3 have their ECL measured based on expected credit losses on a lifetime basis. The Bank has a defined remedial period for returning from Stage 3 to Stage 2 and from Stage 2 to Stage 1. Direct movement from Stage 3 to Stage 1 is not allowed except retail loans without any forbearance indicator.

Purchased or originated credit-impaired financial assets ('POCI') are those financial assets that are credit-impaired on initial recognition. Their ECL is always measured on a lifetime loss basis.

A general concept in measuring ECL is that it should consider forward-looking information.

The Bank sets the level of significance at EUR 300 thousand (for the year ended 31 December 2025: EUR 300 thousand). Financial assets with exposure equal or higher than EUR 300 thousand (for the year ended 31 December 2024: EUR 300 thousand) are assessed individually in the staging process.

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The same principles are also applied to measurement of provisions for off-balance sheet exposures, arising from loan and other commitments, and guarantees given.

The key judgements and assumptions adopted by the Bank in addressing the requirements of the standard are discussed below.

Significant increase in credit risk

The Bank considers a financial instrument to have experienced a significant increase in credit risk when one or more of the following quantitative, qualitative or backstop criteria have been met:

i. Quantitative criteria:

Remaining Lifetime PD at the reporting date has increased, compared to the residual Lifetime PD expected at the reporting date when the exposure was first recognised, so that it exceeds the relevant threshold.

These thresholds are determined separately for retail and corporate portfolios, by assessing how the Lifetime PD changes prior to an instrument becoming problematic.

The protection criterion applies, and the financial asset is considered to have experienced a significant increase in credit risk, when the borrower is past due with contractual payments for more than 30 days. The Bank does not benefit from the exception of low credit risk for any financial instrument.

The following thresholds apply to retail portfolios:

- deterioration of the internal rating by more than one rating grade on exposures that are at least 12 months old;
- forbearance indicator.

The following thresholds apply to corporate portfolios:

- deterioration of the internal rating to the rating 7 and higher;
- forbearance indicator;
- non-compliance with financial covenants.

ii. Qualitative criteria:

The Bank uses the following indicators to assess whether SICR has occurred:

- the debtor violates the financial covenants or contracts;
- actual or expected significant adverse change in operating results of the borrower;
- negative information about the borrower from external sources;
- significant adverse changes in business, financial and/or economic conditions in which the borrower operates;
- significant change in collateral value (secured facilities only), which could increase risk of default;
- actual or expected concession, restructuring or change in the repayment schedule.

The assessment of SICR for individually assessed exposures is carried out at the level of the counterparty on an ongoing basis. The criteria used to identify SICR are monitored and reassessed, in order to assess their suitability, at least once a year.

Definition of default and credit impaired financial assets

The Bank defines a financial asset as defaulted when it fully complies with the definition of credit impairment, or when one or more events occur that have a detrimental effect on the estimated future cash flows of the financial asset.

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Retail:

i. A receivable is considered defaulted if it is more than 90 days overdue, while the significance threshold is set at EUR 100 or 1.00% of the amount of the debtor's balance sheet exposure to the receivable;
ii. The loan has been called to repay and at the same time meets point i.
iii. A receivable is an unauthorized debit balance on a personal account with no limit of authorized overdraft in the account.
iv. The sum of defaulted receivables of the debtor more than 90 days overdue is more than 20 percent of all debtor's receivables.
v. The loan id credit impaired with forborne indicator (forborne non-performing).

Non-retail:

Assessed by 2 types of criteria:

i. Criteria, if identified by the Bank, that the receivable immediately becomes defaulted:

- A receivable that meets the severity threshold, i.e., the amount of all overdue credit obligations of the borrower towards the Bank, the parent company or any of its subsidiaries is greater than EUR 500 or is greater than 1% of the total obligation of the borrower, for a period of more than 90 consecutive days.
- The Borrower has declared bankruptcy or other form of reorganisation.
- The Borrower has asked the Bank for concession due to economic or contractual reasons, related to the borrower's financial difficulties and a significant reduction in the quality of the loan.
- The loan was forfeited.
- Fraud.

ii. Criteria subject to a qualified assessment at the Bank, whether the receivable is defaulted:

- The receivable is overdue (up to 90 days).
- The Bank recognises a specific concession to the loan agreement, resulting from a significant reduction in the quality of the loan.
- Signs of impairment, leading to the assumption that the borrower will not pay its credit obligations to the Bank in full amount and in time, without the Bank taking any actions such as realisation of the collateral.
- Significant impairment of main collateral.
- Failure of the debtor in another financial institution, or failure of another client's loans and advances in the Bank.
- Any other warning signs identified in the client monitoring and engagement process that, according to the Bank's assessment, will result in the debtor not paying his credit commitments to the Bank in full and in time, without the Bank taking steps toward loan collateral.

Forward-looking information

Both, the assessment of SICR and the calculation of ECL incorporate forward-looking information ('FLI').

i. Individually assessed exposures

Considering the abundance and high diversity of corporate exposures, the Bank does not identify a reliable correlation between macroeconomic indicators and ECL. Using future-oriented information for individually assessed exposures would lead to unpredictable results, due to a lack of reliable correlation, and the Bank therefore concludes that the use of future-oriented information is not appropriate for individually assessed exposures. Therefore, the Bank assesses the potential impacts of macroeconomic changes at the level of individual loans in their regular monitoring, and any possible impacts are considered when modelling expected cash flows.

The Bank regularly carries out detailed monitoring of each corporate client at least once a year. As part of this revision, all aspects of the credit relationship are re-evaluated, from assessing the business model, financial situation, re-assessing collateral, evaluating the fulfilment of contractual conditions.

ii. Portfolio-based exposures

In assessing the amount of expected loss of portfolio exposures, the Bank considers estimated future economic conditions. This is achieved by appropriate PD value modifications via a multiplier. The FLI setting consists of determining the values of two parameters:

- the coefficient of increase of 12-month marginal PD values;
- the number of months during which the PD will revert to the original values.

As of 31 December 2025, the setting of FLI parameters for retail portfolio-assessed exposures is based on theassumption of a worsening of the macroeconomic situation in Slovakia. The Bank implemented Merton-Vasicek model to assessed relevant macroeconomic component.

For modelling the impact of macro variables on the probability of default, the Bank uses available time series published by the Statistical Office of the Slovak Republic, the ECB and the ARDAL agency. Specifically analysed variables and their lagging equivalents: unemployment, inflation, GDP, base interest rate, average coupons of Slovak government bonds for individual years, EURIBOR rates, dummy variables. Based on the results of above mentioned statistical methods, the final model contains exactly one variable unemployment. Models with multiple variables and their interactions are either insignificant or the result of the variable coefficients is uninterpretable or counterintuitive.

Weighted value of unemployment rate 5.97% was used, based of three scenarios of macroeconomic development with following input values and weights:
- baseline; 80.00%; 6.10%
- positive; 10.00%; 5.20%
- negative; 10.00%; 6.00%

The resulting impact on the probability of default of retail clients is a relative increase of 7.50% for all retail rating categories.

For the weighted average across individual scenarios, the Bank used the predictions of the base scenario from the NBS published in December 2025 and internal estimates of the variables for the negative and optimistic scenario. The starting point for the negative scenario is primarily risk factors, namely the increase in price of the inputs driven by the development on the food and energy markets, escalation of the war conflicts and limited recovery of the world trade.

Calculation of ECL

The Bank calculates ECL on an individual or portfolio basis. Individual basis is an individual estimate of cash flows at the exposure level. In calculating the ECL on a portfolio basis, exposures are classified from common risk characteristics into a homogenous group.

The aggregation of exposures follows a business purpose and also considers the risk perspective. Separate portfolios are created for retail secured and unsecured loans, while the Bank also creates additional portfolios according to the amount of LTV or product type. Corporate exposures are aggregated into instalment loans, overdrafts, guarantees and bonds. Other portfolios mainly represent money-market exposures to financial institutions and government bonds.

i. Individual calculation:

The individual basis for calculating ECL is used for individually assessed exposures in Stage 3.

The ECL calculation is generally based on three scenarios (or at least two scenarios), and each scenario is given a certain probability:
- **Contractual scenario** - scenario based on the expectation of maturity of all contractual cash flows in time and in full amount;
- **Going concern** - scenario based on the expectation of both contractual cash flows and cash flows from collateral recovery;
- **Gone concern** - the worst scenario based on the expectation of both contractual cash flows and cash flow from collateral recovery. Compared to the Going concern scenario, the Bank expects lower cash flow values.

The ECL is subsequently calculated as the probability-weighted amount of expected cash flows from each scenario, discounted by the original EIR.

ii. Portfolio calculation

Portfolio ECL calculation is used for all other cases. Portfolio ECL is calculated using the following formula $\text{ECL} = \text{PD} \times \text{EAD} \times \text{LGD}$, where:

- PD: The probability of default. It is the likelihood that the borrower does not meet its financial obligations.
  PD depends on the rating and the following rules apply:
  - Stage 1: uses a 12-month PD, i.e., probability of default over the next 12 months;
  - Stage 2: the PD is used over the lifetime, i.e., probability of default over the entire maturity of the exposure;
  - Stage 3: the PD is equal to 1 because the exposure is already defaulted.
- EAD: Unsecured Exposure at default.
- LGD: Loss given default means the ratio of credit loss in case of default to EAD.

The Bank calculates the ECL on an individual or portfolio basis. An individual basis represents an individual estimate.

ECL sensitivity analysis

The Bank prepares ECL scenarios when changing parameters for retail loan portfolios. One of the recalculation scenarios is the assessment of ECL in case of deteriorated or improved credit quality of clients, which the Bank implements through the adjustment of client ratings. The second scenario is the ECL assessment when changing PD and the third scenario represents a change in LGD parameter.

Changes in the credit quality of clients

Scenario of deterioration of the client's rating by 1 rating for retail loans under the following assumptions:

- PD values are allocated according to PD values ratings calculated as at the end of the period;
- for defaulted exposures and exposures where the rating level could not be assessed, the ECL conversion remains the same as calculated as at the end of the period;
- the deterioration of the client's rating is realised by 1 rating level lower, while clients from the worst rating level remain at the same rating level;
- for clients who, after a deterioration in their rating level, move from Stage 1 to Stage 2, the ECL is calculated in Stage 2.

Scenario of improving the client's rating by 1 level for retail loans under the following assumptions:

- PD values are allocated according to ratings from PD values calculated as at the end of the period;
- for defaulted exposures and exposures where the rating level could not be assessed, the ECL conversion remains the same as calculated as at the end of the period;
- the improvement of the client's rating is realised by 1 rating level higher, while clients from the worst rating level remain at the same rating level;
- for clients who, after an improvement in their rating level, move from Stage 2 to Stage 1, the ECL is calculated in Stage 1.

ECL scenarios impact compared to the actual ECL value:

31.12.2025	Value of ECL	Deterioration by one rating grade		Improvement by one rating grade	
		EUR'000	in %	EUR'000	in %
Consumer credit	89,496	8,283	9.26%	(4,962)	-5.54%
Mortgage loans	653	241	36.99%	(124)	-19.05%
Corporate exposures	3,285	1,222	37.19%	(401)	-12.21%
Total	**93,434**	**9,746**	**10.43%**	**(5,487)**	**-5.87%**

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31.12.2024	Value of ECL	Deterioration by one rating grade		Improvement by one rating grade	
		EUR'000	in %	EUR'000	in %
Consumer credit	80,912	7,178	8.87%	(4,242)	-5.24%
Mortgage loans	439	107	24.31%	(53)	-12.18%
Corporate exposures	14,840	2,105	14.18%	(1,076)	-7.25%
Total	**96,191**	**9,390**	**9.76%**	**(5,371)**	**-5.58%**

The corporate portfolio is regularly monitored and assessed on a regular basis. Classification into the relevant rating is also performed on an individual basis according to the specific situation of the clients. The Bank's corporate portfolio does not show signs of a homogeneous portfolio. Therefore, a sensitivity analysis through the change does not provide additional relevant information. In corporate portfolios, the Bank assesses the sensitivity to changes in PD which can be seen below.

PD changes

When changing the PD, the Bank tests the ECL sensitivity to PD changes in 10.00% movements upwards and downwards. This analysis does not change the Stage assignment.

The effects of stressing PD parameters are as follows:

PD change	31 December 2025					31 December 2024				
	Value of ECL	Increase by 10.00%		Decrease by 10.00%		Value of ECL	Increase by 10.00%		Decrease by 10.00%	
		EUR'000	in %	EUR'000	in %		EUR'000	in %	EUR'000	in %
Consumer credit	89,496	2,050	2.29%	(2,050)	-2.29%	80,912	1,708	2.11%	(1,708)	-2.11%
Mortgage loans	653	33	5.05%	(33)	-5.05%	439	14	3.24%	(14)	-3.24%
Corporate loans	3,285	166	5.05%	(164)	-4.99%	14,840	486	3.28%	(486)	-3.28%
Other	447	45	10.07%	(45)	-10.07%	1,669	31	1.85%	(31)	-1.85%
Total	**93,881**	**2,294**	**2.44%**	**(2,292)**	**-2.44%**	**97,860**	**2,239**	**2.29%**	**(2,239)**	**-2.29%**

Changes of the LGD parameter

A change of the LGD parameter would result in a change in the impairment allowances as follows:

31.12.2025	ECL	LGD +5.00%		LGD -5.00%		LGD +10.00%		LGD -10.00%	
		EUR'000	in %	EUR'000	in %	EUR'000	in %	EUR'000	in %
Consumer credit	89,496	5,734	6.41%	(5,727)	-6.40%	11,465	12.81%	(11,458)	-12.80%
Mortgage loans	653	53	8.12%	(54)	-8.27%	106	16.23%	(107)	-16.39%
Corporate exposures	3,285	154	4.69%	(153)	-4.66%	307	9.35%	(306)	-9.32%
Other	447	-	0.00%	-	0.00%	-	0.00%	-	0.00%
Total	93,881	5,941	6.33%	(5,934)	-6.32%	11,878	12.65%	(11,871)	-12.64%

31.12.2024	ECL	LGD +5.00%		LGD -5.00%		LGD +10.00%		LGD -10.00%	
		EUR'000	in %	EUR'000	in %	EUR'000	in %	EUR'000	in %
Consumer credit	80,912	5,054	6.25%	(5,049)	-6.24%	10,106	12.49%	(10,100)	-12.48%
Mortgage loans	439	27	6.22%	(27)	-6.21%	55	12.44%	(55)	-12.43%
Corporate exposures	14,840	447	3.01%	(445)	-3.00%	893	6.02%	(891)	-6.01%
Other	1,669	-	0.00%	-	0.00%	-	0.00%	-	0.00%
Total	97,860	5,528	5.65%	(5,521)	-5.64%	11,054	11.29%	(11,046)	-11.29%

PD and LGD values are estimated by statistical models. PD values are recalculated and recalibrated on a monthly basis, reflecting the changes to ECL in individual portfolios. LGD values are recalculated and recalibrated at least once a year. Back testing of PD and LGD is performed on an annual basis.

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The tables below summarise the classification of financial assets and off-balance sheet exposures (in gross amount) by credit risk ratings:

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial assets at AC - Debt securities										
Low credit risk	815,896	704,118	-	-	-	-	-	-	815,896	704,118
Moderate credit risk	-	-	-	-	-	-	-	-	-	-
High credit risk	-	-	-	-	-	-	-	-	-	-
Default	-	-	-	-	-	-	-	-	-	-
Not rated	-	-	-	-	-	-	-	-	-	-
Gross amount	**815,896**	**704,118**	**-**	**-**	**-**	**-**	**-**	**-**	**815,896**	**704,118**
Impairment allowance	(331)	(211)	-	-	-	-	-	-	(331)	(211)
Carrying amount	**815,565**	**703,907**	**-**	**-**	**-**	**-**	**-**	**-**	**815,565**	**703,907**

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial assets at AC - Loans and advances										
Low credit risk	1,553,165	1,480,778	12,497	12,600	-	-	-	-	1,565,662	1,493,378
Moderate credit risk	1,293,683	1,144,103	41,891	41,247	-	-	1,106	458	1,336,680	1,185,808
High credit risk	99,045	95,207	148,849	167,778	-	-	4,956	11,548	252,850	274,533
Default	-	-	-	-	133,226	128,578	6,167	6,387	139,393	134,965
Not rated	384	2,171	4,162	3,912	644	668	-	-	5,190	6,751
Gross amount	**2,946,277**	**2,722,259**	**207,399**	**225,537**	**133,870**	**129,246**	**12,229**	**18,393**	**3,299,775**	**3,095,435**
Impairment allowance	(14,292)	(11,662)	(9,957)	(10,450)	(79,741)	(77,340)	(3,117)	(7,276)	(107,107)	(106,728)
Carrying amount	**2,931,985**	**2,710,597**	**197,442**	**215,087**	**54,129**	**51,906**	**9,112**	**11,117**	**3,192,668**	**2,988,707**

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial assets at FVOCI - Debt securities										
Low credit risk	96,402	102,747	-	-	-	-	-	-	96,402	102,747
Moderate credit risk	-	10,043	-	-	-	-	-	-	-	10,043
High credit risk	-	-	-	-	-	-	-	-	-	-
Default	-	-	-	-	-	-	-	-	-	-
Not rated	-	-	-	-	-	-	-	-	-	-
Gross amount	**96,402**	**112,790**	**-**	**-**	**-**	**-**	**-**	**-**	**96,402**	**112,790**
Impairment allowance in OCI	(46)	(60)	-	-	-	-	-	-	(46)	(60)

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EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Loan and other commitments given										
Low credit risk	31,147	80,742	-	-	-	-	-	-	31,147	80,742
Moderate credit risk	65,305	25,980	4	16	-	-	-	-	65,309	25,996
High credit risk	9,004	7,178	58	452	-	-	-	-	9,062	7,630
Default	-	-	-	-	382	2	-	-	382	2
Not rated	3,000	2,793	13	375	-	-	-	-	3,013	3,168
Gross amount	**108,456**	**116,693**	**75**	**843**	**382**	**2**	**-**	**-**	**108,913**	**117,538**
Provision	**233**	**165**	**17**	**60**	**5**	**-**	**-**	**-**	**255**	**225**

EUR'000	Stage 1		Stage 2		Stage 3		POCI		Total	
	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024	31.12.2025	31.12.2024
Financial guarantees given										
Low credit risk	1,422	1,423	-	-	-	-	-	-	1,422	1,423
Moderate credit risk	358	53	-	-	-	-	-	-	358	53
High credit risk	-	272	-	-	-	-	-	-	-	272
Default	-	-	-	-	-	51	-	-	-	51
Not rated	-	-	-	-	-	-	-	-	-	-
Gross amount	**1,780**	**1,748**	**-**	**-**	**-**	**51**	**-**	**-**	**1,780**	**1,799**
Provision	**7**	**12**	**-**	**-**	**-**	**23**	**-**	**-**	**7**	**35**

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Collateral

The Bank generally requires collateral in order to mitigate its credit risk from exposures on financial assets. The following collateral types are accepted:

- cash;
- guarantees issued by banks, governments or reputable third parties;
- securities;
- receivables;
- commercial and residential real estate;
- tangible assets.

Estimates of fair value are based on the value of collateral, which is assessed before executing the deal, and reassessed on a regular basis. Generally, collateral is not held on exposures against credit institutions, except when securities are held as part of reverse repurchase and securities lending activity.

An estimate of the fair value of received collateral is shown in the following table (including received collateral from reverse repurchase agreements). Received collateral value is disclosed up to the gross carrying amount of the asset (so called claimable value).

EUR'000	31.12.2025	31.12.2024
Real-estates	2,025,935	1,762,956
Securities	151,947	154,768
Other	6,924	7,989
Total	**2,184,806**	**1,925,713**

Collateral in default loans and advances at amortised cost is as follows:

EUR'000	31.12.2025	31.12.2024
Gross amount	140,037	135,633
Impairment allowance	(82,048)	(83,122)
Carrying amount	**57,989**	**52,511**
Collateral	**17,205**	**18,159**

The Bank's assessment of the net realisable value of the collateral is based on independent expert appraisals, which are reviewed by the Bank specialists, or internal evaluations prepared by the Bank. The net realisable value of collateral is derived from this value using a correction coefficient, that is the result of the current market situation, and reflects the Bank's ability to realise the collateral in case of involuntary sale, for a price that is possibly lower than the market price. The Bank, at least annually, updates the values of the collateral and the correction coefficient.

Mortgage classification by LTV categories is shown in the following table:

EUR'000	31.12.2025	31.12.2024
LTV < 50%	440,318	410,952
LTV 50 - 60%	340,527	316,723
LTV 60 - 70%	417,378	417,420
LTV 70 - 80%	545,090	383,304
LTV 80 - 90%	221,768	148,740
LTV 90 - 100%	38,752	15,463
LTV > 100%	15,554	12,197
Total	**2,019,387**	**1,704,799**

Net value of assets acquired by ownership of the collateral as of 31 December 2025 is EUR 0 (as at 31 December 2024: EUR 0).

Recovery of receivables

The Bank takes the necessary steps in judicial and non-judicial processes to obtain the maximum recovery from defaulted receivables. In the case of defaulted receivables, the activities of taking possession of collateral, representing the Bank in bankruptcy, and restructuring proceedings are realised separately.

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as adopted by the European Union
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In the retail segment, the recovery process for overdue receivables is defined and centrally operated by a workflow system. The system provides complex evidence of problematic receivables, uses a segmented strategy of recovery, and it also processes numerous task flows, automated collection tasks, etc. The Bank also uses outsourced services of collection companies.

Forbearance

The following tables show the gross amount and the amount of the impairment allowance for the financial assets to which the concession was applied:

31.12.2025	Grace period	Interest rate reduction	Extension of maturity	Rescheduled payments	Debt forgiveness	Other measures
Gross amount						
Households	15,704	10,205	39,562	724	9	4,174
Non-financial corporations	1,723	-	123	1,703	-	1,480
Total	**17,427**	**10,205**	**39,685**	**2,427**	**9**	**5,654**
Impairment allowances						
Households	(691)	(4,374)	(10,884)	(88)	(6)	(1,224)
Non-financial corporations	(512)	-	(14)	(92)	-	(1,075)
Total	**(1,203)**	**(4,374)**	**(10,898)**	**(180)**	**(6)**	**(2,299)**

31.12.2024	Grace period	Interest rate reduction	Extension of maturity	Rescheduled payments	Debt forgiveness	Other measures
Gross amount						
Households	11,872	8,925	37,525	-	-	3,959
Non-financial corporations	4,714	3,929	4,015	4,725	-	4,181
Total	**16,586**	**12,854**	**41,540**	**4,725**	**-**	**8,140**
Impairment allowances						
Households	(1,809)	(3,773)	(9,118)	-	-	(1,074)
Non-financial corporations	(962)	(64)	(151)	(205)	-	(2,280)
Total	**(2,771)**	**(3,837)**	**(9,269)**	**(205)**	**-**	**(3,354)**

35. Liquidity risk

Liquidity risk arises from financing of the Bank's activities and management of its positions. It includes financing the Bank's assets with instruments of appropriate maturity, and the Bank's ability to dispose of its assets for acceptable prices within acceptable time periods. The Bank promotes a conservative and prudent approach to liquidity risk management.

The Bank has a system of limits and indicators consisting of the following elements:

- short-term liquidity management - performed by monitoring the liabilities and receivables due, and fulfilling the compulsory minimum reserves;
- long-term liquidity management – performed by using the method of liquidity gap analysis (the classification of assets and liabilities based on their maturity into different maturity ranges). Liquidity gap analysis uses the Liquidity at Risk deposit stability model, as well as other behavioural assumptions.

Management of liquidity risk

The Bank's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Bank's reputation.

The Bank finances its assets mostly from primary sources. In addition, the Bank has open credit lines from several financial institutions and is therefore also able to finance its assets by loans and deposits from other

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banks. Due to its structure of assets, the Bank has at its disposal sufficient amount of bonds that are, if necessary, acceptable for acquiring additional resources through refinancing operations organised by the ECB.

The Bank monitors the liquidity profile of its financial assets and liabilities, and details about other projected cash flows arising from projected future business. Based on such information, the Bank maintains a portfolio of short-term liquid assets, made up of loans and advances to banks and other inter-bank facilities, to ensure that sufficient liquidity is maintained within the Bank as a whole.

The daily liquidity position is monitored, and monthly liquidity stress testing is conducted, under a variety of scenarios covering both normal and severe market conditions. The Bank also has a contingency plan and, communication crisis plan, that describes the principles and procedures of management in extraordinary conditions and secures the availability of financial back-up sources. All liquidity policies and procedures are subject to review and approval by the Assets and Liabilities Committee ('ALCO'). A summary report, including any exceptions and remedial actions, is submitted to ALCO at least once a month. In the event of any breach of internal or regulatory liquidity limits, the Risk Committee assumes responsibility for crisis resolution in accordance with the authorities and procedures set out in detail in the bank's recovery plan.

Exposure to liquidity risk

The key measures used by the Bank for managing liquidity risk are:

- *primary liquidity ratio* and *Liquidity coverage ratio* - tracking short-term liquidity under stress scenarios;
- *net stable financing ratio* - structural funding monitoring (stable funding);
- *analysis of survival time in stress conditions.*

Cash flows expected by the Bank for certain assets and liabilities may differ significantly from their contractual flows. For example, for on hand deposits from clients (current accounts, term deposits without notice period) the Bank expects that they will remain in the Bank over a longer period, or more precisely, their value will increase over time as a result of receiving new funds. Receivables from clients may also be prematurely repaid or prolonged.

The liquidity coverage ratio is defined by Regulation of the European Parliament and of the Council no. 575/2013, as the ratio of the sum of the liquid assets to the sum of the net negative cash outflows. The ratio must not fall below 1.

The ratio was as follows:

	31.12.2025	31.12.2024
End of the period	3.64	3.36
Average for the period	3.14	3.42
Maximum for the period	3.64	5.25
Minimum for the period	2.04	2.51

The Net Stable Funding Ratio requirement set out in Article 413 (2) 1 (EU Regulation No. 575/2013 of 26 June 2013) equals the ratio of the available stable funding of the institution to the required stable funding of the institution. The value of the indicator must not fall below 1.

The value of the indicator is as follows:

	31.12.2025	31.12.2024
End of the period	1.52	1.45

The following table provides an overview of the distribution of assets and liabilities, according to their contractual maturity as current (with a maturity up to 1 year) and non-current (with a maturity over one year):

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EUR'000	31 December 2025 Current	Non-current	Total	31 December 2024 Current	Non-current	Total
Assets						
Cash, cash balances at central banks and other demand deposits	172,748	-	172,748	527,411	-	527,411
Financial assets held for trading	-	-	-	17	-	17
Non-trading financial assets mandatorily at fair value through profit or loss	-	28,103	28,103	-	137,950	137,950
Financial assets at fair value through other comprehensive income	-	96,402	96,402	17,609	95,181	112,790
Financial assets at amortised cost	483,272	3,541,788	4,025,060	458,614	3,252,432	3,711,046
Debt securities	61,333	754,232	815,565	64,350	639,557	703,907
Loans and advances	405,112	2,787,556	3,192,668	375,832	2,612,875	2,988,707
Other financial assets	16,827	-	16,827	18,432	-	18,432
Derivatives – Hedge accounting	-	4,577	4,577	149	4,784	4,933
Investments in subsidiaries and joint ventures	-	49,157	49,157	-	49,457	49,457
Tangible assets	-	35,043	35,043	-	42,799	42,799
Intangible assets	-	27,642	27,642	-	27,128	27,128
Current tax assets	26,551	-	26,551	5,791	-	5,791
Deferred tax assets	-	33,602	33,602	-	23,970	23,970
Other assets	13,684	-	13,684	24,145	-	24,145
Total assets	**696,255**	**3,816,314**	**4,512,569**	**1,033,736**	**3,633,701**	**4,667,437**
Liabilities						
Financial liabilities held for trading	6	-	6	50	-	50
Financial liabilities measured at amortised cost	3,559,122	415,667	3,974,789	3,496,267	575,532	4,071,799
Deposits	3,508,208	207,089	3,715,297	3,351,061	393,598	3,744,659
Debt securities issued	62	188,833	188,895	138,688	156,449	295,137
Other financial liabilities	50,852	19,745	70,597	6,518	25,485	32,003
thereof: lease liabilities	4,854	19,745	24,599	4,451	25,485	29,936
Derivatives – Hedge accounting	947	3,648	4,595	49	5,808	5,857
Provisions	281	-	281	279	-	279
Current tax liabilities	-	-	-	2,878	-	2,878
Other liabilities	21,166	-	21,166	20,480	-	20,480
Total liabilities	**3,581,522**	**419,315**	**4,000,837**	**3,520,003**	**581,340**	**4,101,343**

The Bank monitors residual maturity based on expected recovery or expected maturity of the individual assets and liabilities. Historical experience shows that short-term liabilities are usually prolonged, or their volume grows over time. The maturity of these liabilities is determined in the range of 1-10 years, based on their volatility and the use of statistical models.

The following tables show the residual maturity of non-derivative and off-balance sheet financial liabilities and hedging derivatives. Undiscounted cash flows in the table are presented based on their earliest contractual maturities. Actual cash flows may be different from the analysis below.

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025	**-**	**-**	**-**	**-**	**-**	**-**
Financial liabilities measured at amortised cost	2,948,972	617,179	393,813	33,318	3,993,282	3,974,789
Deposits	2,901,604	613,322	189,212	28,610	3,732,748	3,715,297
Debt securities issued	62	-	188,833	-	188,895	188,895
Other financial liabilities	47,306	3,857	15,768	4,708	71,639	70,597
thereof: lease liabilities	1,308	3,857	15,768	4,708	25,641	24,599
Derivatives – Hedge accounting	370	577	3,648	-	4,595	4,595
Total	**2,949,342**	**617,756**	**397,461**	**33,318**	**3,997,877**	**3,979,384**
31 December 2024						
Financial liabilities measured at AC	2,954,842	547,483	558,606	33,767	4,094,698	4,071,799
Deposits	2,951,368	404,671	383,759	25,587	3,765,385	3,744,659
Debt securities issued	-	138,688	156,449	-	295,137	295,137
Other financial liabilities	3,474	4,124	18,398	8,180	34,176	32,003
thereof: lease liabilities	1,407	4,124	18,398	8,180	32,109	29,936
Derivatives – Hedge accounting	-	49	5,064	744	5,857	5,857
Total	**2,954,842**	**547,532**	**563,670**	**34,511**	**4,100,555**	**4,077,656**

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EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025						
Loan and other commitments given	108,913	-	-	-	108,913	108,913
Financial guarantees given	1	12	1,764	3	1,780	1,780
Total	**108,914**	**12**	**1,764**	**3**	**110,693**	**110,693**
31 December 2024						
Loan and other commitments given	117,538	-	-	-	117,538	117,538
Financial guarantees given	1	50	1,745	3	1,799	1,799
Total	**117,539**	**50**	**1,745**	**3**	**119,337**	**119,337**

The following table presents the maturity analysis of highly liquid assets that the Bank uses for liquidity management:

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total
31 December 2025					
Cash on hand	34,899	-	-	-	34,899
Cash balances at central banks	*33,557*	-	-	-	*33,557*
Assets in level 1	*11,114*	*49,620*	*317,924*	*353,460*	*732,118*
Assets in level 2A	-	*10,896*	-	-	*10,896*
Total	**79,570**	**60,516**	**317,924**	**353,460**	**811,470**

The following tables show an analysis of the expected remaining maturity of non-derivative and off-balance sheet financial liabilities and hedging derivatives.

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025	-	-	-	-	-	-
Financial liabilities measured at amortised cost	506,861	684,182	1,860,088	942,151	3,993,282	3,974,789
Deposits	*459,493*	*680,325*	*1,655,487*	*937,443*	*3,732,748*	*3,715,297*
Debt securities issued	*62*	-	*188,833*	-	*188,895*	*188,895*
Other financial liabilities	*47,306*	*3,857*	*15,768*	*4,708*	*71,639*	*70,597*
thereof: lease liabilities	*1,308*	*3,857*	*15,768*	*4,708*	*25,641*	*24,599*
Derivatives – Hedge accounting	*370*	*577*	*3,648*	-	*4,595*	*4,595*
Total	**507,231**	**684,759**	**1,863,736**	**942,151**	**3,997,877**	**3,979,384**
31 December 2024						
Financial liabilities measured at AC	547,143	752,068	1,779,331	1,016,156	4,094,698	4,071,799
Deposits	*543,669*	*609,256*	*1,604,484*	*1,007,976*	*3,765,385*	*3,744,659*
Debt securities issued	-	*138,688*	*156,449*	-	*295,137*	*295,137*
Other financial liabilities	*3,474*	*4,124*	*18,398*	*8,180*	*34,176*	*32,003*
thereof: lease liabilities	*1,407*	*4,124*	*18,398*	*8,180*	*32,109*	*29,936*
Derivatives – Hedge accounting	-	*49*	*5,064*	*744*	*5,857*	*5,857*
Total	**547,143**	**752,117**	**1,784,395**	**1,016,900**	**4,100,555**	**4,077,656**

EUR'000	Less than 3 months	3 months to 1 year	1-5 years	5 years and more	Contractual cash flow total	Total carrying amount
31 December 2025						
Loan and other commitments given	108,913	-	-	-	108,913	108,913
Financial guarantees given	1	12	1,764	3	1,780	1,780
Total	**108,914**	**12**	**1,764**	**3**	**110,693**	**110,693**
31 December 2024						
Loan and other commitments given	117,538	-	-	-	117,538	117,538
Financial guarantees given	1	50	1,745	3	1,799	1,799
Total	**117,539**	**50**	**1,745**	**3**	**119,337**	**119,337**

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36. Market risk

Market risk is the risk that changes in market prices, such as interest rates, equity prices, foreign exchange rates and credit spreads (not relating to changes in the obligor's/issuer's credit standing), will affect the Bank's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return on risk.

The Bank separates its exposure to market risk between trading and non-trading portfolios. Trading portfolios include proprietary position-taking, together with financial assets and liabilities that are managed on a fair value basis.

Overall authority for market risk is vested in the ALCO. The members of ALCO are responsible for the development of detailed market risk management policies.

Management of market risks

Limits, indicators and methods of equity risk management are defined in accordance with the principles described in the Market Risk Management Strategy. In managing market risk, the Bank uses the following limits, indicators and methods for identifying, measuring and monitoring market risks:

- open positions in individual financial instruments;
- Value at Risk;
- Expected shortfall;
- Basis point value;
- Credit spread risk in banking book - CSRBB
- analysis of interest rate gap;
- Change of economic value of capital ΔEVE;
- Change of net interest income ΔNII;
- Stop loss limits for trading book;
- stress testing;
- reverse stress testing.

The principal tool used to measure and control market risk exposure within the Bank's trading portfolios is Value at Risk ('VaR'). The VaR of a trading portfolio is the estimated loss that will arise on the portfolio over a specified period of time (holding period), from an adverse market movement with a specified probability (confidence level). The VaR model used by the Bank is based upon a 99 percent confidence for a one day holding period. The VaR model used is primarily based on historical simulations. Based on market data from previous years, as well as observed relationships between different markets and prices, the model generates a wide range of plausible future scenarios for market price movements.

Although VaR is an important tool for measuring market risk, the assumptions on which the model is based do give rise to some limitations, including the following:

- A holding period assumes that it is possible to acquire or dispose of positions during that period. This is considered to be a realistic assumption in almost all cases, but may not be the case in situations in which there is severe market illiquidity for a prolonged period.
- A 99.00% confidence level does not reflect losses that may occur beyond this level. Within the model used there is a one percent probability that losses could exceed the VaR. To mitigate this shortage, the Bank uses the ratio expected shortfall, which monitors potential loss beyond the set confidence interval.
- VaR is calculated on an end-of-day basis and does not reflect exposures that may arise on positions during the trading day.
- The use of historical data as a basis for determining the possible range of future outcomes may not always cover all possible scenarios, especially those of an exceptional nature. To mitigate this shortage, the Bank uses the Stressed VaR indicator, which considers historical scenarios with the greatest negative impact.

Daily reports of utilisation of VaR limits are submitted to members of ALCO, and departments responsible for risk position management. Information on market risks development is regularly submitted to ALCO.

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A summary of the VaR position is as follows:

EUR'000	31.12.2025	Average	Maximum	Minimum
VaR trading book	1	2	13	-
VaR banking book	1,927	2,154	3,287	1,635
VaR total	1,927	2,154	3,282	1,635
Out of which interest rate risk	*1,200*	*1,274*	*2,711*	*436*
Out of which credit spread risk	*1,964*	*1,813*	*2,242*	*1,578*
Out of which foreign exchange risk	*1*	*2*	*13*	-

EUR'000	31.12.2024	Average	Maximum	Minimum
VaR trading book	1	2	15	-
VaR banking book	2,696	3,143	4,152	2,478
VaR total	2,696	3,145	4,151	2,478
Out of which interest rate risk	*1,417*	*1,532*	*2,751*	*726*
Out of which credit spread risk	*2,247*	*2,833*	*5,540*	*2,240*
Out of which foreign exchange risk	*1*	*2*	*15*	-

Interest rate risk

The main source of the Bank's interest rate risk results from revaluation risk, which is due to timing differences in maturity dates (fixed rate positions), and in revaluation (variable rate positions) of banking assets and liabilities, and positions in commitments, contingencies and derivative financial instruments.

Other sources of interest rate risk are:

- *Yield curve risk* – risk of changes in the yield curve, due to the fact that a change in interest rates on the financial market will occur to different extents at different periods of time for interest-sensitive financial instruments.
- *Different interest base risk* - reference rates, to which active and passive transactions are attached, are dissimilar and do not move simultaneously.
- *Risk from provisioning* - resulting from the decrease of interest sensitive exposure, with increasing volume of impairment loss allowances. Reducing exposure affects the Bank's interest sensitivity, based on a short or long position.
- *Option risk* - arising from potential embedded options in financial instruments in the portfolio of the Bank, allowing early withdrawals and repayments by counterparties, and subsequent deviation from their contractual maturities.

On the asset side of the statement of financial position, the Bank manages its interest rate risk by providing a majority of corporate loans with variable rates. The Bank continuously uses asset-liability management in its interest risk management. When purchasing debt securities, the current interest position of the Bank is considered, which then serves as a basis for purchase of fixed or variable debt securities. The Bank uses interest swaps to hedge interest rate debt securities classified within FVOCI financial assets.

The priorities of the Bank for interest rate risk management of liabilities comprise:

- stability of deposits, especially over longer time periods;
- fast and flexible reactions to significant changes in inter-bank interest rates, through adjustments to interest rates on deposit products;
- continuously evaluating interest rate levels offered to clients, compared to competitors, and actual or expected development of interest rates on the local market;
- managing the structure of liabilities in compliance with the expected development of money market rates, in order to optimise interest revenues and minimise interest rate risk.

The principal risk to which non-trading portfolios are exposed is the risk of loss from fluctuations in future cash flows, or fair values of financial instruments, because of a change in market interest rates.

The ALCO is the monitoring body for compliance with these limits and is assisted by the Risk Management Unit in its day-to-day monitoring activities. Setting interest rates for banking products is under the responsibility of ALCO.

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In the first half of 2025, a change in the methodology for mapping non-maturity deposits was approved, resulting in an extension of the average interest rate fixation period of liabilities.

Changes in the economic value of equity (ΔEVE) calculated according to the six supervisory shock scenarios under Article 98(5) of Directive 2013/36/EU are presented in the following table:

BIS IRRBB Scenarios	31.12.2025	31.12.2024
Short rates shock up	(28,816)	(27,207)
Short rates shock down	14,004	13,351
Parallel shock up	(31,184)	(34,623)
Parallel shock down	14,660	16,779
Steepener shock	5,732	4,338
Flattener shock	(15,576)	(13,799)

Changes in net interest income (ΔNII) calculated according to the two supervisory shock scenarios under Article 98(5) of Directive 2013/36/EU are presented in the following table:

BIS IRRBB Scenarios	31.12.2025	31.12.2024
Parallel shock up	(7,027)	(7,771)
Parallel shock down	3,020	3,409

The economic value of capital represents the difference discounted cash flows of interest rate sensitive assets recorded in the banking book, and the cash flows of interest sensitive liabilities recorded in the banking book. Interest rate sensitive assets and liabilities are assets and liabilities for which fair value is variable, depending on changes in market interest rates. Particular assets and liabilities are divided into re-pricing gaps, based on their contractual re-pricing period, volatility of interest margins (for selected liability products), or roll forward (for assets and liabilities where it is not possible to use statistical models). In case the asset or the liability does not bear any interest risk, it is assigned a one-day maturity.

Changes in the Bank's economic value reflect the impact of a parallel interest shock on the value of interest sensitive assets and liabilities of the Bank. It should be emphasised that this measure highlights the effect of a shift in interest curves on the present structure of assets and liabilities and excludes assumptions of future changes in the structure of the balance sheet.

Share price risk

Share price risk is the risk of movements in the prices of equity instruments held in the Bank's portfolio, and financial derivatives derived from these instruments. The main source of the Bank's share price risk is speculative and strategic positions held in shares and share certificates.

When investing in equity instruments, the Bank:

- follows an investment strategy which is updated on a regular basis;
- prefers publicly traded stocks;
- monitors limits to minimise share price risk;
- performs a risk analysis, which usually includes forecasts of the development of the share price, various models and scenarios for the development of external and internal factors with an impact on the statement of profit or loss, asset concentration, and the adequacy of own resources.

Share price risk is expressed above as part of the VaR ratio.

Foreign exchange risk

The Bank is exposed to foreign exchange risk when trading in foreign currency for its own account, as well as for its clients. The Bank assumes a foreign exchange risk if the assets and liabilities denominated in foreign currencies are not in the same amount, i.e., the Bank has unsecured foreign exchange positions. The Bank reduces its foreign exchange risk through limits on its unsecured foreign exchange positions and keeps them at an acceptable level according to its size and business activities. The amount of foreign exchange risk is shown above through the VaR indicator.

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37. Operational risk

Operational risk is the risk of loss, including the damage caused (by its own activities), to the Bank by inappropriate or incorrect procedures, human factor failure, failure of systems used, and by external factors other than credit, market and liquidity risks. A part of the operational risk is legal risk arising from unenforceable contracted receivables, unsuccessful legal proceedings, decisions with negative impact on the Bank, and compliance risk. Operational risk arises from all of the Bank's operations and is faced by all business entities.

The Bank continuously aims to improve the implemented process of operational risk identification, usage of key risk indicators, self-evaluation procedures, or planning for unforeseeable events, and aims to secure business continuity and manage operational risk of the Bank on a consolidated basis.

The primary responsibility for the development and implementation of controls to address operational risk is assigned to senior management in each division. This responsibility is supported by the development of overall standards for the management of operational risk in the following areas:

- requirements for the reconciliation and monitoring of transactions;
- compliance with regulatory and other legal requirements;
- documentation of controls and procedures;
- requirements for periodic assessment of operational risks faced, and adequacy of controls and procedures to address the risks identified;
- requirements for reporting of operational losses and proposed remedial actions;
- development of contingency plans;
- training and professional development;
- ethical and business standards;
- risk mitigation, including insurance where it is effective.

Internal audit performs audits and inspections, in accordance with the Statute of internal control and internal audit, and the plan of audit activities for the year, approved by the Supervisory Board. Results of audits and inspections performed by internal audit are discussed with management of the department to which they relate. Reports from audits and controls are then submitted to the Board of Directors and the Supervisory Board (which also carries out activities of the Audit Committee).

Legal risk

Legal risk represents a risk of loss arising mainly from unenforceable contracts, threats of unsuccessful legal cases, or verdicts with negative impact on the Bank. Legal risk management is the responsibility of the Legal and Compliance Unit.

Compliance risk

The Bank, in the management of compliance risk, is focused mainly on:

- managing the risk of money laundering and terrorist financing;
- risk of legal sanctions and penalties from regulators;
- loss of the Bank's reputation, which may be suffered as a result of a failure to comply with the requirements of generally applicable laws, legal standards, guidelines and standards related to banking activities.

Risks related to outsourcing

Outsourcing activities present a separate group of operational risks. Outsourcing involves long-term performance of activities by a third party, which support the Bank's activities and are carried out on a contractual basis, in order to increase the efficiency of the Bank's activities.

Risk management relating to outsourcing is part of overall bank risk management. It is the responsibility of the Risk Committee and includes:

- managing strategy for risks associated with outsourcing, which is approved by the Board of Directors, as well as other particular internal directives relating to outsourcing, security crisis plans for individual outsourced activities, or plans for the Bank when ceasing outsourced activities;
- examination of the quality of service providers before and during outsourcing;
- regular inspections of performance of outsourcing companies by the Internal Audit Unit;
- minimising the risk related to outsourcing when extraordinary events occur, etc.

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38. Settlement risk

The Bank's activities may give rise to risk at the time of settlement of transactions and trades. Settlement risk is the risk of loss due to the failure of a company to honour its obligations to deliver cash, securities or other assets as contractually agreed.

For certain types of transactions, the Bank mitigates this risk by conducting settlements through a settlement/clearing agent, to ensure that a trade is settled only when both parties have fulfilled their contractual obligations.

Settlement limits form part of the credit approval/limit monitoring process. Acceptance of settlement risk on free settlement trades requires transaction-specific or counterparty-specific approval by ALCO.

39. Capital management and Minimum Requirement for Own Funds and Eligible Liabilities (MREL)

The Bank's objective of the capital management is to ensure healthy capital equipment in order to fulfil all regulatory requirements for capital, the amount of MREL, their ongoing maintenance and build investor confidence as well as support own business.

The amount of regulatory capital and the capital adequacy is calculated in accordance with Regulation of the EU Parliament and Council No. 575/2013 (hereinafter referred to as "CRR").

According to the CRR, the Bank's own resources are created by Tier I capital (CET1), additional Tier I capital (AT1), Tier II capital (T2) and additional Tier II capital (AT2). As the Bank does not own AT1 capital instruments, the entire volume of Tier I capital consists of CET1 capital.

As of 31 December 2025, the minimum capital adequacy requirements, including buffers and the Tier II requirements stipulated by the regulator were fulfilled.

The Minimum Requirement for Own Funds and Eligible Liabilities (MREL) was defined by the regulator. To achieve this, the Bank has successfully issued MREL instruments over the past years. In 2025, the Bank managed to place an issuance of EUR 30 million on the market.

Throughout the year ended 31 December 2025, the Bank met and exceeded all regulatory capital adequacy requirements, MREL requirements and this includes all requirements of Tier I, Tier II and the requirement for a combined capital buffer.

The dividend policy is planned so that all regulatory capital limits, including the MREL requirement, are met.

The Bank's position of own funds according to the CRR is displayed in the following table:

EUR'000	31.12.2025	31.12.2024
Tier I Capital	**484,918**	**475,550**
Share capital and share premium	367,043	367,043
Reserv e funds and other funds created from profit	73,261	73,261
Selected components of accumulated other comprehensiv e income	(8,145)	(10,342)
Profit or loss of prev ious years	71,132	66,587
Intangible assets	(16,210)	(19,929)
Additional v aluation adjustments	(182)	(310)
Insufficient cov erage for non-performing exposures	(1,981)	(760)
Tier II Capital	**3,198**	**4,797**
Subordinated debt	3,198	4,797
Regulatory capital total	**488,116**	**480,347**

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EUR'000	31.12.2025	31.12.2024
Capital required to cover:		
Credit risk	145,844	164,634
Credit v alue adjustment risk	162	45
Operational risk	24,924	24,139
Total capital requirements	**170,930**	**188,818**

EUR'000	31.12.2025	31.12.2024
Risk-weighted assets (amounts)		
Risk-weighted assets	2,136,628	2,360,236

Capital ratios		
Total capital lev el as a percentage of total risk weighted assets	22.85%	20.35%
Tier I capital as a percentage of total risk weighted assets	22.70%	20.15%
Common Equity Tier I capital as a percentage of total risk weighted assets	22.70%	20.15%

40. Post balance-sheet events

On 15 January 2026, the Belgian KBC Group, which operates in Slovakia also through its subsidiary Československá obchodná banka, a.s. ("ČSOB"), announced the successful completion of the acquisition of a 98.45% stake in 365.bank, a.s. from J&T Finance Group and the assumption of control over the Bank (the "Transaction"). The KBC Group obtained the necessary approvals from the regulators required for the completion of the entire transaction announced on 15 May 2025.

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