



# Disclosures for SKB Group for 2023

April 2024

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# Disclosures for SKB Group for 2023

## 1. Disclosures of Key Matrix

### 1.1. Capital Requirements

#### (Article 438(a)(b)(c)(d)(f)(g) CRR)

The Group measures its credit, market and operational risks under Basel II Pillar I rules. Capital requirements for credit risk, counterparty credit risk and operational risk are calculated using the standardized approach.

#### Capital adequacy

The Group monitors the adequacy of its capital using ratios defined by the requirements of the Bank of Slovenia. These ratios measure capital adequacy by comparing the Group's capital with risk-weighted assets.

The minimum amount of capital required is 8 % of risk weighted assets under pillar I requirement and the total capital requirement is set to 14.73 % on a consolidated basis. In 2023 the capital adequacy of the Group has increased and remains well above internally set limit. The primary reason of the increase is in the increase of the total capital by 93 million €, and decrease of RWA by 152 million €.

**Table 1 Template EU OV1 – Overview of total risk exposure amounts**

|           |                                                                           | Total risk exposure amounts<br>(TREA) |                  | Total own funds<br>requirements |
|-----------|---------------------------------------------------------------------------|---------------------------------------|------------------|---------------------------------|
|           |                                                                           | EUR 000                               |                  | c                               |
|           |                                                                           | a                                     | b                | 2023                            |
| 1         | Credit risk (excluding CCR)                                               | 2,468,299                             | 2,662,325        | 197,464                         |
| 2         | Of which the standardised approach                                        | 2,468,299                             | 2,662,325        | 197,464                         |
| 3         | Of which the Foundation IRB (F-IRB) approach                              | 0                                     | 0                | 0                               |
| 4         | Of which slotting approach                                                | 0                                     | 0                | 0                               |
| EU 4a     | Of which equities under the simple riskweighted approach                  | 0                                     | 0                | 0                               |
| 5         | Of which the Advanced IRB (A-IRB) approach                                | 0                                     | 0                | 0                               |
| 6         | Counterparty credit risk - CCR                                            | 30,762                                | 23,826           | 2,461                           |
| 7         | Of which the standardised approach                                        | 30,762                                | 23,826           | 2,461                           |
| 8         | Of which internal model method (IMM)                                      | 0                                     | 0                | 0                               |
| EU 8a     | Of which exposures to a CCP                                               | 0                                     | 0                | 0                               |
| EU 8b     | Of which credit valuation adjustment - CVA                                | 2,034                                 | 4,770            | 163                             |
| 9         | Of which other CCR                                                        | 0                                     | 0                | 0                               |
| 10        | Not applicable                                                            |                                       |                  | 0                               |
| 11        | Not applicable                                                            |                                       |                  | 0                               |
| 12        | Not applicable                                                            |                                       |                  | 0                               |
| 13        | Not applicable                                                            |                                       |                  | 0                               |
| 14        | Not applicable                                                            |                                       |                  | 0                               |
| 15        | Settlement risk                                                           | 0                                     | 0                | 0                               |
| 16        | Securitisation exposures in the non-trading book (after the cap)          | 0                                     | 0                | 0                               |
| 17        | Of which SEC-IRBA approach                                                | 0                                     | 0                | 0                               |
| 18        | Of which SEC-ERBA (including IAA)                                         | 0                                     | 0                | 0                               |
| 19        | Of which SEC-SA approach                                                  | 0                                     | 0                | 0                               |
| EU 19a    | Of which 1250 % / deduction                                               | 0                                     | 0                | 0                               |
| 20        | Position, foreign exchange and commodities risks (Market risk)            | 0                                     | 0                | 0                               |
| 21        | Of which the standardised approach                                        | 0                                     | 0                | 0                               |
| 22        | Of which IMA                                                              | 0                                     | 0                | 0                               |
| EU 22a    | Large exposures                                                           | 0                                     | 0                | 0                               |
| 23        | Operational risk                                                          | 232,244                               | 197,289          | 18,580                          |
| EU 23a    | Of which basic indicator approach                                         | 0                                     | 0                | 0                               |
| EU 23b    | Of which standardised approach                                            | 232,244                               | 197,289          | 18,580                          |
| EU 23c    | Of which advanced measurement approach                                    | 0                                     | 0                | 0                               |
| 24        | Amounts below the thresholds for deduction (subject to 250 % risk weight) | 0                                     | 0                | 0                               |
| 25        | Not applicable                                                            |                                       |                  | 0                               |
| 26        | Not applicable                                                            |                                       |                  | 0                               |
| 27        | Not applicable                                                            |                                       |                  | 0                               |
| 28        | Not applicable                                                            |                                       |                  | 0                               |
| <b>29</b> | <b>Total</b>                                                              | <b>2,731,305</b>                      | <b>2,883,441</b> | <b>218,504</b>                  |

**Table 2 Template EU KM1 – Key metrics template**

|                                                                                                                                                        |                                                                                                            | EUR 000 | a         | b         | c         | d         | e         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------|-----------|-----------|-----------|-----------|-----------|
|                                                                                                                                                        |                                                                                                            |         | 12.2023   | 09.2023   | 06.2023   | 03.2023   | 12.2022   |
| <b>Available own funds (amounts)</b>                                                                                                                   |                                                                                                            |         |           |           |           |           |           |
| 1                                                                                                                                                      | Common Equity Tier 1 (CET1) capital                                                                        |         | 500,937   | 487,535   | 448,901   | 449,184   | 407,829   |
| 2                                                                                                                                                      | Tier 1 capital                                                                                             |         | 500,937   | 487,535   | 448,901   | 449,184   | 407,829   |
| 3                                                                                                                                                      | Total capital                                                                                              |         | 580,937   | 567,535   | 528,901   | 529,184   | 487,829   |
| <b>Risk-weighted exposure amounts</b>                                                                                                                  |                                                                                                            |         |           |           |           |           |           |
| 4                                                                                                                                                      | Total risk exposure amount                                                                                 |         | 2,731,305 | 2,885,227 | 3,068,198 | 2,987,831 | 2,883,441 |
| <b>Capital ratios (as a percentage of risk-weighted exposure amount)</b>                                                                               |                                                                                                            |         |           |           |           |           |           |
| 5                                                                                                                                                      | Common Equity Tier 1 ratio (%)                                                                             |         | 18.34 %   | 16.90 %   | 14.63 %   | 15.03 %   | 14.14 %   |
| 6                                                                                                                                                      | Tier 1 ratio (%)                                                                                           |         | 18.34 %   | 16.90 %   | 14.63 %   | 15.03 %   | 14.14 %   |
| 7                                                                                                                                                      | Total capital ratio (%)                                                                                    |         | 21.27 %   | 19.67 %   | 17.24 %   | 17.71 %   | 16.92 %   |
| <b>Additional own funds requirements to address risks other than the risk of excessive leverage (as a percentage of risk-weighted exposure amount)</b> |                                                                                                            |         |           |           |           |           |           |
| EU 7a                                                                                                                                                  | Additional own funds requirements to address risks other than the risk of excessive leverage (%)           |         | 2.25 %    | 2.25 %    | 2.25 %    | 2.25 %    | 2 %       |
| EU 7b                                                                                                                                                  | of which: to be made up of CET1 capital (percentage points)                                                |         | 1.27      | 1.27      | 1.27      | 1.27      | 1.13      |
| EU 7c                                                                                                                                                  | of which: to be made up of Tier 1 capital (percentage points)                                              |         | 1.69      | 1.69      | 1.69      | 1.69      | 1.50      |
| EU 7d                                                                                                                                                  | Total SREP own funds requirements (%)                                                                      |         | 10.25 %   | 10.25 %   | 10.25 %   | 10.25 %   | 10 %      |
| <b>Combined buffer and overall capital requirement (as a percentage of risk-weighted exposure amount)</b>                                              |                                                                                                            |         |           |           |           |           |           |
| 8                                                                                                                                                      | Capital conservation buffer (%)                                                                            |         | 2.50 %    | 2.50 %    | 2.50 %    | 2.50 %    | 2.50 %    |
| EU 8a                                                                                                                                                  | Conservation buffer due to macro-prudential or systemic risk identified at the level of a Member State (%) |         |           |           |           |           |           |
| 9                                                                                                                                                      | Institution specific countercyclical capital buffer (%)                                                    |         | 0.50 %    |           |           |           | 0.01 %    |
| EU 9a                                                                                                                                                  | Systemic risk buffer (%)                                                                                   |         | 0.23 %    | 0.21 %    | 0.20 %    | 0.21 %    |           |
| 10                                                                                                                                                     | Global Systemically Important Institution buffer (%)                                                       |         |           |           |           |           |           |
| EU 10a                                                                                                                                                 | Other Systemically Important Institution buffer (%)                                                        |         | 0.25 %    | 0.25 %    | 0.25 %    | 0.25 %    | 0.25 %    |
| 11                                                                                                                                                     | Combined buffer requirement (%)                                                                            |         | 3.48 %    | 2.96 %    | 2.95 %    | 2.96 %    | 2.76 %    |
| EU 11a                                                                                                                                                 | Overall capital requirements (%)                                                                           |         | 13.73 %   | 13.21 %   | 13.20 %   | 13.21 %   | 12.76 %   |
| 12                                                                                                                                                     | CET1 available after meeting the total SREP own funds requirements (%)                                     |         | 11.02 %   | 9.42 %    | 6.99 %    | 7.46 %    | 6.92 %    |
| <b>Leverage ratio</b>                                                                                                                                  |                                                                                                            |         |           |           |           |           |           |
| 13                                                                                                                                                     | Total exposure measure                                                                                     |         | 5,075,566 | 4,929,434 | 5,010,100 | 4,975,512 | 4,932,924 |
| 14                                                                                                                                                     | Leverage ratio (%)                                                                                         |         | 9.87 %    | 9.89 %    | 8.96 %    | 9.03 %    | 8.27 %    |

|                                                                                                                                |                                                                                 | EUR 000 | a         | b         | c         | d         | e         |
|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------|-----------|-----------|-----------|-----------|-----------|
|                                                                                                                                |                                                                                 |         | 12.2022   | 09.2022   | 06.2022   | 03.2022   | 12.2021   |
| <b>Additional own funds requirements to address the risk of excessive leverage (as a percentage of total exposure measure)</b> |                                                                                 |         |           |           |           |           |           |
| EU 14a                                                                                                                         | Additional own funds requirements to address the risk of excessive leverage (%) |         | -         | -         | -         | -         | -         |
| EU 14b                                                                                                                         | of which: to be made up of CET1 capital (percentage points)                     |         | -         | -         | -         | -         | -         |
| EU 14c                                                                                                                         | Total SREP leverage ratio requirements (%)                                      |         | -         | -         | -         | -         | -         |
| <b>Leverage ratio buffer and overall leverage ratio requirement (as a percentage of total exposure measure)</b>                |                                                                                 |         |           |           |           |           |           |
| EU 14d                                                                                                                         | Leverage ratio buffer requirement (%)                                           |         | -         | -         | -         | -         | -         |
| EU 14e                                                                                                                         | Overall leverage ratio requirement (%)                                          |         | -         | -         | -         | -         | -         |
| <b>Liquidity Coverage Ratio</b>                                                                                                |                                                                                 |         |           |           |           |           |           |
| 15                                                                                                                             | Total high-quality liquid assets (HQLA) (Weighted value -average)               |         | 1,266,695 | 1,036,263 | 1,048,196 | 1,020,711 | 985,162   |
| EU 16a                                                                                                                         | Cash outflows - Total weighted value                                            |         | 500,954   | 494,527   | 504,862   | 520,465   | 511,212   |
| EU 16b                                                                                                                         | Cash inflows - Total weighted value                                             |         | 40,295    | 71,501    | 38,614    | 42,022    | 43,769    |
| 16                                                                                                                             | Total net cash outflows (adjusted value)                                        |         | 460,659   | 423,026   | 466,248   | 478,444   | 467,443   |
| 17                                                                                                                             | Liquidity coverage ratio (%)                                                    |         | 275 %     | 245 %     | 225 %     | 213 %     | 211 %     |
| <b>Net Stable Funding Ratio</b>                                                                                                |                                                                                 |         |           |           |           |           |           |
| 18                                                                                                                             | Total available stable funding                                                  |         | 3,853,355 | 3,776,901 | 3,797,380 | 3,785,572 | 3,757,594 |
| 19                                                                                                                             | Total required stable funding                                                   |         | 2,603,812 | 2,623,791 | 2,659,363 | 2,624,884 | 2,392,083 |
| 20                                                                                                                             | NSFR ratio (%)                                                                  |         | 148 %     | 144 %     | 143 %     | 144 %     | 157 %     |

**Table 3 Table EU OVC – ICAAP information**

| Legal basis        | Row number | Free format                                                                                                                     |
|--------------------|------------|---------------------------------------------------------------------------------------------------------------------------------|
| Article 438(a) CRR | (a)        | Approach to assessing the adequacy of the internal capital                                                                      |
| Article 438(c) CRR | (b)        | Upon demand from the relevant competent authority. the result of the institution's internal capital adequacy assessment process |

**(a) Article 438(a) CRR Approach to assessing the adequacy of the internal capital**

The Group implemented Internal Capital Adequacy Assessment Process (ICAAP) to be able to assess capital needs in accordance with risk profile and risk strategy.

The process consists of a qualitative and quantitative assessment. The qualitative part represents the assessment of Group's risk exposure and assessment of its control system, which is performed on an annual basis. The quantitative calculation of the internal estimate of capital needs is performed at SKB Group level on a quarterly basis and reported to the Group's General Management through the ALCO Committee. Internal estimates of capital needs are calculated for all important risks from normative<sup>1</sup> and economic<sup>2</sup> perspective. The sum of all internal capital needs represents the internal estimate of capital needs for the SKB Group. The internal estimate of capital needs shows whether the level of the capital is sufficient to absorb all types of risks the Group is exposed.

<sup>1</sup> The normative perspective is a multi-year assessment of the institution's ability to fulfil all of its capital-related quantitative regulatory and supervisory requirements and demands, and to cope with other external financial constraints.

<sup>2</sup> Economic internal perspective is perspective under which the institution manages its economic capital adequacy by ensuring that its economic risks are sufficiently covered by available internal capital.

The ICAAP process is intertwined with the ILAAP process (Internal Liquidity Adequacy Assessment process) by which the Group analysing liquidity position from qualitative and quantitative perspective, including liquidity metrics which are not specifically defined within liquidity risk section of ICAAP report.

The ICAAP and ILAAP process are intertwined with the Group's main strategic processes, such as Risk Appetite Framework, Risk Appetite Statement and Recovery and resolution plan.

**(b) Article 438(c) CRR Upon demand from the relevant competent authority, the result of the institution's internal capital adequacy assessment process**

N/A

**Table 4 Template EU INS1 – Insurance participation**

The template is for the Group non-applicable, as the Group does not hold own funds instruments in insurance or re-insurance undertakings or insurance holding company as of 31.12.2023.

|   |                                                                                                                              | a              | b                    |
|---|------------------------------------------------------------------------------------------------------------------------------|----------------|----------------------|
|   |                                                                                                                              | Exposure value | Risk exposure amount |
| 1 | Own fund instruments held in insurance or re-insurance undertakings or insurance holding company not deducted from own funds |                |                      |

**Table 5 Template EU INS2 - Financial conglomerates information on own funds and capital adequacy ratio**

The template is for the Group non-applicable, as the Group does not hold own funds in financial conglomerates as of 31.12.2023.

|   |                                                                            | a   |
|---|----------------------------------------------------------------------------|-----|
|   |                                                                            | 203 |
| 1 | Supplementary own fund requirements of the financial conglomerate (amount) |     |
| 2 | Capital adequacy ratio of the financial conglomerate (%)                   |     |

## 2. Capital Management

### 2.1. Regulatory Own Funds

(Article 437(a)(d)(e)(f) CRR)

Table 6 Template EU CC1 – Composition of regulatory own funds

|                                                                      |                                                                                                                                                                                                                                                            | EUR 000 | a              | b                                                                                                          |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------------|------------------------------------------------------------------------------------------------------------|
|                                                                      |                                                                                                                                                                                                                                                            |         | Amounts        | Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation |
| <b>Common Equity Tier 1 (CET1) capital: instruments and reserves</b> |                                                                                                                                                                                                                                                            |         |                |                                                                                                            |
| 1                                                                    | Capital instruments and the related share premium accounts                                                                                                                                                                                                 |         | 156,845        | (h) 26(1)(a) and (b), 27, 28, 29 CRR EBA list Article 26(3) CRR                                            |
|                                                                      | • of which: Instrument type 1                                                                                                                                                                                                                              |         | 156,845        | 26(3) – EBA list                                                                                           |
|                                                                      | • of which: Instrument type 2                                                                                                                                                                                                                              |         |                | 26(3) – EBA list                                                                                           |
|                                                                      | • of which: Instrument type 3                                                                                                                                                                                                                              |         |                | 26(3) – EBA list                                                                                           |
| 2                                                                    | Retained earnings                                                                                                                                                                                                                                          |         | 302,384        | 26(1)(c) CRR                                                                                               |
| 3                                                                    | Accumulated other comprehensive income (and other reserves)                                                                                                                                                                                                |         | 5,612          | 26(1)(d) in (e) CRR                                                                                        |
| EU-3a                                                                | Funds for general banking risk                                                                                                                                                                                                                             |         |                | 26(1)(f) CRR                                                                                               |
| 4                                                                    | Amount of qualifying items referred to in Article 484 (3) CRR and the related share premium accounts subject to phase out from CET1                                                                                                                        |         |                | 486(2) CRR                                                                                                 |
| 5                                                                    | Minority interests (amount allowed in consolidated CET1)                                                                                                                                                                                                   |         |                | 84 CRR                                                                                                     |
| EU-5a                                                                | Independently reviewed interim profits net of any foreseeable charge or dividend                                                                                                                                                                           |         | 38,948         | 26(2) CRR                                                                                                  |
| <b>6</b>                                                             | <b>Common Equity Tier 1 (CET1) capital before regulatory adjustments</b>                                                                                                                                                                                   |         | <b>503,789</b> |                                                                                                            |
| <b>Common Equity Tier 1 (CET1) capital: regulatory adjustments</b>   |                                                                                                                                                                                                                                                            |         |                |                                                                                                            |
| 7                                                                    | Additional value adjustments (negative amount)                                                                                                                                                                                                             |         | (397)          | 34, 105 CRR                                                                                                |
| 8                                                                    | Intangible assets (net of related tax liability) (negative amount)                                                                                                                                                                                         |         | (2,279)        | (a) minus (d) 36(1)(b), 37 CRR                                                                             |
| 9                                                                    | Not applicable                                                                                                                                                                                                                                             |         |                |                                                                                                            |
| 10                                                                   | Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability where the conditions in Article 38 (3) CRR are met) (negative amount)                                               |         |                | 36(1)(c), 38 CRR                                                                                           |
| 11                                                                   | Fair value reserves related to gains or losses on cash flow hedges of financial instruments that are not valued at fair value                                                                                                                              |         |                | 33(1)(a) CRR                                                                                               |
| 12                                                                   | Negative amounts resulting from the calculation of expected loss amounts                                                                                                                                                                                   |         |                | 36(1)(d), 40 CRR                                                                                           |
| 13                                                                   | Any increase in equity that results from securitised assets (negative amount)                                                                                                                                                                              |         |                | 32(1) CRR                                                                                                  |
| 14                                                                   | Gains or losses on liabilities valued at fair value resulting from changes in own credit standing                                                                                                                                                          |         |                | 33(1)(b) CRR                                                                                               |
| 15                                                                   | Defined-benefit pension fund assets (negative amount)                                                                                                                                                                                                      |         |                | 36(1)(e), 41 CRR                                                                                           |
| 16                                                                   | Direct, indirect and synthetic holdings by an institution of own CET1 instruments (negative amount)                                                                                                                                                        |         |                | 36(1)(f), 42 CRR                                                                                           |
| 17                                                                   | Direct, indirect and synthetic holdings of the CET 1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount) |         |                | 36(1)(g), 44 CRR                                                                                           |

|                                                     |                                                                                                                                                                                                                                                                                    | EUR 000 | a              | b                                                                                                          |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|----------------|------------------------------------------------------------------------------------------------------------|
|                                                     |                                                                                                                                                                                                                                                                                    |         | Amounts        | Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation |
| 18                                                  | Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10 % threshold and net of eligible short positions) (negative amount) |         |                | 36(1)(h), 43, 45, 46, 49(2) in (3), 79 CRR                                                                 |
| 19                                                  | Direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above 10 % threshold and net of eligible short positions) (negative amount)           |         |                | 36(1)(i), 43, 45, 47, 48(1)(b), 49(1) do (3) CRR                                                           |
| 20                                                  | Not applicable                                                                                                                                                                                                                                                                     |         |                |                                                                                                            |
| EU-20a                                              | Exposure amount of the following items which qualify for a RW of 1250 %, where the institution opts for the deduction alternative                                                                                                                                                  |         |                | 36(1)(k) CRR                                                                                               |
| EU-20b                                              | • of which: qualifying holdings outside the financial sector (negative amount)                                                                                                                                                                                                     |         |                | 36(1)(k)(i), 89 do 91 CRR                                                                                  |
| EU-20c                                              | • of which: securitisation positions (negative amount)                                                                                                                                                                                                                             |         |                | 36(1)(k)(ii), 243(1)(b), 244(1)(b), 258 CRR                                                                |
| EU-20d                                              | • of which: free deliveries (negative amount)                                                                                                                                                                                                                                      |         |                | 36(1)(k)(iii), 379(3) CRR                                                                                  |
| 21                                                  | Deferred tax assets arising from temporary differences (amount above 10 % threshold, net of related tax liability where the conditions in Article 38(3) CRR are met) (negative amount)                                                                                             |         |                | 36(1)(c), 38, 48(1)(a) CRR                                                                                 |
| 22                                                  | Amount exceeding the 17,65 % threshold (negative amount)                                                                                                                                                                                                                           |         |                | 48(1) CRR                                                                                                  |
| 23                                                  | • of which: direct, indirect and synthetic holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities                                                                                   |         |                | 36(1)(i), 48(1)(b) CRR                                                                                     |
| 24                                                  | Not applicable                                                                                                                                                                                                                                                                     |         |                |                                                                                                            |
| 25                                                  | • of which: deferred tax assets arising from temporary differences                                                                                                                                                                                                                 |         |                | 36(1)(c), 38, 48(1)(a) CRR                                                                                 |
| EU-25a                                              | Losses for the current financial year (negative amount)                                                                                                                                                                                                                            |         |                | 36(1)(a) CRR                                                                                               |
| EU-25b                                              | Foreseeable tax charges relating to CET1 items except where the institution suitably adjusts the amount of CET1 items insofar as such tax charges reduce the amount up to which those items may be used to cover risks or losses (negative amount)                                 |         |                | 36(1)(l) CRR                                                                                               |
| 26                                                  | Not applicable                                                                                                                                                                                                                                                                     |         |                |                                                                                                            |
| 27                                                  | Qualifying AT1 deductions that exceed the AT1 items of the institution (negative amount)                                                                                                                                                                                           |         |                | 36(1)(j) CRR                                                                                               |
| 27a                                                 | Other regulatory adjustments                                                                                                                                                                                                                                                       |         | (178)          |                                                                                                            |
| <b>28</b>                                           | <b>Total regulatory adjustments to Common Equity Tier 1 (CET1)</b>                                                                                                                                                                                                                 |         | <b>(2,854)</b> |                                                                                                            |
| <b>29</b>                                           | <b>Common Equity Tier 1 (CET1) capital</b>                                                                                                                                                                                                                                         |         | <b>500,935</b> |                                                                                                            |
| <b>Additional Tier 1 (AT1) capital: instruments</b> |                                                                                                                                                                                                                                                                                    |         |                |                                                                                                            |
| 30                                                  | Capital instruments and the related share premium accounts                                                                                                                                                                                                                         |         |                | (i)<br>51, 52 CRR                                                                                          |
| 31                                                  | • of which: classified as equity under applicable accounting standards                                                                                                                                                                                                             |         |                |                                                                                                            |
| 32                                                  | • of which: classified as liabilities under applicable accounting standards                                                                                                                                                                                                        |         |                |                                                                                                            |
| 33                                                  | Amount of qualifying items referred to in Article 484 (4) CRR and the related share premium accounts subject to phase out from AT1                                                                                                                                                 |         |                | 486(3) CRR                                                                                                 |
| EU-33a                                              | Amount of qualifying items referred to in Article 494a(1) CRR subject to phase out from AT1                                                                                                                                                                                        |         |                | 494a(1) CRR                                                                                                |

|                                                                |                                                                                                                                                                                                                                                                | EUR 000 | a       | b                                                                                                          |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|------------------------------------------------------------------------------------------------------------|
|                                                                |                                                                                                                                                                                                                                                                |         | Amounts | Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation |
| EU-33b                                                         | Amount of qualifying items referred to in Article 494b(1) CRR subject to phase out from AT1                                                                                                                                                                    |         |         | 494b(1) CRR                                                                                                |
| 34                                                             | Qualifying Tier 1 capital included in consolidated AT1 capital (including minority interests not included in row 5) issued by subsidiaries and held by third parties                                                                                           |         |         |                                                                                                            |
| 35                                                             | • of which: instruments issued by subsidiaries subject to phase out                                                                                                                                                                                            |         |         | 486(3) CRR                                                                                                 |
| <b>36</b>                                                      | <b>Additional Tier 1 (AT1) capital before regulatory adjustments</b>                                                                                                                                                                                           |         |         |                                                                                                            |
| <b>Additional Tier 1 (AT1) capital: regulatory adjustments</b> |                                                                                                                                                                                                                                                                |         |         |                                                                                                            |
| 37                                                             | Direct, indirect and synthetic holdings by an institution of own AT1 instruments (negative amount)                                                                                                                                                             |         |         | 52(1)(b), 56(a), 57 CRR                                                                                    |
| 38                                                             | Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)       |         |         | 56(b), 58 CRR                                                                                              |
| 39                                                             | Direct, indirect and synthetic holdings of the AT1 instruments of financial sector entities where the institution does not have a significant investment in those entities (amount above 10 % threshold and net of eligible short positions) (negative amount) |         |         | 56(c), 59, 60, 79 CRR                                                                                      |
| 40                                                             | Direct, indirect and synthetic holdings by the institution of the AT1 instruments of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions) (negative amount)                        |         |         | 56(d), 59, 79 CRR                                                                                          |
| 41                                                             | Not applicable                                                                                                                                                                                                                                                 |         |         |                                                                                                            |
| 42                                                             | Qualifying T2 deductions that exceed the T2 items of the institution (negative amount)                                                                                                                                                                         |         |         | 56(e) CRR                                                                                                  |
| 42a                                                            | Other regulatory adjustments to AT1 capital                                                                                                                                                                                                                    |         |         |                                                                                                            |
| <b>43</b>                                                      | <b>Total regulatory adjustments to Additional Tier 1 (AT1) capital</b>                                                                                                                                                                                         |         |         |                                                                                                            |
| <b>44</b>                                                      | <b>Additional Tier 1 (AT1) capital</b>                                                                                                                                                                                                                         |         |         |                                                                                                            |
| <b>45</b>                                                      | <b>Tier 1 capital (T1 = CET1 + AT1)</b>                                                                                                                                                                                                                        |         |         |                                                                                                            |
| <b>Tier 2 (T2) capital: instruments</b>                        |                                                                                                                                                                                                                                                                |         |         |                                                                                                            |
| 46                                                             | Capital instruments and the related share premium accounts                                                                                                                                                                                                     |         |         | 62, 63 CRR                                                                                                 |
| 47                                                             | Amount of qualifying items referred to in Article 484(5) CRR and the related share premium accounts subject to phase out from T2 as described in Article 486(4) CRR                                                                                            |         |         |                                                                                                            |
| EU-47a                                                         | Amount of qualifying items referred to in Article 494a(2) CRR subject to phase out from T2                                                                                                                                                                     |         |         |                                                                                                            |
| EU-47b                                                         | Amount of qualifying items referred to in Article 494b(2) CRR subject to phase out from T2                                                                                                                                                                     |         |         |                                                                                                            |
| 48                                                             | Qualifying own funds instruments included in consolidated T2 capital (including minority interests and AT1 instruments not included in rows 5 or 34) issued by subsidiaries and held by third parties                                                          |         |         |                                                                                                            |
| 49                                                             | • of which: instruments issued by subsidiaries subject to phase out                                                                                                                                                                                            |         |         |                                                                                                            |
| 50                                                             | Credit risk adjustments                                                                                                                                                                                                                                        |         |         | 62(c) in (d) CRR                                                                                           |
| <b>51</b>                                                      | <b>Tier 2 (T2) capital before regulatory adjustments</b>                                                                                                                                                                                                       |         |         |                                                                                                            |

|                                                          |                                                                                                                                                                                                                                                                                      | EUR 000 | a                | b                                                                                                          |
|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|------------------|------------------------------------------------------------------------------------------------------------|
|                                                          |                                                                                                                                                                                                                                                                                      |         | Amounts          | Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation |
| <b>Tier 2 (T2) capital: regulatory adjustments</b>       |                                                                                                                                                                                                                                                                                      |         |                  |                                                                                                            |
| 52                                                       | Direct, indirect and synthetic holdings by an institution of own T2 instruments and subordinated loans (negative amount)                                                                                                                                                             |         |                  | 63(b)(i), 66(a), 67 CRR                                                                                    |
| 53                                                       | Direct, indirect and synthetic holdings of the T2 instruments and subordinated loans of financial sector entities where those entities have reciprocal cross holdings with the institution designed to inflate artificially the own funds of the institution (negative amount)       |         |                  | 66(b), 68 CRR                                                                                              |
| 54                                                       | Direct, indirect and synthetic holdings of the T2 instruments and subordinated loans of financial sector entities where the institution does not have a significant investment in those entities (amount above 10 % threshold and net of eligible short positions) (negative amount) |         |                  | 66(c), 69, 70, 79 CRR                                                                                      |
| 54a                                                      | Not applicable                                                                                                                                                                                                                                                                       |         |                  |                                                                                                            |
| 55                                                       | Direct, indirect and synthetic holdings by the institution of the T2 instruments and subordinated loans of financial sector entities where the institution has a significant investment in those entities (net of eligible short positions) (negative amount)                        |         |                  | 66(d), 69, 79 CRR                                                                                          |
| 56                                                       | Not applicable                                                                                                                                                                                                                                                                       |         |                  |                                                                                                            |
| EU-56a                                                   | Qualifying eligible liabilities deductions that exceed the eligible liabilities items of the institution (negative amount)                                                                                                                                                           |         |                  | 66(e) CRR                                                                                                  |
| EU-56b                                                   | Other regulatory adjustments to T2 capital                                                                                                                                                                                                                                           |         |                  |                                                                                                            |
| <b>57</b>                                                | <b>Total regulatory adjustments to Tier 2 (T2) capital</b>                                                                                                                                                                                                                           |         |                  |                                                                                                            |
| <b>58</b>                                                | <b>Tier 2 (T2) capital</b>                                                                                                                                                                                                                                                           |         | <b>80,000</b>    |                                                                                                            |
| <b>59</b>                                                | <b>Total capital (TC = T1 + T2)</b>                                                                                                                                                                                                                                                  |         | <b>580,935</b>   |                                                                                                            |
| <b>60</b>                                                | <b>Total Risk exposure amount</b>                                                                                                                                                                                                                                                    |         | <b>2,731,305</b> |                                                                                                            |
| <b>Capital ratios and requirements including buffers</b> |                                                                                                                                                                                                                                                                                      |         |                  |                                                                                                            |
| 61                                                       | Common Equity Tier 1 capital                                                                                                                                                                                                                                                         |         | 18.34 %          | 92(2)(a) CRR                                                                                               |
| 62                                                       | Tier 1 capital                                                                                                                                                                                                                                                                       |         | 18.34 %          | 92(2)(b) CRR                                                                                               |
| 63                                                       | Total capital                                                                                                                                                                                                                                                                        |         | 21.27 %          | 92(2)(c) CRR                                                                                               |
| 64                                                       | Institution CET1 overall capital requirements                                                                                                                                                                                                                                        |         |                  | 128, 129, 130, 131, 133 CRD                                                                                |
| 65                                                       | • of which: capital conservation buffer requirement                                                                                                                                                                                                                                  |         |                  | 129 CRD                                                                                                    |
| 66                                                       | • of which: countercyclical capital buffer requirement                                                                                                                                                                                                                               |         |                  | 130 CRD                                                                                                    |
| 67                                                       | • of which: systemic risk buffer requirement                                                                                                                                                                                                                                         |         |                  | 133 CRD                                                                                                    |
| EU-67a                                                   | • of which: Global Systemically Important Institution (G-SII) or Other Systemically Important Institution (O-SII) buffer requirement                                                                                                                                                 |         |                  | 131 CRD                                                                                                    |
| EU-67b                                                   | • of which: additional own funds requirements to address the risks other than the risk of excessive leverage                                                                                                                                                                         |         |                  | 104(1)(a) Direktive 2013/36/EU                                                                             |
| <b>68</b>                                                | <b>Common Equity Tier 1 capital (as a percentage of risk exposure amount) available after meeting the minimum capital requirements</b>                                                                                                                                               |         |                  |                                                                                                            |
| <b>National minima (if different from Basel III)</b>     |                                                                                                                                                                                                                                                                                      |         |                  |                                                                                                            |
| 69                                                       | Not applicable                                                                                                                                                                                                                                                                       |         |                  |                                                                                                            |
| 70                                                       | Not applicable                                                                                                                                                                                                                                                                       |         |                  |                                                                                                            |
| 71                                                       | Not applicable                                                                                                                                                                                                                                                                       |         |                  |                                                                                                            |

|  |  | EUR 000 |                                                                                                            |
|--|--|---------|------------------------------------------------------------------------------------------------------------|
|  |  | a       | b                                                                                                          |
|  |  | Amounts | Source based on reference numbers/letters of the balance sheet under the regulatory scope of consolidation |

#### Applicable caps on the inclusion of provisions in Tier 2

|    |                                                                                                                                                                                                                                                  |       |                                                         |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------|
| 72 | Direct and indirect holdings of own funds and eligible liabilities of financial sector entities where the institution does not have a significant investment in those entities (amount below 10 % threshold and net of eligible short positions) | 904   | 36(1)(h), 45, 46, 56(c), 59, 60, 66(c), 69, 70, 72i CRR |
| 73 | Direct and indirect holdings by the institution of the CET1 instruments of financial sector entities where the institution has a significant investment in those entities (amount below 17.65 % thresholds and net of eligible short positions)  | 6,214 | 36(1)(i), 43, 45, 47, 48(l) (b), 49(L) do (3) CRR       |
| 74 | Not applicable                                                                                                                                                                                                                                   |       |                                                         |
| 75 | Deferred tax assets arising from temporary differences (amount below 17,65 % threshold, net of related tax liability where the conditions in Article 38 (3) CRR are met)                                                                         |       | 36(1)(c), 38, 48 CRR                                    |

#### Applicable caps on the inclusion of provisions in Tier 2

|    |                                                                                                                                                 |  |           |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------|
| 76 | Credit risk adjustments included in T2 in respect of exposures subject to standardised approach (prior to the application of the cap)           |  | 62(c) CRR |
| 77 | Cap on inclusion of credit risk adjustments in T2 under standardised approach                                                                   |  | 62(c) CRR |
| 78 | Credit risk adjustments included in T2 in respect of exposures subject to internal ratings-based approach (prior to the application of the cap) |  | 62(d) CRR |
| 79 | Cap for inclusion of credit risk adjustments in T2 under internal ratings-based approach                                                        |  | 62(d) CRR |

#### Capital instruments subject to phase-out arrangements (only applicable between 1 Jan 2014 and 1 Jan 2022)

|    |                                                                                         |  |                           |
|----|-----------------------------------------------------------------------------------------|--|---------------------------|
| 80 | Current cap on CET1 instruments subject to phase out arrangements                       |  | 484(3), 486(2) in (5) CRR |
| 81 | Amount excluded from CET1 due to cap (excess over cap after redemptions and maturities) |  | 484(3), 486(2) in (5) CRR |
| 82 | Current cap on AT1 instruments subject to phase out arrangements                        |  | 484(4), 486(3) in (5) CRR |
| 83 | Amount excluded from AT1 due to cap (excess over cap after redemptions and maturities)  |  | 484(4), 486(3) in (5) CRR |
| 84 | Current cap on T2 instruments subject to phase out arrangements                         |  | 484(5), 486(4) in (5) CRR |
| 85 | Amount excluded from T2 due to cap (excess over cap after redemptions and maturities)   |  | 484(5), 486(4) in (5) CRR |

**Table 7 Template EU CC2 - reconciliation of regulatory own funds to balance sheet in the audited financial statements**

|                                                                                                                          |                                                                                 | a                                                  | b                                       | c                                  |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------|------------------------------------|
|                                                                                                                          |                                                                                 | Balance sheet as in published financial statements | Under regulatory scope of consolidation | Reference                          |
| EUR 000                                                                                                                  |                                                                                 | As at period end                                   | As at period end                        |                                    |
| <b>Assets - Breakdown by asset classes according to the balance sheet in the published financial statements</b>          |                                                                                 |                                                    |                                         |                                    |
| 1                                                                                                                        | Cash, cash balances at central banks and other demand deposits at banks         | 821,337                                            |                                         |                                    |
| 2                                                                                                                        | Financial assets held for trading                                               | 9,769                                              |                                         |                                    |
| 3                                                                                                                        | Non trading financial assets mandatorily at fair value through profit or loss   | 13,779                                             |                                         |                                    |
| 4                                                                                                                        | Financial assets designated at fair value through profit or loss                | 0                                                  |                                         |                                    |
| 5                                                                                                                        | Financial assets at fair value through other comprehensive income               | 376,912                                            | (397)                                   |                                    |
| 6                                                                                                                        | Financial assets at amortised cost                                              | 3,281,962                                          | (178)                                   |                                    |
| 7                                                                                                                        | Derivatives - hedge accounting                                                  |                                                    |                                         |                                    |
| 8                                                                                                                        | Non-current assets and disposal groups classified as held for sale              | 0                                                  |                                         |                                    |
| 9                                                                                                                        | Property, plant and equipment                                                   | 39,288                                             |                                         |                                    |
| 10                                                                                                                       | Investment property                                                             | 1,083                                              |                                         |                                    |
| 11                                                                                                                       | Intangible assets                                                               | 13,801                                             | (2,279)                                 | 36(1)(b), 37, 472(4)               |
| 12                                                                                                                       | • goodwill                                                                      | 1,290                                              | (1,290)                                 | 36(1)(b), 37, 472(4)               |
| 13                                                                                                                       | • other intangible assets                                                       | 12,511                                             | (989)                                   | 36(1)(b), 37, 472(4)               |
| 14                                                                                                                       | Investments in subsidiaries, associates and joint ventures                      | 6,214                                              |                                         |                                    |
| 15                                                                                                                       | Tax assets                                                                      | 9,834                                              |                                         |                                    |
| 16                                                                                                                       | • current tax assets                                                            | 0                                                  |                                         |                                    |
| 17                                                                                                                       | • deferred tax assets                                                           | 9,834                                              |                                         |                                    |
| 18                                                                                                                       | Other assets                                                                    | 18,096                                             |                                         |                                    |
| <b>19</b>                                                                                                                | <b>Total assets</b>                                                             | <b>4,592,075</b>                                   | <b>(2,854)</b>                          |                                    |
| <b>Liabilities - Breakdown by liability classes according to the balance sheet in the published financial statements</b> |                                                                                 |                                                    |                                         |                                    |
| 1                                                                                                                        | Financial liabilities held for trading                                          | 9,328                                              |                                         |                                    |
| 2                                                                                                                        | Financial liabilities designated at fair value through profit or loss           |                                                    |                                         |                                    |
| 3                                                                                                                        | Financial liabilities measured at amortised cost                                | 4,011,459                                          | 80,000                                  |                                    |
| 4                                                                                                                        | Fair value changes of the hedged items in portfolio hedge of interest rate risk | 197                                                |                                         |                                    |
| 5                                                                                                                        | Provisions                                                                      | 15,603                                             |                                         |                                    |
| 6                                                                                                                        | Tax liabilities                                                                 | 3,513                                              |                                         |                                    |
| 7                                                                                                                        | • - current tax liabilities                                                     | 3,513                                              |                                         |                                    |
| 8                                                                                                                        | • - deferred tax liabilities                                                    | 0                                                  |                                         |                                    |
| 9                                                                                                                        | Other liabilities                                                               | 10,478                                             |                                         |                                    |
| <b>10</b>                                                                                                                | <b>Total liabilities</b>                                                        | <b>4,050,578</b>                                   | <b>80,000</b>                           |                                    |
| <b>Shareholders' Equity</b>                                                                                              |                                                                                 |                                                    |                                         |                                    |
| 1                                                                                                                        | Capital                                                                         | 52,784                                             | 52,784                                  | 26(1), 27, 28, 29, 26(3), EBA list |
| 2                                                                                                                        | Share premium                                                                   | 104,061                                            | 104,061                                 | 26(1), 27, 28, 29, 26(3), EBA list |
| 3                                                                                                                        | Accumulated other comprehensive income                                          | (23,494)                                           | (23,494)                                | 26(1)                              |
| 4                                                                                                                        | Reserves from profit                                                            | 29,106                                             | 29,106                                  | 26(1)                              |
| 5                                                                                                                        | Retained earnings (including income from current year)                          | 379,040                                            | 341,332                                 | 26(1)(c)                           |
| <b>6</b>                                                                                                                 | <b>Total shareholders' equity</b>                                               | <b>541,497</b>                                     | <b>503,789</b>                          |                                    |

## 2.2. Main Features of Regulatory Own Funds Instruments and Eligible Liabilities Instruments

(Article 437(b)(c) CRR)

Table 8 Template EU CCA - Main features of regulatory own funds instruments and eligible liabilities instruments

|        |                                                                                                                         | a                                                                |
|--------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
|        |                                                                                                                         | Qualitative or quantitative information - Free format            |
| 1      | Issuer                                                                                                                  | SKB BANKA D.D. LJUBLJANA                                         |
| 2      | Unique identifier (eg CUSIP, ISIN or Bloomberg identifier for private placement)                                        | SKBB, ISIN SI0021103013                                          |
| 2a     | Public or private placement                                                                                             | N/A                                                              |
| 3      | Governing law(s) of the instrument                                                                                      | Act on dematerialised securities<br>Banking act<br>Companies act |
| 3a     | Contractual recognition of write down and conversion powers of resolution authorities                                   | N/A                                                              |
|        | Regulatory treatment                                                                                                    | N/A                                                              |
| 4      | Current treatment taking into account, where applicable, transitional CRR rules                                         | N/A                                                              |
| 5      | Post-transitional CRR rules                                                                                             | N/A                                                              |
| 6      | Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated                                                            | N/A                                                              |
| 7      | Instrument type (types to be specified by each jurisdiction)                                                            | Ordinary shares                                                  |
| 8      | Amount recognised in regulatory capital or eligible liabilities (Currency in million, as of most recent reporting date) | N/A                                                              |
| 9      | Nominal amount of instrument                                                                                            | No nominal amount - par value share                              |
| EU-9a  | Issue price                                                                                                             | No nominal amount of the issue - par value shares                |
| EU-9b  | Redemption price                                                                                                        | N/A                                                              |
| 10     | Accounting classification                                                                                               | N/A                                                              |
| 11     | Original date of issuance                                                                                               | June 30, 1997                                                    |
| 12     | Perpetual or dated                                                                                                      | N/A                                                              |
| 13     | Original maturity date                                                                                                  | N/A                                                              |
| 14     | Issuer call subject to prior supervisory approval                                                                       | N/A                                                              |
| 15     | Optional call date, contingent call dates and redemption amount                                                         | N/A                                                              |
| 16     | Subsequent call dates, if applicable                                                                                    | N.R.                                                             |
|        | Coupons / dividends                                                                                                     | N/A                                                              |
| 17     | Fixed or floating dividend/coupon                                                                                       | Variable dividend                                                |
| 18     | Coupon rate and any related index                                                                                       | N/A                                                              |
| 19     | Existence of a dividend stopper                                                                                         | N/A                                                              |
| EU-20a | Fully discretionary, partially discretionary or mandatory (in terms of timing)                                          | N/A                                                              |
| EU-20b | Fully discretionary, partially discretionary or mandatory (in terms of amount)                                          | N/A                                                              |
| 21     | Existence of step up or other incentive to redeem                                                                       | N/A                                                              |
| 22     | Noncumulative or cumulative                                                                                             | N/A                                                              |
| 23     | Convertible or non-convertible                                                                                          | N/A                                                              |
| 24     | If convertible, conversion trigger(s)                                                                                   | N/A                                                              |
| 25     | If convertible, fully or partially                                                                                      | N/A                                                              |
| 26     | If convertible, conversion rate                                                                                         | N/A                                                              |
| 27     | If convertible, mandatory or optional conversion                                                                        | N/A                                                              |
| 28     | If convertible, specify instrument type convertible into                                                                | N/A                                                              |
| 29     | If convertible, specify issuer of instrument it converts into                                                           | N/A                                                              |
| 30     | Write-down features                                                                                                     | N/A                                                              |

|                                                    |                                                                                                               | <b>a</b>                                                     |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
|                                                    |                                                                                                               | <b>Qualitative or quantitative information - Free format</b> |
| 31                                                 | If write-down, write-down trigger(s)                                                                          | N/A                                                          |
| 32                                                 | If write-down, full or partial                                                                                | N/A                                                          |
| 33                                                 | If write-down, permanent or temporary                                                                         | N/A                                                          |
| 34                                                 | If temporary write-down, description of write-up mechanism                                                    | N/A                                                          |
| 34a                                                | Type of subordination (only for eligible liabilities)                                                         | N/A                                                          |
| EU-34b                                             | Ranking of the instrument in normal insolvency proceedings                                                    | N/A                                                          |
| 35                                                 | Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument) | N/A                                                          |
| 36                                                 | Non-compliant transitioned features                                                                           | N/A                                                          |
| 37                                                 | If yes, specify non-compliant features                                                                        | N/A                                                          |
| 37a                                                | Link to the full term and conditions of the instrument (signposting)                                          | N/A                                                          |
| (1) Insert 'N/A' if the question is not applicable |                                                                                                               |                                                              |

### 3. Capital Buffers

(Article 440(a)(b) CRR)

Table 9 Template EU CCyB1 - Geographical distribution of credit exposures relevant for the calculation of the countercyclical buffer

| EUR                                            | a                                     | b                                                                | c                                                   | d                                            | e                                                            | f                    | g                                       | h                                                                            | i     | j | k                              | l                                 | m                               |        |
|------------------------------------------------|---------------------------------------|------------------------------------------------------------------|-----------------------------------------------------|----------------------------------------------|--------------------------------------------------------------|----------------------|-----------------------------------------|------------------------------------------------------------------------------|-------|---|--------------------------------|-----------------------------------|---------------------------------|--------|
|                                                | General credit exposures              |                                                                  | Relevant credit exposures - Market risk             |                                              | Securitisation exposures Exposure value for non-trading book | Total exposure value | Own fund requirements                   |                                                                              |       |   | Risk-weighted exposure amounts | Own fund requirements weights (%) | Countercyclical buffer rate (%) |        |
| Exposure value under the standardised approach | Exposure value under the IRB approach | Sum of long and short positions of trading book exposures for SA | Value of trading book exposures for internal models | Relevant credit risk exposures - Credit risk |                                                              |                      | Relevant credit exposures - Market risk | Relevant credit exposures - Securitisation positions in the non-trading book | Total |   |                                |                                   |                                 |        |
| 010                                            | <b>Breakdown by country:</b>          |                                                                  |                                                     |                                              |                                                              |                      |                                         |                                                                              |       |   |                                |                                   |                                 |        |
|                                                | The United Arab Emirates              | 25                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 25                                      | 1                                                                            | 0     | 0 | 1                              | 19                                | 0.00 %                          | 0.00 % |
|                                                | Albania                               | 150,000                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 150,000                                 | 6,000                                                                        | 0     | 0 | 6,000                          | 75,000                            | 0.00 %                          | 0.00 % |
|                                                | Austria                               | 409,954                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 409,954                                 | 32,452                                                                       | 0     | 0 | 32,452                         | 405,655                           | 0.02 %                          | 0.00 % |
|                                                | Australia                             | 395,674                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 395,674                                 | 15,828                                                                       | 0     | 0 | 15,828                         | 197,845                           | 0.01 %                          | 1.00 % |
|                                                | Bosnia and Herzegovina                | 13,781                                                           | 0                                                   | 0                                            | 0                                                            | 0                    | 13,781                                  | 655                                                                          | 0     | 0 | 655                            | 8,183                             | 0.00 %                          | 0.00 % |
|                                                | Belgium                               | 830,244                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 830,244                                 | 66,420                                                                       | 0     | 0 | 66,420                         | 830,244                           | 0.03 %                          | 0.00 % |
|                                                | Bulgaria                              | 1,030                                                            | 0                                                   | 0                                            | 0                                                            | 0                    | 1,030                                   | 47                                                                           | 0     | 0 | 47                             | 590                               | 0.00 %                          | 2.00 % |
|                                                | Benin                                 | 394                                                              | 0                                                   | 0                                            | 0                                                            | 0                    | 394                                     | 18                                                                           | 0     | 0 | 18                             | 225                               | 0.00 %                          | 0.00 % |
|                                                | Brazil                                | 861                                                              | 0                                                   | 0                                            | 0                                                            | 0                    | 861                                     | 0                                                                            | 0     | 0 | 0                              | 0                                 | 0.00 %                          | 0.00 % |
|                                                | Belarus                               | 2                                                                | 0                                                   | 0                                            | 0                                                            | 0                    | 2                                       | 0                                                                            | 0     | 0 | 0                              | 2                                 | 0.00 %                          | 0.00 % |
|                                                | Canada                                | 66,887                                                           | 0                                                   | 0                                            | 0                                                            | 0                    | 66,887                                  | 2,675                                                                        | 0     | 0 | 2,675                          | 33,444                            | 0.00 %                          | 0.00 % |
|                                                | Switzerland                           | 1,818,979                                                        | 0                                                   | 0                                            | 0                                                            | 0                    | 1,818,979                               | 72,764                                                                       | 0     | 0 | 72,764                         | 909,548                           | 0.04 %                          | 0.00 % |
|                                                | Chile                                 | 34                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 34                                      | 2                                                                            | 0     | 0 | 2                              | 25                                | 0.00 %                          | 0.00 % |
|                                                | Colombia                              | 1,111                                                            | 0                                                   | 0                                            | 0                                                            | 0                    | 1,111                                   | 51                                                                           | 0     | 0 | 51                             | 635                               | 0.00 %                          | 0.00 % |
|                                                | Czech Republic                        | 299,334                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 299,334                                 | 12,128                                                                       | 0     | 0 | 12,128                         | 151,595                           | 0.01 %                          | 2.00 % |
|                                                | Germany                               | 6,059,869                                                        | 0                                                   | 0                                            | 0                                                            | 0                    | 6,059,869                               | 242,752                                                                      | 0     | 0 | 242,752                        | 3,034,403                         | 0.12 %                          | 0.75 % |
|                                                | Denmark                               | 32,075                                                           | 0                                                   | 0                                            | 0                                                            | 0                    | 32,075                                  | 1,283                                                                        | 0     | 0 | 1,283                          | 16,038                            | 0.00 %                          | 2.00 % |
|                                                | Egypt                                 | 276                                                              | 0                                                   | 0                                            | 0                                                            | 0                    | 276                                     | 13                                                                           | 0     | 0 | 13                             | 158                               | 0.00 %                          | 0.00 % |
|                                                | The Dominican Republic                | 8                                                                | 0                                                   | 0                                            | 0                                                            | 0                    | 8                                       | 1                                                                            | 0     | 0 | 1                              | 8                                 | 0.00 %                          | 0.00 % |
|                                                | Spain                                 | 609                                                              | 0                                                   | 0                                            | 0                                                            | 0                    | 609                                     | 49                                                                           | 0     | 0 | 49                             | 609                               | 0.00 %                          | 0.00 % |
|                                                | Finland                               | 27                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 27                                      | 2                                                                            | 0     | 0 | 2                              | 27                                | 0.00 %                          | 0.00 % |
|                                                | France                                | 92,125,480                                                       | 0                                                   | 0                                            | 0                                                            | 0                    | 92,125,480                              | 469,493                                                                      | 0     | 0 | 469,493                        | 5,868,661                         | 0.24 %                          | 0.50 % |
|                                                | United Kingdom                        | 2,059,186                                                        | 0                                                   | 0                                            | 0                                                            | 0                    | 2,059,186                               | 151,607                                                                      | 0     | 0 | 151,607                        | 1,895,083                         | 0.08 %                          | 2.00 % |
|                                                | Greece                                | 27                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 27                                      | 2                                                                            | 0     | 0 | 2                              | 27                                | 0.00 %                          | 0.00 % |
|                                                | Croatia                               | 26,046,279                                                       | 0                                                   | 0                                            | 0                                                            | 0                    | 26,046,279                              | 19,954                                                                       | 0     | 0 | 19,954                         | 249,421                           | 0.01 %                          | 1.00 % |
|                                                | Hungary                               | 370,435,939                                                      | 0                                                   | 0                                            | 0                                                            | 0                    | 370,435,939                             | 12,136,114                                                                   | 0     | 0 | 12,136,114                     | 151,701,419                       | 6.08 %                          | 0.00 % |
|                                                | Ireland                               | 113,529                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 113,529                                 | 9,082                                                                        | 0     | 0 | 9,082                          | 113,528                           | 0.00 %                          | 1.00 % |
|                                                | Israel                                | 13,992                                                           | 0                                                   | 0                                            | 0                                                            | 0                    | 13,992                                  | 1,119                                                                        | 0     | 0 | 1,119                          | 13,992                            | 0.00 %                          | 0.00 % |
|                                                | Italy                                 | 270,294                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 270,294                                 | 10,835                                                                       | 0     | 0 | 10,835                         | 135,434                           | 0.01 %                          | 0.00 % |
|                                                | Japan                                 | 1,768,547                                                        | 0                                                   | 0                                            | 0                                                            | 0                    | 1,768,547                               | 70,742                                                                       | 0     | 0 | 70,742                         | 884,274                           | 0.04 %                          | 0.00 % |
|                                                | Luxembourg                            | 1,228,411                                                        | 0                                                   | 0                                            | 0                                                            | 0                    | 1,228,411                               | 50,300                                                                       | 0     | 0 | 50,300                         | 628,756                           | 0.03 %                          | 0.50 % |
|                                                | Moldova                               | 6                                                                | 0                                                   | 0                                            | 0                                                            | 0                    | 6                                       | 0                                                                            | 0     | 0 | 0                              | 3                                 | 0.00 %                          | 0.00 % |
|                                                | Montenegro                            | 323                                                              | 0                                                   | 0                                            | 0                                                            | 0                    | 323                                     | 17                                                                           | 0     | 0 | 17                             | 208                               | 0.00 %                          | 0.00 % |
|                                                | Republic of North Macedonia           | 2,050                                                            | 0                                                   | 0                                            | 0                                                            | 0                    | 2,050                                   | 97                                                                           | 0     | 0 | 97                             | 1,213                             | 0.00 %                          | 0.00 % |
|                                                | Malta                                 | 7                                                                | 0                                                   | 0                                            | 0                                                            | 0                    | 7                                       | 0                                                                            | 0     | 0 | 0                              | 5                                 | 0.00 %                          | 0.00 % |
|                                                | Netherlands                           | 189,826                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 189,826                                 | 15,091                                                                       | 0     | 0 | 15,091                         | 188,639                           | 0.01 %                          | 1.00 % |
|                                                | Norway                                | 464,116                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 464,116                                 | 18,565                                                                       | 0     | 0 | 18,565                         | 232,058                           | 0.01 %                          | 2.50 % |
|                                                | Poland                                | 626,168                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 626,168                                 | 25,047                                                                       | 0     | 0 | 25,047                         | 313,084                           | 0.01 %                          | 0.00 % |
|                                                | Romania                               | 48,547,234                                                       | 0                                                   | 0                                            | 0                                                            | 0                    | 48,547,234                              | 390,243                                                                      | 0     | 0 | 390,243                        | 4,878,037                         | 0.20 %                          | 1.00 % |
|                                                | Serbia                                | 31,575,712                                                       | 0                                                   | 0                                            | 0                                                            | 0                    | 31,575,712                              | 2,524,261                                                                    | 0     | 0 | 2,524,261                      | 31,553,257                        | 1.26 %                          | 0.00 % |
|                                                | Russia                                | 4,683                                                            | 0                                                   | 0                                            | 0                                                            | 0                    | 4,683                                   | 196                                                                          | 0     | 0 | 196                            | 2,450                             | 0.00 %                          | 0.00 % |
|                                                | Sweden                                | 344,640                                                          | 0                                                   | 0                                            | 0                                                            | 0                    | 344,640                                 | 13,786                                                                       | 0     | 0 | 13,786                         | 172,320                           | 0.01 %                          | 2.00 % |
|                                                | Slovenia                              | 4,360,469,774                                                    | 0                                                   | 0                                            | 0                                                            | 0                    | 4,360,469,774                           | 183,301,325                                                                  | 0     | 0 | 183,301,325                    | 2,291,266,560                     | 91.76 %                         | 0.50 % |
|                                                | Slovakia                              | 22                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 22                                      | 1                                                                            | 0     | 0 | 1                              | 17                                | 0.00 %                          | 1.50 % |
|                                                | Suriname                              | 339                                                              | 0                                                   | 0                                            | 0                                                            | 0                    | 339                                     | 15                                                                           | 0     | 0 | 15                             | 193                               | 0.00 %                          | 0.00 % |
|                                                | Thailand                              | 20                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 20                                      | 1                                                                            | 0     | 0 | 1                              | 15                                | 0.00 %                          | 0.00 % |
|                                                | Tunisia                               | 52                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 52                                      | 3                                                                            | 0     | 0 | 3                              | 39                                | 0.00 %                          | 0.00 % |
|                                                | Turkey                                | 2,287                                                            | 0                                                   | 0                                            | 0                                                            | 0                    | 2,287                                   | 91                                                                           | 0     | 0 | 91                             | 1,144                             | 0.00 %                          | 0.00 % |
|                                                | Ukraine                               | 30                                                               | 0                                                   | 0                                            | 0                                                            | 0                    | 30                                      | 2                                                                            | 0     | 0 | 2                              | 22                                | 0.00 %                          | 0.00 % |
|                                                | United States of America              | 2,509,050                                                        | 0                                                   | 0                                            | 0                                                            | 0                    | 2,509,050                               | 100,955                                                                      | 0     | 0 | 100,955                        | 1,261,938                         | 0.05 %                          | 0.00 % |
|                                                | Kosovo                                | 1,609                                                            | 0                                                   | 0                                            | 0                                                            | 0                    | 1,609                                   | 77                                                                           | 0     | 0 | 77                             | 965                               | 0.00 %                          | 0.00 % |
| 020                                            | Total                                 | 4,948,880,804                                                    | 0                                                   | 0                                            | 0                                                            | 0                    | 4,948,880,804                           | 199,762,161                                                                  | 0     | 0 | 199,762,161                    | 2,497,027,013                     | 100 %                           |        |

**Table 10 Template EU CCyB2 - Amount of institution-specific countercyclical capital buffer**

|   | EUR 000                                                         | a         |
|---|-----------------------------------------------------------------|-----------|
| 1 | Total risk exposure amount                                      | 2,731,305 |
| 2 | Institution specific countercyclical capital buffer rate        | 0.50 %    |
| 3 | Institution specific countercyclical capital buffer requirement | 13,657    |

## 4. Leverage Ratio

### 4.1. Leverage Ratio

(Article 451(1)(a)(b)(c) CRR)

**Table 11 Template EU LR1 - LRSum: Summary reconciliation of accounting assets and leverage ratio exposures**

|           | EUR 000                                                                                                                                                                                                            | a                 |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
|           |                                                                                                                                                                                                                    | Applicable amount |
| 1         | Total assets as per published financial statements                                                                                                                                                                 | 5,562,517         |
| 2         | Adjustment for entities which are consolidated for accounting purposes but are outside the scope of prudential consolidation                                                                                       | 0                 |
| 3         | (Adjustment for securitised exposures that meet the operational requirements for the recognition of risk transference)                                                                                             | 0                 |
| 4         | (Adjustment for temporary exemption of exposures to central banks (if applicable))                                                                                                                                 | 0                 |
| 5         | (Adjustment for fiduciary assets recognised on the balance sheet pursuant to the applicable accounting framework but excluded from the total exposure measure in accordance with point (i) of Article 429a(1) CRR) | 0                 |
| 6         | Adjustment for regular-way purchases and sales of financial assets subject to trade date accounting                                                                                                                | 0                 |
| 7         | Adjustment for eligible cash pooling transactions                                                                                                                                                                  | 0                 |
| 8         | Adjustment for derivative financial instruments                                                                                                                                                                    | 0                 |
| 9         | Adjustment for securities financing transactions (SFTs)                                                                                                                                                            | 0                 |
| 10        | Adjustment for off-balance sheet items (ie conversion to credit equivalent amounts of off-balance sheet exposures)                                                                                                 | (484,276)         |
| 11        | (Adjustment for prudent valuation adjustments and specific and general provisions which have reduced Tier 1 capital)                                                                                               | 0                 |
| EU-11a    | (Adjustment for exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)                                                                                            | 0                 |
| EU-11b    | (Adjustment for exposures excluded from the total exposure measure in accordance with point (j) of Article 429a(1) CRR)                                                                                            | 0                 |
| 12        | Other adjustments                                                                                                                                                                                                  | (2,675)           |
| <b>13</b> | <b>Total exposure measure</b>                                                                                                                                                                                      | <b>5,075,566</b>  |

**Table 12 Template EU LR2 - LRCom: Leverage ratio common disclosure**

|                                                                    |                                                                                                                                            | EUR 000          | CRR leverage ratio exposures |      |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------------------|------|
|                                                                    |                                                                                                                                            |                  | a                            | b    |
|                                                                    |                                                                                                                                            |                  | 2023                         | 2022 |
| <b>On-balance sheet exposures (excluding derivatives and SFTs)</b> |                                                                                                                                            |                  |                              |      |
| 1                                                                  | On-balance sheet items (excluding derivatives, SFTs, but including collateral)                                                             | 4,582,935        | 4,447,345                    |      |
| 2                                                                  | Gross-up for derivatives collateral provided, where deducted from the balance sheet assets pursuant to the applicable accounting framework | 0                | 0                            |      |
| 3                                                                  | (Deductions of receivables assets for cash variation margin provided in derivatives transactions)                                          | 0                | 0                            |      |
| 4                                                                  | (Adjustment for securities received under securities financing transactions that are recognised as an asset)                               | 0                | 0                            |      |
| 5                                                                  | (General credit risk adjustments to on-balance sheet items)                                                                                | 0                | 0                            |      |
| 6                                                                  | (Asset amounts deducted in determining Tier 1 capital)                                                                                     | (2,675)          | (5,225)                      |      |
| 7                                                                  | <b>Total on-balance sheet exposures (excluding derivatives and SFTs)</b>                                                                   | <b>4,580,260</b> | <b>4,442,120</b>             |      |
| <b>Derivative exposures</b>                                        |                                                                                                                                            |                  |                              |      |
| 8                                                                  | Replacement cost associated with SA-CCR derivatives transactions (ie net of eligible cash variation margin)                                | 0                | 0                            |      |
| EU-8a                                                              | Derogation for derivatives: replacement costs contribution under the simplified standardised approach                                      | 0                | 0                            |      |
| 9                                                                  | Add-on amounts for potential future exposure associated with SA-CCR derivatives transactions                                               | 0                | 0                            |      |
| EU-9a                                                              | Derogation for derivatives: Potential future exposure contribution under the simplified standardised approach                              | 0                | 0                            |      |
| EU-9b                                                              | Exposure determined under Original Exposure Method                                                                                         | 43,813           | 34,753                       |      |
| 10                                                                 | (Exempted CCP leg of client-cleared trade exposures) (SA-CCR)                                                                              | 0                | 0                            |      |
| EU-10a                                                             | (Exempted CCP leg of client-cleared trade exposures) (simplified standardised approach)                                                    | 0                | 0                            |      |
| EU-10b                                                             | (Exempted CCP leg of client-cleared trade exposures) (Original Exposure Method)                                                            | 0                | 0                            |      |
| 11                                                                 | Adjusted effective notional amount of written credit derivatives                                                                           | 0                | 0                            |      |
| 12                                                                 | (Adjusted effective notional offsets and add-on deductions for written credit derivatives)                                                 | 0                | 0                            |      |
| <b>13</b>                                                          | <b>Total derivatives exposures</b>                                                                                                         | <b>43,813</b>    | <b>34,753</b>                |      |
| <b>Securities financing transaction (SFT) exposures</b>            |                                                                                                                                            |                  |                              |      |
| 14                                                                 | Gross SFT assets (with no recognition of netting), after adjustment for sales accounting transactions                                      | 0                | 0                            |      |
| 15                                                                 | (Netted amounts of cash payables and cash receivables of gross SFT assets)                                                                 | 0                | 0                            |      |
| 16                                                                 | Counterparty credit risk exposure for SFT assets                                                                                           | 0                | 0                            |      |
| EU-16a                                                             | Derogation for SFTs: Counterparty credit risk exposure in accordance with Articles 429e(5) and 222 CRR                                     | 0                | 0                            |      |
| 17                                                                 | Agent transaction exposures                                                                                                                | 0                | 0                            |      |
| EU-17a                                                             | (Exempted CCP leg of client-cleared SFT exposure)                                                                                          | 0                | 0                            |      |
| <b>18</b>                                                          | <b>Total securities financing transaction exposures</b>                                                                                    | <b>0</b>         | <b>0</b>                     |      |

|                                                                   |                                                                                                                                 | EUR 000 | CRR leverage ratio exposures |                  |
|-------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|---------|------------------------------|------------------|
|                                                                   |                                                                                                                                 |         | a                            | b                |
|                                                                   |                                                                                                                                 | 2023    | 2022                         |                  |
| <b>Other off-balance sheet exposures</b>                          |                                                                                                                                 |         |                              |                  |
| 19                                                                | Off-balance sheet exposures at gross notional amount                                                                            |         | 935,769                      | 916,816          |
| 20                                                                | (Adjustments for conversion to credit equivalent amounts)                                                                       |         | (484,276)                    | (460,766)        |
| 21                                                                | (General provisions deducted in determining Tier 1 capital and specific provisions associated with off-balance sheet exposures) |         | 0                            | 0                |
| <b>22</b>                                                         | <b>Off-balance sheet exposures</b>                                                                                              |         | <b>451,492</b>               | <b>456,050</b>   |
| <b>Excluded exposures</b>                                         |                                                                                                                                 |         |                              |                  |
| EU-22a                                                            | (Exposures excluded from the total exposure measure in accordance with point (c) of Article 429a(1) CRR)                        |         |                              |                  |
| EU-22b                                                            | (Exposures exempted in accordance with point (j) of Article 429a(1) CRR (on and off balance sheet))                             |         |                              |                  |
| EU-22c                                                            | (Excluded exposures of public development banks (or units) - Public sector investments)                                         |         |                              |                  |
| EU-22d                                                            | (Excluded exposures of public development banks (or units) - Promotional loans)                                                 |         |                              |                  |
| EU-22e                                                            | (Excluded passing-through promotional loan exposures by non-public development banks (or units))                                |         |                              |                  |
| EU-22f                                                            | (Excluded guaranteed parts of exposures arising from export credits)                                                            |         |                              |                  |
| EU-22g                                                            | (Excluded excess collateral deposited at triparty agents)                                                                       |         |                              |                  |
| EU-22h                                                            | (Excluded CSD related services of CSD/institutions in accordance with point (o) of Article 429a(1) CRR)                         |         |                              |                  |
| EU-22i                                                            | (Excluded CSD related services of designated institutions in accordance with point (p) of Article 429a(1) CRR)                  |         |                              |                  |
| EU-22j                                                            | (Reduction of the exposure value of pre-financing or intermediate loans)                                                        |         |                              |                  |
| EU-22k                                                            | (Total exempted exposures)                                                                                                      |         |                              |                  |
| <b>Capital and total exposure measure</b>                         |                                                                                                                                 |         |                              |                  |
| <b>23</b>                                                         | <b>Tier 1 capital</b>                                                                                                           |         | <b>500,937</b>               | <b>407,829</b>   |
| <b>24</b>                                                         | <b>Total exposure measure</b>                                                                                                   |         | <b>5,075,566</b>             | <b>4,932,924</b> |
| <b>Leverage ratio</b>                                             |                                                                                                                                 |         |                              |                  |
| 25                                                                | Leverage ratio (%)                                                                                                              |         | 9.87 %                       | 8.27 %           |
| EU-25                                                             | Leverage ratio (excluding the impact of the exemption of public sector investments and promotional loans) (%)                   |         |                              |                  |
| 25a                                                               | Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) (%)                        |         |                              |                  |
| 26                                                                | Regulatory minimum leverage ratio requirement (%)                                                                               |         | 3.00 %                       | 3.00 %           |
| EU-26a                                                            | Additional own funds requirements to address the risk of excessive leverage (%)                                                 |         |                              |                  |
| EU-26b                                                            | of which: to be made up of CET1 capital                                                                                         |         |                              |                  |
| 27                                                                | Leverage ratio buffer requirement (%)                                                                                           |         |                              |                  |
| EU-27a                                                            | Overall leverage ratio requirement (%)                                                                                          |         |                              |                  |
| <b>Choice on transitional arrangements and relevant exposures</b> |                                                                                                                                 |         |                              |                  |
| EU-27b                                                            | Choice on transitional arrangements for the definition of the capital measure                                                   |         |                              |                  |

|                                  |                                                                                                                                                                                                                                                                                                   | EUR 000 | CRR leverage ratio exposures |      |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|------------------------------|------|
|                                  |                                                                                                                                                                                                                                                                                                   |         | a                            | b    |
|                                  |                                                                                                                                                                                                                                                                                                   |         | 2023                         | 2022 |
| <b>Disclosure of mean values</b> |                                                                                                                                                                                                                                                                                                   |         |                              |      |
| 28                               | Mean of daily values of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivable                                                                                                                                 |         |                              |      |
| 29                               | Quarter-end value of gross SFT assets, after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables                                                                                                                                   |         |                              |      |
| 30                               | Total exposure measure (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables) |         |                              |      |
| 30a                              | Total exposure measure (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables) |         |                              |      |
| 31                               | Leverage ratio (including the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)         |         |                              |      |
| 31a                              | Leverage ratio (excluding the impact of any applicable temporary exemption of central bank reserves) incorporating mean values from row 28 of gross SFT assets (after adjustment for sale accounting transactions and netted of amounts of associated cash payables and cash receivables)         |         |                              |      |

**Table 13 Template EU LR3 - LRSpl: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures)**

|             |                                                                                                          | EUR 000 | a                            |
|-------------|----------------------------------------------------------------------------------------------------------|---------|------------------------------|
|             |                                                                                                          |         | CRR leverage ratio exposures |
| <b>EU-1</b> | <b>Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:</b> |         | <b>4,582,935</b>             |
| EU-2        | Trading book exposures                                                                                   |         | 0                            |
| EU-3        | Banking book exposures, of which:                                                                        |         | 4,582,935                    |
| EU-4        | Covered bonds                                                                                            |         | 0                            |
| EU-5        | Exposures treated as sovereigns                                                                          |         | 1,358,799                    |
| EU-6        | Exposures to regional governments, MDB, international organisations and PSE, not treated as sovereigns   |         | 55,814                       |
| EU-7        | Institutions                                                                                             |         | 292,499                      |
| EU-8        | Secured by mortgages of immovable properties                                                             |         | 650,345                      |
| EU-9        | Retail exposures                                                                                         |         | 1,110,092                    |
| EU-10       | Corporates                                                                                               |         | 1,017,265                    |
| EU-11       | Exposures in default                                                                                     |         | 8,333                        |
| EU-12       | Other exposures (eg equity, securitisations, and other non-credit obligation assets)                     |         | 89,787                       |

**Table 14 Table EU LRA - Disclosure of LR qualitative information**

|     |                                                                                                                                    | a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) | Description of the processes used to manage the risk of excessive leverage                                                         | <p>The risk of leverage ratio is managed in the bank on regular bases. It is based on the evolution of the solvency capital and the balance sheet, which might trigger the risk of excessive leverage ratio. The Group makes the assessment on a quarterly basis if the risk to leverage ratio has significantly increased so that corrective measures can be taken.</p> <p>Risk is responsible for assessing the stress tests impacts on the leverage ratio in the framework of annual stress test process for ICAAP. In the case the leverage ratio under stress scenario falls under 3 %, additional capital needs under Pillar II is reported.</p> |
| (b) | Description of the factors that had an impact on the leverage ratio during the period to which the disclosed leverage ratio refers | <p>The bank defines as prudential threshold for leverage ratio not lower than 3.5 %.</p> <p>In 2021 there were no special events which would have a significant influence on the leverage ratio. The increase in the leverage ratio corresponds to gradual portfolio growth and increase of Tier 1 capital in June 2021.</p>                                                                                                                                                                                                                                                                                                                           |

## 5. Liquidity

### 5.1. Liquidity Risk Management

(Article 451(a)(4) CRR)

Table 15 Table EU LIQA - Liquidity risk management

| Row number |                                                                                                                                                          | Qualitative information - Free format                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a)        | Strategies and processes in the management of the liquidity risk, including policies on diversification in the sources and tenor of planned funding      | <p>SKB bank monitors and manages liquidity risk on the Group level, consisting of SKB bank, SKB Leasing and SKB Leasing Select. For the purpose of liquidity risk management, SKB Group continuously monitors future cash flows as well as calculates and analyses short, medium- and long-term liquidity gaps arising from balance and off-balance sheet items.</p> <p>Management of liquidity risk is also integrated in Internal Liquidity Adequacy Assessment Process (ILAAP), Internal Capital Adequacy Assessment Process (ICAAP), Risk Appetite Statement (RAS) and Recovery and Resolution plan.</p> |
| (b)        | Structure and organisation of the liquidity risk management function (authority, statute, other arrangements).                                           | Assets and liabilities management department (ALM) within Finance Division is responsible for overall liquidity of the Group and the Group's structural and regulatory liquidity. ALM cooperates with Global market department (GLM) within Corporate Banking and Financial markets Division, by giving guidelines and instructions for Group's daily and short-term liquidity, while for long term liquidity ALM is responsible for raising and execution of funding. SKB bank monitors and manages liquidity risk on the Group level, consisting of SKB bank, SKB Leasing and SKB Leasing Select.          |
| (c)        | A description of the degree of centralisation of liquidity management and interaction between the group's units                                          | ALM department is providing ALCO reports regarding the short, medium- and long-term liquidity gaps, regulatory liquidity ratios such as LCR <sup>3</sup> , NSF <sup>4</sup> , ALMM <sup>5</sup> , Primary and operative liquidity report, evolution of internally set liquidity indicators, evolution on financial markets and in macroeconomic environment as well as providing periodical analyses on stress test scenarios, updating types of scenarios and reporting the results of analyses.                                                                                                            |
| (d)        | Scope and nature of liquidity risk reporting and measurement systems.                                                                                    | SKB Group optimizes liquidity flows and respects regulatory requirements (liquidity ratios, obligatory reserves), which are reported to the Asset and Liability Committee (ALCO) on a monthly basis. In addition to regulatory liquidity ratios, SKB Group monitors and regularly discusses a number of internal liquidity indicators on ALCO committees. Eventual deterioration of liquidity indicators is also used as early warning signals indicating potential liquidity crisis.                                                                                                                        |
| (e)        | Policies for hedging and mitigating the liquidity risk and strategies and processes for monitoring the continuing effectiveness of hedges and mitigates. | Liquidity management procedures, responsibilities and reporting are defined in the Policy on liquidity management, containing also the general principles on liquidity management in the Group, liquidity risk limit system, primary and secondary liquidity sources, stress tests scenarios and contingency funding plan. In year 2023 there were no material changes in the liquidity risk management process.                                                                                                                                                                                             |

<sup>3</sup>Liquidity Coverage Ratio

<sup>4</sup>Net Stable Funding Ratio

<sup>5</sup>Additional Liquidity Monitoring Metrics

| Row number | Qualitative information - Free format               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (f)        | An outline of the bank`s contingency funding plans. | <p>The SKB Group has contingency funding plan evaluating liquidity sources which can be obtained under stress scenarios. Bank regularly monitors assumptions of stress scenarios, which are based on different liquidity indicators indicating various types of crisis scenarios. Contingency funding plan provides a detailed overview of available funding sources that can be gathered in times of stress. Liquidity transactions summarize potential interbank, money market and commercial funding sources which can be used in a contingency liquidity scenario.</p>                                                                                                                                           |
| (g)        | An explanation of how stress testing is used.       | <p>The SKB Group ensures sufficient liquidity in case of extraordinary liquidity circumstances based on measured effects of liquidity risk, which are based on assumptions of different stress scenarios: idiosyncratic stress scenario, market-based scenario and combined scenario. The scenarios are analysed on a regular basis through different time periods: a short acute phase of stress (up to one week) followed by a longer period of less acute, but more persistent stress (up to one month, up to three months and up to twelve months). The liquidity stress tests are interconnected with a contingency funding plan evaluating liquidity sources which can be obtained under stress scenarios.</p> |

**(h) A declaration approved by the management body on the adequacy of liquidity risk management arrangements of the institution providing assurance that the liquidity risk management systems put in place are adequate with regard to the institution's profile and strategy.**

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A DECLARATION ON THE ADEQUACY OF RISK MANAGEMENT ARRANGEMENTS OF SKB BANKA D.D., LJUBLJANA PROVIDING ASSURANCE THAT THE RISK MANAGEMENT SYSTEMS PUT IN PLACE ARE ADEQUATE WITH REGARDS TO SKB BANKA D.D., LJUBLJANA RISK PROFILE AND STRATEGY ON THE GROUP LEVEL

By signing this declaration, we, the undersigned members of SKB banka d.d. Ljubljana's General Management and Board of Directors, affirm the implementation of risk management system aligned with our predetermined risk tolerance and limits as defined in the Risk Appetite Framework, Risk Appetite Statement and in accordance with business strategy on the SKB Group level. This affirmation is made in accordance with Article 435(1.e) of the Regulation (EU) No. 575/2013 on prudential requirements for credit institutions and investment firms.

The General Management and Board of Directors acknowledge the commitment to achieving the SKB Group's sustainable risk appetite, ensuring that risk management practices are well-suited to the SKB Group's risk profile and aligned with its strategic objectives. The independent nature of risk management at SKB Banka d.d. Ljubljana enables the effective assessment and allocation of economic capital among relevant risks.

Integral to SKB Group risk management monitoring system are stress tests, which play a pivotal role in the planning and optimization of capital, liquidity and regulatory requirements. Additionally, the SKB Group's approach to monitoring prudential ratios is explicitly outlined in the Risk Appetite Statement, serving as a tool for evaluating performance across business lines.

In consideration of the macroeconomic and financial environment and in alignment with the SKB Group's strategic and financial objectives, the prepared Risk Appetite Framework actively governs and exercises risk appetite within defined limits.

**Members of the Board of Directors**

**Signature**

Anna Mitkova Florova



Attila Kovács



Anita Stojčevska



Vojka Ravbar



Spyridon Ntallas



Imre Bertalan



Draga Cukjati



György Gáldi



Ljubljana, 7. 3. 2024



Anita Stojčevska  
glavna izvršna direktorica

**(i) A concise liquidity risk statement approved by the management body succinctly describing the institution's overall liquidity risk profile associated with the business strategy. This statement shall include key ratios and figures (other than those already covered in the EU LIQ1 template under this ITS ) providing external stakeholders with a comprehensive view of the institution's management of liquidity risk. including how the liquidity risk profile of the institution interacts with the risk tolerance set by the management body.**

**These ratios may include:**

- **Concentration limits on collateral pools and sources of funding (both products and counterparties)**
- **Customised measurement tools or metrics that assess the structure of the bank's balance sheet or that project cash flows and future liquidity positions. taking into account off-balance sheet risks which are specific to that bank**
- **Liquidity exposures and funding needs at the level of individual legal entities. foreign branches and subsidiaries. taking into account legal. regulatory and operational limitations on the transferability of liquidity**
- **Balance sheet and off-balance sheet items broken down into maturity buckets and the resultant liquidity gaps**

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#### SKB BANKA D.D. LJUBLJANA RISK MANAGEMENT STATEMENT

At SKB Group, we are committed to maintaining a robust risk management framework that aligns with our overall business strategy and ensures the sustainability of our operations. Our risk strategy is integrated into key management processes, including the Internal Capital Adequacy Assessment Process (ICAAP), Risk Appetite Framework (RAF), Risk Appetite Statement (RAS), Recovery Plan, and Internal Liquidity Adequacy Assessment Process (ILAAP). Additional adopted guidelines to risk management framework were EBA (European Banking Authority) and Bank of Slovenia's regulations. This statement outlines the key aspects of our risk management approach:

Risk Identification:

We diligently identify all material risks through SKB Group catalogue. This comprehensive catalogue serves as the primary source for defining risks across entities, including SKB Leasing and SKB Leasing Select. One of the main goals of risk catalogue is, to have the same approach for covering a spectrum of risks within ICAAP, RAS, Recovery plan and ILAAP process.

ICAAP (Internal Capital Adequacy Assessment Process):

The ICAAP process incorporates both quantitative and qualitative elements to identify risks with a significant impact on Group's risk exposure. The qualitative assessment, performed annually, evaluates Group's risk exposure and its control systems.

The purpose of the risk assessment is to assess the residual risk among the relevant risks:

- credit risk including concentration risk, counterparty risk, country risk and residual value risk,
- operational risk including reputation risk, non-compliance risk, model risk, fraud risk, tax risk, legal risk, physical security risk, conduct risk, risk of new products and services, risk related to outsourcing, ICT and security risk, risks related to data protection, AMLFT related risk and HR risk,
- strategic and profitability risk,
- interest rate risk from the banking book (IRRBB) including credit spread risk from the banking book (CSRBB),
- liquidity risk,
- market risk and
- capital risk.

When all the relevant risks were identified and assessed, the Group is able to predict and establish additional controls to minimize the negative impact from above mentioned risks.

The internal estimate of capital needs is a cornerstone of our risk management. Calculated on a quarterly basis (reported to the Group's General Management through the ALCO Committee), the ICAAP is reported to the Board of Directors on a yearly basis and encompasses all relevant risks, including credit risk, operational risk, concentration risk, counterparty risk, interest rate risk, strategic risk and model risk. In the ICAAP process, the SKB Group uses economic<sup>6</sup> and normative<sup>7</sup> perspective with 3-year horizon, taking into account base budget and stress budget scenarios. Capital buffer and ratios, such as Tier 1 capital ratio, CET 1 capital ratio, and total capital ratio are continually monitored to ensure their alinement with Group's risk appetite. The aggregate of all internal capital requirements serves as the internal assessment of capital needs for the SKB Group. This internal estimate of capital needs is indicative of whether the existing level of regulatory capital is adequate to absorb various risks to which the Group is exposed, encompassing stress test scenarios.

<sup>6</sup>Economic internal perspective is perspective under which the institution manages its economic capital adequacy by ensuring that its economic risks are sufficiently covered by available internal capital.

<sup>7</sup>The normative perspective is a multi-year assessment of the institution's ability to fulfil all of its capital-related quantitative regulatory and supervisory requirements and demands, and to cope with other external financial constraints.

ESG (Environmental, Social and Governance):

SKB Group is subjected to integrate ESG factors into its corporate culture and promote environmental awareness and responsibility throughout the organization. The Group has integrated robust strategies and practices into day-to-day operations and performed an assessment to identify environmental, social and governance risks associated with the Group's activities including direct and indirect impacts. Internal training for employees on environmental risks, regulations and best practices were performed. SKB Group is committed to consider ESG criteria in evaluating new products, services and business opportunities.

ILAAP (Internal Liquidity Adequacy Assessment process):

Group's ILAAP process is closely related with the ICAAP process, analysing liquidity position both qualitatively and quantitatively, taking into account the overall liquidity risk management and measurement. ILAAP outcomes were presented within the Self-assessment documentation and evaluated in line with the Group's overall liquidity risk management framework considering liquidity risk tolerance limits in accordance to the Risk Appetite Framework and Risk Appetite Statement. Liquidity coverage ratio (LCR) and Net stable funding ratio (NSFR) consistently comply with regulatory requirements, reflecting our commitment to sound liquidity risk management.

In conclusion, SKB Group remains dedicated to proactive risk management, leveraging a comprehensive framework to identify, assess, and mitigate risks. Ongoing commitment to evaluating and adapting Group's risk management practices ensures the resilience and sustainability of Group operations.

By signing this statement, we, the undersigned members of the General Management and Board of Directors of the bank, hereby confirm, that SKB banka d.d. Ljubljana has in place a sound risk management system in line with its risk tolerance and limits set within the Risk Appetite Framework, Risk Appetite Statement and in accordance to its business strategy on the Group level.

**Members of the Board of Directors**

**Signature**

Anna Mitkova Florova



Attila Kovács



Anita Stojčevska



Vojka Ravbar



Spyridon Ntallas



Imre Bertalan



Draga Cukjati



György Gáldi



Ljubljana, 7. 3. 2024



Anita Stojčevska  
glavna izvršna direktorica

Indicators:

- Liquidity indicators by products

| Group - liquidity indicators in %    |                         |                         |
|--------------------------------------|-------------------------|-------------------------|
|                                      | As of December 31, 2023 | As of December 31, 2022 |
| Customer loans - Customer deposits   | 78 %                    | 81 %                    |
| Liquid assets - Total assets         | 33 %                    | 28 %                    |
| Sight deposits - Total deposits      | 65 %                    | 67 %                    |
| Short term deposits - Total deposits | 32 %                    | 32 %                    |
| Long term - Total deposits           | 3 %                     | 1 %                     |

- Assets and liabilities at carrying amounts, categorized by contractual maturity dates.

| SKB Group - As of 31 December 2023                                              |                    |                 |                 |                     |                    |                   |                  |           |
|---------------------------------------------------------------------------------|--------------------|-----------------|-----------------|---------------------|--------------------|-------------------|------------------|-----------|
|                                                                                 | EUR 000            | Demand          | Up to 1 month   | 1 month to 3 months | 3 months to 1 year | 1 year to 5 years | Over 5 years     | Total     |
| <b>ASSETS</b>                                                                   |                    |                 |                 |                     |                    |                   |                  |           |
| Cash, cash balances at central banks and other demand deposits at banks         | 782,139            | 39,198          | -               | -                   | -                  | -                 | -                | 821,337   |
| Financial assets held for trading                                               | -                  | 9,769           | -               | -                   | -                  | -                 | -                | 9,769     |
| Non-trading financial assets mandatorily at fair value through profit or loss   | -                  | -               | -               | 13,015              | 340                | 424               | -                | 13,779    |
| Financial assets designated at fair value through profit or loss                | -                  | -               | -               | -                   | -                  | -                 | -                | -         |
| Financial assets at fair value through other comprehensive income               | -                  | (24,354)        | -               | 48,054              | 187,613            | 165,599           | -                | 376,912   |
| Financial assets at amortised cost                                              | 55,914             | 74,323          | 102,143         | 556,471             | 1,623,497          | 869,614           | -                | 3,281,962 |
| Derivatives - hedge accounting                                                  | -                  | -               | -               | -                   | -                  | -                 | -                | -         |
| Investments in subsidiaries, associates and joint ventures                      | -                  | -               | -               | -                   | -                  | -                 | 6,214            | 6,214     |
| Other assets                                                                    | -                  | 18,096          | -               | -                   | -                  | -                 | -                | 18,096    |
| <b>Total financial assets</b>                                                   | <b>838,053</b>     | <b>117,032</b>  | <b>102,143</b>  | <b>617,540</b>      | <b>1,811,450</b>   | <b>1,041,851</b>  | <b>4,528,069</b> |           |
| <b>LIABILITIES</b>                                                              |                    |                 |                 |                     |                    |                   |                  |           |
| Financial liabilities held for trading                                          | -                  | 9,328           | -               | -                   | -                  | -                 | -                | 9,328     |
| Financial liabilities designated at fair value through profit or loss           | -                  | -               | -               | -                   | -                  | -                 | -                | -         |
| Financial liabilities measured at amortised cost                                | 2,561,472          | 170,327         | 167,429         | 239,776             | 499,813            | 372,642           | -                | 4,011,459 |
| Derivatives - hedge accounting                                                  | -                  | -               | -               | -                   | -                  | -                 | -                | -         |
| Fair value changes of the hedged items in portfolio hedge of interest rate risk | -                  | 197             | -               | -                   | -                  | -                 | -                | 197       |
| Other liabilities                                                               | -                  | 10,478          | -               | -                   | -                  | -                 | -                | 10,478    |
| <b>Total financial liabilities</b>                                              | <b>2,561,472</b>   | <b>190,330</b>  | <b>167,429</b>  | <b>239,776</b>      | <b>499,813</b>     | <b>372,642</b>    | <b>4,031,462</b> |           |
| <b>Net balance sheet position</b>                                               | <b>(1,723,419)</b> | <b>(73,298)</b> | <b>(65,286)</b> | <b>377,764</b>      | <b>1,311,637</b>   | <b>669,209</b>    | <b>496,607</b>   |           |

**SKB Group - As of 31 December 2022**

|                                                                                 | EUR 000            | Demand         | Up to 1 month  | 1 month to 3 months | 3 months to 1 year | 1 year to 5 years | Over 5 years | Total            |
|---------------------------------------------------------------------------------|--------------------|----------------|----------------|---------------------|--------------------|-------------------|--------------|------------------|
| <b>ASSETS</b>                                                                   |                    |                |                |                     |                    |                   |              |                  |
| Cash, cash balances at central banks and other demand deposits at banks         | 45,615             | 508,315        | -              | -                   | -                  | -                 | -            | 553,930          |
| Financial assets held for trading                                               | -                  | 11,203         | -              | -                   | -                  | -                 | -            | 11,203           |
| Non-trading financial assets mandatorily at fair value through profit or loss   | -                  | -              | -              | 736                 | 15,873             | 3,678             | -            | 20,287           |
| Financial assets designated at fair value through profit or loss                | -                  | -              | -              | -                   | -                  | -                 | -            | -                |
| Financial assets at fair value through other comprehensive income               | -                  | (43,389)       | -              | -                   | 238,488            | 166,616           | -            | 361,715          |
| Financial assets at amortised cost                                              | 48,353             | 258,184        | 194,170        | 605,287             | 1,355,346          | 935,139           | -            | 3,396,479        |
| Derivatives - hedge accounting                                                  | -                  | -              | -              | -                   | -                  | -                 | -            | -                |
| Investments in subsidiaries, associates and joint ventures                      | -                  | -              | -              | -                   | -                  | -                 | -            | -                |
| Other assets                                                                    | -                  | 26,939         | -              | -                   | -                  | -                 | -            | 26,939           |
| <b>Total financial assets</b>                                                   | <b>93,968</b>      | <b>761,252</b> | <b>194,170</b> | <b>606,023</b>      | <b>1,609,707</b>   | <b>1,105,433</b>  | <b>-</b>     | <b>4,370,553</b> |
| <b>LIABILITIES</b>                                                              |                    |                |                |                     |                    |                   |              |                  |
| Financial liabilities held for trading                                          | -                  | 11,118         | -              | -                   | -                  | -                 | -            | 11,118           |
| Financial liabilities designated at fair value through profit or loss           | -                  | -              | -              | -                   | -                  | -                 | -            | -                |
| Financial liabilities measured at amortised cost                                | 2,548,535          | 126,526        | 130,700        | 228,751             | 518,176            | 400,288           | -            | 3,952,976        |
| Derivatives - hedge accounting                                                  | -                  | -              | -              | -                   | -                  | -                 | -            | -                |
| Fair value changes of the hedged items in portfolio hedge of interest rate risk | -                  | 607            | -              | -                   | -                  | -                 | -            | 607              |
| Other liabilities                                                               | -                  | 10,427         | -              | -                   | -                  | -                 | -            | 10,427           |
| <b>Total financial liabilities</b>                                              | <b>2,548,535</b>   | <b>148,678</b> | <b>130,700</b> | <b>228,751</b>      | <b>518,176</b>     | <b>400,288</b>    | <b>-</b>     | <b>3,975,128</b> |
| <b>Net balance sheet position</b>                                               | <b>(2,454,567)</b> | <b>612,574</b> | <b>63,470</b>  | <b>377,272</b>      | <b>1,091,531</b>   | <b>705,145</b>    | <b>-</b>     | <b>395,425</b>   |

- Assets' and liabilities' expected cash flows as of the end of the year (taking into account the client's behavioural options and bank's funding assumptions).

| <b>SKB Group - As of 31 December 2022</b>                                       |                |                         |                        |                  |
|---------------------------------------------------------------------------------|----------------|-------------------------|------------------------|------------------|
|                                                                                 | <b>EUR 000</b> | <b>Within 12 months</b> | <b>After 12 months</b> | <b>Total</b>     |
| <b>ASSETS</b>                                                                   |                |                         |                        |                  |
| Cash, cash balances at central banks and other demand deposits at banks         |                | 821,337                 | -                      | 821,337          |
| Financial assets held for trading                                               |                | 9,769                   | -                      | 9,769            |
| Non-trading financial assets mandatorily at fair value through profit or loss   |                | 13,015                  | 764                    | 13,779           |
| Financial assets designated at fair value through profit or loss                |                | -                       | -                      | -                |
| Financial assets at fair value through other comprehensive income               |                | 23,701                  | 353,211                | 376,912          |
| Financial assets at amortised cost                                              |                | 842,712                 | 2,439,250              | 3,281,962        |
| Derivatives - hedge accounting                                                  |                | -                       | -                      | -                |
| Fair value changes of the hedged items in portfolio hedge of interest rate risk |                | -                       | -                      | -                |
| Investments in subsidiaries, associates and joint ventures                      |                | 621                     | 5,593                  | 6,214            |
| Tangible assets                                                                 |                | 1,317                   | 39,054                 | 40,371           |
| Intangible assets                                                               |                | 129                     | 13,672                 | 13,801           |
| Tax assets                                                                      |                | 4,917                   | 4,917                  | 9,834            |
| Other assets                                                                    |                | 18,049                  | 47                     | 18,096           |
| Non-current assets and disposal groups classified as held for sale              |                | -                       | -                      | -                |
| <b>Total financial assets</b>                                                   |                | <b>1,735,567</b>        | <b>2,856,508</b>       | <b>4,592,075</b> |
| <b>LIABILITIES</b>                                                              |                |                         |                        |                  |
| Financial liabilities held for trading                                          |                | 9,328                   | -                      | 9,328            |
| Financial liabilities designated at fair value through profit or loss           |                | -                       | -                      | -                |
| Financial liabilities measured at amortised cost                                |                | 403,763                 | 3,607,696              | 4,011,459        |
| Derivatives - hedge accounting                                                  |                | -                       | -                      | -                |
| Fair value changes of the hedged items in portfolio hedge of interest rate risk |                | 197                     | -                      | 197              |
| Provisions                                                                      |                | 6,398                   | 9,205                  | 15,603           |
| Tax liabilities                                                                 |                | 3,513                   | -                      | 3,513            |
| Other liabilities                                                               |                | 10,478                  | -                      | 10,478           |
| <b>Total financial liabilities</b>                                              |                | <b>433,677</b>          | <b>3,616,901</b>       | <b>4,050,578</b> |
| <b>Net balance sheet position</b>                                               |                | <b>1,301,890</b>        | <b>(760,393)</b>       | <b>541,497</b>   |

**SKB Group - As of 31 December 2022**

|                                                                                 | EUR 000 | Within 12 months | After 12 months  | Total            |
|---------------------------------------------------------------------------------|---------|------------------|------------------|------------------|
| <b>ASSETS</b>                                                                   |         |                  |                  |                  |
| Cash, cash balances at central banks and other demand deposits at banks         |         | 553,930          | -                | 553,930          |
| Financial assets held for trading                                               |         | 11,203           | -                | 11,203           |
| Non-trading financial assets mandatorily at fair value through profit or loss   |         | 736              | 19,551           | 20,287           |
| Financial assets designated at fair value through profit or loss                |         | -                | -                | -                |
| Financial assets at fair value through other comprehensive income               |         | (43,389)         | 405,104          | 361,715          |
| Financial assets at amortised cost                                              |         | 1,167,497        | 2,228,982        | 3,396,479        |
| Derivatives - hedge accounting                                                  |         | -                | -                | -                |
| Fair value changes of the hedged items in portfolio hedge of interest rate risk |         | -                | -                | -                |
| Investments in subsidiaries, associates and joint ventures                      |         | -                | -                | -                |
| Tangible assets                                                                 |         | 1,295            | 38,401           | 39,696           |
| Intangible assets                                                               |         | 129              | 14,585           | 14,714           |
| Tax assets                                                                      |         | 5,915            | 5,914            | 11,829           |
| Other assets                                                                    |         | 26,939           | -                | 26,939           |
| Non-current assets and disposal groups classified as held for sale              |         | -                | -                | -                |
| <b>Total financial assets</b>                                                   |         | <b>1,724,255</b> | <b>2,712,537</b> | <b>4,436,792</b> |
| <b>LIABILITIES</b>                                                              |         |                  |                  |                  |
| Financial liabilities held for trading                                          |         | 11,118           | -                | 11,118           |
| Financial liabilities designated at fair value through profit or loss           |         | -                | -                | -                |
| Financial liabilities measured at amortised cost                                |         | 264,596          | 3,688,380        | 3,952,976        |
| Derivatives - hedge accounting                                                  |         | -                | -                | -                |
| Fair value changes of the hedged items in portfolio hedge of interest rate risk |         | 607              | -                | 607              |
| Provisions                                                                      |         | 2,984            | 6,060            | 9,044            |
| Tax liabilities                                                                 |         | 3,512            | -                | 3,512            |
| Other liabilities                                                               |         | 10,427           | -                | 10,427           |
| <b>Total financial liabilities</b>                                              |         | <b>293,244</b>   | <b>3,694,440</b> | <b>3,987,684</b> |
| <b>Net balance sheet position</b>                                               |         | <b>1,431,011</b> | <b>(981,903)</b> | <b>449,108</b>   |

- Contractual expiry by maturity of the SKB Group's contingent financial liabilities and commitments

| <b>SKB Group - 2023</b>                          |                |                  |                           |                       |                     |                     |              |
|--------------------------------------------------|----------------|------------------|---------------------------|-----------------------|---------------------|---------------------|--------------|
|                                                  | <b>EUR 000</b> | <b>On demand</b> | <b>Less than 3 months</b> | <b>3 to 12 months</b> | <b>1 to 5 years</b> | <b>Over 5 years</b> | <b>Total</b> |
| Contingent financial liabilities and commitments |                | 638,987          | 26,068                    | 117,901               | 115,290             | 37,604              | 935,850      |

| <b>SKB Group - 2022</b>                          |                |                  |                           |                       |                     |                     |              |
|--------------------------------------------------|----------------|------------------|---------------------------|-----------------------|---------------------|---------------------|--------------|
|                                                  | <b>EUR 000</b> | <b>On demand</b> | <b>Less than 3 months</b> | <b>3 to 12 months</b> | <b>1 to 5 years</b> | <b>Over 5 years</b> | <b>Total</b> |
| Contingent financial liabilities and commitments |                | 628,233          | 38,730                    | 101,084               | 114,400             | 34,477              | 916,924      |

## 5.2. Quantitative Information of LCR

### (Article 451a(2) CRR)

In accordance with the requirements of the Capital Requirements Regulation (CRR) and Delegated Act 2015-61, SKB Bank implemented the reporting of the Liquidity Coverage Ratio (LCR) and the Stable Funding Ratio (NSFR).

**Table 16 EU LIQB on Qualitative information on LCR, which complements template EU LIQ1**

| Row number | Qualitative information - Free format                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a)        | Explanations on the main drivers of LCR results and the evolution of the contribution of inputs to the LCR's calculation over time                            | SKB bank regularly reports and monitors LCR, which requires that the bank maintains an adequate level of unencumbered, high-quality liquid assets to survive a significant stress scenario lasting 30 calendar days. LCR is calculated daily and monthly as high-quality liquid assets compared to total net cash outflows within the next 30 days under a financial stress scenario. From 1st of January 2019 LCR ratio must be above 100 %, while the internal threshold in 2023 for LCR ratio is set above 150 %. As at 31.12.2023 SKB bank's liquidity buffer amounted to EUR 1,266 million, while the net cash outflows amounted to EUR 461 million resulting in LCR of 275 %.                                                                               |
| (b)        | Explanations on the changes in the LCR over time                                                                                                              | The largest impact on the increase in the LCR ratio in 2023 was the increase in liquidity buffer (increase of excess liquidity, increase of government bonds portfolio value).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| (c)        | Explanations on the actual concentration of funding sources                                                                                                   | SKB Group's funding is comprised of a mix of customer deposits and interbank funding with the aim to ensure suitable funding of its asset base and to adapt and respond to changing market conditions and regulatory requirements. SKB Group's funding amounted to EUR 3,960 million as at 31 December 2023, which represents 86 % of the Group's total liabilities, consisting mainly of customer deposits. In 2022 the Group has raised EUR 80 million of subordinated loan and EUR 170 million MREL loan in order to improve Group's capital position.                                                                                                                                                                                                         |
| (d)        | High-level description of the composition of the institution's liquidity buffer.                                                                              | The SKB Group reports as high-quality liquid assets the amount of available money, exposures to central banks and the unencumbered part of government bonds. As at 31 December 2023, the value of liquid assets amounted to EUR 1,267 million, of which the exposure to the central bank amounted to EUR 744 million SKB bank maintained a high level of liquid assets suitable for pledging Euro system claims in the amount of EUR 474 million as at 31 December 2023. SKB Bank uses marketable financial assets (securities) and non-marketable financial assets as collateral for the lease of central bank financing sources (loans to the state, state-owned enterprises, state-guaranteed loans and loans that meet the Bank of Slovenia's ICAS criteria). |
| (e)        | Derivative exposures and potential collateral calls                                                                                                           | SKB bank does not have an exposure for its own portfolio from derivatives and no potential to realize collateral from them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| (f)        | Currency mismatch in the LCR                                                                                                                                  | As requested by the regulator, the bank provides their liquidity reporting in a single currency, regardless of the actual denomination of the items reported. If aggregate liabilities in a currency would exceed 5 % of total liabilities, then the bank would have to report LCR separately also in this currency. As balance sheet in foreign currencies represent minor part of total balance sheet, SKB reports LCR in total and euro currency only.                                                                                                                                                                                                                                                                                                         |
| (g)        | Other items in the LCR calculation that are not captured in the LCR disclosure template but that the institution considers relevant for its liquidity profile | SKB bank presented all important items for the calculation of LCR.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

**Table 17 Template EU LIQ1 - Quantitative information of LCR**

| Scope of consolidation: (solo in MEUR) |                                                                                                                                                                                                                   | a                                | b         | c         | d          | e                              | f            | g            | h            |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------|-----------|------------|--------------------------------|--------------|--------------|--------------|
|                                        |                                                                                                                                                                                                                   | Total unweighted value (average) |           |           |            | Total weighted value (average) |              |              |              |
| EU 1a                                  | Quarter ending on (DD Month YY)                                                                                                                                                                                   | 31.3.2023                        | 30.6.2023 | 30.9.2023 | 31.12.2023 | 31.3.2023                      | 30.6.2023    | 30.9.2023    | 31.12.2023   |
| EU 1b                                  | Number of data points used in the calculation of averages                                                                                                                                                         | 12                               | 12        | 12        | 12         | 12                             | 12           | 12           | 12           |
| HIGH-QUALITY LIQUID ASSETS             |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| 1                                      | Total high-quality liquid assets (HQLA)                                                                                                                                                                           |                                  |           |           |            | 750                            | 770          | 830          | 857          |
| CASH - OUTFLOWS                        |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| 2                                      | Retail deposits and deposits from small business customers, of which:                                                                                                                                             | 2,825                            | 2,858     | 2,875     | 2,868      | 193                            | 197          | 199          | 199          |
| 3                                      | Stable deposits                                                                                                                                                                                                   | 2,131                            | 2,136     | 2,136     | 2,128      | 107                            | 107          | 107          | 106          |
| 4                                      | Less stable deposits                                                                                                                                                                                              | 694                              | 722       | 739       | 740        | 86                             | 90           | 92           | 93           |
| 5                                      | Unsecured wholesale funding                                                                                                                                                                                       | 607                              | 603       | 604       | 596        | 258                            | 255          | 254          | 252          |
| 6                                      | Operational deposits (all counterparties) and deposits in networks of cooperative banks                                                                                                                           | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 7                                      | Non-operational deposits (all counterparties)                                                                                                                                                                     | 607                              | 603       | 604       | 596        | 258                            | 255          | 254          | 252          |
| 8                                      | Unsecured debt                                                                                                                                                                                                    | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 9                                      | Secured wholesale funding                                                                                                                                                                                         |                                  |           |           |            | -                              | -            | -            | -            |
| 10                                     | Additional requirements                                                                                                                                                                                           | 690                              | 666       | 620       | 604        | 153                            | 122          | 67           | 48           |
| 11                                     | Outflows related to derivative exposures and other collateral requirements                                                                                                                                        | 108                              | 76        | 19        | -          | 108                            | 76           | 19           | -            |
| 12                                     | Outflows related to loss of funding on debt products                                                                                                                                                              | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 13                                     | Credit and liquidity facilities                                                                                                                                                                                   | 582                              | 590       | 601       | 604        | 45                             | 46           | 48           | 48           |
| 14                                     | Other contractual funding obligations                                                                                                                                                                             | 53                               | 55        | 55        | 48         | -                              | -            | -            | -            |
| 15                                     | Other contingent funding obligations                                                                                                                                                                              | 293                              | 299       | 303       | 309        | 15                             | 16           | 15           | 15           |
| 16                                     | TOTAL CASH OUTFLOWS                                                                                                                                                                                               |                                  |           |           |            | 619                            | 590          | 535          | 514          |
| CASH - INFLOWS                         |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| 17                                     | Secured lending (e.g. reverse repos)                                                                                                                                                                              | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 18                                     | Inflows from fully performing exposures                                                                                                                                                                           | 212                              | 233       | 231       | 278        | 179                            | 200          | 197          | 244          |
| 19                                     | Other cash inflows                                                                                                                                                                                                | 110                              | 79        | 21        | 2          | 108                            | 77           | 20           | -            |
| EU-19a                                 | (Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies) |                                  |           |           |            |                                | -            | -            | -            |
| EU-19b                                 | (Excess inflows from a related specialised credit institution)                                                                                                                                                    |                                  |           |           |            |                                | -            | -            | -            |
| 20                                     | TOTAL CASH INFLOWS                                                                                                                                                                                                | 322                              | 312       | 252       | 280        | 287                            | 277          | 217          | 244          |
| EU-20a                                 | Fully exempt inflows                                                                                                                                                                                              | -                                | -         | -         | -          | -                              | -            | -            | -            |
| EU-20b                                 | Inflows subject to 90% cap                                                                                                                                                                                        | -                                | -         | -         | -          | -                              | -            | -            | -            |
| EU-20c                                 | Inflows subject to 75% cap                                                                                                                                                                                        | 322                              | 312       | 252       | 280        | 282                            | 263          | 204          | 202          |
| TOTAL ADJUSTED VALUE                   |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| EU-21                                  | LIQUIDITY BUFFER                                                                                                                                                                                                  |                                  |           |           |            | <b>750</b>                     | <b>770</b>   | <b>830</b>   | <b>857</b>   |
| 22                                     | TOTAL NET CASH OUTFLOWS                                                                                                                                                                                           |                                  |           |           |            | <b>337</b>                     | <b>327</b>   | <b>331</b>   | <b>311</b>   |
| 23                                     | LIQUIDITY COVERAGE RATIO                                                                                                                                                                                          |                                  |           |           |            | <b>242 %</b>                   | <b>266 %</b> | <b>275 %</b> | <b>318 %</b> |

| Scope of consolidation: (solo in MEUR) |                                                                                                                                                                                                                   | a                                | b         | c         | d          | e                              | f            | g            | h            |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------|-----------|------------|--------------------------------|--------------|--------------|--------------|
|                                        |                                                                                                                                                                                                                   | Total unweighted value (average) |           |           |            | Total weighted value (average) |              |              |              |
| EU 1a                                  | Quarter ending on (DD Month YY)                                                                                                                                                                                   | 31.3.2022                        | 30.6.2022 | 30.9.2022 | 31.12.2022 | 31.3.2022                      | 30.6.2022    | 30.9.2022    | 31.12.2022   |
| EU 1b                                  | Number of data points used in the calculation of averages                                                                                                                                                         | 12                               | 12        | 12        | 12         | 12                             | 12           | 12           | 12           |
| HIGH-QUALITY LIQUID ASSETS             |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| 1                                      | Total high-quality liquid assets (HQLA)                                                                                                                                                                           |                                  |           |           |            | 876                            | 862          | 820          | 766          |
| CASH - OUTFLOWS                        |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| 2                                      | Retail deposits and deposits from small business customers, of which:                                                                                                                                             | 2,662                            | 2,692     | 2,732     | 2,777      | 178                            | 180          | 184          | 188          |
| 3                                      | Stable deposits                                                                                                                                                                                                   | 2,021                            | 2,058     | 2,089     | 2,114      | 101                            | 103          | 104          | 106          |
| 4                                      | Less stable deposits                                                                                                                                                                                              | 641                              | 634       | 643       | 663        | 77                             | 77           | 80           | 82           |
| 5                                      | Unsecured wholesale funding                                                                                                                                                                                       | 544                              | 577       | 588       | 599        | 244                            | 255          | 256          | 257          |
| 6                                      | Operational deposits (all counterparties) and deposits in networks of cooperative banks                                                                                                                           | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 7                                      | Non-operational deposits (all counterparties)                                                                                                                                                                     | 544                              | 577       | 588       | 599        | 244                            | 255          | 256          | 257          |
| 8                                      | Unsecured debt                                                                                                                                                                                                    | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 9                                      | Secured wholesale funding                                                                                                                                                                                         |                                  |           |           |            | -                              | -            | -            | -            |
| 10                                     | Additional requirements                                                                                                                                                                                           | 623                              | 652       | 688       | 695        | 144                            | 160          | 191          | 186          |
| 11                                     | Outflows related to derivative exposures and other collateral requirements                                                                                                                                        | 103                              | 118       | 150       | 143        | 103                            | 118          | 150          | 143          |
| 12                                     | Outflows related to loss of funding on debt products                                                                                                                                                              | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 13                                     | Credit and liquidity facilities                                                                                                                                                                                   | 520                              | 534       | 538       | 552        | 41                             | 42           | 41           | 43           |
| 14                                     | Other contractual funding obligations                                                                                                                                                                             | 21                               | 27        | 32        | 46         | -                              | -            | -            | -            |
| 15                                     | Other contingent funding obligations                                                                                                                                                                              | 256                              | 266       | 276       | 285        | 12                             | 13           | 15           | 14           |
| 16                                     | TOTAL CASH OUTFLOWS                                                                                                                                                                                               |                                  |           |           |            | 578                            | 608          | 646          | 645          |
| CASH - INFLOWS                         |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| 17                                     | Secured lending (e.g. reverse repos)                                                                                                                                                                              | -                                | -         | -         | -          | -                              | -            | -            | -            |
| 18                                     | Inflows from fully performing exposures                                                                                                                                                                           | 162                              | 148       | 142       | 173        | 136                            | 120          | 114          | 140          |
| 19                                     | Other cash inflows                                                                                                                                                                                                | 107                              | 121       | 153       | 146        | 103                            | 118          | 150          | 144          |
| EU-19a                                 | (Difference between total weighted inflows and total weighted outflows arising from transactions in third countries where there are transfer restrictions or which are denominated in non-convertible currencies) |                                  |           |           |            | -                              | -            | -            | -            |
| EU-19b                                 | (Excess inflows from a related specialised credit institution)                                                                                                                                                    |                                  |           |           |            | -                              | -            | -            | -            |
| 20                                     | TOTAL CASH INFLOWS                                                                                                                                                                                                | 269                              | 269       | 295       | 319        | 239                            | 238          | 264          | 284          |
| EU-20a                                 | Fully exempt inflows                                                                                                                                                                                              | -                                | -         | -         | -          | -                              | -            | -            | -            |
| EU-20b                                 | Inflows subject to 90% cap                                                                                                                                                                                        | -                                | -         | -         | -          | -                              | -            | -            | -            |
| EU-20c                                 | Inflows subject to 75% cap                                                                                                                                                                                        | 269                              | 269       | 295       | 319        | 239                            | 238          | 264          | 284          |
| TOTAL ADJUSTED VALUE                   |                                                                                                                                                                                                                   |                                  |           |           |            |                                |              |              |              |
| EU-21                                  | LIQUIDITY BUFFER                                                                                                                                                                                                  |                                  |           |           |            | <b>876</b>                     | <b>862</b>   | <b>820</b>   | <b>766</b>   |
| 22                                     | TOTAL NET CASH OUTFLOWS                                                                                                                                                                                           |                                  |           |           |            | <b>339</b>                     | <b>370</b>   | <b>382</b>   | <b>361</b>   |
| 23                                     | LIQUIDITY COVERAGE RATIO                                                                                                                                                                                          |                                  |           |           |            | <b>280 %</b>                   | <b>244 %</b> | <b>220 %</b> | <b>219 %</b> |

### 5.3. Net Stable Funding Ratio (NSFR)

#### (Člen 451a(3) CRR)

NSFR requires that the bank maintains a minimum amount of stable funding in relation to the amount of required stable funding to at least 100 % over one-year horizon. NSFR internal threshold for SKB bank is set above 115 %. SKB reports and analyses NSFR on a quarterly basis.

As at 31.12.2023 NSFR ratio amounted of 148 %, of which available amount of stable funding 3,853 million and required amount of stable funding 2,604 million.

**Table 18 Template EU LIQ2: Net Stable Funding Ratio**

|                                             |                                                                                                                                                               | a                                     | b          | c                 | d     | e              |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------|-------------------|-------|----------------|
|                                             |                                                                                                                                                               | Unweighted value by residual maturity |            |                   |       | Weighted value |
| Solo in MEUR                                |                                                                                                                                                               | No maturity                           | < 6 months | 6 months to < 1yr | ≥ 1yr |                |
| <b>Available stable funding (ASF) Items</b> |                                                                                                                                                               |                                       |            |                   |       |                |
| 1                                           | Capital items and instruments                                                                                                                                 | 578                                   |            |                   |       | 578            |
| 2                                           | Own funds                                                                                                                                                     | 578                                   |            |                   |       | 578            |
| 3                                           | Other capital instruments                                                                                                                                     |                                       | -          | -                 | -     | -              |
| 4                                           | Retail deposits                                                                                                                                               |                                       | 2,829      | 12                | 10    | 2,673          |
| 5                                           | Stable deposits                                                                                                                                               |                                       | 2,101      | 8                 | 8     | 2,012          |
| 6                                           | Less stable deposits                                                                                                                                          |                                       | 728        | 4                 | 2     | 661            |
| 7                                           | Wholesale funding:                                                                                                                                            |                                       | 794        | 32                | 206   | 602            |
| 8                                           | Operational deposits                                                                                                                                          |                                       | -          | -                 | -     | -              |
| 9                                           | Other wholesale funding                                                                                                                                       |                                       | 794        | 32                | 206   | 602            |
| 10                                          | Interdependent liabilities                                                                                                                                    |                                       | -          | -                 | -     | -              |
| 11                                          | Other liabilities:                                                                                                                                            | -                                     | 47         | -                 | -     | -              |
| 12                                          | NSFR derivative liabilities                                                                                                                                   | -                                     |            |                   |       |                |
| 13                                          | All other liabilities and capital instruments not included in the above categories                                                                            |                                       | 47         |                   |       |                |
| <b>14</b>                                   | <b>Total available stable funding (ASF)</b>                                                                                                                   |                                       |            |                   |       | <b>3,853</b>   |
| <b>Required stable funding (RSF) Items</b>  |                                                                                                                                                               |                                       |            |                   |       |                |
| 15                                          | Total high-quality liquid assets (HQLA)                                                                                                                       |                                       |            |                   |       | 1,294          |
| EU-15a                                      | Assets encumbered for a residual maturity of one year or more in a cover pool                                                                                 |                                       | -          | -                 | -     | 1              |
| 16                                          | Deposits held at other financial institutions for operational purposes                                                                                        |                                       | -          | -                 | -     | -              |
| 17                                          | Performing loans and securities:                                                                                                                              |                                       | 312        | 358               | 2,473 | 2,530          |
| 18                                          | Performing securities financing transactions with financial customers collateralised by Level 1 HQLA subject to 0% haircut                                    |                                       | -          | -                 | -     | 14             |
| 19                                          | Performing securities financing transactions with financial customer collateralised by other assets and loans and advances to financial institutions          |                                       | -          | -                 | -     | -              |
| 20                                          | Performing loans to non- financial corporate clients, loans to retail and small business customers, and loans to sovereigns, and PSEs, of which:              |                                       | 268        | 231               | 1,009 | 1,738          |
| 21                                          | With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk                                                      |                                       | 9          | 23                | 119   | 93             |
| 22                                          | Performing residential mortgages, of which:                                                                                                                   |                                       | 27         | 25                | 739   | -              |
| 23                                          | With a risk weight of less than or equal to 35% under the Basel II Standardised Approach for credit risk                                                      |                                       | -          | -                 | -     | -              |
| 24                                          | Other loans and securities that are not in default and do not qualify as HQLA, including exchange-traded equities and trade finance on-balance sheet products |                                       | 17         | 102               | 725   | 778            |
| 25                                          | Interdependent assets                                                                                                                                         |                                       | -          | -                 | -     | -              |
| 26                                          | Other assets:                                                                                                                                                 | 800                                   | 90         | -                 | -     | 48             |
| 27                                          | Physical traded commodities                                                                                                                                   |                                       |            |                   | -     | -              |
| 28                                          | Assets posted as initial margin for derivative contracts and contributions to default funds of CCPs                                                           |                                       | -          |                   |       |                |
| 29                                          | NSFR derivative assets                                                                                                                                        |                                       | -          |                   |       |                |
| 30                                          | NSFR derivative liabilities before deduction of variation margin posted                                                                                       |                                       | -          |                   |       |                |
| 31                                          | All other assets not included in the above categories                                                                                                         |                                       | 90         | -                 | -     | 48             |
| 32                                          | Off-balance sheet items                                                                                                                                       |                                       | 539        | 67                | 153   | 22             |
| <b>33</b>                                   | <b>Total RSF</b>                                                                                                                                              |                                       |            |                   |       | <b>2,604</b>   |
| <b>34</b>                                   | <b>Net Stable Funding Ratio (%)</b>                                                                                                                           |                                       |            |                   |       | <b>148 %</b>   |

## 6. Credit Risk Adjustment

(Article 442 CRR)

### 6.1. Additional Disclosure Related to the Credit Quality of Assets

(Article 442(a)(b) CRR)

**Table 19 Table EU CRB - Additional disclosure related to the credit quality of assets**

| Qualitative disclosures |                                                                                                                                                                                                                                                                                                                                          |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a)                     | The scope and definitions of 'past-due' and 'impaired' exposures used for accounting purposes and the differences, if any, between the definitions of past due and default for accounting and regulatory purposes as specified by the EBA Guidelines on the application of the definition of default in accordance with Article 178 CRR. |
| (b)                     | The extent of past-due exposures (more than 90 days) that are not considered to be impaired and the reasons for this.                                                                                                                                                                                                                    |
| (c)                     | Description of methods used for determining general and specific credit risk adjustments.                                                                                                                                                                                                                                                |
| (d)                     | The institution's own definition of a restructured exposure used for the implementation of point (d) of Article 178(3) CRR specified by the EBA Guidelines on default in accordance with Article 178 CRR when different from the definition of forbore exposure defined in Annex V to Commission Implementing Regulation (EU) 680/2014.  |

#### Definitions of "past-due" and "impaired" for accounting purposes

The group follows the overdue exposures from the due date when the client fails to fulfil his payment obligation specified in the contract. Any amount of principal, interest or fee that has not been paid is considered as a past due obligation.

#### Default rules

The Group is applying the regulatory default definition and is performing the monitoring of the default marking process. In line with EBA requirements defaulted exposures are classified as non-performing assets and are all either individually impaired or impaired by using statistical methods.

Contrary to the regular follow-up of overdue exposures, the starting date of the calculation of the delay for default identification is the date on which the client's past due credit obligation is considered significant, namely the overdue credit obligation arising from the credit contract has exceeded the materiality threshold for 90 consecutive days.

#### Forborne classification

In case of financial difficulties of the debtor and subject to still viable underlying business of such debtor, the group primarily seeks to implement restructuring of the financial obligations instead of insolvency procedures. In accordance with group standards, which encompass EBA - regulatory rules and IFRS 9 standards, such assets - as a rule - trigger the classification in default. As such they are treated as non-performing loans. The decision to maintain the counterparty as performing is taken only with consideration of a non-material NPV loss after restructuring.

Following internal rules, the Group keeps forborne assets / obligors in non-performing classification at least one year.

The performing forborne assets / obligors can exit forbearance classification in case of becoming performing assets / obligors. That can take place under two conditions:

- successfully passing the probation period of two years, starting from the date of upgrade from non-performing (defaulted) assets / obligors or two years after applying a performing forborne status
- all required credit quality conditions for facility / debtor are fulfilled.

#### Description of the approaches and methods adopted for determining specific and general credit risk adjustments

##### Retail

The Group performs regular monitoring of credit risk quality for individual client. The net cost of risk is monitored monthly for each product, which enables the Group to quickly react on risk profile changes, product by product, if necessary. Specific risk indicators have been introduced to follow up the quality of the portfolio and evolution of overdue facilities. These indicators enable us to measure the quality of monthly production, the effectiveness of soft collection techniques and the management of doubtful loans.

## Collective and individual provisioning

The Group regularly monitors its credit portfolio to assess the quality of its assets and impairs its assets in accordance with IFRS 9 rules.

Non-retail assets with significant exposure are impaired based on individual assessment of present value of estimated future cash flows to the Group after considering all available information on the expected recovery duration and estimated value of the collateral.

For the remaining non-performing non-significant assets, the recovery assumptions are based on homogeneous groups. Each homogeneous group represents group assets with similar risk profiles. The level of impairment is set-up by using statistical models and depends on client segmentation, product type and progressively increases in dependence of time in default.

The approach for the calculation of collective impairments on sound portfolio is described under item Impairment of financial instruments.

## 6.2. An Ageing Analysis of Accounting past due Exposures

(Article 442(d) CRR)

Table 20 Template EU CQ3 - Credit quality of performing and non-performing exposures by past due days

| EUR |                                                          | a                                    | b                            | c                 | d                                                               | e                            | f                            | g                           | h                            | i                            | j                  | k                  | l                 |  |
|-----|----------------------------------------------------------|--------------------------------------|------------------------------|-------------------|-----------------------------------------------------------------|------------------------------|------------------------------|-----------------------------|------------------------------|------------------------------|--------------------|--------------------|-------------------|--|
|     |                                                          | Gross carrying amount/nominal amount |                              |                   |                                                                 |                              |                              |                             |                              |                              |                    |                    |                   |  |
|     |                                                          | Performing exposures                 |                              |                   |                                                                 | Non-performing exposures     |                              |                             |                              |                              |                    |                    |                   |  |
|     |                                                          | Not past due or past due ≤ 30 days   | Past due > 30 days ≤ 90 days |                   | Unlikely to pay that are not past due or are past due ≤ 90 days | Past due > 90 days ≤ 180 day | Past due > 180 days ≤ 1 year | Past due > 1 year ≤ 2 years | Past due > 2 years ≤ 5 years | Past due > 5 years ≤ 7 years | Past due > 7 years | Of which defaulted |                   |  |
| 005 | Cash balances at central banks and other demand deposits | 800,750,403                          | 800,750,403                  | 0                 |                                                                 |                              |                              |                             |                              |                              |                    |                    |                   |  |
| 010 | Loans and advances                                       | 3,144,933,154                        | 3,133,493,681                | 11,439,473        | 49,942,717                                                      | 19,150,795                   | 2,136,838                    | 7,197,279                   | 6,121,206                    | 6,553,965                    | 1,644,920          | 7,137,715          | 49,942,717        |  |
| 020 | Central banks                                            | 0                                    | 0                            | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 030 | General governments                                      | 107,884,082                          | 107,845,457                  | 38,625            | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 040 | Credit institutions                                      | 284,182,527                          | 284,182,527                  | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 050 | Other financial corporations                             | 13,304,514                           | 13,304,487                   | 28                | 2,346                                                           | 0                            | 0                            | 0                           | 623                          | 0                            | 1,723              | 0                  | 2,346             |  |
| 060 | Non-financial corporations                               | 1,088,063,231                        | 1,085,924,253                | 2,138,978         | 20,829,947                                                      | 4,793,845                    | 704,867                      | 4,368,709                   | 4,555,825                    | 3,207,470                    | 566,837            | 2,632,396          | 20,829,947        |  |
| 070 | Of which SMEs                                            | 589,039,832                          | 586,900,773                  | 2,139,058         | 20,652,293                                                      | 4,793,744                    | 704,867                      | 4,368,709                   | 4,555,825                    | 3,207,470                    | 566,837            | 2,454,842          | 20,652,293        |  |
| 080 | Households                                               | 1,651,498,800                        | 1,642,236,957                | 9,261,843         | 29,110,424                                                      | 14,356,950                   | 1,431,971                    | 2,828,570                   | 1,564,759                    | 3,346,495                    | 1,076,360          | 4,505,319          | 29,110,424        |  |
| 090 | Debt securities                                          | 546,621,857                          | 546,621,857                  | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 100 | Central banks                                            | 0                                    | 0                            | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 110 | General governments                                      | 546,621,857                          | 546,621,857                  | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 120 | Credit institutions                                      | 0                                    | 0                            | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 130 | Other financial corporations                             | 0                                    | 0                            | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 140 | Non-financial corporations                               | 0                                    | 0                            | 0                 | 0                                                               | 0                            | 0                            | 0                           | 0                            | 0                            | 0                  | 0                  | 0                 |  |
| 150 | Off-balance-sheet exposures                              | 933,760,267                          |                              |                   | 2,089,707                                                       |                              |                              |                             |                              |                              |                    |                    | 2,089,707         |  |
| 160 | Central banks                                            | 0                                    |                              |                   | 0                                                               |                              |                              |                             |                              |                              |                    |                    | 0                 |  |
| 170 | General governments                                      | 3,594,929                            |                              |                   | 0                                                               |                              |                              |                             |                              |                              |                    |                    | 0                 |  |
| 180 | Credit institutions                                      | 19,659,421                           |                              |                   | 0                                                               |                              |                              |                             |                              |                              |                    |                    | 0                 |  |
| 190 | Other financial corporations                             | 999,983                              |                              |                   | 0                                                               |                              |                              |                             |                              |                              |                    |                    | 0                 |  |
| 200 | Non-financial corporations                               | 797,269,264                          |                              |                   | 2,058,395                                                       |                              |                              |                             |                              |                              |                    |                    | 2,058,395         |  |
| 210 | Households                                               | 112,236,670                          |                              |                   | 31,312                                                          |                              |                              |                             |                              |                              |                    |                    | 31,312            |  |
| 220 | <b>Total</b>                                             | <b>5,426,065,680</b>                 | <b>4,480,865,940</b>         | <b>11,439,473</b> | <b>52,032,424</b>                                               | <b>19,150,795</b>            | <b>2,136,838</b>             | <b>7,197,279</b>            | <b>6,121,206</b>             | <b>6,553,965</b>             | <b>1,644,920</b>   | <b>7,137,715</b>   | <b>52,032,424</b> |  |

## 6.3. The Breakdown of Loans and Debt Securities by Residual Maturity

(Article 442(g) CRR)

Table 21 Template EU CR1 -A - Maturity of exposures

|          |                    | a                  | b              | c                   | d              | e                  |                  |
|----------|--------------------|--------------------|----------------|---------------------|----------------|--------------------|------------------|
|          |                    | Net exposure value |                |                     |                |                    |                  |
| EUR 000  |                    | On demand          | <= 1 year      | > 1 year <= 5 years | > 5 years      | No stated maturity | Total            |
| 1        | Loans and advances | 55,914             | 714,146        | 1,502,965           | 869,621        | -                  | 3,142,646        |
| 2        | Debt securities    | -                  | 15,023         | 120,561             | -              | 3,732              | 139,316          |
| <b>3</b> | <b>Total</b>       | <b>55,914</b>      | <b>729,169</b> | <b>1,623,526</b>    | <b>869,621</b> | <b>3,732</b>       | <b>3,281,962</b> |

The table shows the exposure of certain asset items on the Group's balance sheet by maturity. The maturity of exposures is determined on the basis of liquidity calculation rules.

## 6.4. Any Changes in the Gross Amount of Defaulted on- and off-Balance Sheet Exposures

(Article 442(f) CRR)

Table 22 Template EU CR2 - Changes in the stock of non-performing loans and advances

| EUR 000    |                                                           | a                     |
|------------|-----------------------------------------------------------|-----------------------|
|            |                                                           | Gross carrying amount |
| <b>010</b> | <b>Initial stock of non-performing loans and advances</b> | <b>55,121</b>         |
| 020        | Inflows to non-performing portfolios                      | 24,597                |
| 030        | Outflows from non-performing portfolios                   | (27,687)              |
| 040        | Outflows due to write-offs                                | (3,410)               |
| 050        | Outflow due to other situations                           |                       |
| <b>060</b> | <b>Final stock of non-performing loans and advances</b>   | <b>52,031</b>         |

**Table 23 Template EU CR2a - Changes in the stock of non-performing loans and advances and related net accumulated recoveries**

|            |                                                           | a                     | b                                  |
|------------|-----------------------------------------------------------|-----------------------|------------------------------------|
|            | EUR 000                                                   | Gross carrying amount | Related net accumulated recoveries |
| <b>010</b> | <b>Initial stock of non-performing loans and advances</b> | <b>55,121</b>         |                                    |
| 020        | Inflows to non-performing portfolios                      | 24,597                |                                    |
| 030        | Outflows from non-performing portfolios                   | (27,687)              |                                    |
| 040        | Outflow to performing portfolio                           | (2,612)               |                                    |
| 050        | Outflow due to loan repayment, partial or total           | (21,665)              |                                    |
| 060        | Outflow due to collateral liquidations                    |                       |                                    |
| 070        | Outflow due to taking possession of collateral            |                       |                                    |
| 080        | Outflow due to sale of instruments                        |                       |                                    |
| 090        | Outflow due to risk transfers                             |                       |                                    |
| 100        | Outflows due to write-offs                                | (3,410)               |                                    |
| 110        | Outflow due to other situations                           |                       |                                    |
| 120        | Outflow due to reclassification as held for sale          |                       |                                    |
| <b>130</b> | <b>Final stock of non-performing loans and advances</b>   | <b>52,031</b>         |                                    |

## 6.5. Information on the Amount and Quality of Performing, Non-performing and Forborne Exposures for Loans, Debt Securities and Off-balance-sheet Exposures

(Article 442(c) CRR)

Table 24 Template EU CQ1 - Credit quality of forborne exposures

|            |                                                          | a                                                                           | b                       | c                  | d                                | e                                                                                                    | f               | g                                                                           | h                                                                                                           |
|------------|----------------------------------------------------------|-----------------------------------------------------------------------------|-------------------------|--------------------|----------------------------------|------------------------------------------------------------------------------------------------------|-----------------|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
|            |                                                          | Gross carrying amount/nominal amount of exposures with forbearance measures |                         |                    |                                  | Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions |                 | Collateral received and financial guarantees received on forborne exposures |                                                                                                             |
| EUR 000    |                                                          | Performing forborne                                                         | Non-performing forborne |                    | On performing forborne exposures | On non-performing forborne exposures                                                                 |                 |                                                                             | Of which collateral and financial guarantees received on non-performing exposures with forbearance measures |
|            |                                                          |                                                                             |                         | Of which defaulted |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 005        | Cash balances at central banks and other demand deposits |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 010        | Loans and advances                                       | 3,590                                                                       | 16,050                  | 16,050             | 16,050                           | (96)                                                                                                 | (13,986)        | 3,916                                                                       | 1,458                                                                                                       |
| 020        | Central banks                                            |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 030        | General governments                                      |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 040        | Credit institutions                                      |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 050        | Other financial corporations                             |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 060        | Non-financial corporations                               | 523                                                                         | 9,619                   | 9,619              | 9,619                            | (6)                                                                                                  | (8,337)         | 1,052                                                                       | 913                                                                                                         |
| 070        | Households                                               | 3,067                                                                       | 6,432                   | 6,432              | 6,432                            | (90)                                                                                                 | (5,649)         | 2,864                                                                       | 544                                                                                                         |
| 080        | Debt Securities                                          |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| 090        | Loan commitments given                                   |                                                                             |                         |                    |                                  |                                                                                                      |                 |                                                                             |                                                                                                             |
| <b>100</b> | <b>Total</b>                                             | <b>3,590</b>                                                                | <b>16,050</b>           | <b>16,050</b>      | <b>16,050</b>                    | <b>(96)</b>                                                                                          | <b>(13,986)</b> | <b>3,916</b>                                                                | <b>1,458</b>                                                                                                |

Comparing to 2021 the exposure on accounts with forbearance measures has decreased on performing and non-performing portfolio. The decrease of non-performing side results from improved macroeconomic conditions and repayments.

Table 25 Template EU CQ2 - Quality of forbearance

| EUR 000 |                                                                                                 | a                                           |
|---------|-------------------------------------------------------------------------------------------------|---------------------------------------------|
|         |                                                                                                 | Gross carrying amount of forborne exposures |
| 010     | Loans and advances that have been forborne more than twice                                      | 1,038                                       |
| 020     | Non-performing forborne loans and advances that failed to meet the non-performing exit criteria | 18,890                                      |

Table 26 Template EU CQ7 - Collateral obtained by taking possession and execution processes

|            |                                         | a                                        | b                            |
|------------|-----------------------------------------|------------------------------------------|------------------------------|
|            |                                         | Collateral obtained by taking possession |                              |
| EUR        |                                         | Value at initial recognition             | Accumulated negative changes |
| 010        | Property, plant and equipment (PP&E)    | 0                                        | 0                            |
| 020        | Other than PP&E                         | 47,640.12                                | 0                            |
| 030        | Residential immovable property          | 47,640.12                                | 0                            |
| 040        | Commercial Immovable property           | 0                                        | 0                            |
| 050        | Movable property (auto, shipping, etc.) | 0                                        | 0                            |
| 060        | Equity and debt instruments             | 0                                        | 0                            |
| 070        | Other collateral                        | 0                                        | 0                            |
| <b>080</b> | <b>Total</b>                            | <b>47,640.12</b>                         | <b>0</b>                     |

Table 27 Template EUCQ8 - Collateral obtained by taking possession and execution processes – vintage breakdown

|            |                                                                             | a                                              | b                            | c                            | d                            | e                              | f                            | g                            | h                            | i                            | j                            | k                                         | l                            |
|------------|-----------------------------------------------------------------------------|------------------------------------------------|------------------------------|------------------------------|------------------------------|--------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|-------------------------------------------|------------------------------|
|            |                                                                             | Total collateral obtained by taking possession |                              |                              |                              |                                |                              |                              |                              |                              |                              |                                           |                              |
| EUR 000    | Debt balance reduction                                                      | Foreclosed ≤ 2 years                           |                              |                              |                              | Foreclosed > 2 years ≤ 5 years |                              |                              |                              | Foreclosed > 5 years         |                              | Of which non-current assets held-for-sale |                              |
|            |                                                                             | Gross carrying amount                          | Accumulated negative changes | Value at initial recognition | Accumulated negative changes | Value at initial recognition   | Accumulated negative changes | Value at initial recognition | Accumulated negative changes | Value at initial recognition | Accumulated negative changes | Value at initial recognition              | Accumulated negative changes |
| 010        | Collateral obtained by taking possession classified as PP&E                 | 0.00                                           | 0.00                         | 0.00                         | 0.00                         |                                |                              |                              |                              |                              |                              |                                           |                              |
| 020        | Collateral obtained by taking possession other than that classified as PP&E | 47,640.12                                      | 0.00                         | 47,640.12                    | 0.00                         | 47,640.12                      | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                                      | 0.00                         |
| 030        | Residential immovable property                                              | 47,640.12                                      | 0.00                         | 47,640.12                    | 0.00                         | 47,640.12                      | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                                      | 0.00                         |
| 040        | Commercial immovable                                                        | 0.00                                           | 0.00                         | 0.00                         | 0.00                         | 0.00                           | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                                      | 0.00                         |
| 050        | Movable property (auto, shipping, etc.)                                     | 0.00                                           | 0.00                         | 0.00                         | 0.00                         | 0.00                           | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                                      | 0.00                         |
| 060        | Equity and debt instruments                                                 | 0.00                                           | 0.00                         | 0.00                         | 0.00                         | 0.00                           | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                                      | 0.00                         |
| 070        | Other collateral                                                            | 0.00                                           | 0.00                         | 0.00                         | 0.00                         | 0.00                           | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                         | 0.00                                      | 0.00                         |
| <b>080</b> | <b>Total</b>                                                                | <b>47,640.12</b>                               | <b>0.00</b>                  | <b>47,640.12</b>             | <b>0.00</b>                  | <b>47,640.12</b>               | <b>0.00</b>                  | <b>0.00</b>                  | <b>0.00</b>                  | <b>0.00</b>                  | <b>0.00</b>                  | <b>0.00</b>                               | <b>0.00</b>                  |

## 6.6. Credit Quality of Portfolio Exposures

(Article 442(c)(e) CRR)

Table 28 Template EU CR1 - Performing and non-performing exposures and related provisions

|            | EUR                                                      | a                                    | b                    | c                  | d                        | e        | f                 | g                                                                                                    | h                  | i                  | j                                                                                                                               | k        | l                   | m                             | n                                            | o                           |
|------------|----------------------------------------------------------|--------------------------------------|----------------------|--------------------|--------------------------|----------|-------------------|------------------------------------------------------------------------------------------------------|--------------------|--------------------|---------------------------------------------------------------------------------------------------------------------------------|----------|---------------------|-------------------------------|----------------------------------------------|-----------------------------|
|            |                                                          | Gross carrying amount/nominal amount |                      |                    |                          |          |                   | Accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions |                    |                    |                                                                                                                                 |          |                     | Accumulated partial write-off | Collateral and financial guarantees received |                             |
|            |                                                          | Performing exposures                 |                      |                    | Non-performing exposures |          |                   | Performing exposures – accumulated impairment and provisions                                         |                    |                    | Non-performing exposures – accumulated impairment, accumulated negative changes in fair value due to credit risk and provisions |          |                     |                               | On performing exposures                      | On non-performing exposures |
|            | Of which stage 1                                         | Of which stage 2                     |                      | Of which stage 2   | Of which stage 3         |          | Of which stage 1  | Of which stage 2                                                                                     |                    | Of which stage 2   | Of which stage 3                                                                                                                |          |                     |                               |                                              |                             |
| 005        | Cash balances at central banks and other demand deposits | 800,750,403                          | 800,750,403          | 0                  | 0                        | 0        | 0                 | (12,125)                                                                                             | (12,125)           | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 010        | Loans and advances                                       | 3,144,933,154                        | 2,890,880,008        | 254,053,147        | 49,942,717               | 0        | 49,942,717        | (10,053,681)                                                                                         | (4,867,089)        | (5,186,592)        | (42,176,126)                                                                                                                    | 0        | (42,176,126)        | (36,275)                      | 1,498,921,715                                | 3,920,212                   |
| 020        | Central banks                                            | 0                                    | 0                    | 0                  | 0                        | 0        | 0                 | 0                                                                                                    | 0                  | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 030        | General governments                                      | 107,884,082                          | 107,688,511          | 195,571            | 0                        | 0        | 0                 | (31,004)                                                                                             | (30,722)           | (283)              | 0                                                                                                                               | 0        | 0                   | (7)                           | 27,117,372                                   | 0                           |
| 040        | Credit institutions                                      | 284,182,527                          | 284,182,527          | 0                  | 0                        | 0        | 0                 | (443,756)                                                                                            | (443,756)          | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 3,636                                        | 0                           |
| 050        | Other financial corporations                             | 13,304,514                           | 11,861,352           | 1,443,162          | 2,346                    | 0        | 2,346             | (43,264)                                                                                             | (18,890)           | (24,374)           | (2,302)                                                                                                                         | 0        | (2,302)             | (391)                         | 4,220,015                                    | 0                           |
| 060        | Non-financial corporations                               | 1,088,063,231                        | 962,370,135          | 125,693,096        | 20,829,947               | 0        | 20,829,947        | (3,510,570)                                                                                          | (1,488,526)        | (2,022,044)        | (17,892,925)                                                                                                                    | 0        | (17,892,925)        | (30,742)                      | 369,141,603                                  | 1,460,053                   |
| 070        | Of which SMEs                                            | 589,039,832                          | 472,253,501          | 116,786,330        | 20,652,293               | 0        | 20,652,293        | (2,693,629)                                                                                          | (767,745)          | (1,925,884)        | (17,715,286)                                                                                                                    | 0        | (17,715,286)        | (8,349)                       | 227,685,859                                  | 1,460,053                   |
| 080        | Households                                               | 1,651,498,800                        | 1,524,777,483        | 126,721,318        | 29,110,424               | 0        | 29,110,424        | (6,025,087)                                                                                          | (2,885,196)        | (3,139,891)        | (24,280,899)                                                                                                                    | 0        | (24,280,899)        | (5,135)                       | 1,098,439,090                                | 2,460,159                   |
| 090        | Debt securities                                          | 546,621,857                          | 546,621,857          | 0                  | 0                        | 0        | 0                 | (947,891)                                                                                            | (947,891)          | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 100        | Central banks                                            | 0                                    | 0                    | 0                  | 0                        | 0        | 0                 | 0                                                                                                    | 0                  | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 110        | General governments                                      | 546,621,857                          | 546,621,857          | 0                  | 0                        | 0        | 0                 | (947,891)                                                                                            | (947,891)          | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 120        | Credit institutions                                      | 0                                    | 0                    | 0                  | 0                        | 0        | 0                 | 0                                                                                                    | 0                  | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 130        | Other financial corporations                             | 0                                    | 0                    | 0                  | 0                        | 0        | 0                 | 0                                                                                                    | 0                  | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 140        | Non-financial corporations                               | 0                                    | 0                    | 0                  | 0                        | 0        | 0                 | 0                                                                                                    | 0                  | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 150        | Off-balance-sheet exposures                              | 933,760,267                          | 887,654,115          | 46,106,152         | 2,089,707                | 0        | 2,089,707         | 1,750,724                                                                                            | 759,929            | 990,794            | 1,233,457                                                                                                                       | 0        | 1,233,457           | 0                             | 203,282,986                                  | 41,949                      |
| 160        | Central banks                                            | 0                                    | 0                    | 0                  | 0                        | 0        | 0                 | 0                                                                                                    | 0                  | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 170        | General governments                                      | 3,594,929                            | 3,497,849            | 97,080             | 0                        | 0        | 0                 | 698                                                                                                  | 468                | 230                | 0                                                                                                                               | 0        | 0                   | 0                             | 0                                            | 0                           |
| 180        | Credit institutions                                      | 19,659,421                           | 19,659,421           | 0                  | 0                        | 0        | 0                 | 16,855                                                                                               | 16,855             | 0                  | 0                                                                                                                               | 0        | 0                   | 0                             | 19,500,855                                   | 0                           |
| 190        | Other financial corporations                             | 999,983                              | 983,096              | 16,887             | 0                        | 0        | 0                 | 347                                                                                                  | 304                | 43                 | 0                                                                                                                               | 0        | 0                   | 0                             | 6,742                                        | 0                           |
| 200        | Non-financial corporations                               | 797,269,264                          | 755,084,075          | 42,185,189         | 2,058,395                | 0        | 2,058,395         | 1,521,423                                                                                            | 652,820            | 868,603            | 1,233,457                                                                                                                       | 0        | 1,233,457           | 0                             | 179,595,697                                  | 41,949                      |
| 210        | Households                                               | 112,236,670                          | 108,429,674          | 3,806,996          | 31,312                   | 0        | 31,312            | 211,400                                                                                              | 89,482             | 121,918            | 0                                                                                                                               | 0        | 0                   | 0                             | 4,179,692                                    | 0                           |
| <b>220</b> | <b>Total</b>                                             | <b>5,426,065,680</b>                 | <b>5,125,906,382</b> | <b>300,159,299</b> | <b>52,032,424</b>        | <b>0</b> | <b>52,032,424</b> | <b>(9,262,973)</b>                                                                                   | <b>(5,067,176)</b> | <b>(4,195,798)</b> | <b>(40,942,669)</b>                                                                                                             | <b>0</b> | <b>(40,942,669)</b> | <b>(36,275)</b>               | <b>1,702,204,701</b>                         | <b>3,962,161</b>            |

Note. The table shows exposures by categories and by stage and include loans at amortized cost, loans mandatorily at fair value through profit or loss, debt securities at amortized cost, debt securities at fair value through other comprehensive income, debt securities designated at fair value through profit or loss and off-balance sheet exposure.

Table 29 Template EU CQ6 - Collateral valuation - loans and advances

|         |                                                                          | a                  | b         | c      | d                                                               | e                                      | f       | g                                      | h       | i                                      | j       | k                                      | l       |                                        |  |                              |  |
|---------|--------------------------------------------------------------------------|--------------------|-----------|--------|-----------------------------------------------------------------|----------------------------------------|---------|----------------------------------------|---------|----------------------------------------|---------|----------------------------------------|---------|----------------------------------------|--|------------------------------|--|
| EUR 000 |                                                                          | Loans and advances |           |        |                                                                 |                                        |         |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
|         |                                                                          | Performing         |           |        | Non-performing                                                  |                                        |         |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
|         |                                                                          |                    |           |        | Unlikely to pay that are not past due or are past due ≤ 90 days | Past due > 90 days                     |         |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
|         |                                                                          |                    |           |        |                                                                 | Of which past due > 90 days ≤ 180 days |         | Of which: past due > 180 days ≤ 1 year |         | Of which: past due > 1 years ≤ 2 years |         | Of which: past due > 2 years ≤ 5 years |         | Of which: past due > 5 years ≤ 7 years |  | Of which: past due > 7 years |  |
| 010     | Gross carrying amount                                                    | 3,194,876          | 3,144,933 | 11,439 | 49,943                                                          | 19,151                                 | 30,792  | 2,137                                  | 7,197   | 6,121                                  | 6,554   | 1,645                                  | 7,138   |                                        |  |                              |  |
| 020     | Of which secured                                                         | 1,691,058          | 1,670,411 | 5,344  | 20,647                                                          | 9,548                                  | 11,099  | 993                                    | 5,091   | 634                                    | 1,132   | 402                                    | 2,847   |                                        |  |                              |  |
| 030     | Of which secured with immovable property                                 | 1,146,590          | 1,129,633 | 3,829  | 16,957                                                          | 7,163                                  | 9,794   | 715                                    | 4,787   | 355                                    | 802     | 384                                    | 2,751   |                                        |  |                              |  |
| 040     | Of which instruments with LTV higher than 60% and lower or equal to 80%  | 290,045            | 284,723   |        | 5,322                                                           | 4,824                                  | 498     |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
| 050     | Of which instruments with LTV higher than 80% and lower or equal to 100% | 68,984             | 67,393    |        | 1,591                                                           | 1,042                                  | 549     |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
| 060     | Of which instruments with LTV higher than 100%                           | 246,283            | 238,019   |        | 8,264                                                           | 461                                    | 7,803   |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
| 070     | Accumulated impairment for secured assets                                | (14,512)           | (6,280)   | (212)  | (8,232)                                                         | 835                                    | (9,067) | (791)                                  | (3,443) | (543)                                  | (1,057) | (396)                                  | (2,837) |                                        |  |                              |  |
| 080     | Collateral                                                               |                    |           |        |                                                                 |                                        |         |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |
| 090     | Of which value capped at the value of exposure                           | 1,425,644          | 1,412,913 | 3,689  | 12,731                                                          | 8,573                                  | 4,158   | 746                                    | 692     | 477                                    | 1,049   | 121                                    | 1,073   |                                        |  |                              |  |
| 100     | Of which immovable property                                              | 772,184            | 765,161   | 2,371  | 7,023                                                           | 5,241                                  | 1,782   | 515                                    | 273     | 211                                    | 517     | 25                                     | 241     |                                        |  |                              |  |
| 110     | Of which value above the cap                                             | 268,345            | 257,498   | 1,655  | 10,847                                                          | 976                                    | 9,871   | 247                                    | 4,399   | 157                                    | 278     | 640                                    | 4,150   |                                        |  |                              |  |
| 120     | Of which immovable property                                              | 81,789             | 77,247    | 331    | 4,542                                                           | 666                                    | 3,876   | 200                                    | 613     | 132                                    | 196     | 359                                    | 2,376   |                                        |  |                              |  |
| 130     | Financial guarantees received                                            | 633,884            | 625,374   | 1,443  | 8,510                                                           | 3,673                                  | 4,837   | 397                                    | 2,792   | 134                                    | 568     | 121                                    | 825     |                                        |  |                              |  |
| 140     | Accumulated partial write-off                                            |                    |           |        |                                                                 |                                        |         |                                        |         |                                        |         |                                        |         |                                        |  |                              |  |

## 6.7. Geographic View of Exposures

(Article 442(c)(e)(f) CRR)

**Table 30 Template EU CQ4 - Quality of non-performing exposures by geography**

The template is for the SKB Group non-applicable as the original non-performing exposure in all categories as per 31. 12. 2023 does not exceed the 5 % threshold of non-performing exposure as defined in the regulation.

|                                        | a                             | b                       | c                              | d | e                      | f                                                                          | g                                                                                         |
|----------------------------------------|-------------------------------|-------------------------|--------------------------------|---|------------------------|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
|                                        | Gross carrying/nominal amount |                         |                                |   | Accumulated impairment | Provisions on off-balance-sheet commitments and financial guarantees given | Accumulated negative changes in fair value due to credit risk on non-performing exposures |
|                                        |                               | Of which non-performing | Of which subject to impairment |   |                        |                                                                            |                                                                                           |
|                                        | Of which defaulted            |                         |                                |   |                        |                                                                            |                                                                                           |
| <b>010 On-balance-sheet exposures</b>  |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 020 Country 1                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 030 Country 2                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 040 Country 3                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 050 Country 4                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 060 Country N                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 070 Other countries                    |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| <b>080 Off-balance-sheet exposures</b> |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 090 Country 1                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 100 Country 2                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 110 Country 3                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 120 Country 4                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 130 Country N                          |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| 140 Other countries                    |                               |                         |                                |   |                        |                                                                            |                                                                                           |
| <b>150 Total</b>                       |                               |                         |                                |   |                        |                                                                            |                                                                                           |

## 6.8. Credit Quality of Exposures by Industry

(Article 442(c)(e) CRR)

Table 31 Template EU CQ5 - Credit quality of loans and advances to non-financial corporations by industry

|            |                                                               | a                     | b                       | c                                                 | d                      | e                                                                                         | f |
|------------|---------------------------------------------------------------|-----------------------|-------------------------|---------------------------------------------------|------------------------|-------------------------------------------------------------------------------------------|---|
|            |                                                               | Gross carrying amount |                         |                                                   | Accumulated impairment | Accumulated negative changes in fair value due to credit risk on non-performing exposures |   |
| EUR 000    |                                                               |                       | Of which non-performing | Of which loans and advances subject to impairment |                        |                                                                                           |   |
|            |                                                               |                       |                         | Of which defaulted                                |                        |                                                                                           |   |
| 010        | Agriculture, forestry and fishing                             | 7,890                 | 1,412                   | 1,412                                             | 7,890                  | (1,069)                                                                                   |   |
| 020        | Mining and quarrying                                          | 2,309                 | 0                       | 0                                                 | 2,309                  | (17)                                                                                      |   |
| 030        | Manufacturing                                                 | 325,703               | 3,464                   | 3,464                                             | 325,703                | (3,489)                                                                                   |   |
| 040        | Electricity, gas, steam and air conditioning supply           | 108,295               | 0                       | 0                                                 | 108,295                | (216)                                                                                     |   |
| 050        | Water supply                                                  | 17,048                | 0                       | 0                                                 | 17,048                 | (93)                                                                                      |   |
| 060        | Construction                                                  | 48,557                | 4,069                   | 4,069                                             | 48,557                 | (3,953)                                                                                   |   |
| 070        | Wholesale and retail trade                                    | 259,365               | 6,761                   | 6,761                                             | 259,365                | (6,927)                                                                                   |   |
| 080        | Transport and storage                                         | 166,714               | 1,988                   | 1,988                                             | 166,714                | (2,380)                                                                                   |   |
| 090        | Accommodation and food service activities                     | 14,285                | 875                     | 875                                               | 14,285                 | (708)                                                                                     |   |
| 100        | Information and communication                                 | 38,895                | 211                     | 211                                               | 38,895                 | (248)                                                                                     |   |
| 110        | Financial and insurance activities                            | 7,039                 |                         | 0                                                 | 7,039                  | (15)                                                                                      |   |
| 120        | Real estate activities                                        | 31,969                | 50                      | 50                                                | 31,969                 | (135)                                                                                     |   |
| 130        | Professional, scientific and technical activities             | 37,164                | 808                     | 808                                               | 37,164                 | (885)                                                                                     |   |
| 140        | Administrative and support service activities                 | 19,722                | 1,017                   | 1,017                                             | 19,722                 | (1,053)                                                                                   |   |
| 150        | Public administration and defense, compulsory social security | 0                     | 0                       | 0                                                 | 0                      | 0                                                                                         |   |
| 160        | Education                                                     | 576                   | 0                       | 0                                                 | 576                    | (5)                                                                                       |   |
| 170        | Human health services and social work activities              | 17,188                | 0                       | 0                                                 | 17,188                 | (30)                                                                                      |   |
| 180        | Arts, entertainment and recreation                            | 5,174                 | 125                     | 125                                               | 5,174                  | (116)                                                                                     |   |
| 190        | Other services                                                | 1,002                 | 51                      | 51                                                | 1,002                  | (65)                                                                                      |   |
| <b>200</b> | <b>Total</b>                                                  | <b>1,108,893</b>      | <b>20,830</b>           | <b>20,830</b>                                     | <b>1,108,893</b>       | <b>(21,403)</b>                                                                           |   |

Note: counterparties have been allocated to the groups according to Standard industry classification. Presented exposures are gross values of balance and off-balance credit risk exposure. Specific credit risk adjustment are the ones that are individually impaired. General credit risk adjustments are the ones, calculated based on statistical model. Credit risk adjustments also include balance and off-balance part.

## 7. Use of Credit Risk Mitigation Techniques

### 7.1. Qualitative Disclosure Requirements Related to CRM Techniques

(Article 453(a)(b)(c)(d)(e) CRR)

**Table 32 Table EU CRC – Qualitative disclosure requirements related to CRM techniques**

| Legal basis         | Row number | Free format                                                                                                                                                                                                                                                                             |
|---------------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Article 453 (a) CRR | (a)        | description of the core features of the policies and processes for on- and off-balance sheet netting and an indication of the extent to which institutions make use of balance sheet netting;                                                                                           |
| Article 453 (b) CRR | (b)        | The core features of policies and processes for eligible collateral evaluation and management;                                                                                                                                                                                          |
| Article 453 (c) CRR | (c)        | A description of the main types of collateral taken by the institution to mitigate credit risk;                                                                                                                                                                                         |
| Article 453 (d) CRR | (d)        | For guarantees and credit derivatives used as credit protection. the main types of guarantor and credit derivative counterparty and their creditworthiness used for the purposes of reducing capital requirements. excluding those used as part of synthetic securitisation structures; |
| Article 453 (e) CRR | (e)        | Information about market or credit risk concentrations within the credit mitigation taken;                                                                                                                                                                                              |

The Group uses collaterals and other credit enhancements to optimize the risk on credit assets. In accordance with the collateral policy, the main types of collaterals are:

- cash collateral which are used in full amount or with potential maturity mismatch adjustment for capital adequacy purposes,
- state guarantees; which are used in full amount for capital adequacy purposes,
- real estate.

Real estate is the main type of collateral for housing loans portfolio. The evaluations are done either by internal or external evaluators or taken from official real estate data-base. Starting January 2019, the initial evaluation has always been performed by the internal or external evaluators, which are accordingly licensed and in case of the external ones, their valuation reports are regularly monitored by the internal ones. All values are re-evaluated on yearly basis in case of significant price variation on the market.

The group does not use the close-out netting agreements on derivatives for reporting purposes.

The group does not use any credit derivatives for credit risk mitigation purposes.

The Group doesn't have any significant increase of concentration risk due to CRM techniques. An increase is primarily seen some insurance companies for individual loan portfolio.

Unfunded credit protection includes received guarantees and sureties securing bank's exposures towards clients.

The main providers of unfunded credit protection are:

- central government or other regional or local authorities of the state;
- public sector entities;
- banks and other institutions;
- insurance companies;
- natural persons and legal entities

Important providers of unfunded credit protections for credit risk mitigation are the central government, authorities of regional and local levels of the state, subjects of the public sector, banks and other institutions.

The creditworthiness of the provider of unfunded credit protection is determined in the same way as for the principal debtor and should normally be better than the creditworthiness of the main debtor.

SKB bank treats collaterals as a secondary source of repayment of the debtor's liabilities.

A market or credit risk concentration involves a significant concentration of individual customers or groups of customers, sectors or types of collateral, regions and countries.

SKB bank manages various concentration risks in the form of setting internal limits and regular monitoring of various concentrations. More than half of the received collaterals is the pledge of residential and commercial real estate. The other most important types of collateral include received guarantees and sureties, the value of which represents almost a quarter of the value of the collateral portfolio. The structure of collateral portfolio is stable over time, in 2021 is a noticeable increase in the share of credit insurance by Insurance Company and received guarantees and sureties, mainly due to sureties by legal entities, sureties by natural persons and bank guarantees.

## 7.2. The Total Exposure Value Covered by Eligible Collaterals

(Article 453(f) CRR)

Table 33 Template EU CR3 – CRM techniques overview: Disclosure of the use of credit risk mitigation techniques

|         |                                   | a                         | b                       | c                              | d                                        |
|---------|-----------------------------------|---------------------------|-------------------------|--------------------------------|------------------------------------------|
|         |                                   | Unsecured carrying amount | Secured carrying amount |                                |                                          |
| EUR 000 |                                   |                           |                         | Of which secured by collateral | Of which secured by financial guarantees |
| 1       | Loans and advances                | 3,327,428                 | 792,790                 | 661,577                        | 131,213                                  |
| 2       | Debt securities                   | 517,176                   | 0                       | -                              | -                                        |
| 3       | Total                             | 3,764,161                 | 792,790                 | 661,577                        | 131,213                                  |
| 4       | Of which non-performing exposures | 51,683                    | 348                     | 191                            | 157                                      |
| EU-5    | Of which defaulted                | 51,683                    | 348                     |                                |                                          |

## 8. Standardised Approach

(Article 453(g)(h)(i) CRR)

Table 34 Template EU CR4 – standardised approach – Credit risk exposure and CRM effects

|           |                                                                 | Exposures before CCF and before CRM |                             | Exposures post CCF and post CRM |                             | RWAs and RWAs density |                  |
|-----------|-----------------------------------------------------------------|-------------------------------------|-----------------------------|---------------------------------|-----------------------------|-----------------------|------------------|
|           |                                                                 | On-balance-sheet exposures          | Off-balance-sheet exposures | On-balance-sheet exposures      | Off-balance-sheet exposures | RWAs                  | RWAs density (%) |
| EUR 000   |                                                                 | a                                   | b                           | c                               | d                           | e                     | f                |
| 1         | Central governments or central banks                            | 1,358,799                           | 2,513                       | 1,395,423                       | 2,513                       | 57,628                | 4 %              |
| 2         | Regional government or local authorities                        | 21,152                              | 54                          | 21,152                          | 45                          | 4,239                 | 20 %             |
| 3         | Public sector entities                                          | 34,663                              | 1,100                       | 47,354                          | 2,150                       | 9,901                 | 20 %             |
| 4         | Multilateral development banks                                  |                                     |                             |                                 |                             |                       |                  |
| 5         | International organisations                                     |                                     |                             |                                 |                             |                       |                  |
| 6         | Institutions                                                    | 292,499                             | 43,565                      | 312,499                         | 62,762                      | 182,268               | 49 %             |
| 7         | Corporates                                                      | 1,017,265                           | 783,829                     | 948,017                         | 280,496                     | 1,109,691             | 90 %             |
| 8         | Retail                                                          | 1,110,092                           | 140,732                     | 1,109,495                       | 18,309                      | 820,754               | 73 %             |
| 9         | Secured by mortgages on immovable property                      | 650,345                             | 4,000                       | 649,452                         | 806                         | 234,123               | 36 %             |
| 10        | Exposures in default                                            | 8,333                               | 863                         | 8,176                           | 472                         | 8,767                 | 101 %            |
| 11        | Exposures associated with particularly high risk                | 1,999                               | 0                           | 1,973                           | 0                           | 2,960                 | 150 %            |
| 12        | Covered bonds                                                   |                                     |                             |                                 |                             |                       |                  |
| 13        | Institutions and corporates with a short-term credit assessment |                                     |                             |                                 |                             |                       |                  |
| 14        | Collective investment undertakings                              | 12,875                              |                             | 12,875                          |                             | 2,163                 | 17 %             |
| 15        | Equity                                                          | 7,118                               |                             | 7,118                           |                             | 16,439                | 231 %            |
| 16        | Other items                                                     | 67,795                              |                             | 67,795                          |                             | 48,093                | 71 %             |
| <b>17</b> | <b>TOTAL</b>                                                    | <b>4,582,935</b>                    | <b>976,655</b>              | <b>4,581,328</b>                | <b>367,552</b>              | <b>2,497,027</b>      | <b>50 %</b>      |

**Table 35 Template EU CR5 – Standardized approach**

| EUR 000   | Exposure classes                                                             | Risk weight      |     |     |                |               |                |                |      |                  |                  |              |               |       |        | Total | Of which unrated |                  |                  |
|-----------|------------------------------------------------------------------------------|------------------|-----|-----|----------------|---------------|----------------|----------------|------|------------------|------------------|--------------|---------------|-------|--------|-------|------------------|------------------|------------------|
|           |                                                                              | 0 %              | 2 % | 4 % | 10 %           | 20 %          | 35 %           | 50 %           | 70 % | 75 %             | 100 %            | 150 %        | 250 %         | 370 % | 1250 % |       |                  | Other            |                  |
|           |                                                                              | a                | b   | c   | d              | e             | f              | g              | h    | i                | j                | k            | l             | m     | n      |       |                  | o                | p                |
| 1         | Central governments or central banks                                         | 1.205.937        |     |     | 124.997        |               |                |                |      |                  | 20.544           |              | 9.834         |       |        |       |                  | 1.361.313        | -                |
| 2         | Regional government or local authorities                                     |                  |     |     |                | 21.196        |                |                |      |                  |                  |              |               |       |        |       |                  | 21.196           | 21.196           |
| 3         | Public sector entities                                                       |                  |     |     |                | 35.433        |                |                |      |                  |                  |              |               |       |        |       |                  | 35.433           | 35.433           |
| 4         | Multilateral development banks                                               |                  |     |     |                |               |                |                |      |                  |                  |              |               |       |        |       |                  | -                | -                |
| 5         | International organisations                                                  |                  |     |     |                |               |                |                |      |                  |                  |              |               |       |        |       |                  | -                | -                |
| 6         | Institutions                                                                 |                  |     |     |                | 17.875        |                | 311.386        |      |                  |                  |              |               |       |        |       |                  | 329.261          | -                |
| 7         | Corporates                                                                   | 36.026           |     |     |                | 13.914        |                | 46.000         |      | 1.228.513        |                  |              |               |       |        |       |                  | 1.324.453        | 1.221.827        |
| 8         | Retail exposures                                                             | 598              |     |     |                |               |                |                |      | 1.127.804        |                  |              |               |       |        |       |                  | 1.128.401        | 1.128.401        |
| 9         | Exposures secured by mortgages on immovable property                         |                  |     |     |                |               | 584.698        | 65.560         |      |                  |                  |              |               |       |        |       |                  | 650.258          | 650.258          |
| 10        | Exposures in default                                                         |                  |     |     |                | 157           |                |                |      | 8.407            | 240              |              |               |       |        |       |                  | 8.804            | 8.804            |
| 11        | Exposures associated with particularly high risk                             |                  |     |     |                |               |                |                |      |                  | 1.973            |              |               |       |        |       |                  | 1.973            | 1.973            |
| 12        | Covered bonds                                                                |                  |     |     |                |               |                |                |      |                  |                  |              |               |       |        |       |                  | 0                | 0                |
| 13        | Exposures to institutions and corporates with a short-term credit assessment |                  |     |     |                |               |                |                |      |                  |                  |              |               |       |        |       |                  | 0                | 0                |
| 14        | Units or shares in collective investment undertakings                        |                  |     |     |                |               |                |                |      |                  |                  |              |               |       |        |       | 12.875           | 12.875           | 12.875           |
| 15        | Equity exposures                                                             |                  |     |     |                |               |                |                |      | 904              |                  | 6.214        |               |       |        |       |                  | 7.118            | 7.118            |
| 16        | Other items                                                                  | 16.115           |     |     |                | 4.484         |                |                |      | 47.196           |                  |              |               |       |        |       |                  | 67.795           | 67.795           |
| <b>17</b> | <b>TOTAL</b>                                                                 | <b>1.258.676</b> |     |     | <b>124.997</b> | <b>93.059</b> | <b>584.698</b> | <b>422.945</b> |      | <b>1.127.804</b> | <b>1.305.565</b> | <b>2.213</b> | <b>16.047</b> |       |        |       | <b>12.875</b>    | <b>4.948.881</b> | <b>3.155.681</b> |

## 9. Specialised Lending and Equity Exposure

(Article 438(e) CRR)

**Table 36 Template EU CR10 – Specialised lending and equity exposures under the simple risk-weighted approach**

The template EU CR10 – Specialised lending and equity exposures under the simple risk-weighted approach is for the Group non-applicable, as the Group does not hold such products as per 31.12.2023.

### Template EU CR10.1

| Specialised lending: Project finance (Slotting approach) |                                 |                           |                            |             |                |                               |                      |
|----------------------------------------------------------|---------------------------------|---------------------------|----------------------------|-------------|----------------|-------------------------------|----------------------|
| Regulatory categories                                    | Remaining maturity              | On-balance sheet exposure | Off-balance sheet exposure | Risk weight | Exposure value | Risk weighted exposure amount | Expected loss amount |
|                                                          |                                 | a                         | b                          | c           | d              | e                             | f                    |
| Category 1                                               | Less than 2.5 years             |                           |                            | 50 %        |                |                               |                      |
|                                                          | Equal to or more than 2.5 years |                           |                            | 70 %        |                |                               |                      |
| Category 2                                               | Less than 2.5 years             |                           |                            | 70 %        |                |                               |                      |
|                                                          | Equal to or more than 2.5 years |                           |                            | 90 %        |                |                               |                      |
| Category 3                                               | Less than 2.5 years             |                           |                            | 115 %       |                |                               |                      |
|                                                          | Equal to or more than 2.5 years |                           |                            | 115 %       |                |                               |                      |
| Category 4                                               | Less than 2.5 years             |                           |                            | 250 %       |                |                               |                      |
|                                                          | Equal to or more than 2.5 years |                           |                            | 250 %       |                |                               |                      |
| Category 5                                               | Less than 2.5 years             |                           |                            | -           |                |                               |                      |
|                                                          | Equal to or more than 2.5 years |                           |                            | -           |                |                               |                      |
| Total                                                    | Less than 2.5 years             |                           |                            |             |                |                               |                      |
|                                                          | Equal to or more than 2.5 years |                           |                            |             |                |                               |                      |

## Template EU CR10.2

| Specialised lending: Income-producing real estate and high volatility commercial real estate (Slotting approach) |                                 |                           |                            |             |                |                               |                      |
|------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------|----------------------------|-------------|----------------|-------------------------------|----------------------|
| Regulatory categories                                                                                            | Remaining maturity              | On-balance sheet exposure | Off-balance sheet exposure | Risk weight | Exposure value | Risk weighted exposure amount | Expected loss amount |
|                                                                                                                  |                                 | a                         | b                          | c           | d              | e                             | f                    |
| Category 1                                                                                                       | Less than 2.5 years             |                           |                            | 50 %        |                |                               |                      |
|                                                                                                                  | Equal to or more than 2.5 years |                           |                            | 70 %        |                |                               |                      |
| Category 2                                                                                                       | Less than 2.5 years             |                           |                            | 70 %        |                |                               |                      |
|                                                                                                                  | Equal to or more than 2.5 years |                           |                            | 90 %        |                |                               |                      |
| Category 3                                                                                                       | Less than 2.5 years             |                           |                            | 115 %       |                |                               |                      |
|                                                                                                                  | Equal to or more than 2.5 years |                           |                            | 115 %       |                |                               |                      |
| Category 4                                                                                                       | Less than 2.5 years             |                           |                            | 250 %       |                |                               |                      |
|                                                                                                                  | Equal to or more than 2.5 years |                           |                            | 250 %       |                |                               |                      |
| Category 5                                                                                                       | Less than 2.5 years             |                           |                            | -           |                |                               |                      |
|                                                                                                                  | Equal to or more than 2.5 years |                           |                            | -           |                |                               |                      |
| Total                                                                                                            | Less than 2.5 years             |                           |                            |             |                |                               |                      |
|                                                                                                                  | Equal to or more than 2.5 years |                           |                            |             |                |                               |                      |

### Template EU CR10.3

| Specialised lending: Object finance (Slotting approach) |                                 |                           |                            |             |                |                               |                      |
|---------------------------------------------------------|---------------------------------|---------------------------|----------------------------|-------------|----------------|-------------------------------|----------------------|
| Regulatory categories                                   | Remaining maturity              | On-balance sheet exposure | Off-balance sheet exposure | Risk weight | Exposure value | Risk weighted exposure amount | Expected loss amount |
|                                                         |                                 |                           | b                          | c           | d              | e                             | f                    |
| Category 1                                              | Less than 2.5 years             |                           |                            | 50 %        |                |                               |                      |
|                                                         | Equal to or more than 2.5 years |                           |                            | 70 %        |                |                               |                      |
| Category 2                                              | Less than 2.5 years             |                           |                            | 70 %        |                |                               |                      |
|                                                         | Equal to or more than 2.5 years |                           |                            | 90 %        |                |                               |                      |
| Category 3                                              | Less than 2.5 years             |                           |                            | 115 %       |                |                               |                      |
|                                                         | Equal to or more than 2.5 years |                           |                            | 115 %       |                |                               |                      |
| Category 4                                              | Less than 2.5 years             |                           |                            | 250 %       |                |                               |                      |
|                                                         | Equal to or more than 2.5 years |                           |                            | 250 %       |                |                               |                      |
| Category 5                                              | Less than 2.5 years             |                           |                            | -           |                |                               |                      |
|                                                         | Equal to or more than 2.5 years |                           |                            | -           |                |                               |                      |
| Total                                                   | Less than 2.5 years             |                           |                            |             |                |                               |                      |
|                                                         | Equal to or more than 2.5 years |                           |                            |             |                |                               |                      |

### Template EU CR10.4

| Specialised lending: Commodities finance (Slotting approach) |                                 |                           |                            |             |                |                               |                      |
|--------------------------------------------------------------|---------------------------------|---------------------------|----------------------------|-------------|----------------|-------------------------------|----------------------|
| Regulatory categories                                        | Remaining maturity              | On-balance sheet exposure | Off-balance sheet exposure | Risk weight | Exposure value | Risk weighted exposure amount | Expected loss amount |
|                                                              |                                 | a                         | b                          | c           | d              | e                             | f                    |
| Category 1                                                   | Less than 2.5 years             |                           |                            | 50 %        |                |                               |                      |
|                                                              | Equal to or more than 2.5 years |                           |                            | 70 %        |                |                               |                      |
| Category 2                                                   | Less than 2.5 years             |                           |                            | 70 %        |                |                               |                      |
|                                                              | Equal to or more than 2.5 years |                           |                            | 90 %        |                |                               |                      |
| Category 3                                                   | Less than 2.5 years             |                           |                            | 115 %       |                |                               |                      |
|                                                              | Equal to or more than 2.5 years |                           |                            | 115 %       |                |                               |                      |
| Category 4                                                   | Less than 2.5 years             |                           |                            | 250 %       |                |                               |                      |
|                                                              | Equal to or more than 2.5 years |                           |                            | 250 %       |                |                               |                      |
| Category 5                                                   | Less than 2.5 years             |                           |                            | -           |                |                               |                      |
|                                                              | Equal to or more than 2.5 years |                           |                            | -           |                |                               |                      |
| Total                                                        | Less than 2.5 years             |                           |                            |             |                |                               |                      |
|                                                              | Equal to or more than 2.5 years |                           |                            |             |                |                               |                      |

## Template EU CR10.5

| Equity exposures under the simple risk-weighted approach |                           |                            |             |                |                               |                      |
|----------------------------------------------------------|---------------------------|----------------------------|-------------|----------------|-------------------------------|----------------------|
| Categories                                               | On-balance sheet exposure | Off-balance sheet exposure | Risk weight | Exposure value | Risk weighted exposure amount | Expected loss amount |
|                                                          | a                         | b                          | c           | d              | e                             | f                    |
| Private equity exposures                                 |                           |                            | 190 %       |                |                               |                      |
| Exchange-traded equity exposures                         |                           |                            | 290 %       |                |                               |                      |
| Other equity exposures                                   |                           |                            | 370 %       |                |                               |                      |
| Total                                                    |                           |                            |             |                |                               |                      |

## 10. Exposure to Counterparty Credit Risk

(Article 438(h) CRR)

**Table 37 Template EU CCR7 – RWEA flow statements of CCR exposures under the IMM**

Template EU CCR7 is not relevant for SKB Group because we do not have IMM.

|                                                              | a    |
|--------------------------------------------------------------|------|
|                                                              | RWEA |
| <b>1 RWEA as at the end of the previous reporting period</b> |      |
| 2 Asset size                                                 |      |
| 3 Credit quality of counterparties                           |      |
| 4 Model updates (IMM only)                                   |      |
| 5 Methodology and policy (IMM only)                          |      |
| 6 Acquisitions and disposals                                 |      |
| 7 Foreign exchange movements                                 |      |
| 8 Other                                                      |      |
| <b>9 RWEA as at the end of the current reporting period</b>  |      |

## 11. Operational Risk

(Article 438(d) CRR)

**Table 38 Table EU ORA - Qualitative information on operational risk**

**Legal basis (a), (b), (c) and(d) of Article 435(1) CRR**

### Disclosure of operational risk management objectives and policies

#### Strategies and processes

For the purpose of prudent operational risks management SKB Group adopted Risk strategy, Risk Appetite Framework and Statement and Operational risk management policy as umbrella documents for all types of operational risk.

Operational risk management policy defines regular processes such as rules for collection of operational losses and incidents, follow up of key risk indicators, scenario analysis, risk and control self-assessment (RCSA), accounting reconciliation, model inventory, controls testing, new products assessment, outsourced services assessment, follow up if risk appetite indicators, procedure for external and internal fraud reporting, fraud prevention, internal fraud prevention, follow up of corrective measures and action plans to reduce the risk, business continuity management and crisis management procedures.

## Structure and organization of the operational risk management function

Operational risk management policy defines roles and responsibilities of all stakeholders in management of operational risk, purpose, goals, methods for identification, measurement, assessment, monitoring and reporting.

Within operational risks management SKB group addresses and manages also several sub-types of operational risk such as ICT security risk, model risk, legal risk, conduct risk, physical security risk, compliance risk, internal and external fraud risk, reputational risk, outsourced services risk and business continuity risk.

Structure of ORM function consists of Operational risk and Compliance committee that is a main body responsible for overseeing the operational risk policy implementation at the Group level, General management of the bank, department General risk management within RISK division, Operational Risk Correspondents, Internal Audit and External Audit.

## Risk measurement and risk control

SKB Group also defined its risk appetite for operational risks that is followed by specific risk indicators and formalize it in Risk Appetite Statement. The risks to which SKB Group is exposed are identified and covered by Risk Appetite targets, limits and thresholds described in Risk appetite Statement.

SKB Group implemented Policy of internal Governance that also defines the structure of control system for mitigation of operational risks exposure. It consists of day to day controls of correct application of the rules and procedures by all employees and Managerial supervision performed by heads of departments in order to ensure correct application of the rules of day to day controls.

## Policies to decrease operational risk

SKB Group has adopted various policies and related internal acts and procedures for protection and mitigation operational risks such as Operational risk policy, Information security policy, Policy for management of outsourced services, assessment of risks related to new products, security policy, etc.

The operational risk management function is totally independent from any other functions in the bank and leasing subsidiaries organized within Risk Division. In addition to Operational Risk Management function it includes Permanent Control function, BCM function (business continuity management function), Outsourced services correspondent function, and New Product correspondent function.

## Operational risk reporting

Reporting on operational risk is performed quarterly on Operational Risk and Compliance Committee, and Audit Committee of the Board of directors. An efficient reporting system on all operational risk issues enables the Bank's management and the Board of Directors to control and effectively manage these risks.

**Table 39 Template EU OR1 - Operational risk own funds requirements and risk-weighted exposure amounts**

| Banking activities |                                                                                              | a                  | b           | c           | d                      | e                    |
|--------------------|----------------------------------------------------------------------------------------------|--------------------|-------------|-------------|------------------------|----------------------|
|                    |                                                                                              | Relevant indicator |             |             |                        |                      |
| EUR                |                                                                                              | 2021               | 2022        | 2023        | Own funds requirements | Risk exposure amount |
| 1                  | Banking activities subject to basic indicator approach (BIA)                                 | 114,472,887        | 125,715,982 | 177,841,472 |                        |                      |
| 2                  | Banking activities subject to standardised (TSA) / alternative standardised (ASA) approaches |                    |             |             |                        |                      |
| 3                  | Subject to TSA:                                                                              | 114,472,887        | 125,715,982 | 177,841,472 |                        |                      |
| 4                  | Subject to ASA:                                                                              |                    |             |             |                        |                      |
| 5                  | Banking activities subject to advanced measurement approaches AMA                            |                    |             |             |                        |                      |

## 12. Remuneration Policy in SKB Group

### 12.1. Disclosure of Remuneration Policy

(Article 450(1)(a)(b)(c)(d)(e)(f)(j)(k) CRR)

Table 40 Table EU REMA - Remuneration policy

| Qualitative disclosures |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a)                     | Information relating to the bodies that oversee remuneration. Disclosures shall include: <ul style="list-style-type: none"><li>• Name, composition and mandate of the main body (management body or remuneration committee as applicable) overseeing the remuneration policy and the number of meetings held by that main body during the financial year.</li><li>• External consultants whose advice has been sought, the body by which they were commissioned, and in which areas of the remuneration framework.</li><li>• A description of the scope of the institution's remuneration policy (e. g. by regions, business lines), including the extent to which it is applicable to subsidiaries and branches located in third countries.</li><li>• A description of the staff or categories of staff whose professional activities have a material impact on institutions' risk profile.</li></ul>                                                                                                                                                                         |
| (b)                     | Information relating to the design and structure of the remuneration system for identified staff. Disclosures shall include: <ul style="list-style-type: none"><li>• An overview of the key features and objectives of remuneration policy, and information about the decision-making process used for determining the remuneration policy and the role of the relevant stakeholders.</li><li>• Information on the criteria used for performance measurement and ex ante and ex post risk adjustment.</li><li>• Whether the management body or the remuneration committee where established reviewed the institution's remuneration policy during the past year, and if so, an overview of any changes that were made, the reasons for those changes and their impact on remuneration.</li><li>• Information of how the institution ensures that staff in internal control functions are remunerated independently of the businesses they oversee.</li><li>• Policies and criteria applied for the award of guaranteed variable remuneration and severance payments.</li></ul> |
| (c)                     | Description of the ways in which current and future risks are taken into account in the remuneration processes. Disclosures shall include an overview of the key risks, their measurement and how these measures affect remuneration.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| (d)                     | The ratios between fixed and variable remuneration set in accordance with point (g) of Article 94(1) CRD.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| (e)                     | Description of the ways in which the institution seeks to link performance during a performance measurement period with levels of remuneration. Disclosures shall include: <ul style="list-style-type: none"><li>• An overview of main performance criteria and metrics for institution, business lines and individuals.</li><li>• An overview of how amounts of individual variable remuneration are linked to institution-wide and individual performance.</li><li>• Information on the criteria used to determine the balance between different types of instruments awarded including shares, equivalent ownership interest, options and other instruments.</li><li>• Information of the measures the institution will implement to adjust variable remuneration in the event that performance metrics are weak, including the institution's criteria for determining "weak" performance metrics.</li></ul>                                                                                                                                                                |
| (f)                     | Description of the ways in which the institution seeks to adjust remuneration to take account of long term performance. Disclosures shall include: <ul style="list-style-type: none"><li>• An overview of the institution's policy on deferral, pay-out in instrument, retention periods and vesting of variable remuneration including where it is different among staff or categories of staff.</li><li>• Information of the institution' criteria for ex post adjustments (malus during deferral and clawback after vesting, if permitted by national law).</li><li>• Where applicable, shareholding requirements that may be imposed on identified staff.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                        |
| (g)                     | The description of the main parameters and rationale for any variable components scheme and any other non-cash benefit in accordance with point (f) of Article 450(1) CRR. Disclosures shall include: <ul style="list-style-type: none"><li>• Information on the specific performance indicators used to determine the variable components of remuneration and the criteria used to determine the balance between different types of instruments awarded, including shares, equivalent ownership interests, share-linked instruments, equivalent non cash-instruments, options and other instruments.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| (h)                     | Upon demand from the relevant Member State or competent authority, the total remuneration for each member of the management body or senior management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| (i)                     | Information on whether the institution benefits from a derogation laid down in Article 94(3) CRD in accordance with point (k) of Article 450(1) CRR. <ul style="list-style-type: none"><li>• For the purposes of this point, institutions that benefit from such a derogation shall indicate whether this is on the basis of point (a) and/or point (b) of Article 94(3) CRD. They shall also indicate for which of the remuneration principles they apply the derogation(s), the number of staff members that benefit from the derogation(s) and their total remuneration, split into fixed and variable remuneration.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| (j)                     | Large institutions shall disclose the quantitative information on the remuneration of their collective management body, differentiating between executive and non-executive members in accordance with Article 450(2) CRR.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

The Remuneration Policy is an integral part of the corporate governance system of SKB bank and applicable throughout the entire SKB Group. The purpose of the Remuneration Policy is, remaining within the SKB Group's risk-tolerance capacity, to recognize the performance of employees of SKB bank and SKB Group with special attention on those employees who have a material impact on the risk profile (identified staff members), in contributing to results at the bank and at group level, and to provide an incentive for performance, in such manner as to be consistent with:

- effective and successful risk management, and not to encourage the assumption of risks that exceed the risk-assumption limits of the SKB Group,
- and with the business strategy, objectives, values and long-term interests of the SKB Group and to promote the achievement of these, while ensuring with appropriate measures the avoidance of possible conflicts of interest.

## **Article 450 (1a) Information relating to the bodies that oversee remuneration.**

The remuneration policy is adopted by Board of Directors on a proposal from the Remuneration Committee. Consistency in remuneration policy and its practice is subject to annual internal audit oversight.

The Remuneration Committee is an advisory body of the Board of Directors which performs the following tasks:

- performs professional and independent evaluations of remuneration policies and practices and forms, on their basis, the initiatives and measures for improvement of the bank's risk management, capital and liquidity,
- prepares the proposals for decisions of the governing body regarding the remunerations, including those having an impact on risk and risk management of the bank,
- supervises the remunerations of senior management which performs the risk management function and compliance function.

When preparing the above-mentioned decisions, the Remuneration Committee takes into consideration the long-term interests of shareholders, investors and other interested parties.

The Remuneration Committee has three (3) members and met seven (7) times in 2023 of which two (2) were correspondence sessions. The quorum was met at all sessions. The presence of individual members is evident from the minutes of the Committee sessions. In addition, several direct interviews were held between the members of the Committee and the Bank's General Management.

At its sessions in 2023, the Remuneration Committee discussed above all:

- a report on the work of the Remuneration Committee in 2022,
- work plan of the Remuneration Committee for 2023,
- SKB Group's Remuneration policy,
- information on Internal Audit of the adequacy and practical application of the Remuneration System Rules,
- confirmation of the annex to Employment Contract for the CEO and Deputy CEO - adjustment to the inflation,
- confirmation of monthly fees of members of the Board of Directors and members of its Committees,
- confirmation of change in the amount of reimbursement of housing rental costs and utility costs for seconded employees,
- employment Contract for the Chief executive officer (reappointment),
- employment Contracts for new Executive officers,
- remuneration of the new Deputy Chief Executive Officer,
- confirmation of retention bonus and project bonus,
- confirmation of personal scope for 2022,
- confirmation of personal scope for 2023,
- change in the remuneration of identified staff,
- approval of the KPI library for 2023,
- settlement of variable part of the remuneration for 2022,
- rules of performance measurement and assessment system,
- Christmas bonus for employees on Collective agreement in 2023.

In its professional work, the Remuneration Committee focused mainly on implementation of all legal obligations of the bank in the field of employment and remuneration of employees. A special attention was paid to management of costs and suitable remuneration of employees, number of employees, ratio between the fixed and variable part of remuneration of the employees, performance of the employees, care for adequate qualifications and trainings for employees as well as their development within SKB Group. All this has a positive impact on stable and secure operations of the bank and SKB Group.

We did not include external consultants in the formulation and regular reviews of the remuneration policy in 2023.

The institutional scope of the SKB Group's Remuneration Policy applies to SKB banka and its subsidiaries SKB leasing and SKB Leasing Select.

The determination of personal scope (employees whose professional activities significantly affect the bank's risk profile - identified employees) of Remuneration policy is mainly based on Commission Delegated Regulation (EU) 604/2014 (RTS). The provisions also apply the principle of proportionality in determining the personal scope.

The determination of the personal scope of the SKB Group Remuneration Policy falls within the competence of the SKB Board of Directors on the basis of a prior opinion of the SKB Bank Remuneration Committee and the OTP Bank Remuneration Committee.

Members of Board of Directors of SKB bank, including the executive directors of SKB bank (Chief Executive Officer, Deputy Chief Executive Officers) are classified as identified employees.

The identified employees are classified in the Personal Scope of the Remuneration Policy which is determined on three levels according to the OTP Group:

- consolidated-level (OTP group-level) personal scope includes those (identified employees at consolidated level) whose professional activity has a material impact on the risk profile of the entire OTP Group;
- sub-consolidated-level personal scope includes those (staff members identified at sub-consolidated level) whose professional activity has a material impact on the risk profile of the group consisting of the institution owned directly by OTP Bank Plc (credit institution or investment firm) and its subsidiaries;
- local (individual)-level personal scope includes those (staff members identified at local level) whose professional activity has a material impact only on the risk profile of SKB Group.

In 2023 the SKB Group identified 31 functions and 27 persons whose professional activities have a significant impact on the Group's risk profile. The function these employees occupy are:

- Chief Executive Officer
- Deputy Chief Executive Officer
- Director of Retail & Marketing division
- Director of Corporate Banking and Financial Markets division
- Director of SKB Leasing in Leasing Select
- Chief Operational Officer
- Director of Finance division
- Director of Secretariat General division
- Director of Risk division
- Director of Internal Audit department
- Director of Human Resources department
- Director of Security department
- Chief Information Security Officer
- Director of AMLFT department
- Director of Compliance department
- Director of Legal department
- Director of Credit Risk Assessment department
- Director of Risk portfolio Management
- Director of Retail Risk department
- Director of General Risk department
- Director of Information System Infrastructure
- Director of Information Solutions
- Director of Distribution
- Director of Managing of commercial processes department
- Director of Marketing department
- Director of Key accounts coverage department
- Director of Global markets department
- Director of Credit Analysis Department
- Director of Small and mid-sized corporations
- Director of GTB department

#### **Article 450(1 b) Information relating to the design and structure of the remuneration system for identified staff.**

Remuneration policy is designed in a way that it does not encourage employees to take irresponsible disproportionately high risks. The bank assures the appropriate ratio between fixed and variable part of remuneration for all categories of employees. The Remuneration policy contains also the criteria for assessing the impact of identified staff members in line with SKB Group's risk appetite framework, considering the OTP Group's (as a parent bank) Remuneration policy, valid legislation as well as more detailed definition in this policy.

The Remuneration Policy does not allow any benefits originating from the pre-agreed variable remuneration, other than the ones defined in applicable legislation.

The most important basic principle of this Remuneration Policy is that it makes the level of performance-based remuneration – subject to the ex-ante and ex-post assessment of the risks with respect to identified staff members- dependent on the extent to which SKB banka and SKB Group's and individual targets are achieved, with the proviso that the proportion of performance-based remuneration shall not exceed 100 percent of the basic remuneration in the case of any identified staff member.

A fundamental principle of the performance measurement and assessment system is that the extent of remuneration based on the performance assessment – accompanied by an ex ante and ex post assessment of the risks – is linked, in a two-tier performance measurement system namely:

- the level of fulfilment of institutional goals SKB Group / subsidiary
- the level of fulfilment of individual objectives (numerical indicators, individual targets and competences).

By emphasizing the institutional objectives, the two-tier system contributes to the clear designation and monitoring of priorities, and also improves the ability to monitor individual performance, thereby improving the flexibility of the performance assessment system. The employer determines the institutional and individual objectives, at annual level, reserving the right to change them mid-year in response to changes in market circumstances, and in line with the employer's attendant business interests. The institutional indicators include the key high-level objectives of SKB bank and SKB Group.

The provisions of the Remuneration Policy, as well as the regulations related to its implementation, and compliance with these, are reviewed at least once a year, by the Internal Audit of the SKB bank which makes a report on this to the Compensation Committee of SKB bank and to Supervisory Board and Board of Directors of OTP Bank Plc via the internal auditing unit of OTP Bank Plc. In 2023 the internal Audit performed regular review of the Remuneration Policy according to the timeline.

In SKB Group in 2023 there were no guaranteed variable remuneration, there was a payment of severance pay in the amount of 68,072.83 EUR gross.

#### **Article 450(1 c) Description of the ways in which current and future risks are taken into account in the remuneration processes**

In respect of employees under the scope of the Remuneration Policy of SKB Group, eligibility for the individual level deferred instalments is determined on the basis of the assessment of the individual risks relating to the activities of the individuals concerned, as detailed below:

- fulfilment of obligations stemming from the employment relationship, compliance with the laws applicable to work, regulatory documents, executive and management instructions and the professional requirements applicable to the position,
- compliance with the employer's expectations towards the Employee's managerial behaviour
- review of the operation of the persons and functional areas concerned

The criteria of prudent operation for the SKB Group:

- In the case of credit institutions, fulfilment of the regulatory capital adequacy requirement, disregarding capital raises carried out to supplement capital in the years after the year serving as the basis for payment and the accumulated risk cost, relative to the target, in the years after the year serving as the basis for payment,
- In the case of leasing companies, the Stage 3 rate applicable to the entire portfolio.

The performance serving as a benchmark for performance-based remuneration is determined as the weighted arithmetic average of the institutional and individual targets, with the weight of the indicators at the institutional level decreasing as the management levels decrease. In the case of employees performing the internal control function (internal control, compliance, risk management), this principle applies with the difference that the institutional level indicators are considered with a lower weight - one lower than the given organizational level.

#### **Article 450(1 d) The ratios between fixed and variable remuneration set in accordance with point (g) of Article 94(1) CRD.**

The most important basic principle of this Remuneration Policy is that it makes the level of performance-based remuneration – subject to the ex-ante and ex-post assessment of the risks with respect to identified staff members- dependent on the extent to which SKB banka and SKB Group's and individual targets are achieved, with the proviso that the proportion of performance-based remuneration shall not exceed 100 percent of the basic remuneration in the case of any identified staff member.

#### **Article 450 (1 e) Description of the ways in which the institution seeks to link performance during a performance measurement period with levels of remuneration.**

The basic principle of the performance measurement and evaluation system is to link the amount of performance-based remuneration - with ex-ante and ex-post risk assessment - with the level of achievement of the SKB Group's objectives within the two-tier performance measurement system.

A two-tier system, with an emphasis on institutional objectives, contributes to the clear definition and monitoring of priorities and ensures better tracking of individual performance, thus improving the flexibility of the performance appraisal system.

The criteria for assessing performance at institutional level are as follows:

- for SKB banka RORAC + indicators at the group level (risk-adjusted ROE / COE), C / I, market share),
- for SKB Leasing and SKB Leasing Select return on assets (ROA).

The structure of indicators is determined according to the scope of activities or competencies of each business area, which are divided into:

- Retail banking
- Corporate functions
- Independent internal control functions

Institutional indicators should be uniformly assigned to all employees identified at the consolidated level (CEO, DCEO and Directors of Divisions) and other employees covered by the two-tier performance measurement system.

Performance is defined by the arithmetic mean of achieving institutional and individual objectives, provided that the weight of indicators at the institutional level decreases in parallel with the reduction in the management level.

Individual performance cannot be 'increased' by the performance of the SKB Group, or if the performance of the SKB Group is greater than the performance of an individual performance, individual performance assessment prevails.

Objectives at the individual level include operational objectives and competencies. The total weight of the operational objectives is 80 %, for the Chief Executive Officer of SKB Bank and the Chief Executive Officer of the SKB Leasing Group this value is 90 %. While, the weight of competencies represents 20 % of the goals for a given business period. For the Chief Executive Officer of SKB Bank and the Chief Executive Officer of the SKB Leasing Group, this value represents 10 %. All employees who fall into the personal scope of remuneration policy must also have a certain operational goal on the topic of prudent operations in the financial year, with a weight of at least 5 % in the total individual goals; for the Chief Executive Officer, an additional CSR indicator with a weight of at least 5 % in the overall individual targets.

#### Article 450 (1f) Description of the ways in which the institution seeks to adjust remuneration to take account of long-term performance

Variable remuneration is allocated according to the level of the defined employee in accordance with the table below:

| Retention rules                                                                                                                                                                                                                                                                                                        | Level                                                                                        | Performance Remuneration Rules from 2023 |                              |      |                                                                                                                                                                                                                                                                                                            |                              |      |     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------------------------------|------------------------------|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------|-----|
| Share retention:<br><br>On consolidated level below 50,000 EUR variable remuneration half of the share-based short-term variable remuneration is retained for 1 year.<br><br>Above 50,000 EUR share-based short-term variable remuneration is retained for 2 years, and the first deferred part is retained for 1 year | CEO and division heads and employees with a total remuneration above country level threshold | 100 %                                    | V gotovini                   | 50 % | The short-term cash (20 %) is paid within 60 days of General Meeting, while the share-based parts are paid according to the below described deferral and retention rules                                                                                                                                   | 60 %<br><br>Deferred Payment | 15 % | N+1 |
|                                                                                                                                                                                                                                                                                                                        |                                                                                              |                                          |                              |      |                                                                                                                                                                                                                                                                                                            |                              | 15 % | N+2 |
|                                                                                                                                                                                                                                                                                                                        |                                                                                              |                                          | In Share Related Instruments | 50 % |                                                                                                                                                                                                                                                                                                            |                              | 15 % | N+3 |
|                                                                                                                                                                                                                                                                                                                        |                                                                                              |                                          |                              |      |                                                                                                                                                                                                                                                                                                            |                              | 15 % | N+4 |
| Share retention:<br><br>On consolidated level below 50,000 EUR variable remuneration half of short-term part is retained for 1 year.<br><br>Above 50,000 EUR share-based short-term variable remuneration is retained for 2 years, and the first deferred part is retained for 1 year.                                 | With a Total remuneration below country level threshold                                      | 100 %                                    | In Cash                      | 50 % | If no retention is applicable, 60 % paid within 60 days of General Meeting (50 % cash, 50 % shares). If retention is applicable, the short-term cash (30 %) is paid within 60 days of General Meeting, while the share-based parts are paid according to the below described deferral and retention rules. | 40 %<br><br>Deferred Payment | 10 % | N+1 |
|                                                                                                                                                                                                                                                                                                                        |                                                                                              |                                          |                              |      |                                                                                                                                                                                                                                                                                                            |                              | 10 % | N+2 |
|                                                                                                                                                                                                                                                                                                                        |                                                                                              |                                          | In Share Related Instruments | 50 % |                                                                                                                                                                                                                                                                                                            |                              | 10 % | N+3 |
|                                                                                                                                                                                                                                                                                                                        |                                                                                              |                                          |                              |      |                                                                                                                                                                                                                                                                                                            |                              | 10 % | N+4 |

Variable remuneration is not contractually determined and can therefore be reduced or not granted in the event of a significant financial loss of the bank, insufficient capital adequacy of the bank, collective or individual poor performance; the employee's excessive risks taking or employee's violations, by taking into account the malus system or the return of funds.

The application of the deferral and share-based payment rules can be omitted in case of employees identified on sub-consolidated or local level identified positions, where the established performance-based remuneration on a yearly basis does not exceed EUR 50,000, provided that the ratio of performance-based remuneration to total remuneration does not exceed 33,33 %.

The SKB Group requests from identified employees not to use any personal insurance/hedging, against risks with a purpose to weaken or nullify the effects of adjustments of the variable part of remuneration to risks.

**Article 450 (1g) Description of other non-cash benefit**

Non-cash benefits to employees whose professional activities significantly affect the bank's risk profile are defined the employment contract and by managerial level and are as follows; use of a company car for private purposes, payment of rent and costs related to the use of housing for expatriated employees, school fees for school-age children of the expatriated employee and membership fees.

**Article 450 (1h) Upon demand from the relevant Member State or competent authority, the total remuneration for each member of the management body**

Remuneration of members of the management body is disclosed in the 2023 Annual Report.

**Article 450 (1i) Information on whether the institution benefits from a derogation laid down in Article 94(3) CRD in accordance with point (k) of Article 450(1) CRR**

The SKB Group does not benefit from derogation.

**Article 450 (1j) The quantitative information on the remuneration of management body, differentiating between executive and non-executive members**

The remuneration policy of the SKB Group regulates the payment of remuneration of executive directors, while the remuneration policy of the OTP Group regulates the payment of remuneration of non-executive directors.

## 12.2. Remunerations Awarded for the Financial year 2023

(Article 450(1)(h)(i)(ii) CRR)

Table 41 Template EU REM1 - Remuneration awarded for the financial year

|           |                                    |                                                                       | a                       | b                      | c                       | d                      |
|-----------|------------------------------------|-----------------------------------------------------------------------|-------------------------|------------------------|-------------------------|------------------------|
| EUR       |                                    |                                                                       | MB Supervisory function | MB Management function | Other senior management | Other identified staff |
| 1         | Fixed remuneration                 | Number of identified staff                                            | 5.00                    | 3.00                   | 5.92                    | 16.61                  |
| 2         |                                    | Total fixed remuneration                                              | 102,224.23              | 587,370.96             | 1,310,870.44            | 1,597,888.33           |
| 3         |                                    | Of which: cash-based                                                  | 102,224.23              | 587,370.96             | 1,310,870.44            | 1,597,888.33           |
| 4         |                                    | (Not applicable in the EU)                                            |                         |                        |                         |                        |
| EU-4a     |                                    | Of which: shares or equivalent ownership interests                    | 0                       | 0                      | 0                       | 0                      |
| 5         |                                    | Of which: share-linked instruments or equivalent non-cash instruments | 0                       | 0                      | 0                       | 0                      |
| EU-5x     |                                    | Of which: other instruments                                           | 0                       | 0                      | 0                       | 0                      |
| 6         |                                    | (Not applicable in the EU)                                            |                         |                        |                         |                        |
| 7         |                                    | Of which: other forms                                                 | 0                       | 0                      | 0                       | 0                      |
| 8         |                                    | (Not applicable in the EU)                                            |                         | 0                      | 0                       | 0                      |
| 9         | Variable remuneration              | Number of identified staff                                            | 0                       | 2.00                   | 5.92                    | 16.48                  |
| 10        |                                    | Total variable remuneration                                           | 0                       | 185,946.00             | 351,039.00              | 321,853.00             |
| 11        |                                    | Of which: cash-based                                                  | 0                       | 92,973.00              | 209,934.00              | 321,853.00             |
| 12        |                                    | Of which: deferred                                                    | 0                       | 55,784.00              | 84,664.00               | 0.00                   |
| EU-13a    |                                    | Of which: shares or equivalent ownership interests                    | 0                       | 0                      | 0                       | 0                      |
| EU-14a    |                                    | Of which: deferred                                                    | 0                       | 0                      | 0                       | 0                      |
| EU-13b    |                                    | Of which: share-linked instruments or equivalent non-cash instruments | 0                       | 92,973.00              | 141,105.00              | 0                      |
| EU-14b    |                                    | Of which: deferred                                                    | 0                       | 92,973.00              | 136,854.00              | 0.00                   |
| EU-14x    |                                    | Of which: other instruments                                           | 0                       | 0                      | 0                       | 0                      |
| EU-14y    |                                    | Of which: deferred                                                    | 0                       | 0                      | 0                       | 0                      |
| 15        | Of which: other forms              | 0                                                                     | 0                       | 0                      | 0                       |                        |
| 16        | Of which: deferred                 | 0                                                                     | 0                       | 0                      | 0                       |                        |
| <b>17</b> | <b>Total remuneration (2 + 10)</b> |                                                                       | <b>102,224.23</b>       | <b>773,316.96</b>      | <b>1,661,909.44</b>     | <b>1,919,741.33</b>    |

## 12.3. Special Payments to Staff Whose Professional Activities have a Material Impact on Institutions' Risk Profile

(Article 450(1)(h)(v)(vi)(vii) CRR)

Table 42 Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

|                                                                                                          |                                                                                                                                   | a                       | b                      | c                       | d                      |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------|------------------------|-------------------------|------------------------|
|                                                                                                          | EUR                                                                                                                               | MB Supervisory function | MB Management function | Other senior management | Other identified staff |
| <b>Guaranteed variable remuneration awards</b>                                                           |                                                                                                                                   |                         |                        |                         |                        |
| 1                                                                                                        | Guaranteed variable remuneration awards - Number of identified staff                                                              | 0                       | 0                      | 0                       | 0                      |
| 2                                                                                                        | Guaranteed variable remuneration awards -Total amount                                                                             | 0                       | 0                      | 0                       | 0                      |
| 3                                                                                                        | Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap | 0                       | 0                      | 0                       | 0                      |
| <b>Severance payments awarded in previous periods, that have been paid out during the financial year</b> |                                                                                                                                   |                         |                        |                         |                        |
| 4                                                                                                        | Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff    | 0                       | 0                      | 0                       | 0                      |
| 5                                                                                                        | Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount                  | 0                       | 0                      | 0                       | 0                      |
| <b>Severance payments awarded during the financial year</b>                                              |                                                                                                                                   |                         |                        |                         |                        |
| 6                                                                                                        | Severance payments awarded during the financial year - Number of identified staff                                                 | 0                       | 0                      | 0                       | 1                      |
| 7                                                                                                        | Severance payments awarded during the financial year - Total amount                                                               | 0                       | 0                      | 0                       | 68,072.83              |
| 8                                                                                                        | Of which paid during the financial year                                                                                           | 0                       | 0                      | 0                       | 68,072.83              |
| 9                                                                                                        | Of which deferred                                                                                                                 | 0                       | 0                      | 0                       | 0                      |
| 10                                                                                                       | Of which severance payments paid during the financial year, that are not taken into account in the bonus cap                      | 0                       | 0                      | 0                       | 0                      |
| 11                                                                                                       | Of which highest payment that has been awarded to a single person                                                                 | 0                       | 0                      | 0                       | 68,072.83              |

## 12.4. Deferred Remunerations

(Article 450(1)(h)(iii)(iv) CRR)

Table 43 Template EU REM3 - Deferred remuneration

| EUR       | a                                                                              | b                                          | c                                              | d                                                                                                                               | e                                                                                                                                     | f                                                                                                                                                                                     | EU-g                                                                                                            | EU-h                                                                                                                              |                |
|-----------|--------------------------------------------------------------------------------|--------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------|
|           | Total amount of deferred remuneration awarded for previous performance periods | Of which due to vest in the financial year | Of which vesting in subsequent financial years | Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year | Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years | Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments) | Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year | Total amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods |                |
| 1         | MB Supervisory function                                                        |                                            |                                                |                                                                                                                                 |                                                                                                                                       |                                                                                                                                                                                       |                                                                                                                 |                                                                                                                                   |                |
| 2         | Cash-based                                                                     |                                            |                                                |                                                                                                                                 |                                                                                                                                       |                                                                                                                                                                                       |                                                                                                                 |                                                                                                                                   |                |
| 3         | Shares or equivalent ownership interests                                       |                                            |                                                |                                                                                                                                 |                                                                                                                                       |                                                                                                                                                                                       |                                                                                                                 |                                                                                                                                   |                |
| 4         | Share-linked instruments or equivalent non-cash instruments                    |                                            |                                                |                                                                                                                                 |                                                                                                                                       |                                                                                                                                                                                       |                                                                                                                 |                                                                                                                                   |                |
| 5         | Other instruments                                                              |                                            |                                                |                                                                                                                                 |                                                                                                                                       |                                                                                                                                                                                       |                                                                                                                 |                                                                                                                                   |                |
| 6         | Other forms                                                                    |                                            |                                                |                                                                                                                                 |                                                                                                                                       |                                                                                                                                                                                       |                                                                                                                 |                                                                                                                                   |                |
| 7         | MB Management function                                                         | 414,869                                    | 114,440                                        | 300,429                                                                                                                         | 0                                                                                                                                     | 0                                                                                                                                                                                     | (11,683)                                                                                                        | 102,757                                                                                                                           | 60,850         |
| 8         | Cash-based                                                                     | 187,349                                    | 66,081                                         | 121,268                                                                                                                         | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 66,081                                                                                                                            | 0              |
| 9         | Shares or equivalent ownership interests                                       | 56,676                                     | 40,167                                         | 16,510                                                                                                                          | 0                                                                                                                                     | 0                                                                                                                                                                                     | (14,916)                                                                                                        | 25,251                                                                                                                            |                |
| 10        | Share-linked instruments or equivalent non-cash instruments                    | 170,843                                    | 8,192                                          | 162,651                                                                                                                         | 0                                                                                                                                     | 0                                                                                                                                                                                     | 3,233                                                                                                           | 11,425                                                                                                                            | 60,850         |
| 11        | Other instruments                                                              | 0                                          | 0                                              | 0                                                                                                                               | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| 12        | Other forms                                                                    | 0                                          | 0                                              | 0                                                                                                                               | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| 13        | Other senior management                                                        | 641,295                                    | 205,330                                        | 435,966                                                                                                                         | 0                                                                                                                                     | 0                                                                                                                                                                                     | (9,552)                                                                                                         | 195,778                                                                                                                           | 97,481         |
| 14        | Cash-based                                                                     | 313,668                                    | 156,604                                        | 157,064                                                                                                                         | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 156,604                                                                                                                           | 0              |
| 15        | Shares or equivalent ownership interests                                       | 4,313                                      | 2,157                                          | 2,157                                                                                                                           | 0                                                                                                                                     | 0                                                                                                                                                                                     | (784)                                                                                                           | 1,373                                                                                                                             | 0              |
| <b>16</b> | <b>Share-linked instruments or equivalent non-cash instruments</b>             | <b>323,314</b>                             | <b>46,569</b>                                  | <b>276,745</b>                                                                                                                  | <b>0</b>                                                                                                                              | <b>0</b>                                                                                                                                                                              | <b>(8,768)</b>                                                                                                  | <b>37,801</b>                                                                                                                     | <b>97,481</b>  |
| 17        | Other instruments                                                              | 0                                          | 0                                              | 0                                                                                                                               | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| 18        | Other forms                                                                    | 0                                          | 0                                              | 0                                                                                                                               | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| <b>19</b> | <b>Other identified staff</b>                                                  | <b>334,475</b>                             | <b>328,164</b>                                 | <b>6,311</b>                                                                                                                    | <b>0</b>                                                                                                                              | <b>0</b>                                                                                                                                                                              | <b>(1,126)</b>                                                                                                  | <b>327,038</b>                                                                                                                    | <b>0</b>       |
| 20        | Cash-based                                                                     | 328,163                                    | 325,008                                        | 3,155                                                                                                                           | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 325,008                                                                                                                           | 0              |
| 21        | Shares or equivalent ownership interests                                       | 6,312                                      | 3,156                                          | 3,156                                                                                                                           | 0                                                                                                                                     | 0                                                                                                                                                                                     | (1,126)                                                                                                         | 2,030                                                                                                                             | 0              |
| 22        | Share-linked instruments or equivalent non-cash instruments                    | 0                                          |                                                |                                                                                                                                 | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| 23        | Other instruments                                                              | 0                                          | 0                                              | 0                                                                                                                               | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| 24        | Other forms                                                                    | 0                                          | 0                                              | 0                                                                                                                               | 0                                                                                                                                     | 0                                                                                                                                                                                     | 0                                                                                                               | 0                                                                                                                                 | 0              |
| <b>25</b> | <b>Total amount</b>                                                            | <b>1,390,639</b>                           | <b>647,933</b>                                 | <b>742,706</b>                                                                                                                  | <b>0</b>                                                                                                                              | <b>0</b>                                                                                                                                                                              | <b>(22,361)</b>                                                                                                 | <b>625,573</b>                                                                                                                    | <b>158,331</b> |

## 12.5. Aggregate Quantitative Information on Remunerations, Broken Down by Business Area

(Article 450(1)(g) CRR)

Table 44 Template EU REM4 - Remuneration of 1 million EUR or more per year

|    | EUR                          | a                                                                       |
|----|------------------------------|-------------------------------------------------------------------------|
|    |                              | Identified staff that are high earners as set out in Article 450(i) CRR |
| 1  | 1 000 000 to below 1 500 000 | 0                                                                       |
| 2  | 1 500 000 to below 2 000 000 | 0                                                                       |
| 3  | 2 000 000 to below 2 500 000 | 0                                                                       |
| 4  | 2 500 000 to below 3 000 000 | 0                                                                       |
| 5  | 3 000 000 to below 3 500 000 | 0                                                                       |
| 6  | 3 500 000 to below 4 000 000 | 0                                                                       |
| 7  | 4 000 000 to below 4 500 000 | 0                                                                       |
| 8  | 4 500 000 to below 5 000 000 | 0                                                                       |
| 9  | 5 000 000 to below 6 000 000 | 0                                                                       |
| 10 | 6 000 000 to below 7 000 000 | 0                                                                       |
| 11 | 7 000 000 to below 8 000 000 | 0                                                                       |

**Table 45 Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)**

|     |                                        | a                            | b                      | c          | d                  | e              | f                | g                   | h                                      | i          | j     |
|-----|----------------------------------------|------------------------------|------------------------|------------|--------------------|----------------|------------------|---------------------|----------------------------------------|------------|-------|
|     |                                        | Management body remuneration |                        |            | Business areas     |                |                  |                     |                                        |            |       |
| EUR |                                        | MB Supervisory function      | MB Management function | Total MB   | Investment banking | Retail banking | Asset management | Corporate functions | Independent internal control functions | All other  | Total |
| 1   | Total number of identified staff       |                              |                        |            |                    |                |                  |                     |                                        |            | 30.53 |
| 2   | Of which: members of the MB            | 5                            | 3                      | 8          |                    |                |                  |                     |                                        |            |       |
| 3   | Of which: other senior management      |                              |                        |            | 0                  | 3              | 0                | 0,92                | 1                                      | 1          |       |
| 4   | Of which: other identified staff       |                              |                        |            | 0                  | 2,50           | 0                | 1.58                | 7.48                                   | 5.05       |       |
| 5   | Total remuneration of identified staff | 102,224.23                   | 773,316.96             | 875,541.19 | 0                  | 928,241.86     | 0                | 661,649.78          | 1,134,679.97                           | 857,079.16 |       |
| 6   | Of which: variable remuneration        | 0                            | 185,946.00             | 185,946.00 | 0                  | 173,346.00     | 0                | 125,983.00          | 221,806.00                             | 151,757.00 |       |
| 7   | Of which: fixed remuneration           | 102,224.23                   | 587,370.96             | 689,595.19 | 0                  | 754,895.86     | 0                | 535,666.78          | 912,873.97                             | 705,322.16 |       |

## Statement on implementation of internal controls

The Bank's Management states that all disclosures have been prepared in accordance with Regulation (EU) 2019/876 of the European Parliament and of the Council of 20 May 2019 amending Regulation (EU) 575/2013 and in accordance with the Commission Implementing Regulation (EU) 2021/637 of 15 March 2021,

The Disclosures were prepared in accordance with internal control process established by the Bank to ensure the accuracy of the information disclosed,

The Disclosures from Part 8 of Regulation 2019/876 were not audited by external auditor,

Ljubljana, 17. 04. 2024



Spyridon Ntallas, Deputy Chief Executive Officer & CFO



Csaba Csikos, CRO



Vojka Ravbar, Deputy Chief Executive Officer



Anita Stojčevska, Chief Executive Officer

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